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Making Practice Based Learning Work & Learning in the Workplace

Regional Workshop 2007

- Joan Mulholland (University of Ulster)
- Janet Scammell (Bournemouth University)
- Chris Turnock (Northumbria University)



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Workshop Outcomes

1. Discuss the role of those involved in Learning in the Workplace.
2. Identify key issues, drivers and constraints to Learning in the Workplace.
3. Analyse the role of the supervisor supporting Learning in the Workplace.
4. Evaluate resources available to develop the work-based supervisor.



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Background to Project

Project Aim:

- To make educators 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 educators are prepared for their educational role.
- Inform development of learning materials for use by educators.

Phase Two:

- Design, pilot and implement resources to:
 - a. enhance preparation of work based educators.
 - 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.

The 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

The Resources 2

Set of commissioned online learning materials: (Also available on CD Rom)

- 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



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The Resources 3: Toolkit

“Learning in the Workplace; A Tool Kit for Supervisors”

The aim of the tool-kit is to provide a potential supervisor with the materials to facilitate their preparation for the role of supervising students undertaking work-based learning. The tool-kit consists of six units, each with specific learning outcomes and content

The 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**



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The 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



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The 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



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The 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



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The 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



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The 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



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The Resources 4

- Links to other sites
- Mapping of Professional Standards
- Online materials for students and supervisors

Workshop One

Issues in supporting learning in the workplace

- **Individually identify 5 issues, note these on the post-its provided**
- **Discuss your individual issues with group members and agree key themes**
- **Feedback 2 key issues identified by the group on the proforma provided**

Workshop Two

Resources for learning in the workplace

- Consider the good practice , resources and actions which may assist you in dealing with the issues of work-based learning
- Review the resources available and consider how they may be used
- Feedback to the larger group