

## **Examining the evidence: Towards a competent and confident professional workforce**

29<sup>th</sup> June 2010

University House, University of Leeds

*This report provides a summary of the day, including presentations and discussion points from the seminar. The suggestions and proposed actions from the afternoon session will be fed back to various ALPS work streams and we will be contacting individuals at each PSRB involved in ALPS to help us take the ALPS agenda forward on a national basis*

### **Welcome & introduction+**

Trudie welcomed everyone to the final seminar hosted by ALPS in consultation with the Professional, Statutory and Regulatory Bodies (PSRBs). As well as PSRB representatives, delegates were present from employer organisations, the Council for Healthcare Regulatory Excellence, Skills for Health and the five ALPS partner universities. Trudie talked about the aims of the seminar and then explained the programme for the day:

- Overview of the achievements and progress of the 5 year ALPS programme
- Rotation around four workshops which provide interactive engagement with the research outcomes of ALPS
- Presentation on the collaborative working research
- Facilitated discussion on Influencing Policy

### **ALPS 5 years on**

#### **Peter Gray – York St John University**

Peter gave a presentation entitled ALPS 5 years on: Where are we at and Where are we going ? The presentation outlined how we have evaluated the ALPS programme, the reports published with particular focus on the hefce interim and summative reports as well as the main outcomes of the ALPS programme, interprofessional competency maps, tools etc. He then proposed where we might go from here. His presentation is available to view at:

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### **Morning Workshops**

#### **Utility of the ALPS assessment**

This workshop focussed on the research ALPS had completed into the reliability and validity of the ALPS assessment tools.

This presentation can be viewed at <http://www.alps-cetl.ac.uk/documents/UtilityAssessment.pdf>

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### **Students' perception of competence to practice**



This workshop discussed the work of the ALPS BORG (Baseline and Outcomes Research Group). The presentation identified how and why the CiPA (Competence in Practice Assessment) was developed. The results of the pilot were presented and highlighted some of the key issues emerging. The discussion that followed indicated the variety of ways in which the CiPA tool could be utilised, both in HEIs and within NHS Trusts in the future.

The presentation can be viewed at: <http://www.alps-cetl.ac.uk/documents/CIPAPSRB.pdf>

### **Mobility through learning & assessment**

This workshop presented the findings of the research ALPS completed regarding the impact of mobile assessment processes on learning from a student and tutor perspective. The aim of the project was “To investigate the range of impairments that affect health and social care students”. This can be used to form guidance for “reasonable expectations”.

The project has achieved this aim and has contributed significantly to the development of the ALPS assessment software in addition to providing an insight into the general use of mobile devices among disabled people

This presentation can be viewed at: <http://www.alps-cetl.ac.uk/documents/MobileResearch.pdf>

### **Service user involvement in research**

The workshop was a chance to share and discuss the aim and findings of our research project: to deepen and build on understanding of service user and carer perceptions of the professional attributes and behaviours that will enable them to participate in shared understanding and decision making in health and social care. A group of service users and carers (the **US** group) – who have already been prepared to work with West Yorkshire Universities to help students learn – collaborated with practitioners, students and academic teachers to examine and apply that understanding to the assessment of students in the practice setting.

Findings facilitated more effective means of involving users and carers in the assessment of students’ practice learning and informed and supported the work of the ALPS common competency group that has identified the attributes of communication from a professional perspective. Understanding from the processes of the project has informed the growing field of patient and public involvement in professional learning and has also helped to underpin their role in involvement in the NHS.

### **Afternoon Sessions**

#### **ALPS collaborative research**

##### **Dr Janet Hargreaves – University of Huddersfield**

This workshop presented the findings of a piece of research undertaken by ALPS regarding the implications to organisations and individuals of collaborative working.

To view Janet’s presentation see: <http://www.alps-cetl.ac.uk/documents/ALPSCollaboration.pdf>

## **ALPS and the PSRBs- Influencing Policy and Practice**

### **Ceri Coulby- University of Leeds**

This presentation can be viewed at: <http://www.alps-cetl.ac.uk/documents/InfluencingPolicy.pdf>

The focus of this session was how ALPS and the PSRBs now needed to work together to ensure that the work of ALPS and the lessons learned from the programme are embedded nationally.

Suggestions from previous sessions were shared and then participants were asked to answer 3 questions:

What 3 things have you heard about today that your PSRB could utilise in education?

What issues would need to be overcome?

How can you help us to drive this forward?

Delegates split into groups and discussed these questions before feeding back. The main themes identified from the day were:

That the lessons from ALPS need to be promoted regionally and nationally as many people are duplicating work that we have already produced. The messages from ALPS need to be promoted to the right networks and individuals in order to effect change and influence current workstreams within the NHS, PSRBs, HEIs and other educational institutions.

The PSRBs can play a role in helping us to identify these opportunities, networks and individuals as well as actively promoting the work of ALPS themselves.

That NHS organisations are already moving towards the use of mobile technology due to the changing face of healthcare delivery within the UK, for example caring for patients in their own homes and an increasing number of healthcare staff working remotely. Therefore mobile phones in education is an inevitable step; and ALPS can provide unique guidance on implementation.

That the tools and maps could be adopted for post graduate and preceptorship programmes across many professions.

That the use of e-portfolios is an increasing trend in healthcare professionals education (pre and post graduate). ALPS can provide technical and pedagogical models of deployment for the use of e-portfolios.

PSRBs should be challenging organisations to show how valid their assessments are. ALPS may not be the only way to assess but whatever tool is used must be robust. ALPS tools could be adapted, although this possibly brings more challenges.

How do we get the message out there? The focus of the work now needs to change from developing to "selling" the outputs.

Need to resolve "tension" between ALPS competency maps and university competences. Map across different PSRB standards.

Maps -The region need to know what ALPS has developed and learned as people are facing the same problems e.g. the development of multi-professional placements in primary care.



**Assessment & Learning  
in Practice Settings**

Maps – not undergrad specific. Could be used for CPD at any stage, you would just be expecting a different standard.

3. Choose your time carefully e.g.

All nursing courses are about to be revalidated by NMC – chance to embed at the point of curriculum development.

Similar developments in other allied health professions. Professions are being “professionalised” – look for opportunities.

Economy – In the current climate people need to be looking at what is already out there.