

Greater Manchester Health & Care Learning Environment Strategy

Enabling Effective Learning Environments

The strategy will:

- Provide direction and aspiration to enable innovation and drive change
- Embrace developments in health and care delivery across all sectors
- Ensure effective development of our future health and care workforce.

We are exploring ways to improve practice education and learning in health and care across Greater Manchester.

We want to enhance the quality of the many learning environments in which current and future allied health professionals, midwives and nurses undertake practice education and learning.

The Implementation Leads outline below their EELE project workstreams that are all part of the implementation plan, outlining key aims and activity that has happened so far, and milestones ahead.



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GET PREPARED

ENHANCE THE
EXPERIENCE

MODEL THE



NEW MODELS TO SUPPORT PRACTICE EDUCATION

This workstream is aimed to facilitate a system wide partnership in the development of new models to support practice education within learning environments and to share learning from developments across the GM footprint with all universities and care provider organisations

Scoping to establish the use of tested models and any new developments within GM have been collated for wider discussion. This work will align with the Practice Learning Model project led by UoS.

PIVO LEARNING ENVIRONMENTS

This workstream is aimed at the development of an agreed framework for the identification and management of PIVO learning environments, addressing barriers and facilitators to such environments, and ensuring plans for long term sustainability.

Scoping to review existing process for identification and management of PIVO learning environments has been completed. A "Guidance framework to SSSA of Nursing & Midwifery learners in learning environments without registrants" was successfully piloted for LD learners from University of Salford within a PIVO. The learner evaluation was extremely positive with recommendations for wider implementation.

HUB AND SPOKE MODEL

This workstream will focus on redesigning the current Hub & Spoke model to encompass a coaching approach to practice education.

Scoping and a workshop to ascertain the current use of the model has been carried out. This work will align with the Practice Learning model project led by UoS.



IDENTIFICATION & MANAGEMENT OF NEW LEARNING ENVIRONMENTS

This workstream is aimed at the development of an agreed shared process for the identification of new learning environments across all care settings fostering collaboration and partnership between GM universities and care provider organisations.

Scoping to ascertain the current process including barriers and facilitators in identifying, opening, and sustaining such learning environments has been carried out and a framework developed for agreement.

ACADEMIC SUPPORT ROLES

This workstream is focused on scoping of academic support roles across GM universities and undertaking a baseline review of access to such roles across all learning environment sectors and professions.

Scoping to establish the disparities across GM universities with academic support roles has been carried out. Findings and recommendations presented in a report and circulated to stakeholders.

QUALITY ASSURANCE IN PRACTICE EDUCATION

This workstream aims to scope all care provider organisations regarding the use of the HEE Quality Strategy and North West Quality Assurance Framework once implemented.

The scoping will inform aligning to the implementation and evaluation of the NW approved quality assurance process with the introduction of the projected



EROSTERING

As part of Innovation in models to support practice education across Greater Manchester, the aim of this workstream is to scope and plan of e-rostering for learners.

Scoping has been carried out to ascertain current systems used if any. Barriers and facilitators identified from discussion with other organisations, with a view to looking at costs and deciding next steps to plan and implement suitable system across GM. Findings and recommendations presented in a report and circulated to stakeholders

IPE CARE HOME

Again as part of Innovation in models to support practice education across Greater Manchester, the aim is to develop and implement interprofessional education project based in care homes across GM, with output to support sustainable access to care homes for healthcare learners.

Four care homes were identified, and the pilot scheme of the first care home is now underway. The second care home MDT 6 week programme is about to commence.

ACCESS TO SOCIAL CARE

As part of widening access to learning environment opportunities in social care, this workstream aims to raise the profile of social care and a system wide approach to care delivery for all GM learners in partnership learning from the findings of the place-based approach and the primary care/PIVO project; identifying barriers and mapping possible advantages and development opportunities that can embed and embrace links to social care.

This workstream aligns with the IPE Care Home Scheme which is piloting interprofessional working within the third sector. Engagement with the end of project Social Prescribing report and recommendations including identification of organisations that value learners to showcase as exemplars

Survey was sent out to organizational leads, the findings from the survey will be collated and reported



MEETING CAPACITY HEAD ON

The aim of this workstream is to develop a tool/process for the identification of capacity, how this is shared and how capacity is maintained across all provider organizations, and a clear process for escalation of issues to each organization, and across GM.

To ensure 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 sustainable improvements in the quality of learning experiences

Looking now to develop a Greater Manchester tool to identify capacity, and manage fair share

ADDRESSING THE CHALLENGES OF PIVO LEARNING

To develop and implement a GM wide agreed and streamlined approach to identification and management of PIVO capacity.

Evaluation of placed based pilot and learning from EELE Y1 projects and CPEP projects including the managing, supervision and assessment without registered staff.

Scoping to review existing process for identification and management of PIVO learning environments has been completed. A "Guidance framework to SSSA of Nursing & Midwifery learners in learning environments without registrants" was successfully piloted for LD learners from University of Salford within a PIVO. The learner evaluation was extremely positive with recommendations for wider implementation



EMBRACE THE EXPERIENCE

To develop and implement a GM Educator Profile and career framework for practice education

Key aims:

- Support continuing professional development for those working in GM practice learning environments
- Demonstrate to learners the professionalism staff & organisations bring to teaching and supporting learners in practice

Current focus:

- Continuing the Educate the Educator work completed last year through further scoping around the role of the educator, looking at organisations job descriptions and person specifications
- Work ready to be discussed at the GM Educators in Practice Forum for review and feedback.
- Collaboration with UoM regarding the key links to HEA Fellowships

To develop a GM wide review of all practice education roles including the role of the PEF to ensure their impact is maximised across all professions.

Key aims

- To set an expectation that healthcare education is 'everyone's business

Development of a GM wide campaign to raise the profile of the value of learners in all learning environments.

Development of the campaign to start in July 2021, to begin development of campaign and PEF leaders to take this forward in each organization

Work led by PEF Co-Chair Mat Stevenson and progressing well with support for the GM Educators in Practice Forum



Development and implementation of a campaign to raise the profile of practice education within learning environments and the value of the learner

Work has commenced with a review of terminology used within organisations and changing the language we use. Here is a link to the glossary <https://sites.manchester.ac.uk/effective-learning-environments/2021/02/10/glossary-changing-culture-through-the-language-we-use/>

COMMUNICATION AND SUSTAINABILITY

To measure the quality of practice learning and learning environments for all learners

Key aims:

- To aim for a 50% increased percentage of positive evaluations (greater than 80%) on PARE for all GM learning environments in comparison to 20 / 21

Current focus:

- Scoping undertaken to understand current evaluation rates and ways to increase uptake and completion.
- DATA analysis underway to review finding and suggestios of improvements.

A huge thank you for the support with the scoping exercise and requests for various information.

Please continue to drive the strategy implementation within your organisations and remember to share any experiences on the Blog so that best practice can be shared across GM.