Work based learning: Conventional education.

What are the relative barriers?

Linda Birch
Content:

- Why bother with education at all?
- Case example
- How is WBL different?
  - Individual
  - Local
  - National
- Barriers to conventional education
  - Personal
  - Psychological
  - Practical
- Barriers to WBL
  - Conceptual
  - Practical
  - Success
  - Complacency
- Conclusion
Why bother with higher education at all?

- NHS agenda
- Organisational priorities
- Personal agenda
Case study

- Obstetrics, gynaecology and neonatal care
- Over 500 staff in total
- Multi-professional
- January start -3 cohorts
- Close link with HEI
- Link tutor and PDRU
- Structured modular programme - as per student requests
- Specific work based modules to meet local and national needs
How is work based learning different to conventional education?

- Individualized programme of study
- Individual benefits
- Local benefits
- National benefits
How is work based learning different to conventional education?

- Individualized programme of study
- Individual benefits
- Local benefits
- National benefits
Individualized Programme of Study

- Students can pick the title and content of their academic award
- Every student can follow their own individualized pathway
- Speed and content vary according to personal and professional needs
- Choice of modules on offer is determined by the students themselves
How is work based learning different to conventional education?

- Individualized programme of study
- Individual benefits
- Local benefits
- National benefits
Individual Benefits

- With friends and colleagues
- Familiar environment
- Tutor comes to them
- Increase in self esteem
- Increase in self confidence
- APEL prior work

- Focus on clinical practice - relevant
- Informs individuals practice
- Professional confidence
- Autonomy
- Mutual support and socialization
- Academic credits for work related objectives
How is work based learning different to conventional education?

- Individualized programme of study
- Individual benefits
- Local benefits
- National benefits
Local Benefits

- Creation of a knowledgeable workforce
- Clinical and Educational staff strengthen links to underpin NHS agenda
- Feeds into the development of leadership skills
- Promotes inter-professional attitudinal modification
- Life long learning is one of the keys to improve recruitment and retention of staff
- Audit of clinical care
- Improve clinical and educational standards
- Patient involvement
How is work based learning different to conventional education?

- Individualized programme of study
- Individual benefits
- Local benefits
- National benefits
National Benefits

- Dissemination of good practice
- Integration of research evidence with reflection, practical skills and theory
- Improved care delivery
- Clinical placement exchanges
- NSF, NICE, CNST
- Implementation of training, changes etc. (eg: Caldicott training)
Barriers to conventional education

- Personal
- Psychological
- Practical
Barriers to conventional education

- Personal
- Psychological
- Practical
Personal Barriers

Balancing home life and study  Time commitments
Barriers to conventional education

- Personal
- Psychological
- Practical
Psychological Barriers

Feeling intimidated

Fear of the large organisation

Fear of not being able to cope or not being good enough

Setting yourself up as a target / to fail
Barriers to conventional education

- Personal
- Psychological
- Practical
Is work based learning any different?
Personal Barriers

Balancing home life and study  Time commitments

Both of these can still be a problem, but the flexibility of the programme reduces time barriers
Psychological Barriers

- Feeling intimidated
- Fear of the large organisation
- Fear of not being able to cope or not being good enough
- Setting yourself up as a target / to fail
Practical Barriers

- Travel
- Entry pre-requisites
- Place and facilities for studying
- Work demands / shift work

Cost
So, it’s a bed of roses then?
Barriers to work based learning

- Conceptual barriers
- Practical barriers
- Victim of own success
- Student complacency
Barriers to work based learning

- Conceptual barriers
- Practical barriers
- Victim of own success
- Student complacency
Conceptual Barriers

Perception of imbalance or inequity

BSc in fluffy useless stuff
Barriers to work based learning

- Conceptual barriers
- Practical barriers
- Victim of own success
- Student complacency
Practical Barriers

Guide/mentor/motivator

Learning environment within work

ADMIN!

Learning environment outside of work
Barriers to work based learning

- Conceptual barriers
- Practical barriers
- Victim of own success
- Student complacency
Victim of Own Success
Barriers to work based learning

- Conceptual barriers
- Practical barriers
- Victim of own success
- Student complacency
Student Complacency

Adult learning is great!

I have a flexible approach to learning
Conclusion

- Traditional post registration education presents physical, psychological and practical barriers
- These can deter potential students
- WBIS reduces barriers and improves access and opportunity
- Organisational mechanisms are needed for successful implementation
- Cultural change is required, as with all new and innovative ideas