

AHP PrBL Recovery



Infrastructure Project 2023

AHP Practice-based Learning (PrBL) Recovery: Infrastructure Project 2023

Situation and Background

A robust infrastructure is necessary to support AHP Practice Based Learning (PrBL) across Scotland, both in the recovery phase from the COVID-19 pandemic and in the ongoing modernisation, diversification, and sustainability of AHP PrBL delivery.

Purpose

The purpose of this project was to further develop the existing AHP PrBL infrastructure that supports the delivery of quality PrBL across Scotland.

Scope

In scope for this project:

- AHP wide interventions supporting PrBL delivery across all sectors in Scotland
- Practice education learning and development for AHPs across Scotland

Out of scope for this project:

- Specific requirements for cross / third sector PrBL governance and delivery

Stakeholders

- NHS Education Scotland (NES)
- Higher Educational Institutions (HEIs)
- Uni-professional Practice Education Leads (PELs)

Task

- Scoping methods

Three surveys were conducted:

- ❖ Practice Education survey – Evaluation of ‘Being and becoming a Practice Educator’ carried out by Dr Jane Hislop

- ❖ 6 of the Uni-professional projects carried out Practice Educator surveys within their own professional groups (n=624 responses)
 - ❖ Health Care Support Workers as Practice Educators survey (n=330 responses)
- Stakeholder discussions
 - Search of available resources to support AHPs delivering PrBL in Scotland
 - NHS Education for Scotland (NES) Nursing Midwifery and AHP (NMAHP) directorate dashboard review of TURAS resource interaction

Key findings

- No central repository for resources and information to support AHPs delivering placements in Scotland
- Poor engagement with existing 'Being and becoming an AHP practice educator' learn site with individuals spending less than 13 minutes on the site
- Current culture surrounding PrBL does not consistently:
 - ❖ value the role of the practice educator
 - ❖ prioritise learning and development required to support PrBL
 - ❖ promote shared responsibility for delivery of PrBL
- Building the capacity and capability of the AHP workforce to deliver peer-assisted learning (PAL) placements could positively impact placement capacity across professions

Aim

This project aimed to work collaboratively with stakeholders to:

- improve accessibility to resources that support AHP staff to deliver PrBL
- provide a framework supporting AHP development as practice educators throughout their career
- positively influence the culture surrounding being and becoming a practice educator and the delivery of PrBL

Actions

By May 2022:

- Identify stakeholders establishing a stakeholder group, meet 6 weekly

By April 2023:

AHP TURAS Learn site

Develop the [AHP TURAS PrBL Learn site](#) using and building on key content from the previous Knowledge Network AHP Practice Education community of practice

- Addition of new and relevant content
- Promote available resources through PEL networks and other means e.g., use of social media and across all sectors
- Evaluation of AHP TURAS PrBL Learn site

AHP Practice Educator Framework

Build on existing PE frameworks to develop a resource suitable for all AHPs across all bandings inclusive of learners and non-registered members of staff

- Collaborate and consult with stakeholders and the wider AHP community to gain agreement on content and use of framework to guide Practice Educator development across the [NMAHP career development framework](#)
- Utilise the framework improve the culture and value around being and becoming a Practice Educator
- Promote the PE preparation framework across all networks and sectors as a tool to facilitate career and personal development plan discussions
- Consider PE preparation opportunities aligned to the framework

Peer Assisted Learning (PAL) - see PAL report

TURAS AHP Practice Educator preparation learn programme

- Collaborate with NES and HEIs to further develop the existing 'Being and becoming an AHP Practice Educator " learn site into a learn programme with trackable data and completable pages
- Promote and share the learn programme with guidance regarding target audience and expectations for its completion

Influence cultural change through governance processes and awareness raising

- In collaboration with all stakeholders consider potential changes to the AHP PrBL partnership agreement wording that specifically values the role of Practice educator and the importance of PrBL delivery within Scottish health boards
- Initiate an AHP Practice Educator recruitment campaign using the four PrBL consensus statements
- Production of a nationally available SWAY detailing PE development opportunities circulated and promoted widely via social media and email

Impact and Outputs

Outputs

- Draft Band 2-8A practice educator development framework ready for consultation process
- AHP TURAS PrBL learning site accessible to all AHPs across Scotland
- TURAS AHP practice educator preparation learn programme (Being and becoming an AHP PE) which includes completable pages and accessible data
- Wording changes to AHP PrBL partnership agreement supporting and valuing the practice educator role ready for agreement refresh in 2024
- AHP PE communication toolkit launched to raise awareness of the PE role and recruit those who currently do not contribute to PrBL delivery

Engagement impact

- Survey of Health care Support Workers (HCSW) and their role in practice education (n=330)
- Draft PE development framework – ongoing consultation
- Consultation with Scottish AHP PrBL Stakeholder group and Scottish Directors of AHPs group regarding wording changes to AHP PrBL Partnership Agreement supporting the PE role. Both groups supportive of changes
- TURAS learn site engagement April 2022 – January 2023:
 - ❖ 545 views of AHP PrBL Models and Modes of delivery page
 - ❖ 1907 views of AHP Practice Based Learning (PrBL) page
- TURAS learn site evaluation by uni-professional and board practice education leads (PELS)
 - ❖ 3.92 (out of 5) for how easy it is to find the AHP learn site
 - ❖ 4.08 (out of 5) for how easy it is to find PrBL specific information

Learning and Recommendations

- Expression of interest to explore further development and spread of AHP HCSW roles within PrBL
- Expression of interest to explore flying finish/late careers within the PE development framework to further enhance PE capacity across Scotland
- Promote the PE development framework and embed its use within practice
- Progress the PE recruitment campaign through phased approach
- Link and develop practice educator preparation opportunities mapped to all levels of the PE development framework
- Develop and embed robust governance that supports long arm supervision in practice
- Maintain, promote, and further develop the AHP PrBL TURAS learning site

Further information is available here: <https://api.ltb.io/show/ABSRV>

This resource may be made available, in full or summary form, in alternative formats and community languages. Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how we can best meet your requirements.



NHS Education for Scotland
Westport 102
Westport
Edinburgh
EH3 9DN

www.nes.scot.nhs.uk