Learning Needs Assessment

Author

Institutional Affiliation

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Instructor's name

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Learning Needs Assessment

Nursing education is a continuous process that is needed for the promotion of evidence-based patient care. Since the cost of education is ordinarily high to each healthcare facility as well as the students, it is essential to ensure that it is appropriate, relevant and cost-effective (Fattahi et al, 2020). Studies show that education designed for nurses is not always systematically and adequately organized and developed. It highly depends on the area of interest and the assessment of nurse educators. This section will have both open-ended and closed-ended questions designed for the learning needs review of new employees hired into the VA medical centre.

Open-ended questions (Kindly provide a rationale and explanation in detail for the responses provided. One can use statement such as '*In my area of practice, and I will do the following*)

1. How comfortable are you interpreting information from diagnostic tests?

2. Are you able to effectively coordinate an emergency?

3. Discuss how you will manage people with uncontrollable behaviours

4. How will you apply pharmacology in your daily practice?

5. Are you versed with the pathophysiology of the disease process?

6. How will you manage the patients and patient's family receiving bad news?

7. Explain how you will apply evidence to support your daily practice

8. How will you plan care for complex patients?

9. What skills will you use to manage conflict in the nursing tea,

10. How will you keep abreast with current trends in the management of health conditions?

Closed-ended questions (The questions in this section will require a yes or no answer)

1. As a nurse, one is required to prepare a project plan.

2. Is one required to make clinical decisions on their own?

3. Is it mandatory for every nurse to have advanced assessment skills relating to mental health in healthcare?

4. It is the role of a nurse to initiate discharge and referral of clients.

5. A nurse needs to know and understand the beliefs and values of other people's culture.

6. Nurses are charged with performing technical procedures.

7. Nurses must establish relationships with patients from different cultures.

8. It is not essential to prioritize one's workload as a nurse newly hired at the VA medical centre.

9. Newly hired nurses should be able to present PowerPoint presentations to the management.

10. All nurses should have advanced assessment skills related to emotional—Socioeconomic, lifestyle and family health.

Data Collection Techniques

The primary data collection technique involved will be the use of questionnaires. The development of the questionnaire will incorporate information from two primary sources: A literature review and data and information from the previous survey of stakeholders from the VA medical centre. Following ethical approval, we shall pilot the questionnaire with postgraduate students and a department in the VA medical centre or any other hospital (Fattahi et al, 2020). The development of the tool will be based on two assumptions. The nurses will also be involved in identifying their personalised learning needs. Essentially, nurses play a critical role in the

education process and should always be consulted. The second assumption will be to consider

other stakeholders who have a vested interest in nursing as they have a more significant

influence and impact (Fattahi et al, 2020). According to research, having multiple perspectives

will foster accuracy while determining the learning needs of students and, in return, increase the

reliability and validity of the survey results. The questionnaire will have open-ended and closed

questions and will both be divided into two sections. The areas to be covered on the

questionnaires will involve patient care, professional issues, health care team and demographic

data such as education, clarification, ethnicity and work experience.

The questionnaire will comprise various learning needs where the participants will rate

the learning item using the *Likert-type scale.* Besides, the participants will be requested to use a

statement such as ''*In my area of practice, and I will do the following……''.* Data analysis will

be conducted using both descriptive and frequency statistics to identify the mean score for each

of the learning needs items. Consequently, the mean scores will be ranked from the highest to the

lowest (Puchalski & Ferrell, 2020). The results will then help the nurse educators find the items

that the students identified as learning need and the areas where skills and knowledge needed to

improve the delivery of care. Evidently, ongoing education is a required exercise for nurses and

employers. Therefore, learning needs assessments based on the present work activities and

challenges are necessary to plan for a practical and relevant learning process that will equip the

workforce. We anticipate that the survey findings will provide a timely reminder for the

participants in the learning process and prompt them to ask relevant questions such as who

determines the content for the ongoing education and whether the needs of the different nurses

are effectively met (Puchalski & Ferrell, 2020). Besides, the study results will help understand

the areas of learning needs that require further research, such as the learning needs of overseas

nurses.

References

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