Additional Education Resource

What is additional education?

Additional education is a key concept identified in the British Columbia College of Nurses and Midwives (BCCNM)'s *Scope of Practice for Licensed Practical Nurses*.

Additional education is structured education (e.g., workshop, course or program of study) designed so that licensed practical nurses (LPNs) can attain the competencies[1] required to carry out a specific activity.

Additional education:
- ✓ Builds on entry-level LPN competencies
- ✓ Includes both theory and application to practice
- ✓ Identifies the expected LPN competencies
- ✓ Includes an objective, external evaluation of LPN competencies

Why is additional education necessary?

Additional education provides LPNs with the competencies required to carry out a nursing activity safely. Additional education serves three purposes.

1. Describes and teaches the competencies required to safely carry out a nursing activity that is not commonly taught in an entry-level practical nursing education program

2. Supports consistent, evidence-informed care

3. Clarifies accountability and responsibility for practice

Who can use this resource?

This resource is for employers, LPNs and educators. The ten components outlined below can be used to review an existing course or to develop new education that fits within the definition of additional education.

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[1] Competencies are the knowledge, skills, attitudes and judgement required to perform safely, competently and ethically within an individual's nursing practice or in a designated role or setting.

How can an employer recognize existing competence?

If an LPN is already carrying out a nursing activity that requires additional education as indicated in BCCNM's *Scope of Practice for Licensed Practical Nurses*, the employer may assess the LPN's level of competence to determine if the LPN has met the requirements to successfully complete the additional education. If so, the LPN does not need to complete the structured education.

Components of additional education

A workshop, course, or program of study for additional education may include the following components:

1. **Introduction**

   - A brief overview of the education and the educational materials

2. **Purpose**

   - A statement that outlines the specific purpose of the education
   - A description of the nursing activity
   - A statement of why additional education is required

3. **Competencies**

   - An outline of the minimum competencies required for successful completion
   - A description of how achievement of the competencies will be assessed

4. **Theory**

   - A description of the core concepts and theoretical base for the education
   - Definitions of key words or concepts

5. **Resources**

   - Identification of the resources required to deliver the education, such as organizational policies and procedures, CLPNBC Standards of Practice, textbooks, context of clinical practice and selected client conditions
   - Identification of the resources available to support learning

6. Application

- A description of how the education will be delivered (e.g., online, face-to-face/live sessions, blended learning, self-directed study, webinar)
- The duration and frequency of session offerings
- An indication of any required pre-requisites (e.g., experience in a specific practice setting or with a specific client type, one year of acute care experience)
- Identification of who will deliver the course

7. Learning Format

- A description of the learning formats used to deliver the education
- An explanation of what part of the education is theoretical and what part is simulation or clinical practice
- An outline of the overall plan for delivering the learning activities

8. Evaluation

- An explanation of how the LPN will demonstrate competence
- A description of the tools used to evaluate the LPN's competence (e.g., papers, practice demonstrations, projects, tests, presentations)

9. Documentation

- An outline of how education and learner records are maintained
- Inclusion of course-related policies
- Identification of the course statistics to be collected

10. References

- A list of key articles, texts and other resources used