

**Training, Education and Development
at the heart of the network.**

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A 'Good' Pathology Network

- A network that provides services that benefit clinical users with a clear patient focus.
- Clinically AND Scientifically lead
- **Training and education supporting the current and future workforce,** alongside the service requirements.
- Expanding Our Future - Advanced roles, apprenticeships, T-levels, etc
- Innovative and research led service.
- Embracing digital and connectivity.
 - But we are aiming for GREAT!



NHSE Maturity Index - Workforce domain

Agreed workforce strategy for passporting/mobility, skill mix (including the role of clinical scientists), training and CPD and recruitment and retention, managed via a network workforce lead

1. Workforce Strategy

2. Recruitment and Retention

3. Training and Education

• Key Indicators:

Developing:

1. Established network strategy and framework for workforce training and career development
2. Practice educator roles to support training recruitment process in place.
3. Training and development opportunities provided to minority groups e.g. coaching and mentoring

Maturing:

1. Embedded framework for workforce training and career development
2. Use of apprenticeships. Assistant practitioners to support growth and development
3. Consideration of professional development for underrepresented groups within the network.



Kent and Medway Pathology Network (KMPN) Education and Training Sub-Group

- Develop and implement a strategy and actions relating to education and training
- To include:
 - ❖ Continuing Professional Development (CPD)
 - ❖ Support staff career pathways
 - ❖ BMS training
 - ❖ Clinical scientist training
 - ❖ Medical training – under-graduate and post-graduate
 - ❖ Education and training infrastructure
 - ❖ Schools, colleges and careers (i) outreach (ii) work experience
- Priority areas identified;
 - ❖ Apprenticeships
 - ❖ Outreach
 - ❖ HCPC registration approach
 - ❖ CPD Programme



Education, Training and Development Project Successes



Influenced and secured equitable access to Health Education England Workforce Development Grants

- Funding to upskill >30 support staff to professional registration (Total funding 21/22 - £76,000, 22/23 - £40,000)
- Funding to provide > 18 support for MSc. qualification/ modules (Total funding £68,597)
- HCS CPD funding for all qualified scientists
- Network training and education coordinators



IBMS Registration Portfolio Programme

- Registration Portfolio expedited programme – 7 members of staff supported and registered in 6 months
- Network wide online tutorial delivery
- Portfolio Verification support
- Development of sustainable training materials and bespoke eLearning courses (draft)
- Q&A for Registration Portfolio.



Shared approach and shared practice



KMPN CPD programme Scientific and Leadership and Development



Networking - KMPN Virtual Conference, KMPN Trainers Network



Pathology Mentoring Programme, Coaching opportunities



Network Training and Education Strategy – Pathology Career pathways and development maps



Communication and engagement at all levels - schools, colleges and universities, NHSE, HEE, IBMS, etc.



Project Successes– KMPN & beyond:

- [Kent and Medway Healthcare Science Network](#)
 - Creation of shared learning platform: shared resources, reduced duplication
 - Building on relationship with local schools, colleges and HEI's through engagement events and outreach
 - Now live for the SE
- National webinar approach to specialist training covering knowledge elements - [Pathology Workforce Development Programme | IBMS Specialist Portfolio Project](#)



Future projects



Kent and Medway Pathology Training Academy – initial phase focus on Registration training, bespoke eLearning packages and evidence collation, virtual tours and placements



Specialist Training and Trainer Support



Implementation and infrastructure development of career pathways – including pipeline staff, clinical and leadership



Clinical and Scientific placement capacity



Developing a network consortium approach to National Training Programmes



Non- registered, support role training and career framework



Collaborative apprenticeship approach – at all levels



Local HEIs training and development offers



Careers Clinics, Development and Employability Workshops



Refresh training and education strategy to meet current demands and ensure 'Maturing' by 2025.



Our Future

- Continue to raise the profile of pathology and influence policy and funding with Kent and Medway and across the South East.
- Support network beyond 'maturing' goal of NHS England Pathology Maturity Matrix.
- Share experiences with wider HCS community
- Expand the approach of sharing resources, communications, skills and expertise to share good practice, reduce duplication and build economies of scale
- Continue to advocate the need for capacity and funding for training time (trainer and trainee).
- Push for effective recruitment and retention strategies to ensure sustainable Pathology services for the future.
- Build upon relationships with local schools, colleagues, HEIs and the local workforce.
- Continual engagement with NHSE, HEE, IBMS, Chief Scientific Office etc. – lobbying the requirements of Pathology.



Training, Education and Development at the heart of the network.

- Training and Development highlighted as a key priority both within KMPN and Nationally.
- Continue to listen to the needs and requirements of the service AND our staff.
- Keen to hear from you!
 - How can we collaboratively make improvements
 - How to continue to make Kent and Medway Pathology Network not only a great place to work, but also a place where you can develop and thrive.
 - Do you have sight and engagement with the opportunities and developments mentioned?
 - Are you interested in getting involved in network Education and Training – contact us!
 - Contact m.bhoga1@nhs.net

