



Concept Overview

Rykerr Medical LLC is seeking CAPCE accreditation to offer continuing education (CE) for EMS providers. While there are already a large number of CAPCE-accredited institutions and CE providers in existence, we seek to fill a perceived gap in current offerings by awarding credit for content development and goal-directed collaboration. The idea is that we will offer a platform by which providers in the field can share their content and collaborate with one another while simultaneously receiving CE credit for these efforts. With a range of potential options for contribution, the hope is to encourage providers to take on a more active role in the required CE process. As an extension of this idea, we believe that this sort of active involvement in the process will yield a higher value to providers that will carry over into quality of care in the field.

As a specific example, Rykerr Medical LLC will host both a podcast and a blog, but content will primarily be proposed and developed by listeners in the community rather than by the organization itself. In this way the community will direct content towards its own interests and areas of expertise. The role of the company in this process will be to screen content for relevance and accuracy using a systematic process of checklists and rubrics, to finalize and share the finished product(s) with the community at large, and then to award CE hours to content contributors. The result will be a mechanism to encourage content creation without the burden of maintaining an ongoing program or product.

As another example, we intend to sponsor a mentorship program in which experienced clinicians can provide guidance to newer clinicians in exchange for CE hours. Mentors would be prescreened based on prior experience and an interview process, then matched with mentees based on needs and desires expressed by those individuals. As a result of this exchange, mentors would receive valuable experience in coaching, as well as CE credit, and mentees could reap the benefits of their expert advice free of charge. There will, of course, be a quality assurance component tied to this exchange and a mechanism by which mentors can offer feedback to one another to further improve the quality of the service.

There are a number of other concepts along these same lines, but the general idea is to provide CE credit in a way that maximizes participation and open sharing of both knowledge and experience. Even though this sort of thing has not been attempted before, there is a mechanism within the CAPCE Standards & Regulations (S&R) which would allow for its creation. F4 courses are defined as offerings “wherein the user/student interacts with the activity in such a way that their actions and choices dictate the direction of the activity.” This is markedly different from other CE offerings such as traditional classroom classes (F1), certification courses (F2), or online courses which can be either asynchronous (F3) or synchronous (F5).

The process of building out this program does have its challenges due to the novelty of the idea and the subjective nature of many of the components involved. That said, this challenge is not insurmountable and a systematic approach will be taken to address each concern in turn. Firstly, we will seek input on the feasibility and perceived value of such a CE program from providers in the field using a survey that can be distributed online or conducted by phone/ in person. Data from responses will then be analyzed to identify gaps in the concept and necessary adjustments and considerations will be made.

From there, a list of CE activities within the program will be developed with specific criteria and guidelines for participants. Rubrics will be created for each activity to aid in the determination of whether or not a specific activity earns credit and at what value (i.e. number of hours). This mechanism of scoring or evaluation will be vitally important to the success of the program, as it provides a way to ensure that educational goals are met and that competencies are actually achieved. Furthermore, it will allow for standardization of the process to avoid inconsistencies within the program moving forward. It is worth mentioning at this point that the rubrics will be designed to direct participants towards successfully earned credit, not to fail or provide a mechanism for withholding credit after effort has been put in – in the event that a final product does not meet standards, feedback will be provided and subsequent attempts will be permitted.

Once the activities and rubrics have been developed, the next step in the process will be to build the mechanism by which the process takes place. Participants seeking CE credit for content development will submit a brief application online and then approval to move forward will be granted after review. Participants seeking CE credit within the mentorship program or other goal-directed collaboration activity will similarly work through a virtual gateway to ensure that mentors and mentees are matched appropriately and/ or that the needs of all participants can be appropriately met before initiating an activity.

Another advantage of this approach is that it will allow the CE program itself to manage the workload and avoid becoming overwhelmed. At this point in time Rykerr Medical LLC is a very small organization with a finite capacity to review content in line with CAPCE S&R. The hope is that as this overall concept gains traction and expands we can include more providers and develop a cadre of both content reviewers and mentors. In this way the program will be scalable over time, but with a built-in mechanism to control growth so that quality can be maintained during this growth process.

To summarize the process up to this point: participants seeking CE credits for content development or goal-directed collaboration will pitch an idea, we will then approve the proposal or offer feedback to refine the concept, content will be submitted and reviewed in a systematic fashion, CE credit will then be awarded and, if appropriate for that specific activity, content will be shared with the general community via one of the mechanisms maintained by Rykerr Medical LLC. And while we will ultimately be responsible for the value of content and of ensuring that it meets CAPCE S&R, we also hope to involve others in the review process and will offer CE credit for that as well.

As far as funding and costs go, the service will be free for participants. Rykerr Medical LLC is currently funded at a loss to its members, but believes wholeheartedly in the idea that education should be free. This means that we will not charge for participation in the program. That said, it also means that there may initially be limitations to the availability of services due to time constraints of unpaid, everyday folks who will manage the program. As our projects scales up, the hope is to involve more individuals in the process in order to keep pace with requests for participation. Furthermore, income from merchandise and print resources may eventually allow us to pay others to help manage the process.