

## CAP Center Core Principle 1: Education and Training

### CAP Center Core Principles

The CAP Center is built on four core principles necessary for the design, implementation, monitoring, and evaluation of interventions that have optimal impact and are sustainable.



- **Education and Training** – for healthcare professionals to implement an intervention, education and training should increase the participants’ confidence that they can implement the intervention and understand why it is important.
- Training should focus on the WHY, HOW, and WHEN of your intervention to prepare participants for implementation. An example of a CAP-supported training program is pharmacist training on opioid risk for misuse and overdose utilized in the Opioid & Naloxone Education (ONE Rx) program.
- The CAP Center uses the Kirkpatrick Model to design continuing education which impacts behavior in a sustained way. The Kirkpatrick Model can help you confirm that your educational methods have a sustained, positive impact on clinical practice.

### FAQ

What platform of training can you help me develop?

*The CAP Center can assist with designing coordinated, impactful training for pharmacists, pharmacy technicians, and other healthcare professionals to help you meet your project goals. Online training (on-demand), live trainings sessions, and targeted mini modules area all suggested methods.*

How can the CAP center support me in creating and implementing my training/education component?

*The CAP Center can assist with ensuring that the educational methods and evaluation are aligned with the Kirkpatrick Model so that you can show impact of your intervention. Additionally, the CAP Center can work with you to design a framework for your training to ensure participant engagement, buy-in, and practice-based change.*

Do you have individuals to assist with technological aspects of the training? (videos, editing, etc.)

*The CAP Center prides itself on providing guidance for finding necessary services for all aspects of a project.*

Does my education only need to be to pharmacists?

*The CAP Center encourages education at the forefront of all project aims. Pharmacists, pharmacy students, pharmacy technicians, and other healthcare professionals are all suggestions based on the scope of your project.*

How long should I make my education/training?

*The CAP Center can assist you to determine the length of your training, which will vary based on the project. Programs consisting of a number of shorter modules allow for self-paced completion by participants.*

How do I motivate individuals to participate in my education/training?

*The CAP Center will provide for you detailed plans for disseminating your educational program to your target audience.*

**Resources:**

- Kirkpatrick Model <https://www.amazon.com/Implementing-Four-Levels-Practical-Evaluation/dp/B00BOLPTIW>
- Opioid Misuse and Overdose [https://journals.lww.com/jcehp/Fulltext/2020/04040/Opioid\\_Misuse\\_and\\_Overdose\\_Changes\\_in\\_Pharmacist.6.aspx](https://journals.lww.com/jcehp/Fulltext/2020/04040/Opioid_Misuse_and_Overdose_Changes_in_Pharmacist.6.aspx)
- Changes in Pharmacists' Perceptions after a Training in Opioid Misuse <https://pubmed.ncbi.nlm.nih.gov/30614959/>
- Pharmacist's stigma toward patients engaged in opioid misuse <https://www.tandfonline.com/doi/abs/10.1080/08897077.2021.1900988?journalCode=wsub20>
- CEImpact Website <https://www.ceimpact.com/>