Northumbria Research Link

Making Practice Based Learning Work

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Background to MPBLW Project

Project Aim:

- To make practitioners more effective at supporting & supervising students in the workplace across a range of healthcare disciplines

Project Phases

Phase One:

- Identification and documentation of good practice on how practitioners are prepared for their educational role.

- Inform development of learning materials for use by practitioners.

Phase Two:

- Design, pilot and implement resources to:

  a. enhance preparation of practice supervisors.

  b. meet the needs of culturally diverse health & social care teams.

Project Phases

Phase Three:

- Review developed resources.

- Disseminate and embed the project outcomes in a planned and comprehensive manner within and across health and social care disciplines.

Transferability Phase:

- To transfer an existing resource for development of work-based educators to non health disciplines.

Resources 1

Portal of online knowledge resources:

- Learning & Teaching in Practice
- Supporting Learning & Teaching in Practice
- Assessment in Practice
- Interprofessional Learning in Practice
- Reflection on & in Practice
- Diversity in Practice
- Generic & specific skills resources

Resources 2

Set of commissioned online learning materials:

- **An Introduction to Practice Education**
- **Managing the Placement Learning Environment**
- **Managing the Placement Learning Experience**
- **Developing New Supervisors and Assessors of Practice Learning**
- **Assessment of Students in Health and Social Care: Managing Failing Students in Practice**
- **Mentoring**
- **Reflection on Practice**
- **Learning and Assessing through Reflection**
- **Understanding Dyslexia: An Introduction**
- **Communication Skills Workbook**

Resources 3: Toolkit

Unit One: Learning and Teaching in the Work Place

Learning Outcomes:

- **Discuss the different ways people learn**

- **Evaluate the range of methods used to aid learning in the workplace**

- **Develop the skills essential to successfully teach in the workplace**

- **Design, plan, implement and evaluate a learning programme in the workplace**

Resources 3: Toolkit

Unit Two: Supporting Learning in the Work Place

Learning Outcomes:

- **Appraise the roles and responsibilities of individuals associated with teaching and learning in the workplace**

- **Differentiate between different learning environments**

- **Demonstrate the skills required to effectively support learning in the workplace**

- **Evaluate his/her role in providing support for learning**

Resources 3: Toolkit

Unit Three: Reflection in and on the Work Place

Learning Outcomes:

- **Identify barriers to reflection and ways to minimise their effects**

- **Use a model of reflection to facilitate student learning in the workplace**

Resources 3: Toolkit

Unit Four: Assessment in the Work Place

Learning Outcomes:

- **Investigate the need for assessment**

- **Analyse and compare the types of assessment in the workplace**

- **Redefine assessment and constructive feedback as an aid to learning**

- **Examine skills essential for effective assessment**

- **Identify strategies to manage failing students in the work place**

- **Plan, implement and evaluate assessment in the workplace**

Resources 3: Toolkit

Unit Five: Working with Others in the Work Place

Learning Outcomes:

- **Recognise and understand the role of others and their contribution to learning in the workplace**

- **Develop a strategy for dealing with barriers of working with others and how to obtain their co-operation**

- **Formulate and deliver effective methods of involving others to aid learning in the workplace**

Resources 3: Toolkit

Unit Six: Diversity in the Work Place

Learning Outcomes:

- **Identify the diverse needs of individuals involved in learning**
- **Maximise the individuals potential to learning in the workplace**
- **Work with a range of people from different backgrounds**

Resources 4

Online documents:

- Learning & Teaching in Practice
- Supporting Learning & Teaching in Practice
- Assessment in Practice
- Interprofessional Learning in Practice
- Reflection on & in Practice
- Diversity in Practice

Mapping Standards

- NHS Knowledge and Skills Framework

- Nursing & Midwifery Council's Standard to Support Learning and Assessment in Practice

- Health Professions Council's Standards of Education and Training

- National Occupational Standards for Management and Leadership

- Higher Education Authority's Standards Framework for Teaching and Supporting Student Learning in Higher Education.

Mapping Framework

- NHS Knowledge and Skills Framework

- Nursing & Midwifery Council's Standard to Support Learning and Assessment in Practice

- Health Professions Council's Standards of Education and Training

- General Social Care Council (in progress)

Using the Resources

Resources for learning in the workplace

- **Consider the nature & content of the resources**

- **Identify three ways in which the resources might be used to support learning in the workplace**

- **Discuss your ways with group members and agree three in which the resources might be used to support learning in the workplace**

- **Feedback group decision**

Main Issues

1. **How can health care professionals effectively use these outputs?**

2. **Should their use be discipline specific?**

3. **What strategies would promote continued use of the materials to enhance practice based learning?**