

# What is your CE Learning Style?

[VIDEO TRANSCRIPT]

I'm Karen Innocent, Executive Director of continuing education for Wolters Kluwer and Lippincott CE.

Today I'm going to talk about how to make the best investment in your professional development.

Continuing education supports lifelong learning and drives your own development as a professional. It helps to improve patient care and helps you meet some of your own goals in improving your practice and your career. Individual professionals seek continuing education primarily for license renewal as there are more than fifty percent of states that now require continuing education to maintain licensure.

And other professionals seek continuing education for their board certification renewal. But even if you are not board certified or continuing education is not required in your state you need to maintain your competency as a professional by being involved in continuing professional development activities.

Experience only helps so much because the longer you are in practice the more changes that have occurred since you've graduated from school. Employers are interested in CE that assists their healthcare organization in meeting their learning goals. For example, employers provide continuing education that assists their organization in maintaining accreditation, for example, the Joint

Commission disease-specific certifications. Some employers also provide education to their employees to support the goals around quality initiatives that are required by the Center for Medicare and

Medicaid Services. And others aspire to achieve magnet status and other awards. Health systems

recognize that better education equals better outcomes and better reimbursement. Some examples of CE versus non-CE. Now if you're looking for continuing education as an individual, you need to

understand that there are some programs that don't carry credit but they still may be of value to you as a professional. Learning activities that qualify for continuing education are those that provide an update

to the foundational or basic level of education that you had to have in order to become a professional. It includes any new or revised clinical practice guidelines, changes or standards of practice that are available in the state practice acts, and any changes in practice that may be published by various organizations that provide guidance to professionals around the care of patients. Learning activities that qualify for continuing education include types of programs that will include an advancement in the education beyond the basic alert level of training that was provided when you went to school to become a professional. They include revisions or new clinical practice guidelines, changes to the state board rules and standards of care that may be changed by the State Board. For example, some states require continuing education on specific topics such as child abuse, domestic violence, infection control or on controlled substances. These courses can be in the form of online learning modules, journal articles, conferences, presentations videos, webinars, the list goes on. Any of these programs could be certified for continuing education credit. Non-continuing education activities are usually the types of programs that are required for all employees in the organization. Often, they're associated with workplace safety or orientation and they may be required for compliance with some regulations. Examples of these things would be training on use of specific equipment in your organization, fire safety, electrical safety, radiation safety. They are the types of programs that would be required for the non-professional employees in the organization as well as those who carry professional licenses. Employer specific training may not carry continuing education and that's because some of these topics are associated with specific policies and procedures that only your employer would require you to know. Now we're going to review how to select the best continuing education activity for you. What is your learning style? Are you an independent learner or do you prefer instructor-led training? Are you a reader, a listener, or a doer? Identify your preferred learning style by thinking about how you learn best. Once you learn this, you can select a workshop, a conference, a journal article, or self-study module that best meets your

needs. Independent learners learn best from self-study materials, on-demand webinars, and online learning modules. Consider how well you learn from various forms of education. If you prefer reading, journals will be a good source of continuing education. Those who like to see and hear may select live conferences and live webinars or videos. Those who learn best by practicing skills need to have workshops or courses that have case studies, review questions, or other hands-on skills that they can practice. You may also find that you have different learning preferences depending on the topic. After you know what you need to learn, and you know how you learn best, you need to choose an accredited continuing education provider. Become familiar with your state or certification boards requirements for continuing education. Compare those requirements to the accreditation statement and information in the continuing education providers website or brochures. National accreditations such as the American Nurses Credentialing Center provider accreditation is accepted by most states but still some states require that CE is approved by your state board. Trust in a continuing education provider that has been around for many years. You should be sure that your provider can access your continuing education records years into the future in case your state or accreditation board request confirmation of your attendance or if you have lost your certificates. Your satisfaction with a course depends on selecting a CE activity that is right for your professional goals. Always review the program objectives, outcomes, purpose statement or course description to be sure that a program will cover the topic adequately to meet your needs. Consider the target audience of the program. Some programs are intended for one or more profession. Is this appropriate for you? Other programs are intended for beginners, intermediate learners, or for experts. So make sure you know this before you make a purchase decision. Most of all, any continuing education program that is accredited should include the best available evidence. So review the materials to ensure that the most up-to-date references are included and look at the credentials of the instructor or the author to ensure that that person has the credentials that are

necessary to really provide the most relevant information for your topic. To recap, know your learning style, evaluate the quality of your CE provider, and compare the course to your learning goals. After doing this, you will be able to have success with your continuing education program.