

# Delivery of workplace based learning as a contextual orientation to e learning

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# Outline

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- Creating a learning organisation
- Case study, a comparison of inpatient and community staff
- Challenges and Advantages of workplace based learning
- Preparation for e learning

# Creating a Learning Organisation

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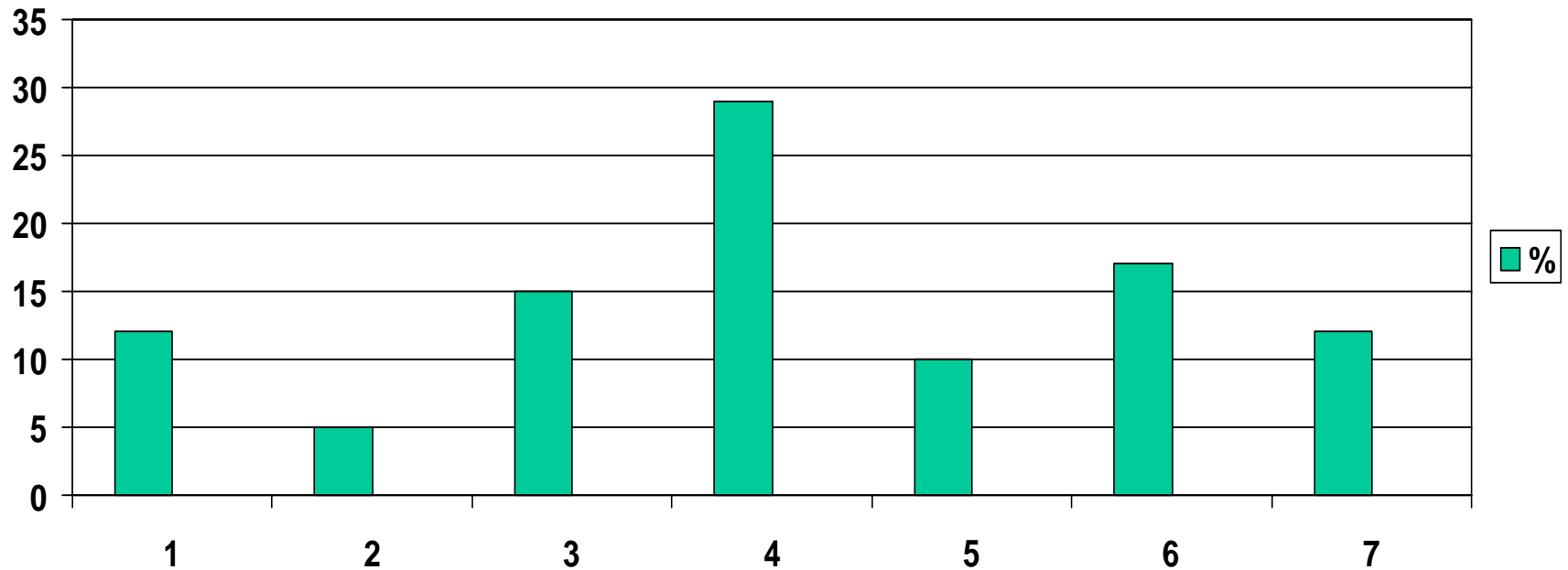
- Learning Organisation Questionnaire
- Nurse sample
- 41% return n=100
- 2-4% non respondents to some questions
- Example questions (14):

# Time of Learning

I find it easy to study/  
new skills during my  
working hours

1 2 3 4 5 6 7

I tend to study/learn new  
skills outside of working  
hours and this disrupts my  
social life

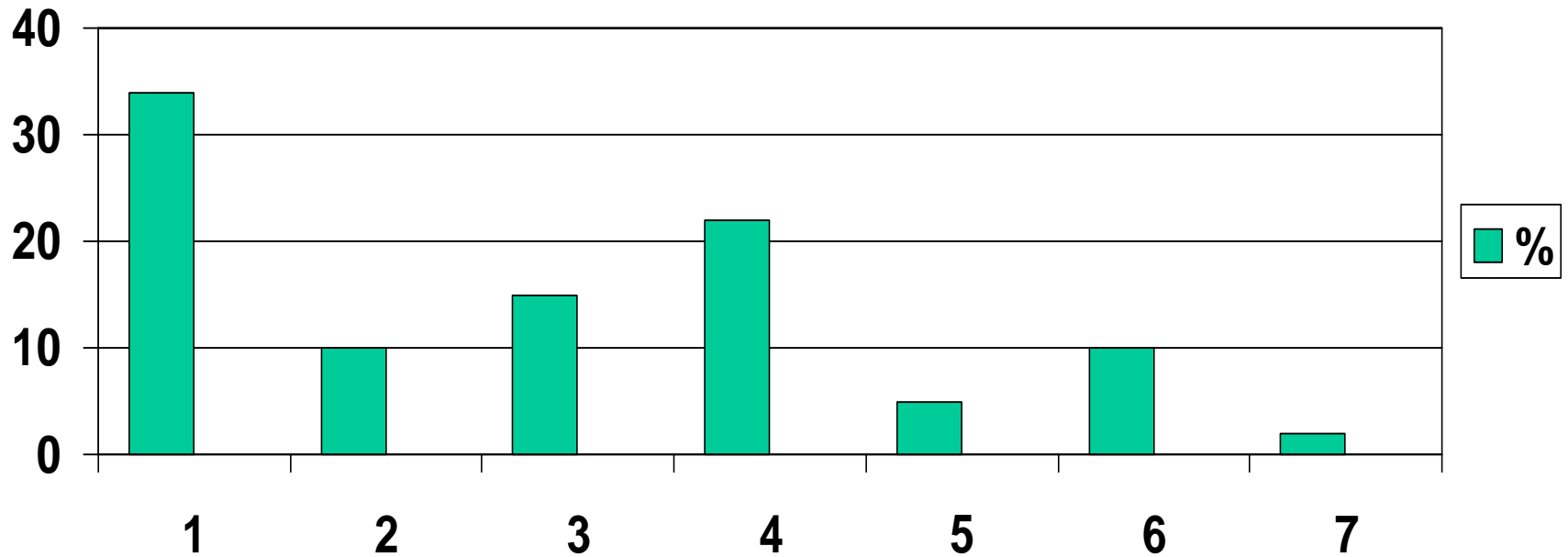


# Studying as a group/on my own

I enjoy studying as  
part of a group

1 2 3 4 5 6 7

I prefer to study on my own

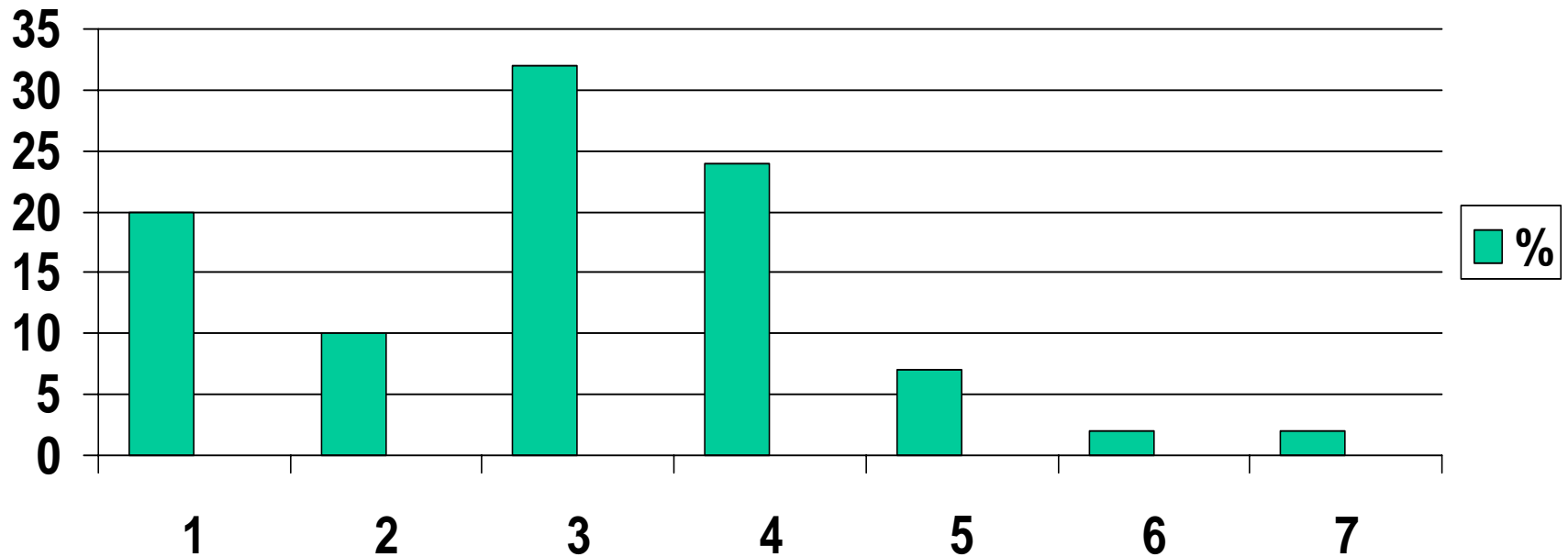


# Learning from others in team meetings

I find it easy to learn new skills in team meetings practice development

1 2 3 4 5 6 7

I find it difficult to learn with other members of my team due to my or their knowledge

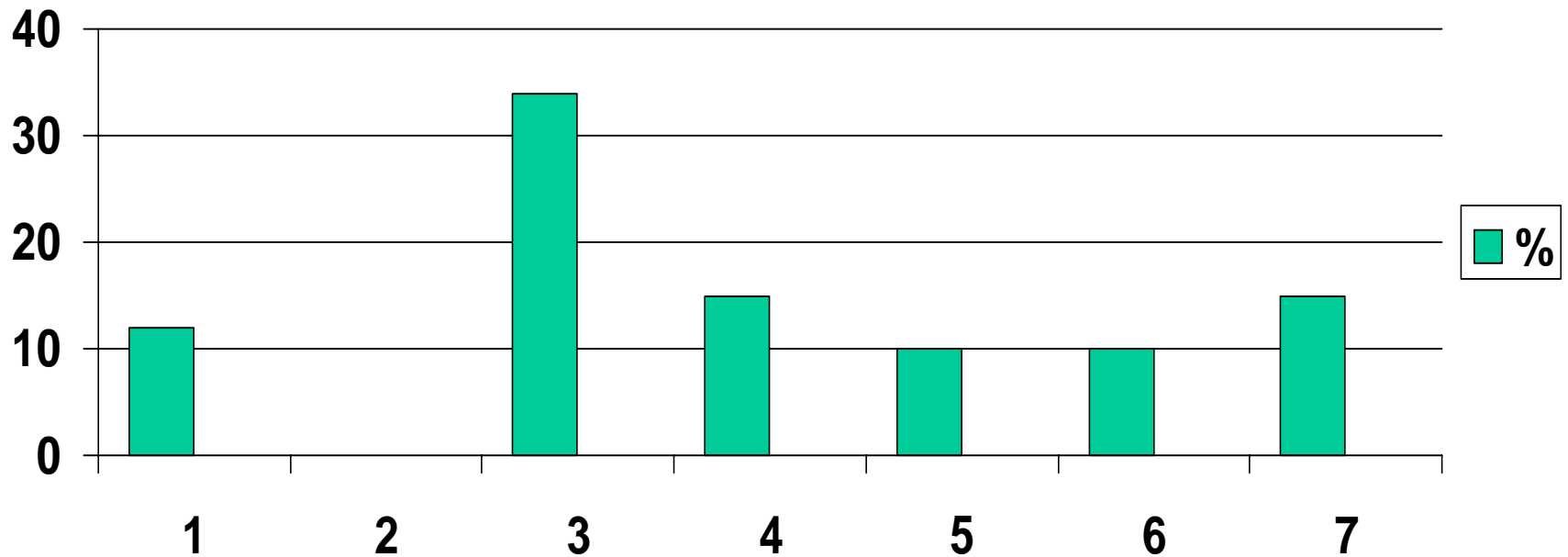


# Resources in work area

There are a selection of resources on my ward which I refer to/add to regularly

1 2 3 4 5 6 7

The resources on my ward are difficult to find and require an organised space

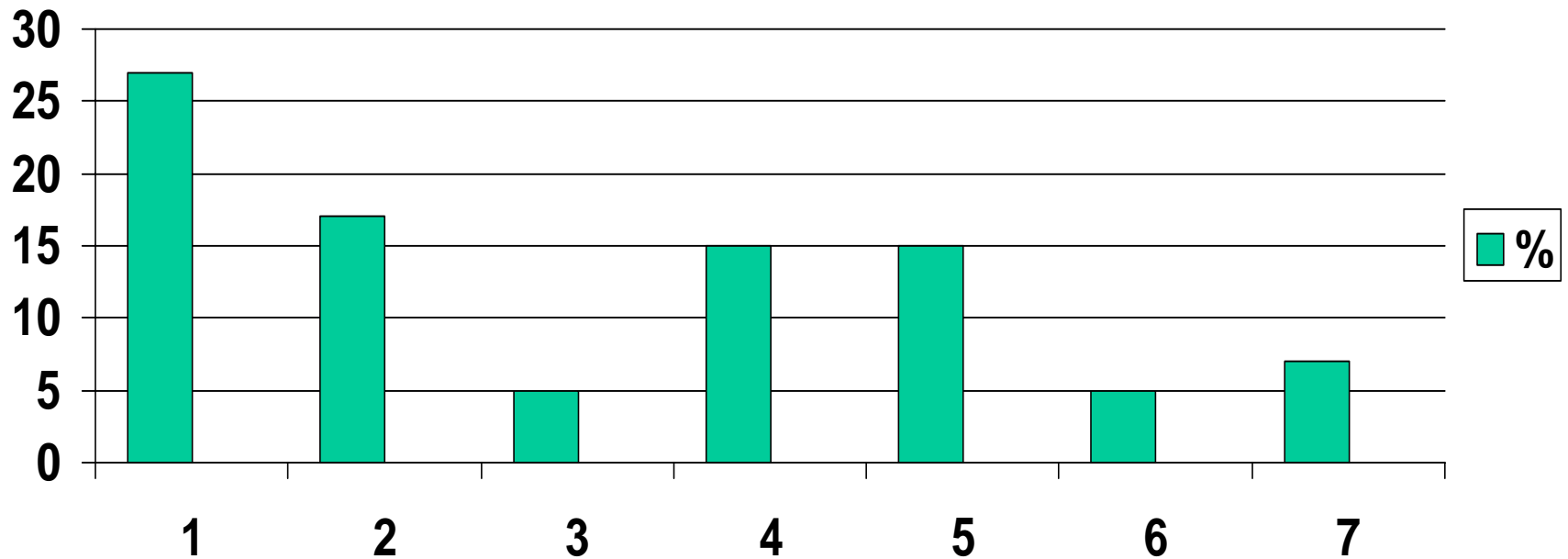


# ICT Skills

I have basic computer word processing skills/can access patient data bases

1 2 3 4 5 6 7

I have no computer skills and would require full training in this area



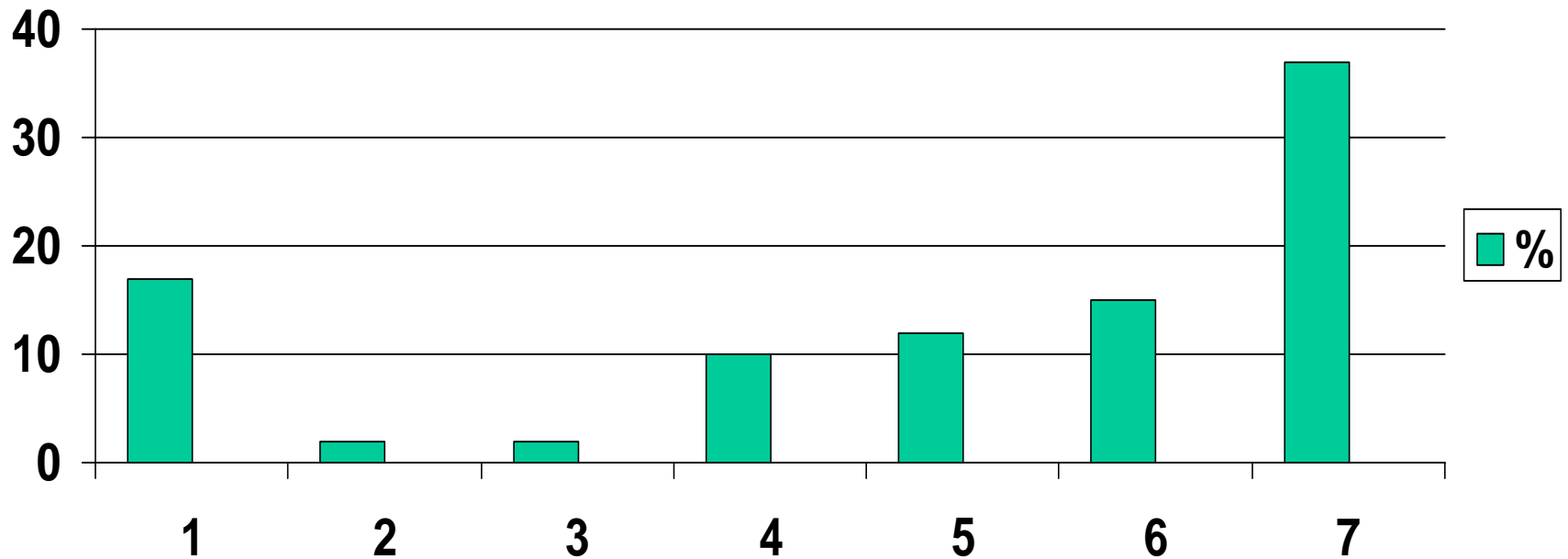


# Internet Use

I obtain a lot of information from the Internet to enhance my knowledge/skills

1 2 3 4 5 6 7

I need training in this area in order to obtain information

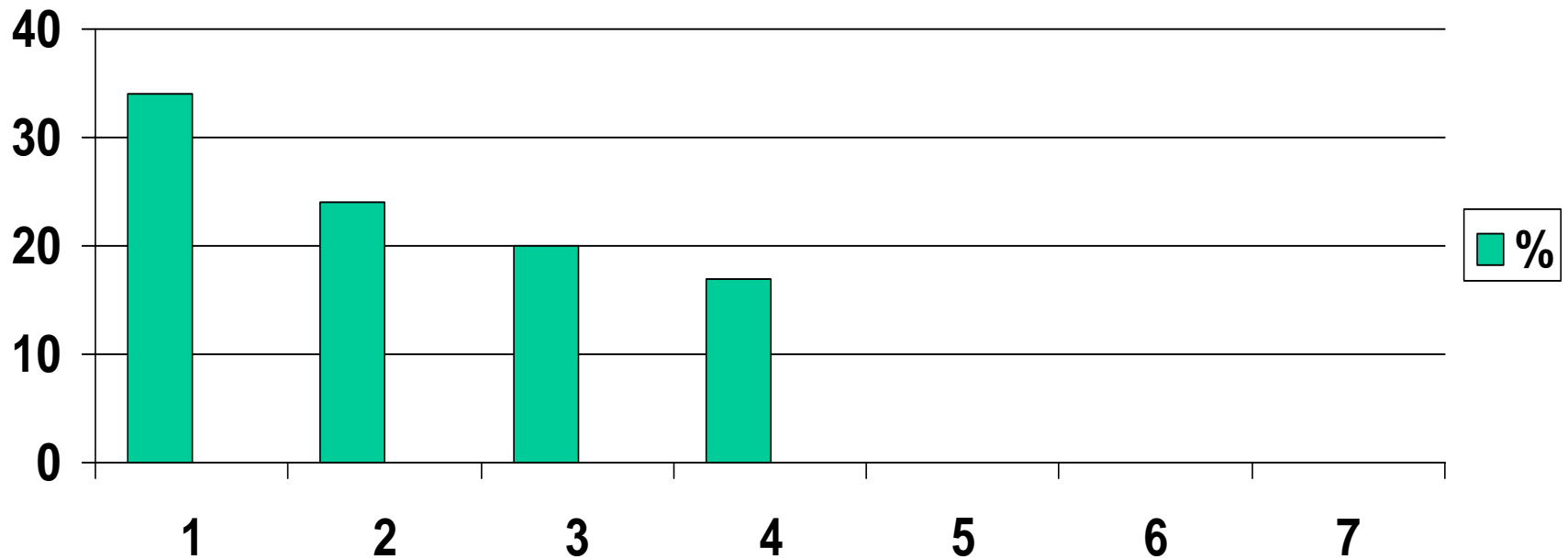


# Change

I feel inspired to have ideas,  
experiment, and learn new  
ways of doing old tasks

1 2 3 4 5 6 7

It was the best way to do  
things 10 years ago and  
still is today

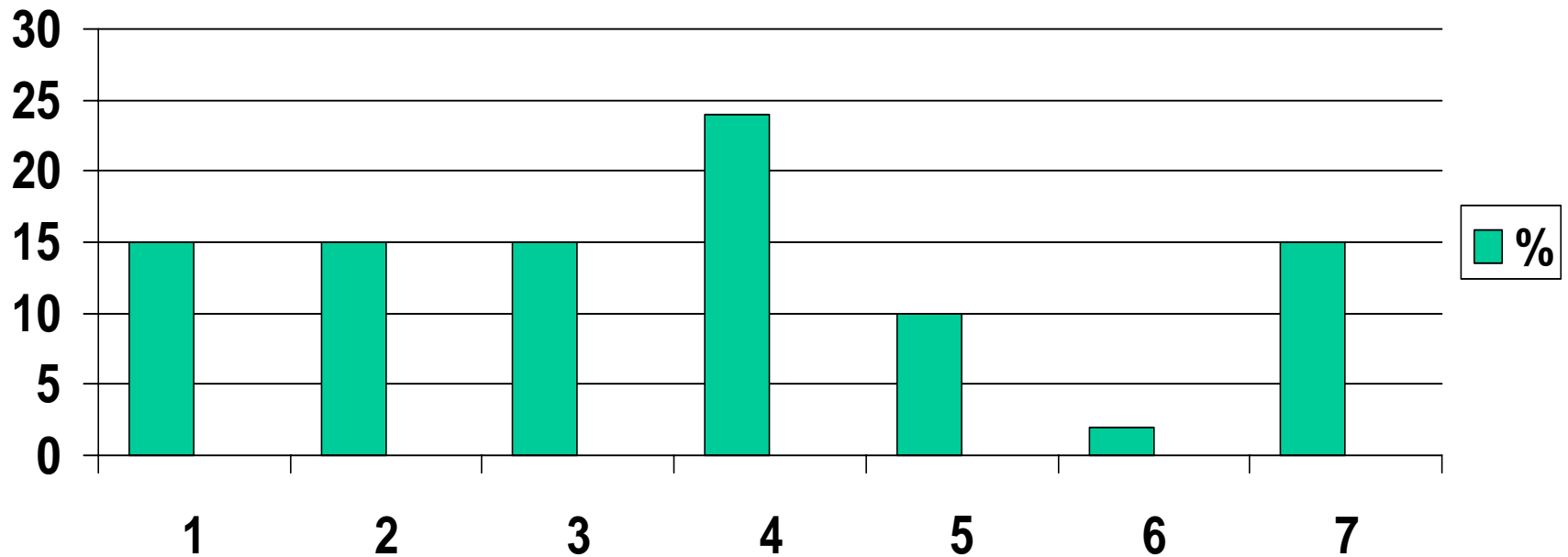


# Reward

I feel recognised for good work  
and rewarded for learning

1 2 3 4 5 6 7

Things just stay the same  
whether I learn new things  
or not



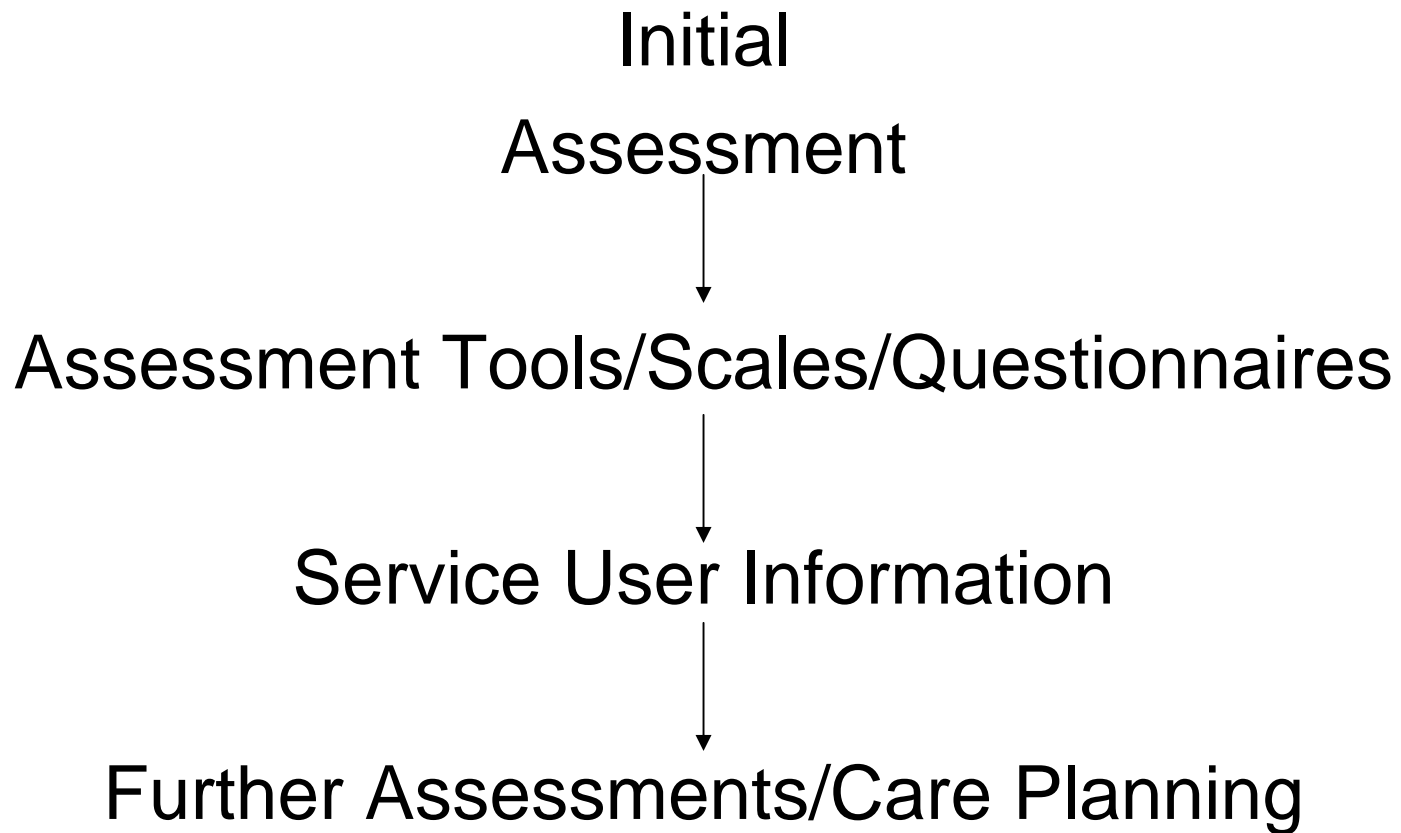
# Questionnaire Conclusions:

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- Assessment of ICT skills
- Assessment of training windows
- Obtaining of resources -induction for new staff
- Resource content guidelines
- Supervisors updates
- Completion of appraisals
- Nurses Business Meetings
- Assessment Care Pathways Project

# Assessment Care Pathway

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# Case study: Comparison of Inpatient/Community Staff

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4 teams

90% 1 month  
4 sessions  
12 hours

100% 1 month  
4 sessions  
12 hours

2 days  
2 sessions  
12 hours

50% 1 week  
3 sessions  
12 hours

70% 6 months  
28 sessions  
12 hours

# Project Challenges: Training

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- Time and clinical work
- Extra work
- Team effort
- Learning paces
- Distractions
- Inclusion
- New culture of learning
- ACP current design meeting all needs
- Differing academic levels
- ↓ Dominant staff
- Staff interaction
- Staff Questionnaires
- Staff lateness
- Staff sickness/ A/L / escorts/ other

# Pilot Period Challenges

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- Data collection by staff
- Consistency
- W/R / Clinical Meeting / Handovers
- Supporting all staff - seeing the same faces
- Completing training
- Lack of staff
- Staff changes
- Unit changes
- Wrong Assessment tool/scales/questionnaires

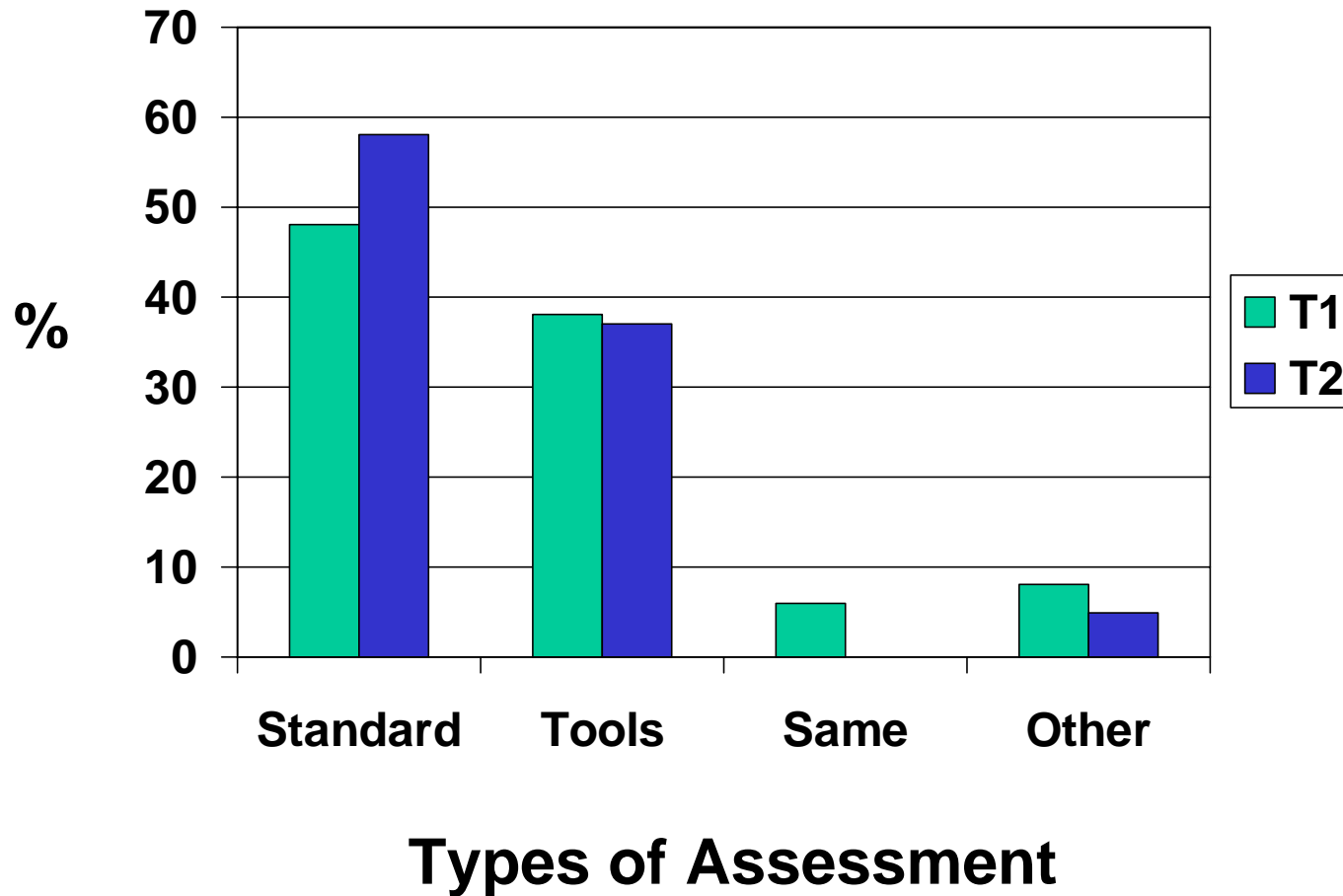


# Training Advantages

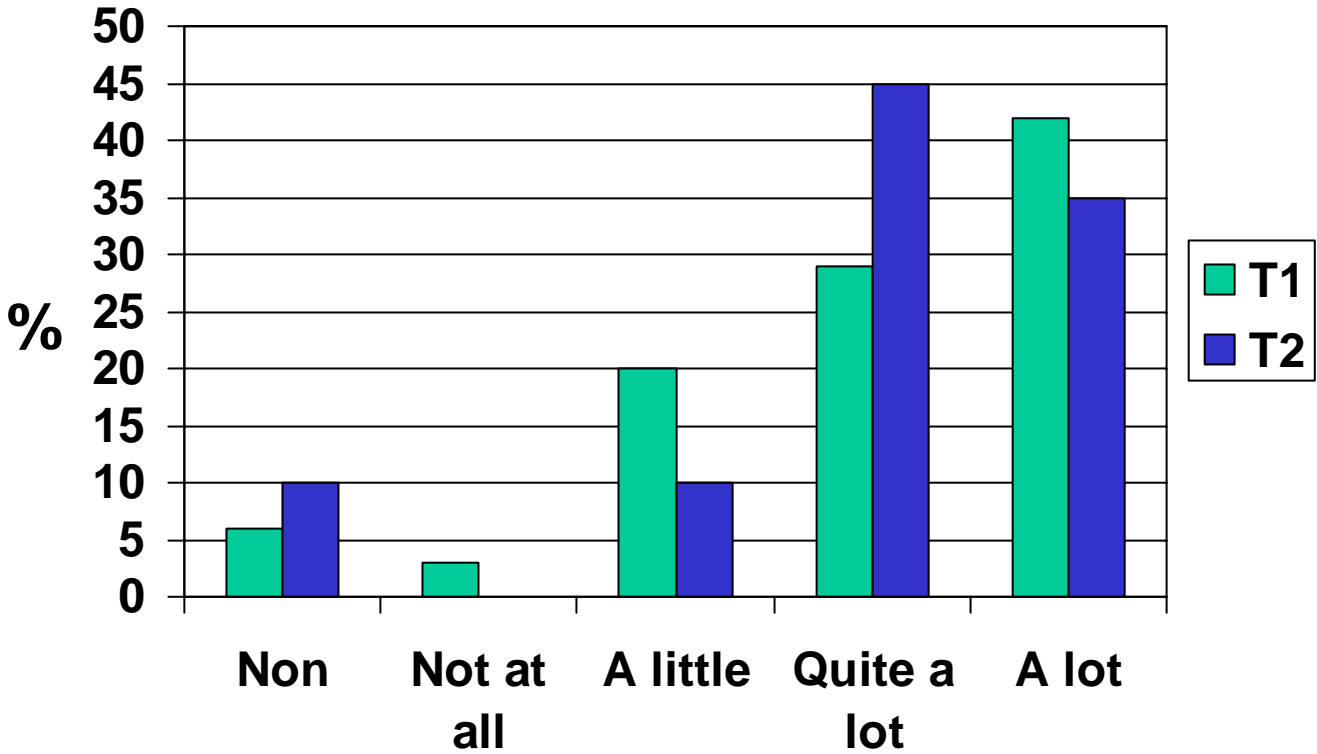
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- ↑ Reflection
- 80% staff trained
- Identification of service user need
- 1:1 work with staff
- ↑ PN Team working
- ↑ Assessments
- ↑ Service User Involvement
- Support with decision making
- ↑ Interest in learning
- ↑ Interest in mental health assessment
- Consolidation of knowledge
- Whole teams working together
- Links with other training
- Development of ideas

# Comparison of Attitudes to Assessment: Pre and Post Pilot Phase

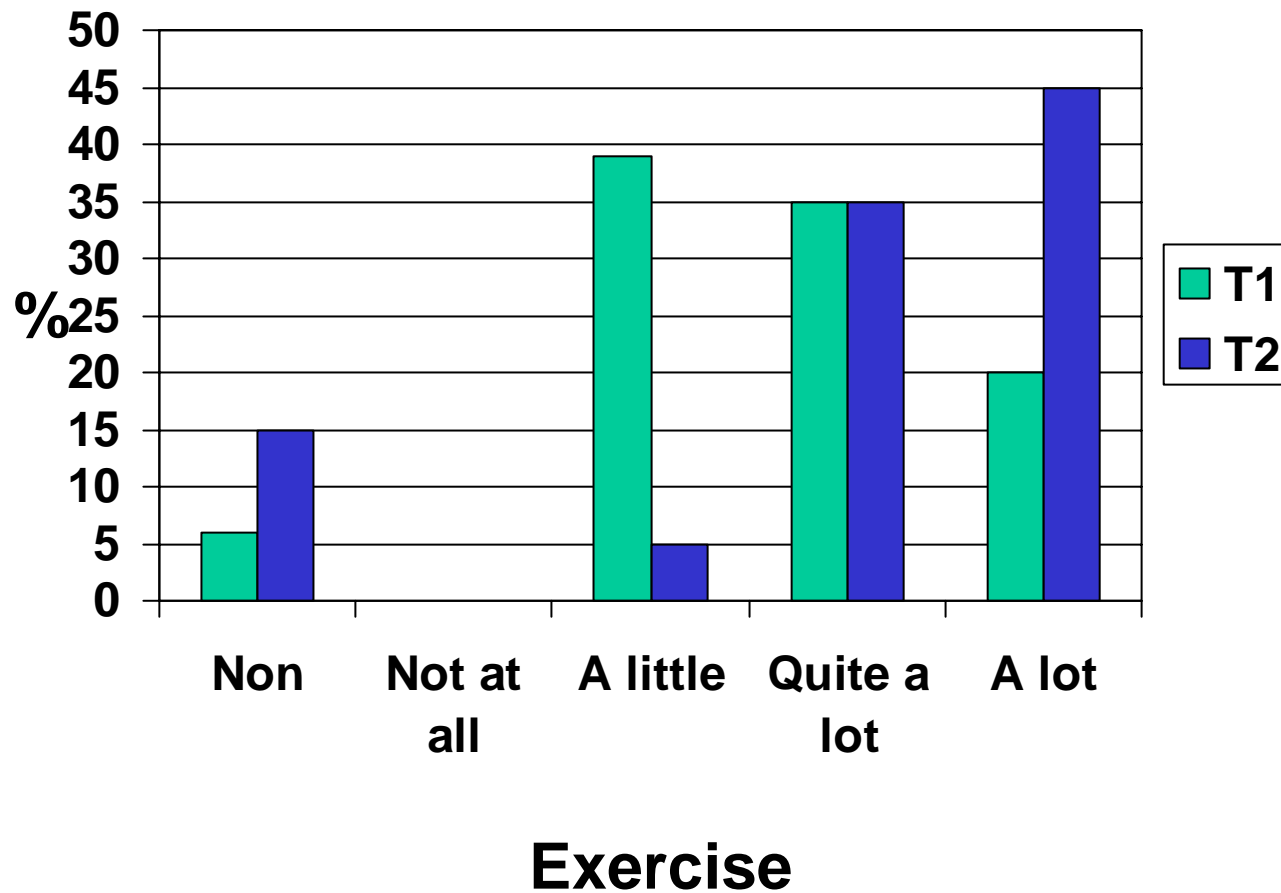


# Attitudes Towards Areas of Assessment

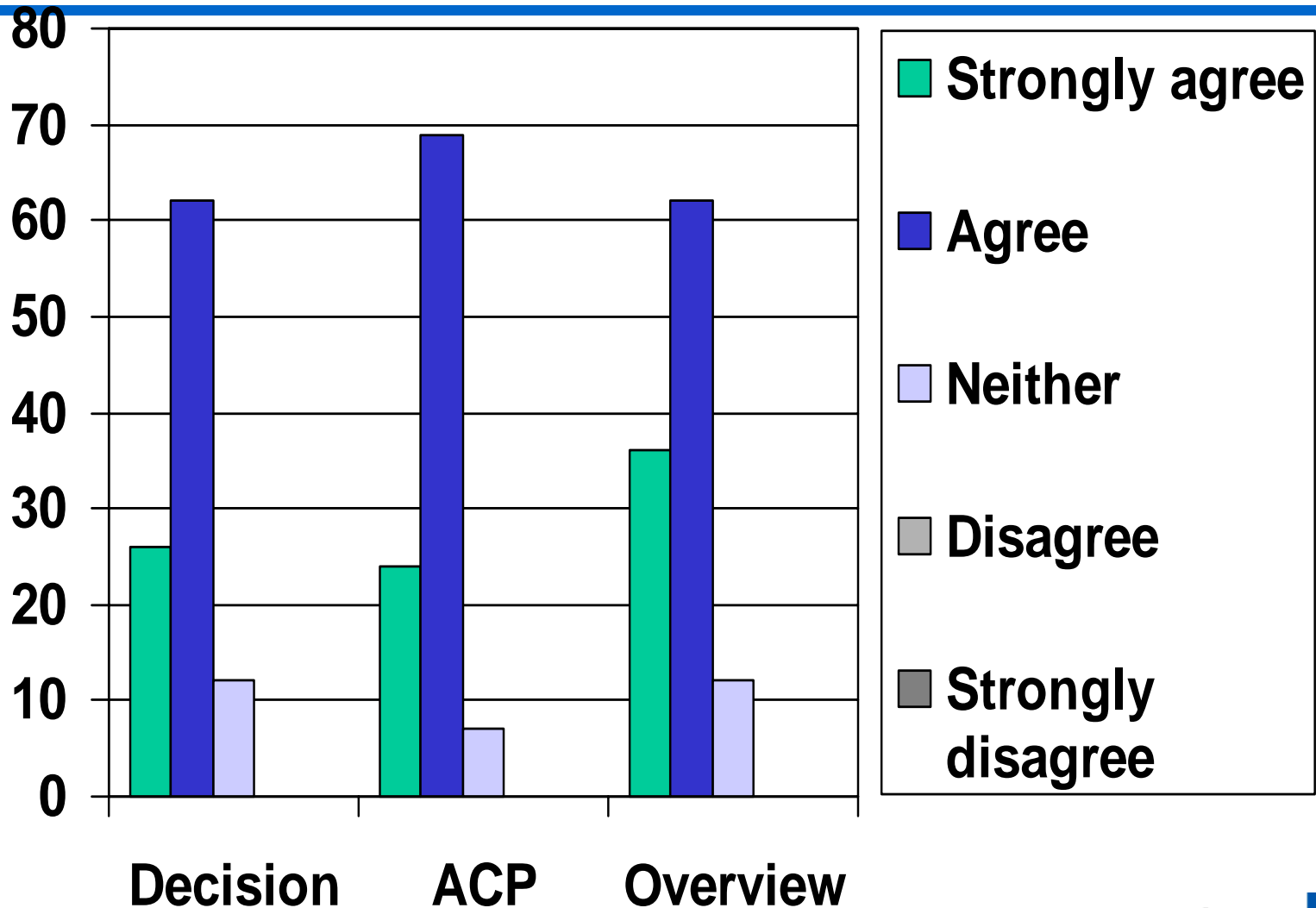


**Finance**

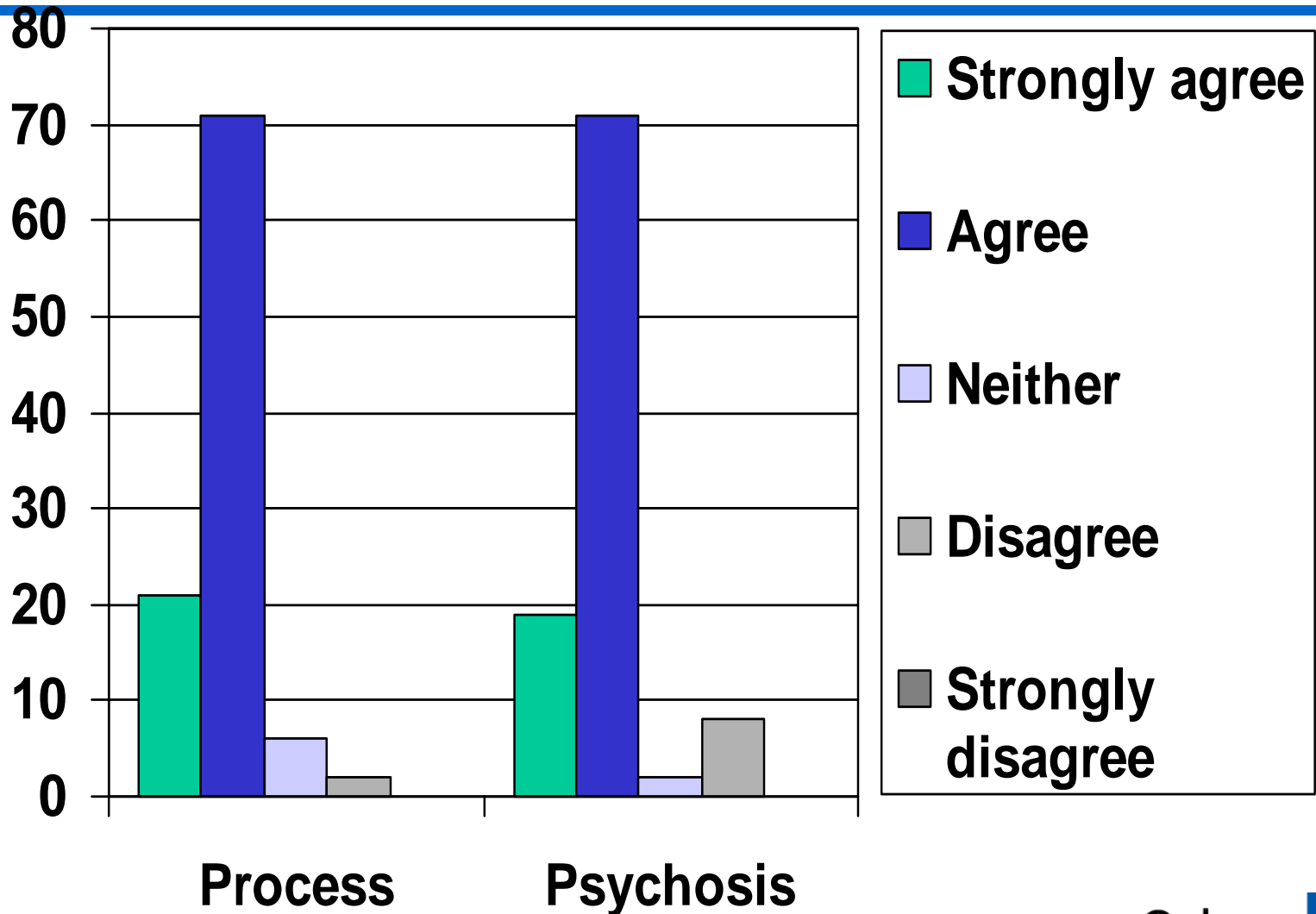
# Attitudes towards Areas of Assessment



# ACP and Part of the Process



# Improved Understanding of Psychosis



# Preparation of learners for e learning

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- Repackaging for rehabilitation
- Repackaging variance recording
- Building staff confidence with ICT
- Start using sample e packages with pilot staff
- Continue working towards training packages being delivered by e learning
- Information provision for Service Users
- Training the Trainers

# Web Based Information for and by service Users

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Goal of the pilot is to create a forum, which provides Service Users with a comprehensive understanding of all the available services and the ability to feedback comments and concerns to service providers and other service users



# Web Based Information Offers More...

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At a second stage the system could be used to communicate health education materials to service users, together with a link regarding medication.

# 'Training the Trainers' from January '04

## *Programme:*

- What is Workplace Based Learning?
- What is Psychosis?
- What is Assessment?
- Use of Assessment  
Tools/Scales/Questionnaires in clinical practice
- Medication - symptom monitoring
- Providing Service User Information
- Measuring variances
- ACP Paperwork
- Evaluating Training



# Further Information about the ACP or Workplace Based Learning

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