

Definition of RMC Health Professional Development

The processes and activities consciously designed to strengthen professional knowledge, skills and attitudes to improve professional practice.

The design and delivery of RMC Health professional development services are aligned with the following adult learning principles:

1. Adults need to know why they are learning.
2. Adults are motivated to learn by the need to solve problems.
3. Adults' previous experience must be respected and built upon.
4. Adults need learning approaches that match their background and diversity
5. Adults need to be actively involved in the learning process.¹

RMC Health professional development events are learner-centered. They incorporate the following characteristics of adult learner-centered professional development:

- Participants feel respected.
- The learning environment is safe and supportive.
- The content is relevant to participants' needs.
- Learning activities are varied to address the needs of diverse learners.
- Learning encompasses knowledge, attitudes, and skills.
- Participants have opportunities to practice skills and apply new knowledge.
- The trainer acts as a facilitator, providing a framework for the learning process.²

The *RMC Health Framework for Professional Development* consists of action-based elements that ensure professional development events and services, both in-person and on line, are aligned with adult learning principles and are learner-centered. These elements are the following:

- Conduct a needs assessment
- Address participant expectations
- Create a supportive learning environment
- Facilitate learner processing
- Encourage group learning
- Promote learner engagement
- Implement a follow-up plan
- Evaluate professional development offerings

Professional Development quality assurance at RMC Health includes the systematic monitoring and evaluation of the professional development events conducted by RMC Health staff.

¹ Bryan, R. L., Kreuter, M. W., & Brownson, R. C. (2009). Integrating adult learning principles into training for public health practice. *Health Promotion Practice, 10*(4), 558-563.

² Paraprofessional Healthcare Institute. (2008). *Adult learner-centered training: An introduction for educators in home and residential care*. Bronx, NY: Author.