

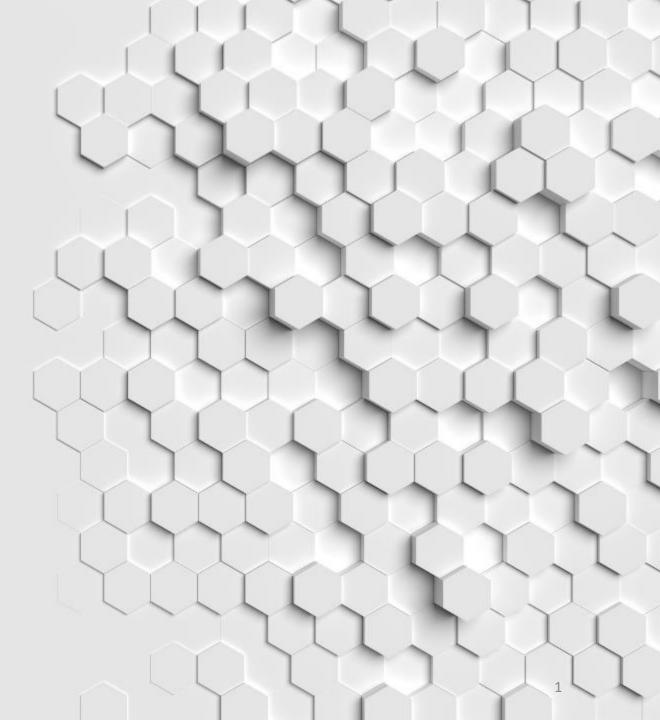


Training, Education and Development at the heart of the network.

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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.
 - o 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. couching 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) \geq Funding to provide > 18 support for MSc. qualification/ modules (Total funding £68,597) \geq HCS CPD funding for all qualified scientists Network training and education coordinators **IBMS Registration Portfolio Programme** \geq Registration Portfolio expediated 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 **9 9**-9 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 -<u>Pathology Workforce Development Programme | IBMS Specialist Portfolio Project</u>



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.bhogal1@nhs.net

