**Capability Framework: Creating a Valuable Healthcare Simulation Technology Specialist Position**

Hinojosa, E.Y.[1]
[1]University of Texas at Arlington, Arlington, Texas, United States

**Specific objectives of the workshop**
1) Discussing the SimGHOSTS Capability Framework and outlining the details of developing a Healthcare Simulation Technology Specialist position.
2) Defining eight Domains of Practice categories that can be utilized in various organizations
3) Developing various job descriptions for a Healthcare Simulation Technology Specialist

**Rationale for the workshop**
**Introduction:** Healthcare simulation is a teaching and quality improvement tool that reproduces healthcare settings and encounters to train students, health professionals, and health industry workers. In order to set up and maintain these simulated environments, the role of the Healthcare Simulation Technology Specialists (HSTS) was developed to master this increasingly important training tool. A HSTS could also be known as the simulation technician, simulation operator, simulation technologist, and many other related terms. The Capability Framework has been developed to serve a need in the healthcare simulation community to clearly define the roles and responsibilities of an HSTS. Additionally, this framework defines structured pathways to train and grow as an HSTS. The Capability Framework provides competencies required for HSTS roles from novice to advanced as well as categories within the SimGHOSTS Domains of Practice. **Method:** The framework was developed as a response to the diversity of role definition, training deficits, and lack of progression pathways for HSTS related jobs. An analysis was taken from the USA, UK, Canada, and Australia of nearly 300 HSTS related job descriptions to define the included roles and responsibilities. **Results:** By evaluating the diversity, the framework provides core competencies in the context of each Domain of Practice, employment level, position title, and position descriptors. Although the information was collected from the USA, UK, Canada, and Australia, the information provided in the framework is likely applicable in most countries. **Conclusion:** Many examples provided within the framework are geared specifically for job roles of an HSTS, but some examples are provided for a broader hybrid aspect of a role in healthcare simulation such as an educator, manager, or director. The Capability Framework is applicable to those both in the role looking for opportunities for growth and advancement as well as those who recruit and train for this role.

**Intended target audience**
Simulation Technicians, Simulation Operation Specialists, Healthcare Simulation Technology Specialists, Simulation Educators, Administrators Directors, Recruiters, and Trainers.

**Link to conference theme**
Discovery, impact, output, and studies

**Optimal experience level of the participants**
Novice, intermediate, and advanced

**Approximate workshop timetable**

| Content | Time | Presenter | Learner Engagement |
|---|---|---|---|
| Introduction, announce any disclosures, and review learning outcomes | 2 minutes | Erica Hinojosa | PowerPoint |
| Discuss current practice of developing job descriptions for Healthcare Simulation Technology Specialist | 5 minutes | | Open floor discussion |
| Discussing the SimGHOSTS Capability Framework and outlining the details of developing a Healthcare Simulation Technology Specialist position | 15 minutes | | PowerPoint and Capability Framework book (provided by SimGHOSTS) |
| Defining eight Domains of Practice categories that can be utilized in your organization | 10 minutes | | Open floor discussion |

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| Developing various job descriptions for a Healthcare Simulation Technology Specialist<br><br>*Break teams into groups<br>*Groups pick team captain<br>*Group selects a position to create a job description<br>*Group selects a title for the position | 28 minutes | | Break into groups (3-5 people per group), write out various job descriptions with groups |

**Conflicts of interest**
No conflict of interest

*Please state whether your workshop is suitable for a 90, 60 or 45 minute duration*
60 minutes