

# Building high-quality physician capacity in India

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# My Perspective



- Oversee all educational programs in Medicine at Johns Hopkins Hospital and direct the training of our physicians



- Johns Hopkins Medicine is partnering with HCL Healthcare to build capacity and ensure competency of their providers

# Themes

- Imperatives for success
- The Hopkins—HCL experience in clinical education
- Learning climate assessment
- Lessons to share

# What is needed to succeed?

- Create an **efficient** delivery model, in which every provider practices **high quality care** at the **top of their license**.
- Nurture a culture of professional and rigorous **life-long learning** so every will always **pursue excellence**
- **Study** your experiences to inform future investment

Johns Hopkins and HCL Healthcare is creating an “on the job” educational program

- Efficient and standardized delivery models
- Clinical skills and care delivery
- Faculty development
- Research

# How can we assess culture of learning?

- The Jefferson Scale assesses the climate of lifelong learning, including attributes of:
  - *Professional learning beliefs and motivation*
  - *Scholarly activities*
  - *Attention to learning opportunities*
  - *Technical skills in seeking information*
- Proven validity in academic and private clinicians

Hojat M, et al. J Gen Intern Med 2006; 1:931-936.

Hojat M, et al. Acad Med 2009; 84:1066-1074.

Life-long learning is a

Rapid changes in  
medical science require

I always make time for  
self-directed learning

Chart 1

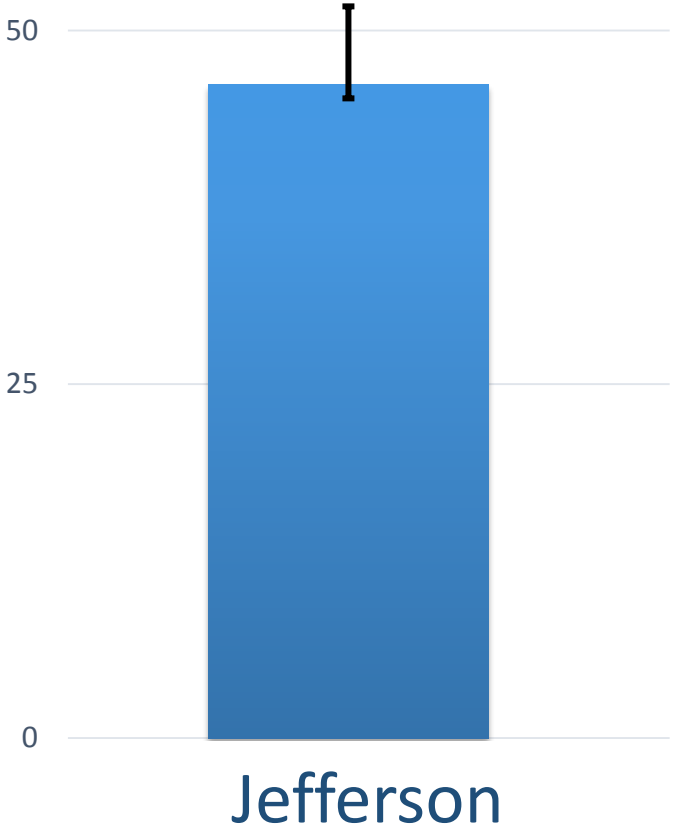
**Revised Jefferson Scale of Physician Lifelong Learning\***

**Instructions:** Please indicate the extent of your agreement with each of the following statements by circling the appropriate number.

	Strongly Disagree	Disagree	Agree	Strongly Agree
1. Searching for the answer to a question is, in and by itself rewarding. ....	1	2	3	4
2. Life-long learning is a professional responsibility of all physicians .....	1	2	3	4
3. I enjoy reading articles in which issues of my professional interest are discussed .....	1	2	3	4
4. I routinely attend annual meetings of professional medical organizations. ....	1	2	3	4
5. I read professional journals at least once every week. ....	1	2	3	4
6. I routinely search computer databases to find out about new developments in my specialty. ....	1	2	3	4
7. I believe that I would fall behind if I stopped learning about new developments in my profession. ....	1	2	3	4
8. One of the important goals of medical school is to develop students' life-long learning skills. ....	1	2	3	4
9. Rapid changes in medical science require constant updating of knowledge and development of new professional skills. ....	1	2	3	4
10. I always make time for self-directed learning, even when I have a busy practice schedule and other professional and family obligations. ....	1	2	3	4
11. I recognize my need to constantly acquire new professional knowledge. ....	1	2	3	4
12. I routinely attend continuing medical education programs to improve patient care .....	1	2	3	4
13. I take every opportunity to gain new knowledge/skills that are important to my profession. ....	1	2	3	4
14. My preferred approach in finding an answer to a question is to search the appropriate computer databases. ....	1	2	3	4

\* This scale was included in the authors' 2006 survey of full-time and academic clinicians who graduated from Jefferson Medical College between 1975 and 2000. The scale's scores can range from a minimum of 14 to a maximum of 56. Higher scores indicate more orientation toward lifelong. © 2007 Jefferson Medical College. All rights reserved.

# The Learning Climate at HCL Healthcare is Comparable to US Academic Medical Centers





# There are many lessons to share

- Creating a system in which everyone practices at the **top of their license** requires **new skills and new expectations** from both providers and the patients.
- Establishing a **culture of life-long learning is possible**. Rigorous and standardized methods of **continuous training and assessments are needed** so all clinicians continue to aspire for excellence.
- There is **tremendous need, and opportunity, to study** what you are doing to inform the country (and others). **Public-Private Partnerships** may be very beneficial.