# Developing Staff Training Sessions

What information do you wish to communicate to staff during education sessions? The following list\* outlines the major areas we decided to cover based on our staff need assessment:

* What is Family Integrated Care
* Implementation
* The Therapeutic Nurse-Parent Relationship: Building helping-healing relationships
* Communication/Mental Health
* Growth and Development
* Breastfeeding and pumping
* Veteran Parent experience

**CONSIDER…**

* Feeling successful is important – for both educators and learners
* Evaluation from both staff and educators of the education program is essential – feedback should be shared

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\* More detail appears on the following page

**SOME GENERAL SUGGESTIONS FOR AN EDUCATION PROGRAM**

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| **Topic** | **Components** |
| Understanding Family Integrated Care | * Philosophy
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| Implementation | * What, how, when and where
 |
| The Therapeutic Staff-Parent Relationship: Building helping-healing relationships | * The NICU nurse
* Other NICU health professionals
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| Communication/Mental Health | * Psychological implications of a premature birth
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| Growth and Development* Developmental Care
* Positioning
* Milestones
* Occupational Therapy
* Community referrals
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 | * Hands-on demonstrations on positioning, tummy-time, therapeutic exercises using models
* One-on-one sessions with an Occupational Therapist
* Infant massage – hands-on demonstrations using models
* Interacting with your premature baby
* Music and your premature baby
* Information on community support programs
* Handouts
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| Day in the life of a veteran parent* Discharge and the baby at home
 | * Sharing their experience
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| Breastfeeding and pumping | * Baby steps to breastfeeding
* Lactation consultant – one-on-one consultation
* Videos
* Handouts
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# Who should participate?

All members of your healthcare team should understand the philosophy of Family Integrated Care and could realistically participate in the education program and be an effective ‘teacher’. Do you have any veteran parents who would consider volunteering their time?

It is important to strive for a sustainable program that does not rely on too much administrative support for scheduling, etc.

CONSIDER…

* An interdisciplinary approach
* Both staff and management commitment
* Consistent staff (taking into consideration shift, holidays, etc.)
* Anticipating obstacles
* Reluctance for change
* How you will share feedback from participants



Where will the training take place?

If you are like us, you will have obvious limitations and challenges in relation to the physical space.

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CONSIDER…

* Classroom
* Proximity to A/V equipment
* Available seating



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# When will the training take place?

You will have to develop your training program using available resources. There will be many variables to consider.

CONSIDER…

* Assessing available staff
* Timing
* Busy schedules (will this be paid or on shift?)



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