

Work Based Learning in a P.C.T.



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Setting The Scene

- New target driven outcome focused culture within public services
- the need for a more uniform approach to evidence based practice
- Agenda for Change
- PREP



Why The Need ?

- The Inverse Learning Ratio (with apologies to Tudor Hart) ie those who need it most get it least.
- No replacement costs for staff to be released from work base
- Need for training at 'coal -face' in order to eliminate the theory -practice gap
- The availability of IT in work places



Advantages & Disadvantages

- Advantages
 - less interruptions to work schedules
 - Learning takes place nearer to point of need
 - greater involvement of whole of work force
- Disadvantages
 - more interruption of teaching time
 - lack of appropriate work place venues
 - lack of necessary audio visual equipment



Who Pays?

- Much WBL currently paid for by drug companies



Multi-Disciplinary Multi-Agency Training

- Allows a whole system approach to service delivery across client groups
- Tackles the wider determinants of health
- fosters good partnership working
- establishes and reinforces clear and effective communication between disciplines and other public service agencies



Tailoring Learning to identified need

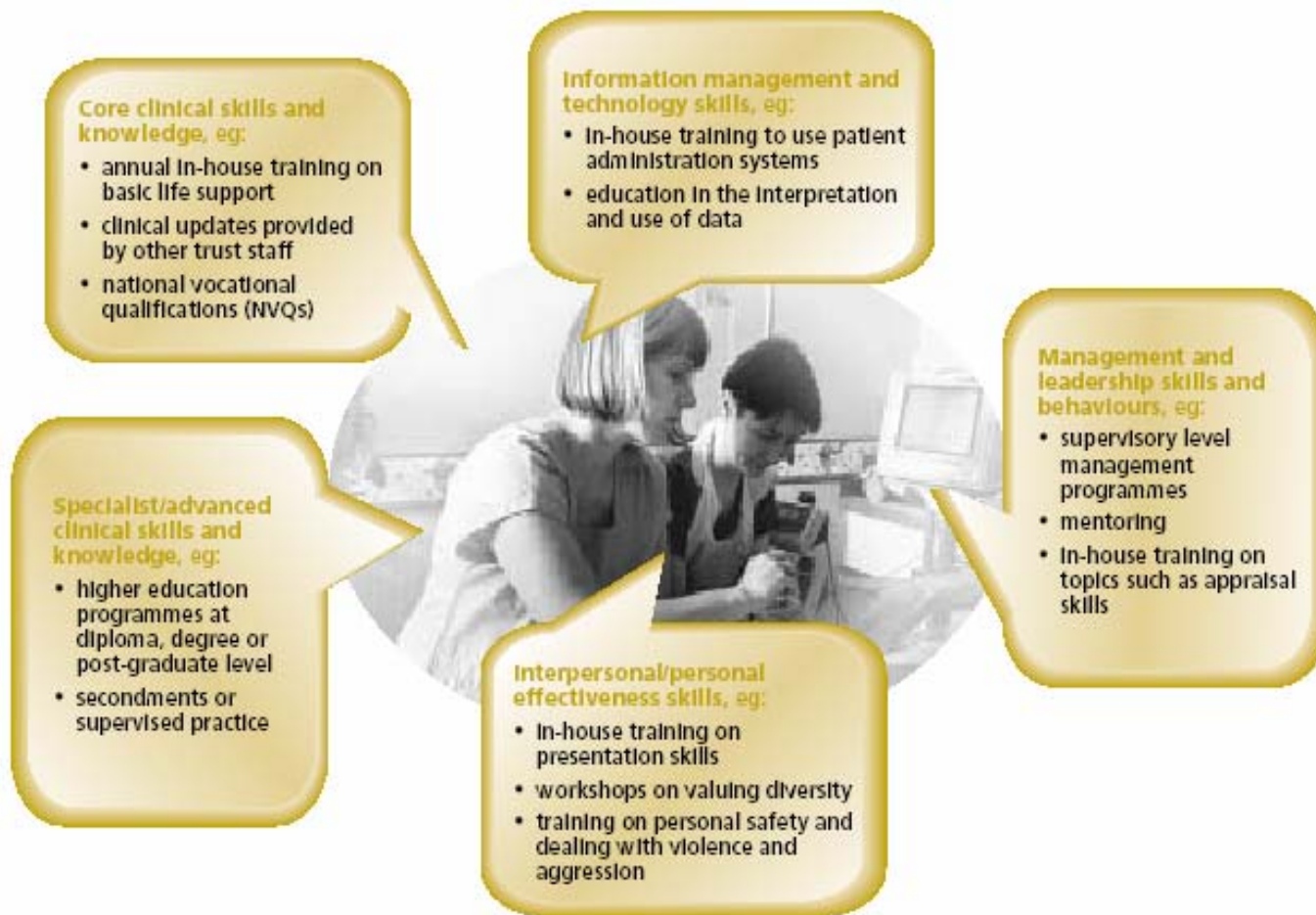
- Identified need may be extrapolated from:
 - appraisals
 - staff surveys
 - complaints
 - accident /incident forms
 - work force planning reports



The Basics

- . Knowles: (1975) Identifies the following principles as key in providing learning experiences for adults
 - Mutual respect between learner and facilitator
 - Collaboration: working together for goal
 - Mutual trust
 - Supportive environment
 - Openness and authenticity
 - Pleasure
 - Recognition of human flaws

Types of training



Source: Audit Commission

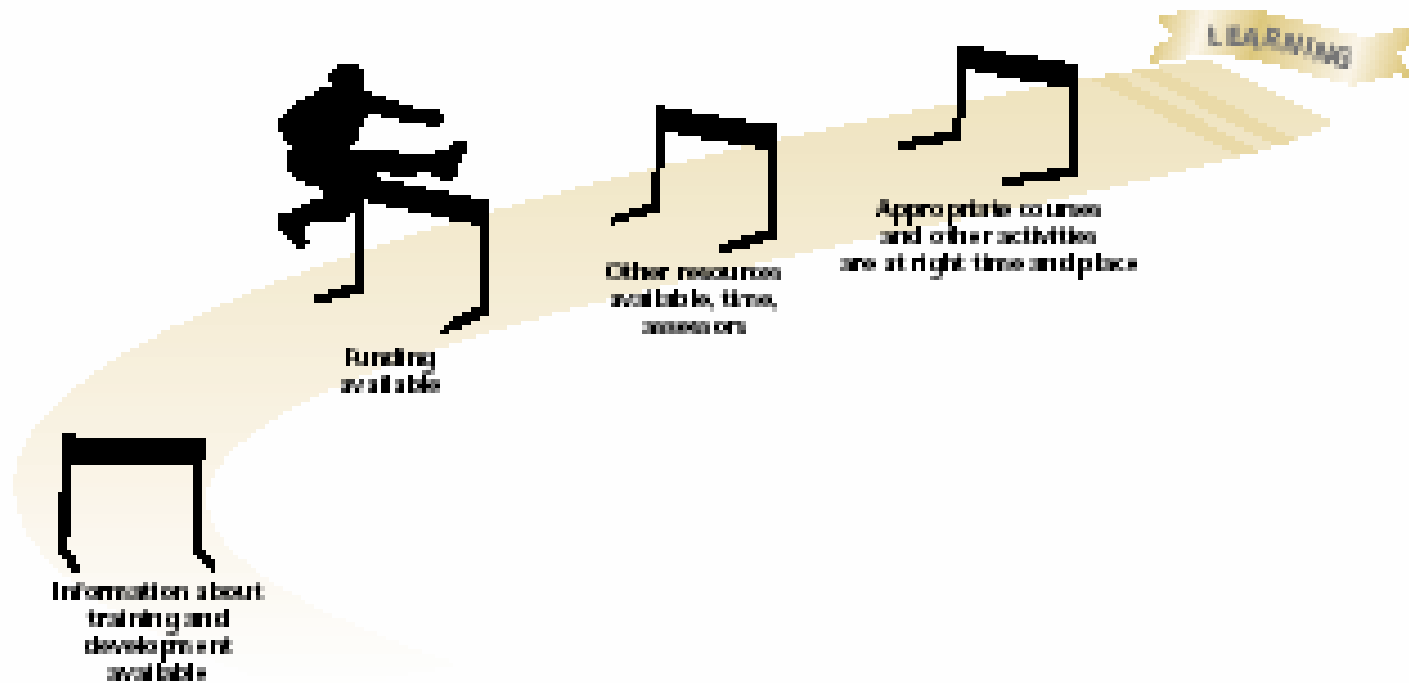
The Plan



Source: Audit Commission

The Requirements

A number of things need to happen if identified needs are to be met.



Source: Audit Commission



Opportunities for All Pre/post Registration work based Learning

- New ways of meeting learning needs.
- Thurrock PCT in partnership with APU currently piloting extended community placement.
- Students spending 1 whole semester in community
- Structured learning program in place



Emergence of apprenticeship type roles for the newly qualified

- Rotational element built into contract
- Newly qualified works alongside experienced practitioner/mentor
- Experience gained in variety of practice settings



Examples of Current Practice WBL within Thurrock PCT

- NVQ
- Clinical Forum
- HCA Training program
- No Secrets (multi-disciplinary multi-agency)
- Diabetes forum
- GP forum
- Time to Learn



Examples of Current Practice WBL within Thurrock PCT (cont)

- Internet search for evidence based guidelines