



PHLEBOTOMY TRAINING FOR DIVERSE SKIN TONES

Phlebotomy Technician program - Fall 2023

Project Leader: Brandi Halvorson

PROBLEM

Identify the specific shortcoming in student achievement you wish to improve. What problem or challenge to student learning did your assessment project aim to address?

I noticed that a large number of students were having difficulty with identifying veins on multiple skin tones in class. All our training devices and simulators were Caucasian. I was receiving feedback from clinical sites and students that they were less prepared to handle the wide array of diverse skin tones.

I immediately thought on how to rectify this situation and put into action the plan of purchasing multiple culturally diverse simulation arms, to include tattoos.

PLAN

Summarize your plan to improve your students' learning, measure student performance in the problematic area, and assess improvement.

We acquired olive and dark African American training arms. Once we incorporated these new arms and really took a deep dive into cultural diversity and how it plays a role in healthcare, we noticed the students acting more prepared and less nervous.

Students stated they could really start to understand when I taught them to feel for the veins and not just look for them. If they are reliant on their sight for venipuncture, they will surely fail as a phlebotomist.

Student Testimonial: "Working on the multicultural simulation arms helped me prepare for clinical and real-life venipunctures. It provided me with the knowledge in a way that anatomy is different for everyone, and phlebotomy is more about feeling the veins than being able to see them. The simulation arms helped me look at the field differently and become more prepared!" - Alisha Salazar, Fall 2022

ASSESSMENT ACTIVITY

Provide further details on your assessment activity. How was your plan implemented, how was evidence of student learning gathered, and how was the data analyzed?

Exposing our students to every situation and every scenario is the best way to help them be successful. They are better equipped to complete their laboratory work without hesitation because they have come across as many simulations as possible. The new simulation arms and tattoo sleeves have really helped in the last two semesters, and we will continue to use them moving forward.

RESULTS AND DATA

Discuss the results of your assessment activity, identify key findings, and provide relevant supporting data, including tables, charts, and graphs as relevant.



Our students are reporting more successful venipunctures and capillaries at their clinical sites than ever before. The preceptors have noticed the students being more comfortable in all settings with regard to diversity and inclusion. I do not have any set numbers on this at this time.

CLOSING THE LOOP AND NEXT STEPS

Discuss the results of your assessment activity, identify key findings, and provide relevant supporting data, including tables, charts, and graphs as relevant.

I will continue to incorporate multicultural simulations and training techniques as well as scenario-based testing for the students to really put to use the information we are teaching them. I believe this will keep them better prepared for their future in healthcare.