



Assistant Practice Placement Education Course



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AHP Practice Learning Facilitators
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Why



University Hospitals of
Derby and Burton
NHS Foundation Trust

- **Government initiatives** increase Nursing and AHPs nationally (HM Treasury, 2015)
- **The NHS Five Year Forward View (2014)** need for integrated and joined up care; announced educational changes to create alternative routes into healthcare training e.g. Nursing Associates role.
- **Removal of the NHS bursary scheme** as announced by the 2015 Spending Review, meant HEI's could increase their student intake
- **Professional bodies** encouraging innovative placement projects to grow placement capacity through alternative methods/models of supervision/placement
- **Francis report (2013) and the Cavendish report (2013)** – quality and training development for Assistant and Support staff
- **Local Trust Recruitment and Retention issues** – 'grow your own' and Apprentice initiatives encourage more effective use of talents/skills of un-reg workforce and creates larger local 'pool' of potential employees NHS can recruit

resulting in need to review and increase placement capacity.

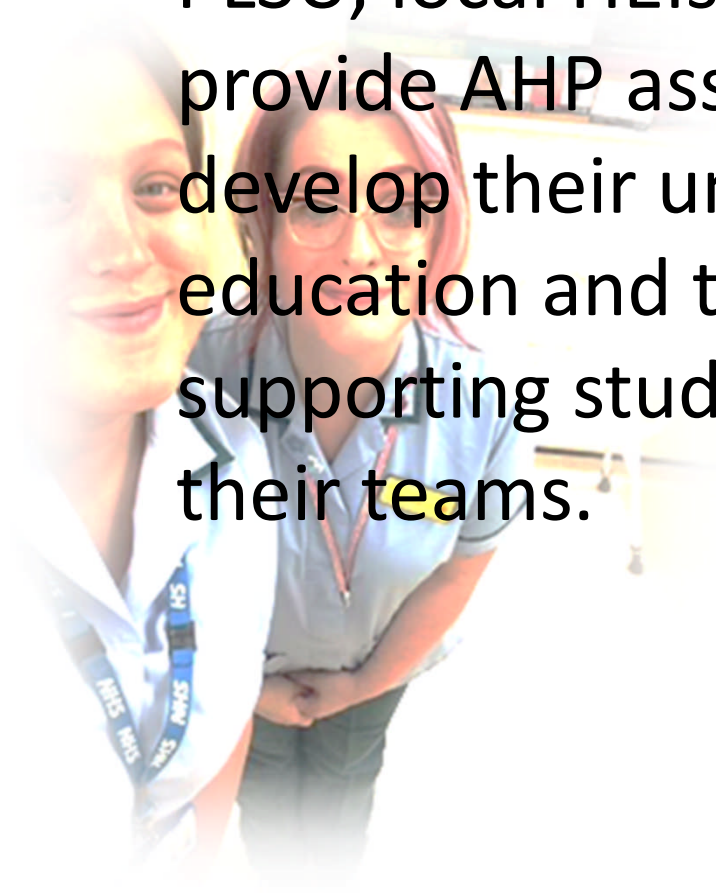
Other local drivers

- Feedback from students and Clinical Educators (CE) - important role non-qualified staff play in education, not only teaching them clinical aspects of the role, but for pastoral support.
- Suggested that further training would be of benefit, much like the Accreditation courses run by HEIs for qualified Staff (eg APPLE, RCOT).
- Therefore created a 1 day course aimed at AHP Assistants in collaboration with local HEIs and clinical staff



Aims

- The course was produced in collaboration with PLSU, local HEIs and clinical staff and aimed to provide AHP assistants with formal training to develop their understanding of student education and to develop their skills in supporting students and educators within their teams.





How did we do it

- **Scoping Questionnaire** – to assistants
- **Created Working Group** - gaged interest local clinicians
- **Support** from Team Leads and Therapy Managers
- **Approached local HEI's** - collaboration on course content and delivery
- **Regular meetings with all stakeholders** for effective working relationships and programme organisation
- **Teaching methods included** taught sessions (produced and delivered by HEI tutors, Practice Placement Facilitators and CE's), interactive workshops and case studies/shared experiences



Interprofessional

- Course delegates will be comprised of a variety of AHP assistants so an **interprofessional learning approach** was maintained throughout to broaden the learning experience.
- **Professional specific versus IP skills** – course aims needed to be relevant and achievable by all (WHO, 2010).
- **Collaboration from different professionals** designing the course essential to ensure the learning needs of all attending the APPE are met (Yamani and Rahimi (2016)

The Course



This course aims to equip our assistants with additional skills such as understanding the learning needs of the students, recognising performance issues, providing effective feedback and supporting the Educators with the placement.

Target Audience

Anyone band 2-4 working in Occupational Therapy, Physiotherapy, ODP, Radiography, and Dietetics who are involved with the support and education of students from these professions.



Aims

- To improve understanding of the diverse learning needs of students
- To develop observational, interpersonal, communication and teaching skills
- To learn how to recognise appropriate student performance and competence
- Develop skills in providing constructive feedback and supporting the educator with underperforming students

Learning outcomes

- Individuals will gain skills in supporting students and adapt their approach relevant to their learning needs
- Individuals will be able to support educators by contributing to the provision of high quality placements by utilising feedback, observation and teaching skills gained.

Course Content

Role of the University	The journey of students from enrolment to qualification, how they learn in university and how PPE links in with academic learning.
Social styles	How differing social styles may affect relationships between student, educators and colleagues.
Professional competence and abilities	What is professional competence? What is expected of students? Standards of professional practice and HCPC standards.
Understanding student performance and providing feedback	How to recognise performance issues. Importance of giving positive and constructive feedback. When to give feedback and to whom.
The struggling student	Why might a student struggle on placement? How to recognise a student is struggling and what to do. The role of the educator and HEIs in managing a failing student.
Common placement issues	Conflict, professionalism, support plans and disabilities, resilience, support available to students.



Notifications

All Mentions

 gwyn owen @gwyn_owen · 8m
gr8 to see therapy support workers' contribution 2 practice-based learning being recognised, valued & supported 2 develop @DhftPlsu #prblcsp


Derbv Hospitals PLSU @DhftPlsu

Home

In case you missed it

 Kirstie @Kirstie_OT · 9h
Love this! Assistants, Support worker & techs (etc) have so much valuable knowledge & experience-it needs 2 be harnessed & shared @MMShiells

Tweet

 sian burgess @mrsmcinburtott

Fantastic to see collaboration in support of student education - assistants play a pivotal role in providing knowledge & support



I found this course really valuable, as assistants we have a lot of involvement with students and it is knowing how to help them.

Will make me think about how I come across to the student, be more understanding of their stress levels and what they need to achieve.

I now have a better understanding of students and how placement is viewed from their perspective.

I feel the course has increased my knowledge, which gave a new perspective and experience.

*100% really interesting and enjoyable.
Brilliant course :)*

Before the course I was unsure as to how to fully support students. I have learnt a lot about learning styles and why a student may be struggling.

MAKING YOUR MOMENTS MATTER

AHP Assistant Educator Pledges

Compassion in student education is at the heart of all AHP staff for any student whilst out on placement at Derby Teaching Hospitals. During a Student Education Course aimed specifically at Assistant AHP's, delegates created pledges of their contribution towards student education.

WELCOME

WE WILL: Always make ourselves know to the students on their first day and **welcome** them into our team, offering help if needed.

LISTENING

WE WILL: Make more time to **listen** to our students in order to **understand** them and **help** them during their placement.

FEEDBACK

WE WILL: Be more proactive in providing feedback on students performance to both students and educators and have more **confidence** to provide both **positive** and **constructive** feedback.

SUPPORT

WE WILL: Be **supportive** of both students and clinical educators and **empathise** with students about they may be feeling and dealing with everyday stresses they may be facing whilst on placement.

TEAMWORK

WE WILL: Support Clinical Educators by getting more **involved** in student education and campaign for a bigger role for students within the team to help **develop** their teamwork skills.

SOCIAL STYLES

WE WILL: Be more aware of how our social styles may affect others and how it may make them feel. We will also consider how our social styles can help bring about **positive change** in the workplace.

STUDENT EXPERIENCE

WE WILL: Endeavour to be more **involved** in the student experience and recognise and promote the **valuable** role AHP Assistants can offer to the support and education of students during clinical placements.



NHS
Derby Teaching Hospitals
NHS Foundation Trust

Making your moments matter

STUDENT PLEDGE

Compassion in Mentorship is at the heart of all our Mentors and Clinical Educators for any Students whilst out on placement at the Derby Teaching Hospitals NHS Foundation Trust.

Developed in partnership across DTHT Placement Learning Teams our consultation led us to eight top things students would always expect from us, which translated into pledges as follows:

- 1 WE WILL**
Promise to treat you as individuals by respecting and valuing your voice and opinions
- 2 WE WILL**
Understand and facilitate a flexible approach to your learning styles, needs and objectives to support a student centered placement experience
- 3 WE WILL**
Be supportive, welcoming, approachable and friendly and give you our full encouragement throughout your placement
- 4 WE WILL**
Provide regular feedback and supervision to help you grow and develop in your profession. We will ensure you fully understand the expectations of your placement and feel integrated into our teams
- 5 WE WILL**
Help you meet your full potential by creating a positive learning environment and a variety of placement experiences for you to get the most out of your learning opportunities
- 6 WE WILL**
Share our knowledge, skills and experience by providing quality clinical education and teaching
- 7 WE WILL**
Involve you in interprofessional learning at every opportunity through working in our multi professional teams
- 8 WE WILL**
Encourage a student community within DTHT for you to be able to gain support from peer learning and building networks with all students on placement

Taking pride in caring

Conclusion and Further Thoughts

- The APPE course has proved successful plan to run the 3rd course this year.
- 6/12 follow up review - Survey Monkey
- To include wider AHP's, Nursing assistant professions with input from their affiliated HEIs.
- ? Expand to NQ's and B5's AHPs to 'dip toe' into PE
- It is hoped that by consolidating the skills and expertise of the assistant workforce in supporting students on placement that this will have a positive impact on AHP PPE at UHDB



Karen Newberry
@KarenderyuniOT

Such a good day, our AHP students are so lucky to have such great assistants to support their learning 👍
[#DTHFTassistant](#)

Natalie Matchett OT @NatMatchOT

Delegates learning about some of the reasons why students might struggle on placement and how to help them
[#DTHFTassistant](#)



For more information

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