

Work based learning : Conventional education.

What are the relative barriers?

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- Case example
- How is WBL different?
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 - Local
 - National
- Barriers to conventional education
 - Personal
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- Barriers to WBL
 - Conceptual
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 - Success
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- 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

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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

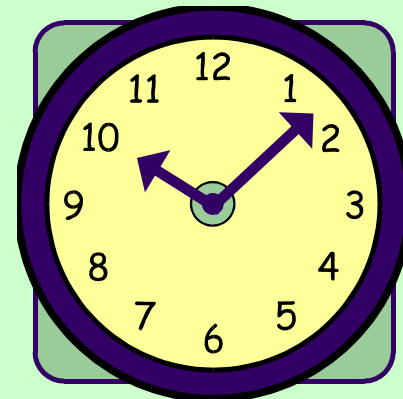
Barriers to conventional education

- Personal
- Psychological
- Practical

Personal Barriers



Balancing home life and study

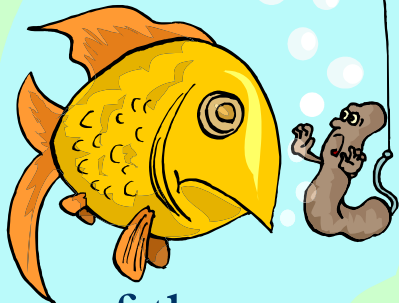


Time commitments

Barriers to conventional education

- Personal
- Psychological
- Practical

Psychological Barriers



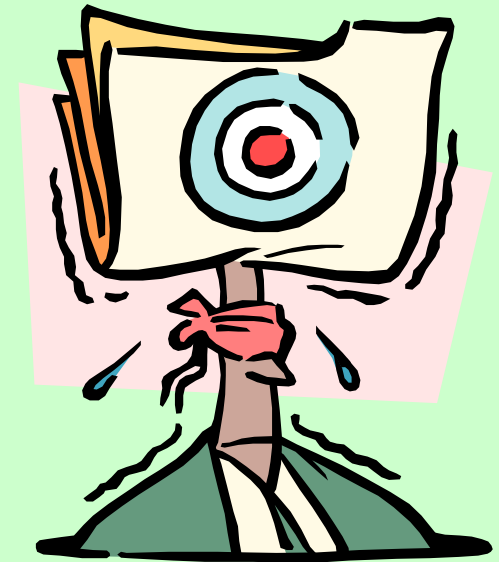
Fear of the large organisation



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



Feeling intimidated



Setting yourself up as a target / to fail

Barriers to conventional education

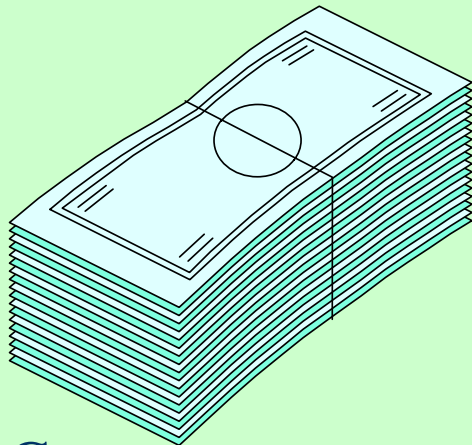
- Personal
- Psychological
- Practical

Practical Barriers



Travel

Entry pre-requisites



Cost



Place and facilities
for studying



Work demands /
shift work

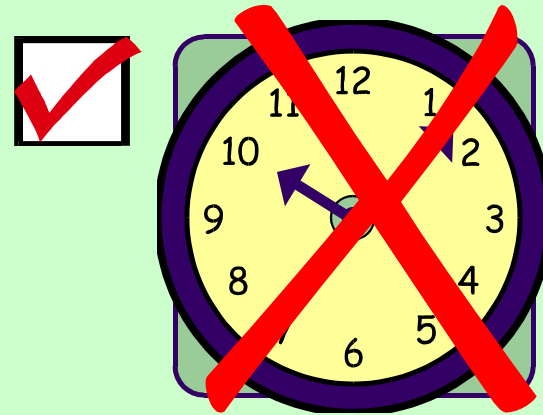


Is work based learning
any different?

Personal Barriers



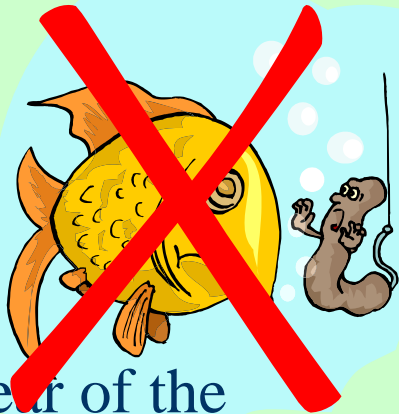
Balancing home life and study



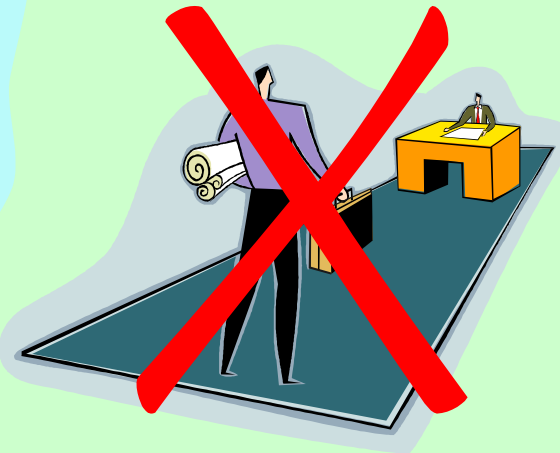
Time commitments

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

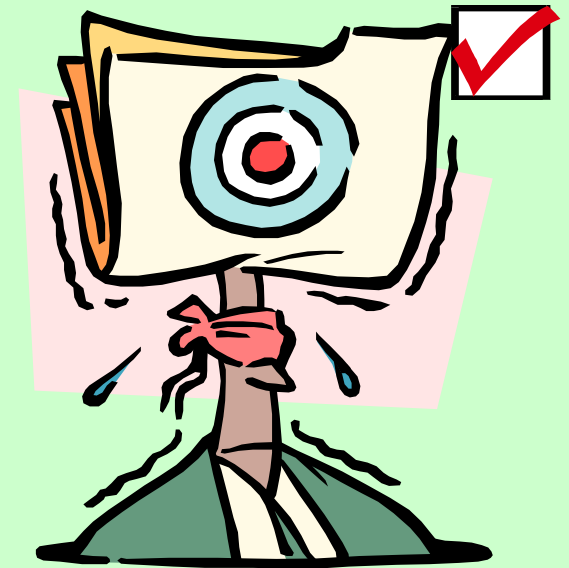
Psychological Barriers



Fear of the large organisation



Feeling intimidated

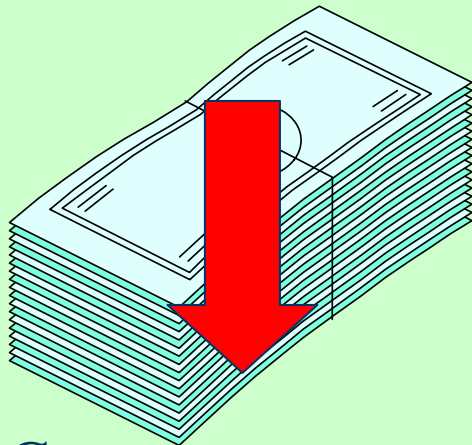
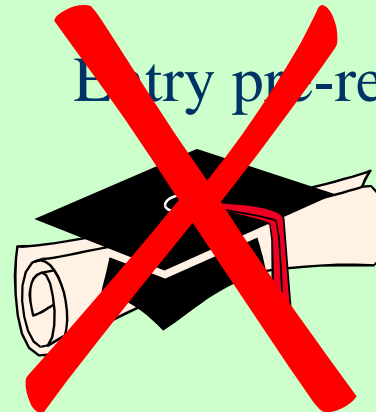


Setting yourself up as a target / to fail



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

Practical Barriers



Place and facilities for studying

Work demands / shift work

So, it's a bed of roses then?



Barriers to work based learning

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

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Conceptual Barriers



Perception of imbalance
or inequity



BSc in fluffy
useless stuff

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Practical Barriers

Guide/
mentor/
motivator

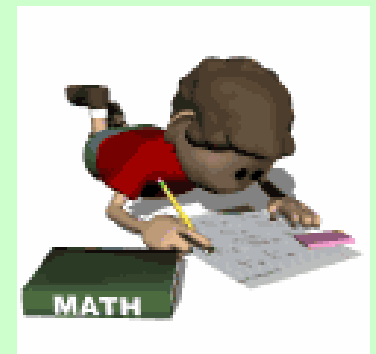


Learning environment
within work



ADMIN!

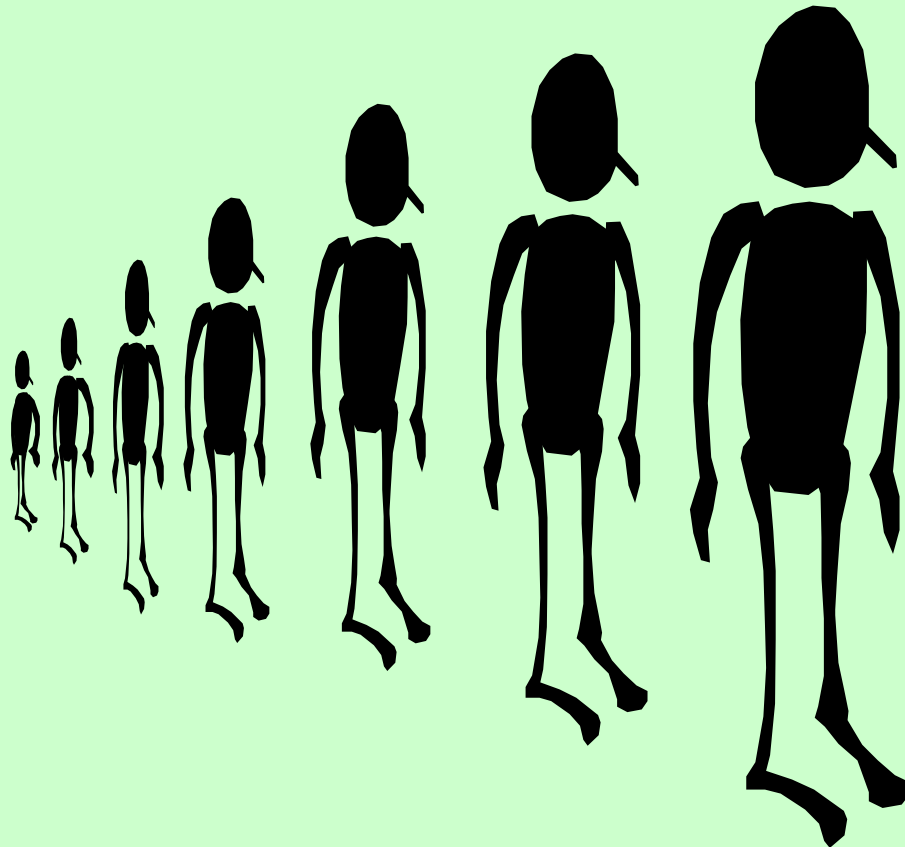
Learning environment
outside of work



Barriers to work based learning

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Victim of Own Success

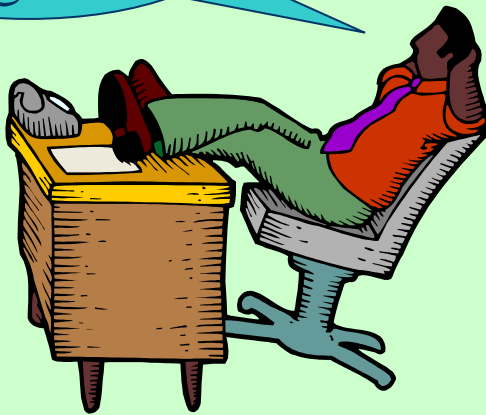


Barriers to work based learning

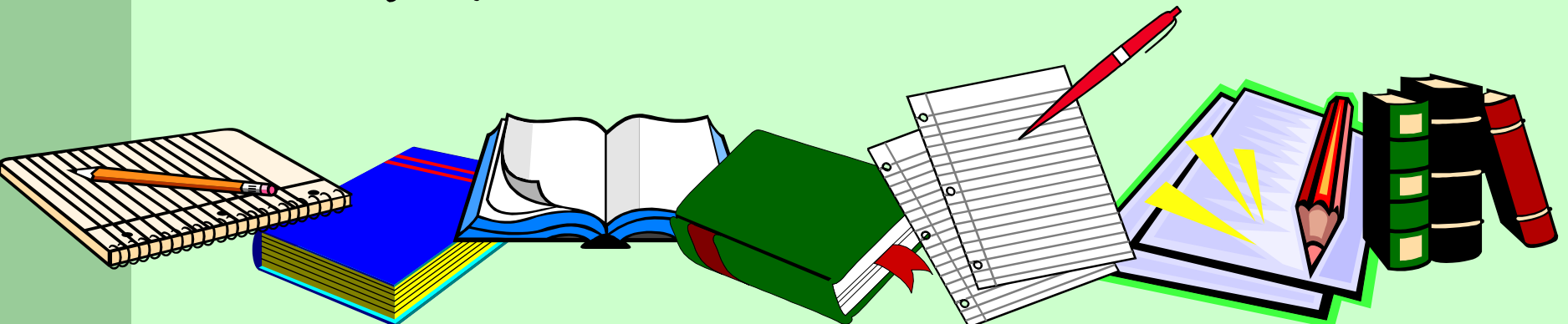
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Student Complacency

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