



A Versatile Framework to Quickly Implement Wound Care-Specific, Role-Based Competency Programs

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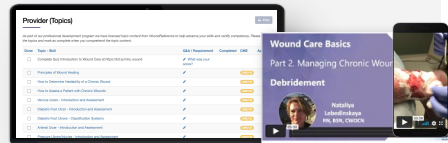
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INTRODUCTION

Staffing shortages have been a top patient safety concern.¹ The need to quickly onboard new clinicians and ensure competent performance is compounded by the lack of a standardized approach to education/training in wound care.^{2,3} It has been shown that organizations with competency programs have 40% lower turnover and 87% greater ability to hire the best people.⁴ However, consistently ensuring clinicians' competency in wound care is challenging, given time/resource constraints.

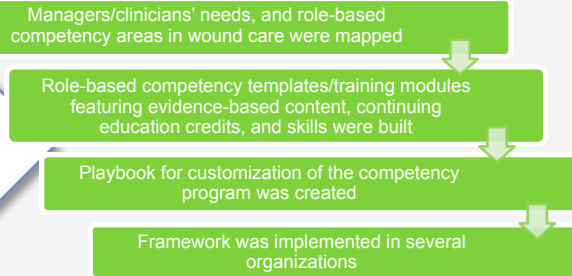
OBJECTIVE

To address these needs, we aimed to create a framework to quickly implement role-specific, wound care competency programs.



METHOD

Using the Design Thinking methodology⁵, the solution* was created as a module within a clinical/reimbursement decision support web-application for wound care/hyperbaric clinicians



RESULTS

The framework is a digital solution that enables organizations to quickly implement/manage/document wound care-specific, role-based competencies.

Use cases include ongoing competencies for:

Acute Care Inpatient Nurses

To achieve quality goals, a hospital implemented customized **pressure ulcer/injury prevention competencies** for 330 nurses, **cutting down educational program development time by 80%**.

Certified Wound Care Specialists

To complement their organization's generic competencies and ensure their own competencies addressed their job duties/responsibilities, **specialists implemented wound-care specific competencies, reinforcing regulatory compliance.**

HBOT Professional Certification

To address lack of local qualified supervisor, candidate completed a Preceptorship Module utilizing an in-person/remote approach and **met preceptorship requirements to become a Certified Hyperbaric Technologist.**

CONCLUSIONS

A framework to quickly deploy wound care-specific, role-based competency programs and meet continuing education/certification/compliance requirements was successfully developed/implemented. Its versatility may help organizations address staffing turnover by decreasing onboarding time, and increasing talent retention.



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