

# Competency and preparation for practice: supporting students

Sue Bond

Beverly Crosland

Paul Dagg

Benji Dawson

Janet Hargreaves

Blake Kendrick

Mark Potter

Who are we?



HEFCE funded ALPS-CETL 2005-2010  
Yorkshire and Humber Strategic Health Authority, gave  
'follow on' Funding for networks to develop ALPS outputs  
(including this one).

We started with a problem...

...

how do we assure our students  
are *competent* to practice?



So we developed CIPA,  
an online, interactive  
self-assessment tool.

We realised we had another problem...

...

how do we assure our students are  
*prepared* for practice?



So we developed P-PA,  
also an online, interactive  
self-assessment tool.

# CiPA → CiPA

- Competency in Practice Assessment Tool (1)
- A validated research instrument to measure confidence in practice, used in a longitudinal study
- Competency in Practice Assessment Tool (2)
- An on line self assessment tool for students, tutors/mentors and qualified professionals

<http://www.alps-cetl.ac.uk/cipa.html>

# Methodology

## Collaboration:

- Health and Social Care students, Computing students, Learning Technologist, Health and Social Care academics.
- 2 universities
- Workshops, student discussion, software development

# The CiPA Tool



# The CiPA Tool

## ALPS Competency in Practice Assessment (CIPA) Tool

- Name: Duane Laverick
- Date: 19/06/2012
- Where are you at in your career: Undergraduate

Thank you for completing this self assessment: your feedback includes: A summary and reflections on your numerical scores; specific feedback for each score.

We are now looking for your feedback to help us improve the Competency in Practice Assessment Tool. Please take 5 minutes to take our Evaluation Survey <http://www.survey.hris.ac.uk/ind/cipa-survey>

### Table of Contents for Assessment Output

- [Summary of Ratings](#)
- [Action Plan](#)
- [Summary of Questions and Feedback](#)
- [Further comments](#)

### Summary and reflections on your numerical scores

The 32 questions allow you to self assess your communication, team working and professional skills. These are really essential, core abilities: every day in a professional role you need to communicate effectively and to work as part of a team. You also need confidence in yourself and the confidence others; people you are responsible for and colleagues. If you can get these right, you will have a sound platform from which to develop your expertise.

Your feedback below gives a score for each question (0-4), each section and overall. Have a look at your scores and reflect on what they tell you:

Is this a consistent picture, do you recognise yourself in these scores? are there any surprises?

Ask yourself: Is my confidence at a level that I think is 'okay' for my stage of professional development? Would others rate me the same? More? or less?

What support / information or personal development would help me to improve?

You can score between 0 - 128. Your overall score is: 49

### Overall Feedback

A score of 32-64 suggest that in most areas you lack some confidence, and you never feel well prepared. Areas you might want to reflect on are:

This might be a reasonable response to a situation you find yours self in - a new job, a challenging placement. Seek out people who can support you to develop your confidence, and recognise that you need to develop these areas if you are going to enjoy your professional work and be an effective colleague.

Are you in training? Or a period on supervision early in your career? If so do not be afraid to talk to your peers. Others may feel the same and your lack of confidence may be a reflection on the support you are missing.

An effective practitioner will not be afraid to acknowledge areas that they need to develop and to seek support, feedback and further training.

Having completed the CIPA tool you may find it useful to write an action plan, this is included here ([go to Action Plan](#)). There is also a word version on the website ([Reflection/action plan word document version](#)). There is a strong link between CIPA and the [Flying Start](#) programme; if you have access to this there are many useful resources that may help you with action planning. Also the students who helped in the design of the CIPA feedback identified open web sources that they found helpful which can be found on the website here ([Web Resources](#)). And finally, the [competency maps](#) and [assessment tools](#) developed by ALPS all support the development of competence and confidence in practice and are open access resources for you to explore.

Finally, more information and contact details can be found on the website: <http://cipa.hst.ac.uk/>



# The P-PA Tool

What is P-PA?

Preparation for Practice Assessment  
(*pron. PIPPA*)

An online self assessment tool for students,  
tutors/mentors and qualified professionals

# The P-PA Tool

This is the story of how we developed it...

# Methodology

P-PA was a further collaboration between:



Students from Health and Social Care, Computing,  
Business; Health and Social Care academics;  
Health professionals and technologists - we grew in  
confidence and size

# The P-PA Tool

So what have we built?

A “preparedness” inventory;  
interactive:

*certain answers trigger additional questionnaire;*

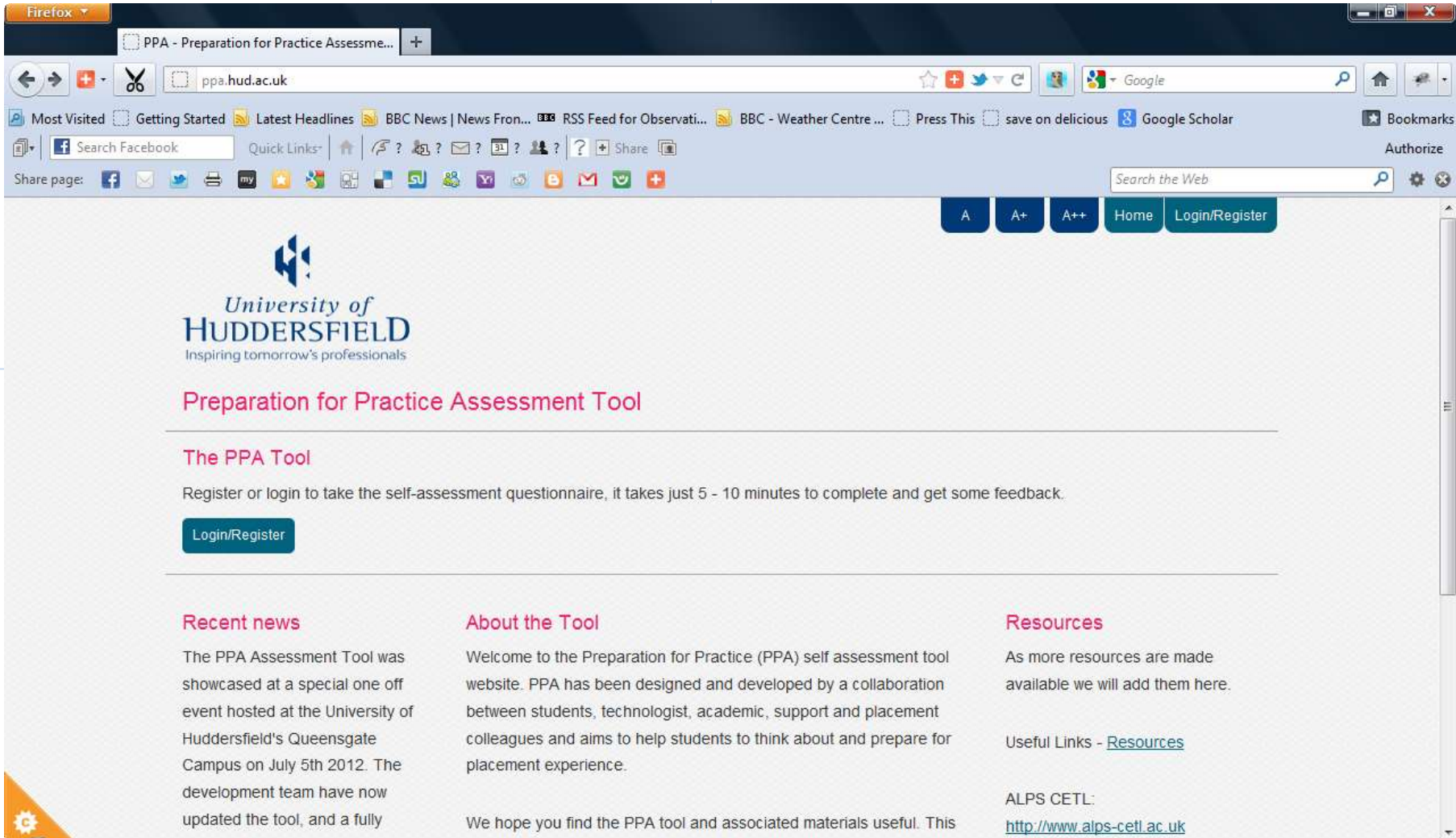
personalised feedback:

*feedback can be saved as PDF for discussion/reflection;*

Links to useful resources and information.

Alert placement administrators/educators

# The P-PA Tool



The screenshot shows a Firefox browser window with the address bar at `ppa.hud.ac.uk`. The page content includes the University of Huddersfield logo and tagline "Inspiring tomorrow's professionals". The main heading is "Preparation for Practice Assessment Tool". Below this is a sub-heading "The PPA Tool" followed by the text: "Register or login to take the self-assessment questionnaire, it takes just 5 - 10 minutes to complete and get some feedback." A blue "Login/Register" button is present. The page is divided into three columns: "Recent news" (describing the tool's development and update), "About the Tool" (welcoming users and explaining the tool's purpose), and "Resources" (mentioning that more resources will be added and providing a link to "Useful Links - Resources"). At the bottom right, the ALPS CETL contact information is provided: "ALPS CETL: <http://www.alps-cetl.ac.uk>".

Firefox

PPA - Preparation for Practice Assessme... +

ppa.hud.ac.uk


Most Visited Getting Started Latest Headlines BBC News | News Fron... RSS Feed for Observati... BBC - Weather Centre ... Press This save on delicious Google Scholar Bookmarks

Search Facebook Quick Links Share

Share page: f e t my \* [icons]

Search the Web

A A+ A++ Home Login/Register

  
**University of  
HUDDERSFIELD**  
Inspiring tomorrow's professionals

## Preparation for Practice Assessment Tool

### The PPA Tool

Register or login to take the self-assessment questionnaire, it takes just 5 - 10 minutes to complete and get some feedback.

[Login/Register](#)

#### Recent news

The PPA Assessment Tool was showcased at a special one off event hosted at the University of Huddersfield's Queensgate Campus on July 5th 2012. The development team have now updated the tool, and a fully

#### About the Tool

Welcome to the Preparation for Practice (PPA) self assessment tool website. PPA has been designed and developed by a collaboration between students, technologist, academic, support and placement colleagues and aims to help students to think about and prepare for placement experience.

We hope you find the PPA tool and associated materials useful. This

#### Resources

As more resources are made available we will add them here.

Useful Links - [Resources](#)

ALPS CETL:  
<http://www.alps-cetl.ac.uk>

# The P-PA Tool

The resources...

A 'getting there' game

Managing Cultural differences

Managing finances – hints & tips and calculator

Impairment and disability – hints and tips and deciding who to tell

(PDFs now but audio and video coming soon)



# P-PA Tool Screenshots



## Preparation for Practice Assessment Tool

---

### Feedback Explained

Looking at your results below you can see how you have assessed your own preparation to go onto a placement. This section of the self assessment gives you tables of your scores, feedback on your level of preparation and an analysis of where you might be strongest, and where you might think about your need for development.

---

### Your Feedback

You have completed both sets of questions in this self assessment tool and have a score of **119**, which is created by simply adding up the answer values which you gave to the questions.

This indicates that you may be confident and ready for placement in some aspects, but there are some areas where you are not very sure of your preparation. Have a look at the analysis of your scores below. Which areas have you identified as hard for you? You will see there are resources to help you and an action plan you can use to identify how you can improve your preparation. Think about what support is available to you and who could you go to for help and advice. Also you might want to return to the self assessment after your placement to compare scores.

This page offers a detailed breakdown based on your answers.

### SWOT Analysis

In this section of your feedback we have created a modified version of a 'SWOT' analysis ( strengths, weaknesses, opportunities and threats) SWOT Analysis is an analytical tool used in business strategic development, but with modification it can be used as a practical self-assessment tool.

We have modified it to indicate:

- Areas where your responses suggest you are already **strong**, these will make a powerful contribution to your work.
- Areas that you might consider **improving**, these may be areas of vulnerability to do with yourself or the placement, that could limit your success.
- Aspects that we think create **opportunities** for you, that managed well could support your achievement.
- Areas where we think aspects of your circumstances may be a **barrier to success** that you could aim to control and manage.



# End of the presentation

Thank you.



<http://ppa.hud.ac.uk/>

<http://www.alps-cetl.ac.uk>

Paul Dagg: [paul.dagg@hud.ac.uk](mailto:paul.dagg@hud.ac.uk)

Beverley Crosland: [Beverley.Crosland@cht.nhs.uk](mailto:Beverley.Crosland@cht.nhs.uk)

Janet Hargreaves: [j.hargreaves@hud.ac.uk](mailto:j.hargreaves@hud.ac.uk)