Title: Improving Evidence Based Practice Self-Efficacy with a Mobile Microlearning Platform

Background: Evidence based practice (EBP) knowledge decreases over time if not utilized and supported within an organization. Nurse residency programs are established to assist new nurses with honing EBP skills; however, such programs are often not successful and lack EBP nurse mentors. Furthermore, organizations spend time and money on seminars to increase EBP knowledge among seasoned nurses without showing improvement in knowledge or implementation of EBP. Both contribute to the decreased nurse satisfaction and turnover in healthcare organizations.

Local Problem: The purpose of this project is to measure improvement of EBP self-efficacy among acute care nurses with a mobile microlearning platform (Q-Stream). Microlearning is a broad term that includes many similar concepts like microcontent, e-learning, and work-based learning. In general, it is focused knowledge that should take 15 minutes or less and has been shown to positively effect learning performance and motivation in the workplace.

Methods: This project is being implemented in a pre/post test design. The project received approval through the hospital and the James Madison University IRB. Consenting nurses complete the Evidence-Based Nursing Practice Self-Efficacy Scale (EBPSE) prior to and after participating in an educational intervention. Results will be analyzed using descriptive statistics with SPSS software. Percentages of self-efficacy ratings and paired t-tests, or the non-parametric equivalent, will be used in analysis.

Intervention: The education intervention is delivered through a microlearning platform, which is designed for busy organizational employees to access education on downtime and in small pieces of information.

Results: Although results are pending, this project is striving for a measurable difference between nurses' confidence with EBP skills before and after the educational intervention. This could add to the existing knowledge that microlearning is a worthy method for educating nursing about EBP. Also, this could contribute to an organizational culture shift toward a quality commitment cycle.

Conclusions/Implications: This work could make a difference in understanding the benefits, or lack thereof, of microlearning to nurse self-efficacy for EBP.