

Greater Manchester Health and Care Learning Environment Strategy

2021-2024

Initial Launch

March 2021

NHS

Health Education England



GMCA GREATER
MANCHESTER
COMBINED
AUTHORITY

NHS

in Greater Manchester

The Strategy Vision



To deliver an **innovative and integrative** strategy for practice education and practice learning across all **pre-registration healthcare programmes** in Greater Manchester.

Maximizing partnership working to overcome identified barriers, with a **solution focused** approach.

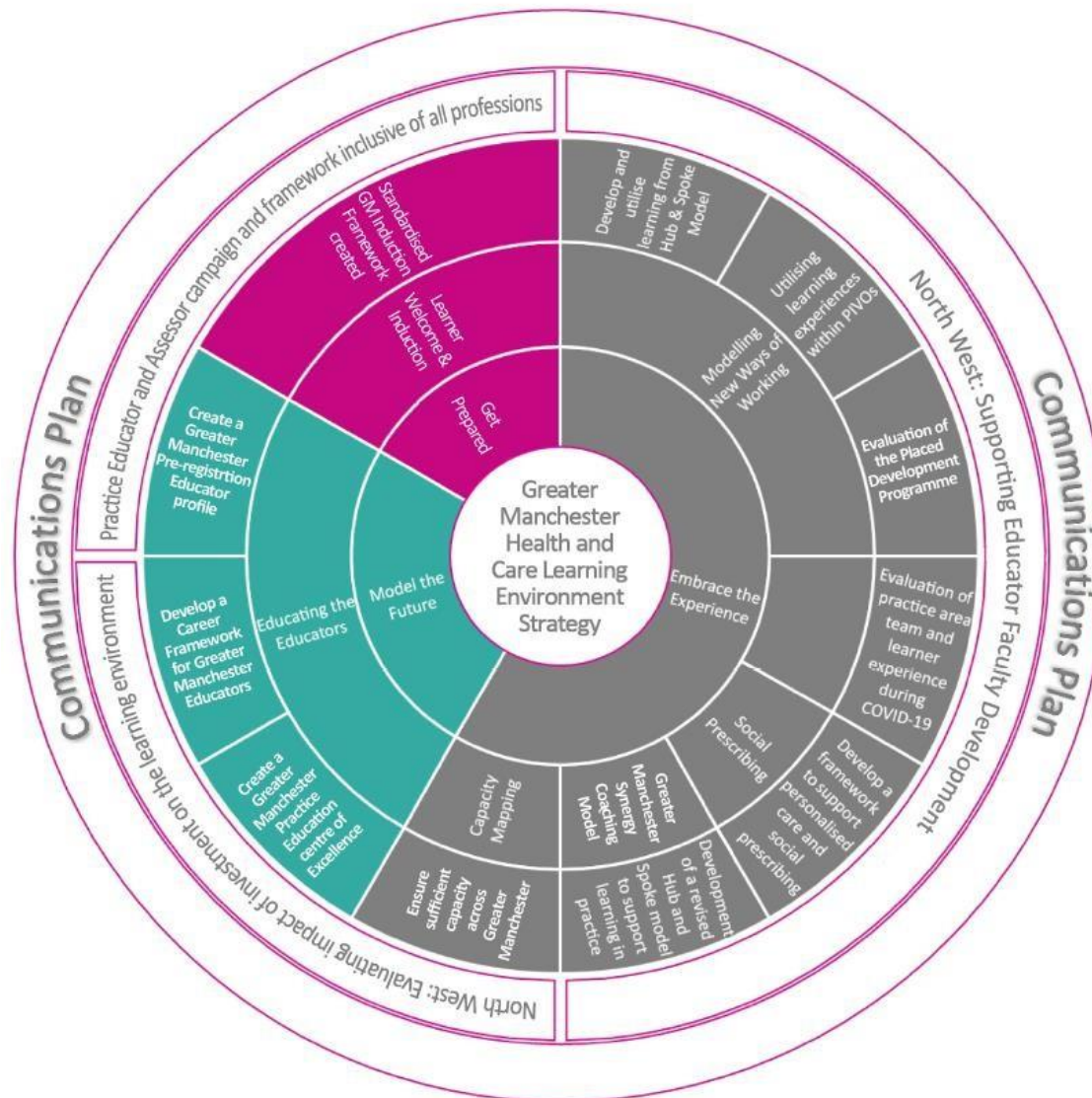
Fostering the development and provision of **effective high quality learning environments across all sectors**, to **maximize the education, support and experience** in the development of our future **multi-professional health and care** workforce; to facilitate the delivery of the highest quality care for the people of Greater Manchester.

To encourage **responsibility for practice education** and the development of effective learning environments through **empowerment and collaboration** to drive **culture change** across Greater Manchester.

Key Stakeholder Collaboration



Workstreams to Support the Strategy Development



The Three Pillars

Get Prepared	Embrace the Experience	Model the Future
Themes		
Improving the impact of investment to enhance and facilitate learning environments and capacity	Promoting the value of the role of the educator in practice	Driving innovation in models to support practice education across Greater Manchester
Partnership and process in the identification and development of new learning environments	Developing university-based roles to support and facilitate practice education within learning environments	Widening access to learning environment opportunities in social care by identifying and overcoming barriers
Preparing and empowering learners to embrace practice learning opportunities	Ensuring the quality of practice education within learning environments for all learners	Widening access to learning environment opportunities in primary care by identifying and overcoming barriers
Welcoming learners to care provider organisations and learning environments		Maximising the opportunities offered by simulation and virtual learning
Valuing learners – they are the future of our health and care workforce for Greater Manchester		Meeting the challenge of learning environment capacity head on
		Addressing the challenges of Private and Independent Voluntary Organisation learning environments – development, sustainability and support to ensure learning environments and capacity

Get Prepared



We will improve the impact of investment to enhance and facilitate learning environments and capacity by:

- Assuring that there is Greater Manchester wide and cross profession awareness of developments supported by investment to maximise learning environments and output from investment
- Sharing best practice and learning from each other in the development of learning environments

We will develop partnership and process in the identification and development of new learning environments by:

- Developing a clear Greater Manchester agreed process for the identification and management of new capacity across all Greater Manchester universities and provider organisations
- Identifying new learning environments to support the increase in learner numbers and the development of new and innovative learning environments to embrace this

We will prepare learners for practice learning in the universities by:

- Facilitating all learners to be adequately prepared for their practice learning experience by the universities in partnership with provider organisations
- Identifying that it is essential to prepare learners for their practice learning experience and manage expectations from the very start of their learning journey; ensuring that this evolves with the developments of programmes

Get Prepared



We will welcome learners to provider organisations and learning environments by:

- Welcoming all learners are welcomed and preparing them for their practice learning experience across Greater Manchester with high quality, consistent provision of key information for learners in their allocated learning environment and organisation
- Identifying that it is essential that learners are welcomed to the organisation and the learning environments so they feel a valued member of the team during their time in practice

We will value learners – they are the future of our health and social care workforce for Greater Manchester by:

- Fostering all learning environments across Greater Manchester to support and develop the future workforce
- Developing and understanding the challenges of future workforce requirements, linking to the impact of capacity challenges ensuring that quality in learning environment and in the learning experience for learner is a key consideration
- Correlating with the outcome of the Health Education England RePAIR Project (2018), acknowledging that there is overlap with the work of the Health Education England RePAIR fellows to: Reducing attrition, enhanced experience and minimising impact of COVID - 19
- Developing an agreed approach to foster learners to be seen as colleagues and the future of our workforce and professions and contribute positively to the delivery of person centred care.



Embrace the Experience



We will maximise the value of practice education and practice learning across Greater Manchester organisations by:

- Securing practice education and practice learning as central to curriculum development and enhance further partnership and collaboration between Greater Manchester universities and provider organisations
- Embracing practice learning as a key component and priority for all healthcare programmes

We will highlight the role of the educator in practice by:

- Promoting a culture and acceptance that supporting education and learning is a shared expectation and responsibility for all registered healthcare professionals, so learners are valued and have a positive experience and that educators in practice are valued and see themselves as leaders for practice education
- Cultivating clarity and consistency in educator roles

Embrace the Experience



We will look to the development of university-based roles to support and facilitate practice education and practice learning by:

- Scoping and identifying the role of the academic link for practice across all Greater Manchester universities, identifying the vital nature of the role in the facilitation of partnership working across Greater Manchester
- Scoping the time required and complexity of the varying roles that have been developed by universities to support in practice to create a considered and a consistent approach to university support roles

We will assure the quality of practice education, practice learning and learning environments for all learners by:

- Assuring that there is an agreed Greater Manchester and North West wide approach to quality assurance processes for learning environments
- Considering opportunities and implementing mechanisms for streamlining clinical placement management and support. This may also include streamlining any mechanisms in respect of undertaking education audit of learning environments
- Ensuring that the Health Education England Quality Assurance Framework is central to our developments



Model the Future



We will drive innovation in the models to support practice education and practice learning across Greater Manchester by:

- Exploring learning environments that extend beyond the clinical focus through partnership working between universities and provider organisations
- Exploring and scoping the feasibility and benefits of using alternative models of supporting learning in practice to facilitate a move from 'traditional' models of practice learning and to embrace innovation and development

We will overcome barriers to integrate social care into practice learning opportunities and programmes for all learners by:

- Exploring practice-learning opportunities that extend beyond the clinical focus.
- Exploring, scoping, and developing the profile and value of social care learning opportunities; facilitating a system wide approach to the delivery of person-centred care
- Ensuring that all learners understand cross sector care to maximise the quality of person led care and the promotion of health for the Greater Manchester population

Model the Future



We will overcome barriers to integrate primary care integration into practice learning opportunities and programmes for all learners by:

- Embracing a structured system wide approach to getting learners into primary care and ensuring insight into the concept of neighbourhoods and place
- Assuring that all learners understand the importance of cross sector care and communication to maximise the quality of person-centred care and the promotion of health for the Greater Manchester population
- Exploring, scoping, and developing the profile and value of access to the wider primary care provision and learning environments
- Exploring, scoping, and developing primary care networks as learning environments

We will maximise the opportunities offered by simulation and virtual learning by:

- Exploring the possibilities of simulation based learning and virtual learning environments to support practice learning exposure
- Scoping and addressing variation across universities and programmes in the utilisation of simulation to support practice learning with a range of facilitates and simulation fidelities

Model the Future



We will meet the challenge of learning environment capacity head on by:

- Cultivating a full system and sustainable approach to capacity management- addressing key identified barriers to capacity increase
- Making sure that we do not focus on capacity in quantitative terms alone, but that we tackle the real and grass root challenges that will support capacity development in the longer term, and facilitate sustainability enhancing quality of learning experiences for the learner

We will address the challenges of PIVO learning environments – development, sustainability and support to create learning environments and capacity by:

- Developing a clear and unified process for the identification and management of PIVO learning environment capacity through partnership working with universities and provider organisations
- Developing clear insight into ‘untapped’ PIVO capacity and a plan in place to manage this
- Identifying how PIVO capacity is utilised across Greater Manchester

We will embrace the benefits of the implementation of the Placement Management System across Greater Manchester by:

- Embracing that the process of placement, allocation and technology solutions being deployed across the area so this is maximised for common benefit between universities and provider organisations

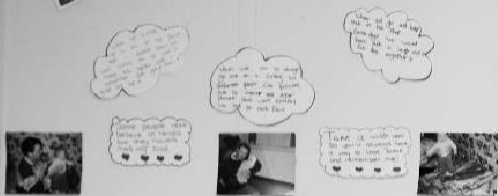
Model the Future



We will acknowledge fair share and effective utilisation of learning environment capacity across Greater Manchester by:

- Developing a Greater Manchester wide approved methodology for agreeing fair share allocation so that the management of learning environment capacity is maximised across all partners and the local health and social care system
- Supporting provider organisations to fully engage in the ownership of practice education and facilitation of practice learning and the development of learning environments
- Assuring that capacity moves from being a request with agreed process for the internal management of learning environment capacity in each provider organisation
- Maintaining the availability and utilisation of learning environment capacity across all provider organisations is managed in a uniform and standardised approach to support capacity utilisation effectively and proactively across all professional groups
- Addressing the variation in approach to the management of external requests for elective allocation outside of Greater Manchester; acknowledging that external learners bring valuable experiences and learning opportunities to learning environments

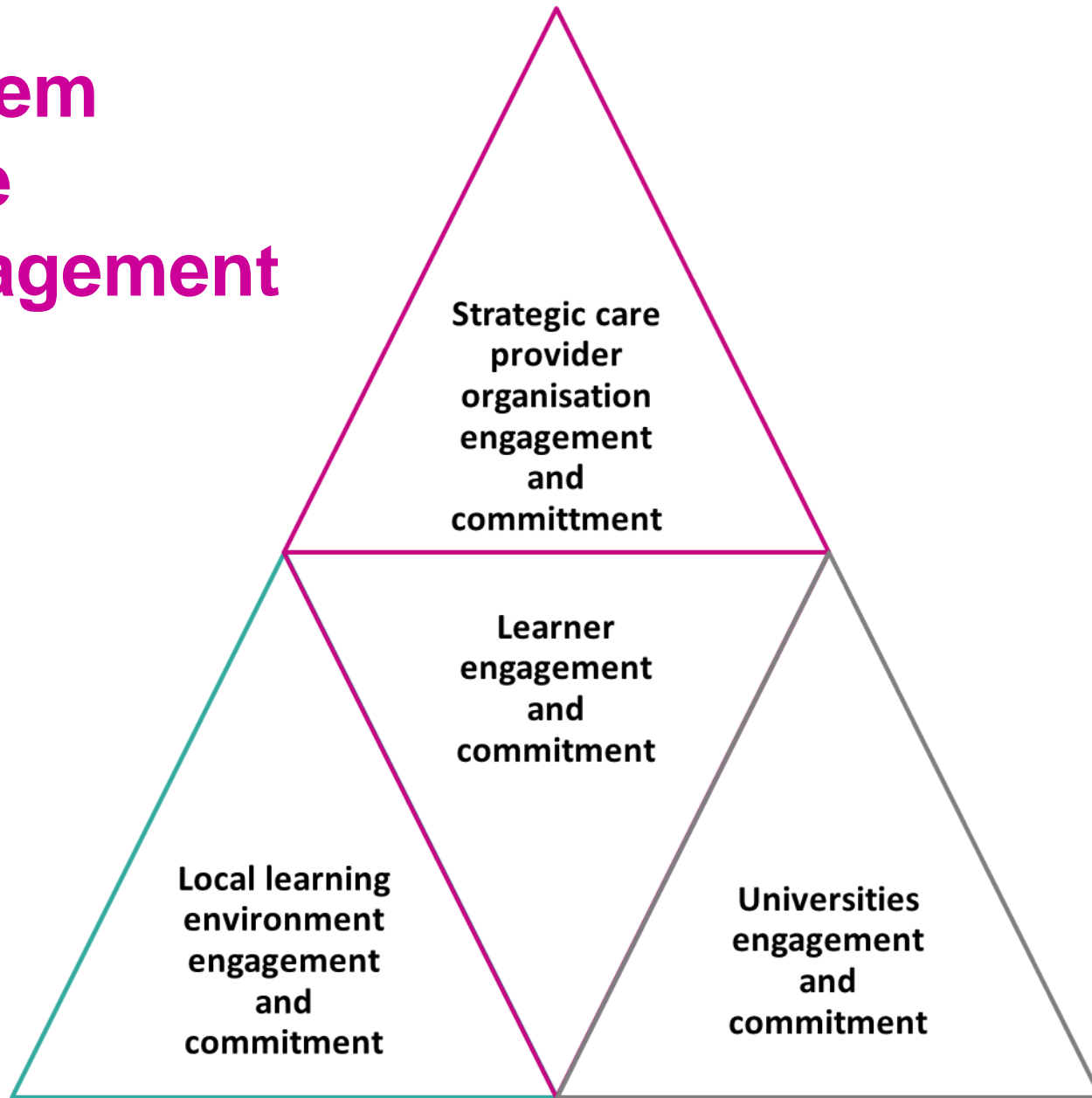
DAD'S



WALL



System Wide Engagement



Next Steps: Immediate Priorities by May 2021

Development of a three-year implementation plan from March 2021 – March 2024

Identification of effective model to drive change

Development and implementation of communication strategy

Development of a reporting dashboard to facilitate management of the multiple themes and actions

Prioritising the development of Greater Manchester Academy for Practice Learning and Practice Education

Identification and agreement of measurables to quantify impact

Identification and agreement of the most effective use of funding utilisation for the delivery of the strategy for Greater Manchester



Call to Action

This is an opportunity for you to champion the Greater Manchester Health and Care Learning Environments Strategy 2021 – 2024 in support of educating healthcare learners through enabling effective learning environments.

Please visit the strategy website [here](#)

Promote the strategy and website to colleagues and through social media

#GMEnablingEffectiveLearningEnvironments

#ValuingLearners

#PracticeEducation

Please read the strategy and executive summary

View the implementation plan and [get in touch](#) with alice.thornton2@mft.nhs.uk (project support officer) your interested in any of the workstreams or would like to find out more



www.manchester.ac.uk/effective-learning-environments