

A PROJECT TO INCREASE THE RECIPROCAL LEARNING OPPORTUNITIES FOR NURSING STUDENTS AND STAFF IN THE PRIVATE, INDEPENDENT, AND THIRD SECTOR ORGANISATIONS (PITO)

* Pam Hodge • p.hodge@mdx.ac.uk | Maria Luengas • m.luengas@nhs.net



* THE CONTEXT

The Integrated Care Systems (ICS) acknowledge the large contribution of the Private Independent Third-sector Organisations (PITO) for care provision. There is a need to increase/enhance the representation of this sector in practice education, giving students the opportunity to:

- * Develop their knowledge and skills in the management of complex conditions in the community
- * Meet the needs of an aging population demographic
- * Introduce pre-registration students to wider career opportunities

(NHSE 2023, NHSE, 2020)

The expansion and the quality of clinical placements has been experiencing barriers for several years due to the lack of capacity and supervision (NHSE, 2023). The NHS Long Term Workforce Plan (NHSE, 2023) estimates that the number of nursing staff working in non-acute settings will increase from 30% to 37% this project aims to increase the number of and enhance the quality practice learning in the PITO sector in North Central London (NCL).

This follows on from local collaborative research undertaken with the Strengthening Practice-based Education in Practice (STEP) project (Morley, Wilson, and Holbery, 2019) and the recent Clinical Placement Expansion Project (CPEP) work to develop resources to support practice-learning, by widening this expansive model to PITO sector partners.

* THE AIMS

Funded by NHSE, the PITO project aims to:

- * Build on the existing partnerships in NCL ICS to allow for a sustainable expansion of the quality learning opportunities for pre-registration nursing students in adult social care (ASC), children's hospices, a specialist neonate charity, and a specialist residential mental health resource
- * Recognise the role of practice educators in the ICS and pursues enhancing career progression for nurses working in ASC by enabling them access to Middlesex University Clinical Skills training
- * Promote the role of student ambassadors that promote the benefits and value of their experiences in their community placements with peers and at external stakeholder events
- * Acknowledge the reciprocal nature of practice partnerships and continued collaborative working to inform next steps

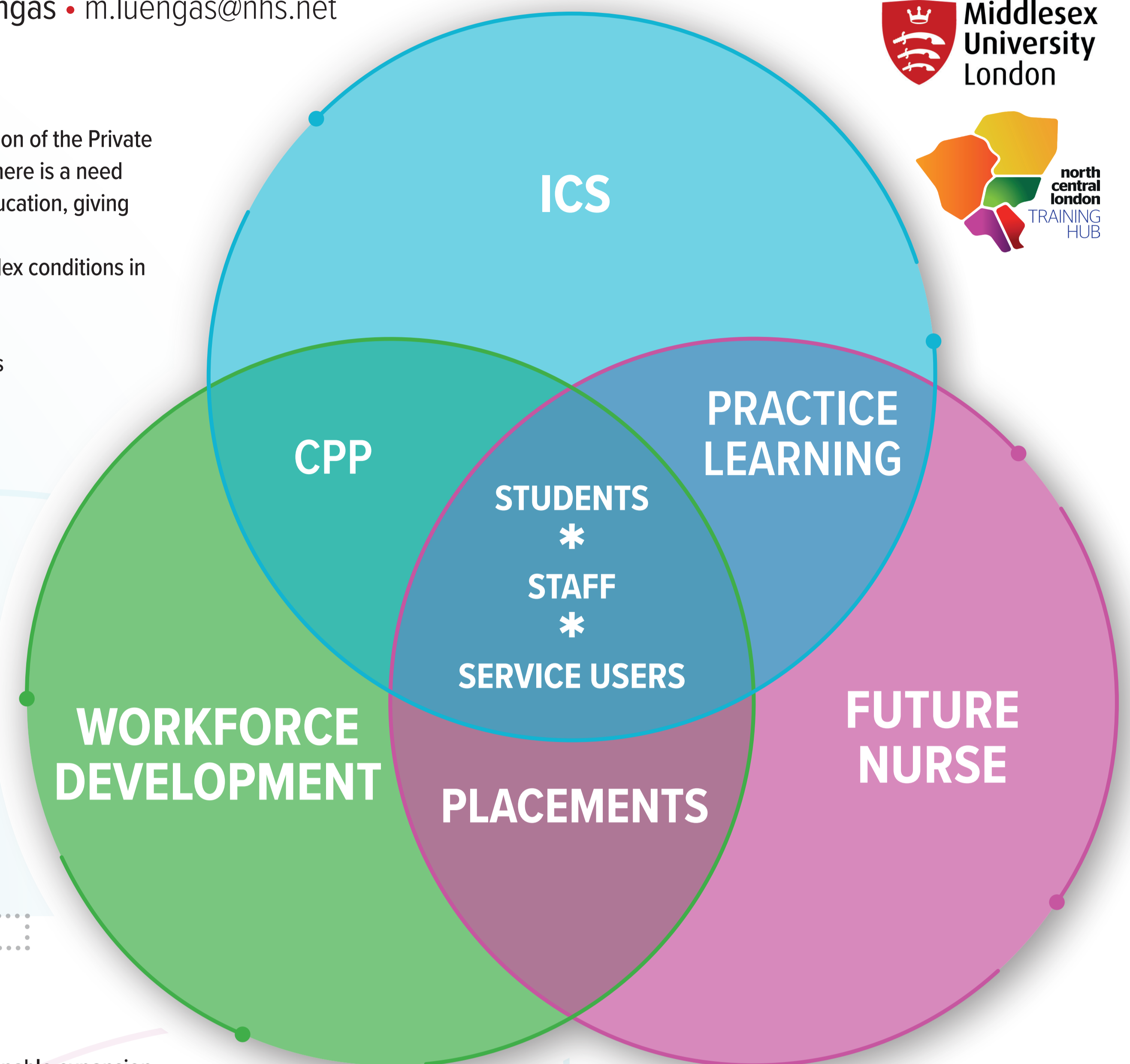
* AN EXAMPLE FROM THE PROJECT

The results from a local nursing workforce in ASC survey undertaken by the NCL Nurse Education Team in 2023 showed care homes that had an interest in having nursing students (65%, not including those with students already). Using existing relationships, these care homes were approached.

Opportunities for engagement were offered in a bespoke way, accepting different preferences from areas (emails, Teams calls, drop-in sessions and in person meetings in the care homes). This bespoke approach is resource intensive, but from experience works best in this sector. Engagement pace was marked by the care homes with an understanding of the complexities of these settings.

Care home nursing staff experience barriers to develop as clinicians and as educators. Access to training and career development opportunities vary between providers reflecting a lack of consistency across the area and highlighting the need for a collaborative and unified approach to care home nurses' professional development (NHSE, 2020, p24).

Education was used as a link to strengthen relationships and promote collaboration by supporting NCL ASC nurses' access to university clinical skills courses. Bespoke Practice Assessor training (NMC, 2018) was offered with sessions delivered in-person and online to suit different types of learners. In addition, access to simulated training at the Middlesex University was facilitated to provide an opportunity to enhance their critical thinking and decision-making skills as recommended by the NHS Long Term Plan (2023) and essential when training the next generation of nurses.



* INITIAL OUTCOMES

- * 5 new care home partners – expected to represent 60 student placements per year, based on current placement patterns, to adult and mental health field nurses, parts 1-3 and trainee nursing associates across their course. Starting from November 2023
- * Clinical Skills Training – 84 nurses trained to date (end of August 2023)
- * Practice Assessor training – additional 14 nurses booked to attend

Feedback

Student – I learnt “caring is not just about giving medicine or providing personal care; it’s also about communicating with patients and actively listening to what they have to say.”

I had the opportunity to undertake many clinical skills and, “learn from more experienced nurses how to apply the right approach.”

Care Home Manager – We welcome students, they offer our nurses the chance to share their knowledge and expertise... hopefully they will want to work with us in the future!

REFERENCES

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