

Supporting the HCSW workforce in education roles

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Introduction

During 2023/24, healthcare support workers (HCSWs) in education roles had the opportunity to undertake the Professional Development Award (PDA) in Education, Training and Assessment, delivered by NHS Education for Scotland (NES).

Strategic drivers included the (NES) Strategy 2019-2024: A skilled and sustainable workforce for a healthier Scotland, the Chief Nursing Officer commission to review career pathways for HCSW, and a scoping of the associate practice educator role by Ekosgen.

The NES NMAHP workforce education and career development team supported candidates through the pilot in collaboration with the dental directorate.



Aim statement

The aim of the PDA was to develop knowledge and skills to plan, design, deliver and evaluate education and training that meet learner needs.

Method

Candidates attended an induction and completed a pre and post study survey. Candidates were supported by a named assessor, access to learning resources, and monthly drop-in session.

Acknowledgements

Thank you to Caroline Taylor and the dental team, Linda Tripney (Principal Educator, NES) and Jane Harris (Head of Programme, NES).

Key references

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Results

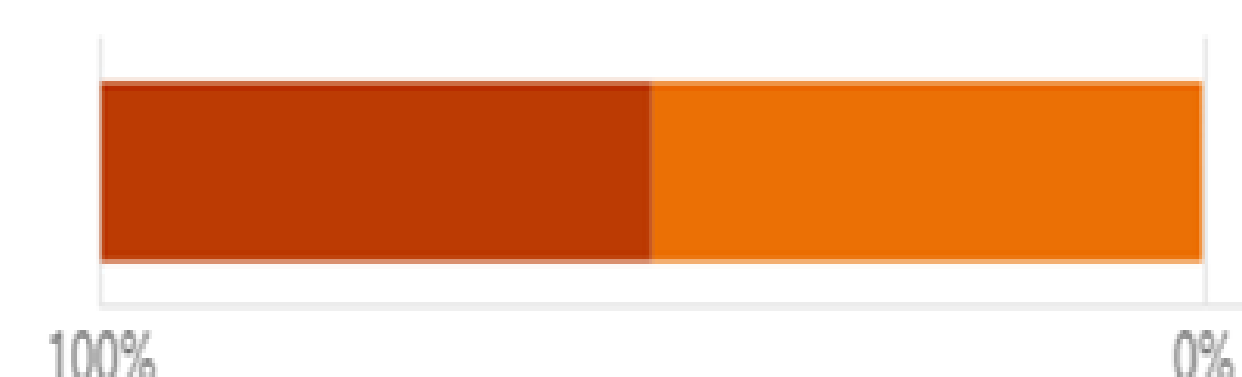
At the beginning of the PDA, 85.7% (n=6) candidates felt confident and 14.3% (n=1) felt not so confident in completing the PDA.

At completion of the PDA, 83.3% (n=5) candidates agreed their understanding of assessment and evaluation processes were very good, with 16.7% (n=1) stating good.

The progress in relation to the learning outcomes was further evidenced when candidates were asked if their confidence has grown in relation to delivering education, training, and assessment, by completing this PDA. 100% (n=6) of candidates agreed that their confidence had grown. Comments included 'I have gained a deeper understanding of assessment and evaluation', and that they are now 'able to put the theory into my everyday practice'.

■ Very Confident ■ Confident ■ Not so confident ■ Not confident

Level of Confidence



Following completion of the PDA, 50% (n=3) felt very confident and 50% (n=3) felt confident in completing further study. (figure 3) 100% (n=6) would recommend this PDA to others and gave it an average rating of 4.67 out of 5. The survey data evidenced that the PDA enhances knowledge, skills and confidence for those in education roles.

Other comments on the PDA include:

Confidence has grown

Looking forward to the next steps!

Share my knowledge and skills with the team

Recommend PDA

Conclusion/ Discussion

From survey data and testimonials from candidates, assessors, and internal verifiers, the PDA was deemed successful, and a further cohort is now underway.

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