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Judging Dept.

Emily Watterworth

Student

HPM&B

2

Timothy Hoff, PhD

Dept or Program Years in program

Mentor

## Development of a Training Program for Health Care Professionals

Author (s)

**Emily Watterworth, Timothy Hoff**

**Objective:** To develop a specific training program that would facilitate effectiveness and efficiency of managing health care innovation, and a general training template to be used in future health professional training.

**Background:** The healthcare industry is rapidly changing. New strategies, technologies and guidelines are continuously developed and incorporated into practice. However, innovations are not always implemented effectively. Health professionals must understand the best practices of managing innovation. The Hudson Mohawk Area Health Education Center (HM-AHEC) decided to become more involved in training healthcare professionals on emerging topics of practical importance, leading to a partnership with a consulting team and the conception of "The Hudson-Mohawk AHEC Academy."

**Methods:** The consulting project consisted of developing the Academy concept, layout, and the content of the first training workshop. In addition, a training evaluation plan was developed. I assisted in the conceptualization of the Academy, need assessment for management training in innovation implementation, development of educational content, participant recruitment, and program evaluation. The evaluation plan consists of a program logic model capturing both short and long-term learning outcomes.

**Results:** The Academy will offer a two-week workshop in June 2007 with various components: in-person training, video-conferencing, and online discussion boards. The first workshop will provide innovation implementation training, with a focus on electronic medical records. The evaluation plan and tools will assess the success of the workshop and may be used to evaluate future Academy training. The general training template will be used by AHEC in the future for both clinical and management-oriented training programs.