

Appendix 2: Need analysis and instructor course curriculum

Why	Hospital management was in dialogue with MidtSim making an agreement on how MidtSim should offer an educating program. It was decided that there was a need for approximately 40 instructors total in the clinic.
Mission	To coordinate, plan, facilitate and support simulation for health professionals in order to contribute to the employees' competence development, organisational learning and patient safety.
Theory	Based on Curriculum Development for Medical Education using the theory 'A Six-Step Approach' ¹ , MidtSim prepared a proposal for the in situ simulator instructor program. The proposal is rooted within evidence-based knowledge about learning and competence development, organizational learning and finally the overall aim of clinical simulation.
Aim	To create optimal conditions including relevant experience and learning for all participants before simulation is actually implemented in the hospitals. To actively include participants to support transfer and increase learning outcomes. To support the implementation of simulation and networking between the instructors.
Content	Module 1: Theory and practical exercises - Theoretical presentations by simulation experts employed in MidtSim. - Participants practicing the role of being an instructor. Module 2: Performing simulation in situ - Two instructors (doctor and nurse) design a scenario and facilitate it in front of colleagues. - The instructors practice feedback, and prepare for module 3. Module 3: Feedback and qualification - The two instructors facilitate their own scenario and receive feedback from another participant including MidtSim's simulation experts.

Note: 1 Thomas PA, Kern DE, Hughes MT, et al. Curriculum Development for Medical Education : A Six-Step Approach. Baltimore, UNITED STATES: : Springer Publishing Company, Incorporated 2015. <http://ebookcentral.proquest.com/lib/asb/detail.action?docID=4398487>