

Component V: Education

Module B: Staff Development

Topic 6: Develop Clinical Skills

**I. Statement of Purpose**

To provide knowledge of the purpose for cross-training in the ambulatory care setting.

**II. Terminology**

1. AAAHC- Accreditation Association for Ambulatory Health Care
2. TJC-The Joint Commission (International)
3. ANA NPD- American Nurses Association Nursing Professional Development
4. Concept mapping
5. Pedagogy

**III. Performance Standards**

Identify the rationale for cross-training staff in the ambulatory care setting

**IV. References**

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**Website**

[http://www.medscape.com/viewarticle/547417\\_\\_2](http://www.medscape.com/viewarticle/547417__2): Adult Learning Principles

Content Outline Theory Objectives	Suggested Learning Activities/Evaluation
<p><b>Objective 1</b> <b>Identify the rationale for cross-training staff in the ambulatory care setting</b></p> <p>A. Develop staff skills to provide clinical and staff education</p> <ol style="list-style-type: none"><li>1. Cross-Training: Cross-training both intra- and inter-departmentally allows staff to support the larger organizational goals and provide coverage during times of staffing needs</li><li>2. It is a cost effective way to continue to provide care to patients without interruption</li><li>3. Individuals who are cross-trained do not place the same financial hardship on the organization as an interim or contract employee</li><li>4. Cross-training allows for diversity in practice setting which may meet the individual's goals for expanding skill set or enjoyment of diverse practice settings</li></ol>	<p>Describe the advantages and disadvantages of cross-training staff to provide a short educational program to teach how to use a new piece of equipment.</p>