COUNCIL OF
DEANS OF HEALTH

‘The Solutions’

The contribution of universities in supporting the development of the community (nursing) workforce

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About the UK Council of Deans of Health

- Membership organisation representing the voice of deans and heads of all (85) UK university faculties which deliver **education and research** across nursing, midwifery and the allied health professions.

- Influential representative body with UK-wide and 4 nation approach to policy issues able to draw on nation-specific *(England, Scotland, Wales and Northern Ireland*) experience and draw on extensive collective academic and professional expertise of members and their **global networks**.

- Universities as key partners for innovation and development of the **current and future** health and social care workforce

…more than just contracted NHS training providers !

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Council of Deans of Health- core aims

- Lead and inform health, higher education and research policies that impact on the development of an expert healthcare* professional workforce and improved health outcomes across the UK and globally

  ** Including interface of health and social care / integrated care / community care*

- Embed and enhance the contribution and influence of universities to higher education and **translational research agendas*** in health and build strategic partnerships with key partners and opinion formers

* *eg links with Academic Health Science Networks*

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Education and Training

- Education and training of the **current** community (nursing) workforce … as well as focusing on commissioning numbers / education of the next generation.

- Post-registration education and training for community workforce
- Clinical academic careers – role models in community nursing
- Supporting community staff in the use of new technologies to deliver care
- post-registration education and training to increase skill mix and support extended, specialist … and new roles in community

Education and Training -

- Vision must be broader than siloed profession-specific workforce planning / education commissioning numbers of community nurses

- Opportunity for new (multi-professional) HEE for whole system approach to planning, commissioning and educating multi-professional community workforce (including medical, allied health professions, social care workforce and support workers) and including new roles .

- Role of universities in engagement of service users in design and delivery of accredited education and training for community health professionals. Role in educating and training service users to navigate community healthcare systems …

Education and Training

- Aspiration raising and recruiting for values : prospective students

- promotion of ‘community’ health professional roles to prospective students eg NHS careers, ‘apps and gaming’, pre-entry experience of care

- Placements - securing and providing high quality community placements through partnerships – placement funding tarriff, AQP, voluntary sector, role emerging placements

Education and Training

- More flexible delivery of education and training through partnerships between universities and service provider organisations

- **24/7 on-line learning support material**

- **work-related learning and use of clinical simulation / clinical skills facilities**

- **Inter and multi-professional, including learning in community teams**

- Higher Education Academy / CoDH innovation project

Research

- Challenge inequity in funding of PG Medical v Non-medical postgraduate training and research and dominance of research in acute hospital-based care

- **Opportunities for developing post-registration and postgraduate professional development pathways including clinical academic careers (CAC) and training pathways in community care (currently CAC posts are mainly based in university teaching hospitals)**

- **Opportunities for Academic Health Science Networks to focus on translational research in community service delivery – currently acute care / medically dominated.**

Research

- Framing research questions and designing methodologies to conduct high quality research

- Quality of Care - relationship between education, training and research on care quality.

- Quality and cost-effectiveness of care delivered in the community v quality of care in hospitals

- Evaluating skill mix and new roles for community service redesign around patient needs

Summing up …

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- Whole system workforce planning of current community health services designed around needs of patients (not professions), supported by more flexible research-informed education and training.

- The need for strong partnerships between Universities and community service providers

- Importance of medium (3-5 years) to long term (10 years +) workforce planning to inform future workforce plans