Point of Care Training for Research Coordinators

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Agenda

- Introductions
- Learning Outcomes
  - Define new strategies for training the research team including study coordinators
  - Understand and explore what is point of care or research training
  - Identify how to optimize efficiencies and subject safety with a diverse, both age and/or geographic workforce
- Discussion of Learning Strategies with Multigenerational Teams
- Questions and Answers

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The Future is Now

- Sites are facing the loss of staff
- Financial stability is being scrutinized
- Research is complex

Current State and Trends in Research and Training

- Decentralized Trials
- Diversity and Inclusivity
- Remote Teamwork
- The Great Resignation
- Environmental Social and Governance (ESG)
- Digital Tools

Strategy for Success:

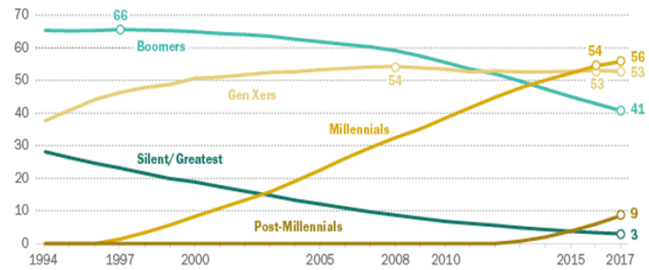**Making training practical and effective to achieve and maintain compliance**

Why Change a Strategy for Training

Multigenerational Workforce

Millennials became the largest generation in the labor force in 2016

U.S. labor force, in millions

Note: Labor force includes those ages 16 and older who are working or looking for work. Annual averages shown.
Source: Pew Research Center analysis of monthly 1994-2017 Current Population Survey (IPUMS).

PEW RESEARCH CENTER

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Learning Occurs in a Variety of Ways

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Slide 7

Not all Generations are the Same

	B Baby boomer 1940–59	**X** Gen X 1960–79	**Y** Gen Y (millennial) 1980–94	**Z** Gen Z 1995–2010
Context	• Postwar • Dictatorship and repression in Brazil	• Political transition • Capitalism and meritocracy dominate	• Globalization • Economic stability • Emergence of internet	• Mobility and multiple realities • Social networks • Digital natives
Behavior	• Idealism • Revolutionary • Collectivist	• Materialistic • Competitive • Individualistic	• Globalist • Questioning • Oriented to self	• Undefined ID • "Communaholic" • "Dialoguer" • Realistic
Consumption	• Ideology • Vinyl and movies	• Status • Brands and cars • Luxury articles	• Experience • Festivals and travel • Flagships	• Uniqueness • Unlimited • Ethical

https://www.mckinsey.com/industries/consumer-packaged-goods/our-insights/true-gen-generation-z-and-its-implications-for-companies

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Slide 8

"Positive effect on the knowledge and confidence of health professions students in performing procedures, retaining knowledge, studying, and engaging in collaborative learning."

De Gagne, J. C., Park, H. K., Hall, K., Woodward, A., Yamane, S., & Kim, S. S. (2019). Microlearning in Health Professions Education: Scoping Review. *JMIR Medical Education*, *5*(2), e13997. https://doi.org/10.2196/13997

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What is Point of Care or Research Training?

- Defining Point of Care or Research Training
  - Microlearning
    - Small modules or components
    - Actionable and trackable
    - In the moment or point of care learning
  - A preceptor in your pocket
- What does it look like
  - Checklists
  - Decision Guides
  - Actionable screening tools and scripts
  - Tools to ensure compliance with the protocol, including updates and AEs

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"Been in situations at point-of-care where decisions had been required to be taken based on deficient information, knowledge or experience. Nearly half of the participants found that there is a lot of information available on the Internet but that it is difficult to determine which information is reliable."
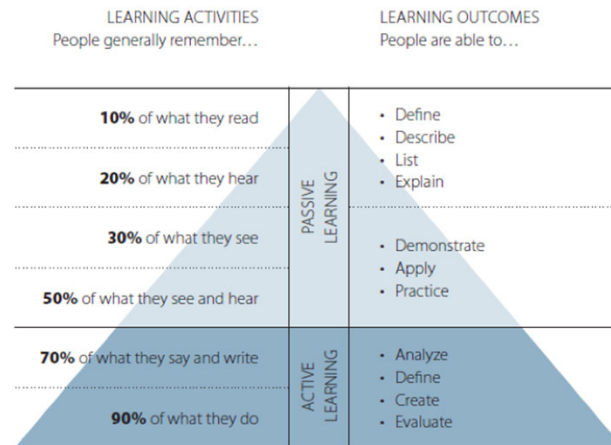
Johansson, P., Petersson, G., Saveman, B.-I., & Nilsson, G. (2014). Using advanced mobile devices in nursing practice – the views of nurses and nursing students. *Health Informatics Journal*, *20*(3), 220–231. https://doi.org/10.1177/1460458213491512

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Why Change Learning Style

- Remote Teams
- Move from Passive to Active Learning
- Drive Compliance with Consistency of Practice
- Improve Outcomes

LEARNING ACTIVITIES
People generally remember…

LEARNING OUTCOMES
People are able to…

	PASSIVE LEARNING	
10% of what they read		• Define • Describe • List • Explain
20% of what they hear		
30% of what they see		• Demonstrate • Apply • Practice
50% of what they see and hear		
70% of what they say and write	ACTIVE LEARNING	• Analyze • Define • Create • Evaluate
90% of what they do		

Dale's Cone of Learning

To experience an event is to live through it, to participate in it, to incorporate it, and to continue to use it. To experience is to test, to try out. It means to be a concerned participant, not a half-attentive observer.

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Reimagining training – what does it look like?

- A single source of truth
- Links to OHRP, FDA, ClinicalTrial.gov
- Links to current systems – CTMS, EMR, LMS, facility billing systems, grants management systems and E-Regulatory Systems
- A way of fostering teamwork and collaboration
- A way of sharing updates in real-time which can be assigned and tracked

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Training Reimagined…

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Key Takeaways

LEARNING VARIES FOR RESEARCH TEAMS

ALL CLINICAL RESEARCH TEAMS WANT TO BE ABLE TO ACCESS INFORMATION ON THE CLOUD AND AT THE POINT OF NEED THAT IS RELIABLE!

NEW DIMENSIONS FOR ORIENTATION AND TRAINING

FLEXIBILITY IN PROVIDING FOR HOW PEOPLE LEARN

IMPLEMENTING INNOVATIVE ASYNCHRONOUS TRAINING CAN SAVE TIME AND MONEY WHILE IMPROVING QUALITY OUTCOMES AND COMPLIANCE

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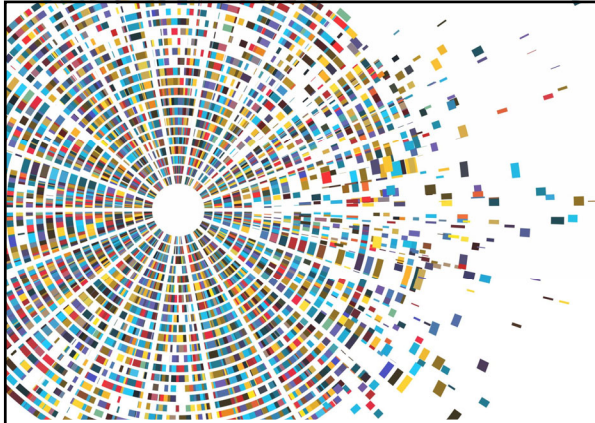
Questions and Answers

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