Making Practice Based Learning Work & Learning in the Workplace

BRIAN MCGOWAN
UNIVERSITY OF ULSTER
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
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
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
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
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 workplace
• Plan, implement and evaluate assessment in the workplace
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
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
The Resources 4

- Links to other sites
- Mapping of Professional Standards