

# Designing and implementing a National Simulation Faculty Development Programme for Wales (SimFDWales)

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**Aim/Background:** Simulation faculty should be trained and competent<sup>1, 2</sup> A key strategic objective of the HEIW simulation team: To provide equitable access to standardised simulation faculty training across Wales.

## Method

A consultation process with key stakeholders, educators and clinicians from a range of professional backgrounds was undertaken and identified the following key priorities:

1. Development of a tiered competency-based programme which supports a competency-based approach
2. To develop educational skills, knowledge and behaviours required to deliver high quality simulation-based education and training (SBET)
3. To promote interprofessional SBET and offer flexible and accessible faculty training opportunities

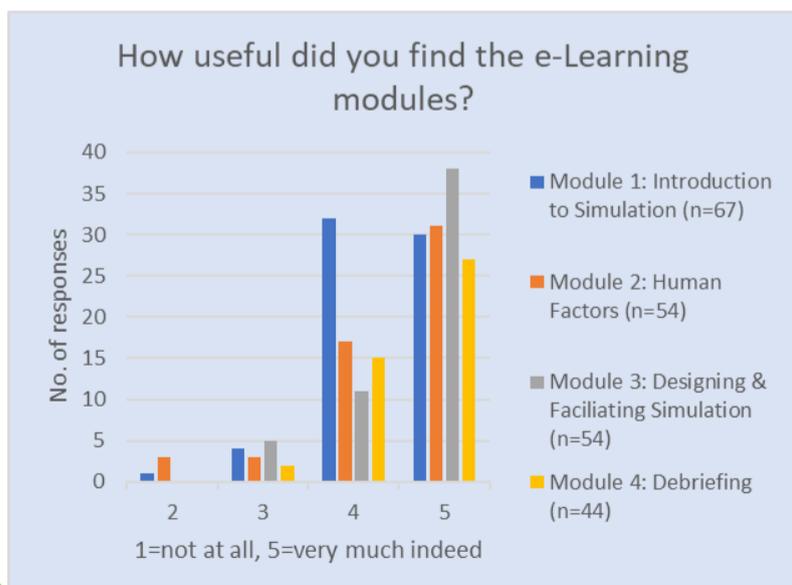
A tiered programme framework consisting of 3 standalone Courses: essential, advanced and expert comprising 4 blended learning modules each, was designed collaboratively and informed by the literature<sup>2,3</sup>

The Essential Course was launched in October 2022 with 5 hours of self-directed e-learning followed by a 5 hour facilitated (virtual or face to face) session.

Essential	Advanced	Expert
<b>10 hours of blended learning</b> <b>Modules</b> 1. Introduction to simulation and standards 2. Human factors (essential) 3. Designing and facilitating simulation 4. Debriefing (essential)	<b>20 hours of blended learning</b> <b>Modules</b> 1. Educational approach to interprofessional team training (theories and practice) 2. Human Factors (advanced) 3. Debriefing (advanced) 4. Assessment and evaluation	<b>50 hours of blended learning</b> <b>Modules</b> 1. Training trainers in patient safety, non-technical skills and professionalism (HF expert) 2. Debriefing the debriefer 3. Quality assurance: embedding standards, mentoring, implementing change 4. Research and scholarship

## Results

73 participants completed the essential course between October 2022-June 2023 with n=43 attending a face-to-face session and n=30 a virtual session.



Overall response rate to the evaluation of the facilitated sessions was 67/73 (92%).

All responders 65/67 (97%) rated the face to face and virtual sessions  $\geq 4$  regarding relevance and usefulness, with 64/67 (96%) agreeing that the learning objectives were met.

Common themes identified as “most useful” were the ability to practise running a scenario and opportunity to practise debriefing and gain feedback.

**Conclusion:** The essential course of the Sim FD Wales Programme has been well received and evaluated so far. Uptake has been high, with demand outstripping places available. Further evaluation is required to determine the effectiveness and impact of each course.

### References:

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3. Peterson, D T; Watts, P, I; Epps, C, A; White, M. L 2017. Simulation Faculty Development: A Tiered Approach. *Simulation in Healthcare: The Journal of the Society for Simulation in Healthcare* 12(4):p 254-259, DOI:10.1097/SIH.0000000000000225