

Trainee Advisory Committee - training recovery solution ideas

In Thames Valley, the Training Advisory Committee (TAC) was invited to provide feedback and generate ideas that could support training recovery, which could be applicable to any medical specialty training programme.

The ideas are shared to help inform thinking on training recovery in other regions.

Training recovery solution ideas

The TAC highlighted the following potential options to support training recovery across the region, and explored the considerations for each:

Investment in new or development of existing teaching platforms

- As Schools have different needs, this intervention would not be a one-size-fits-all approach. The TAC recommended investigating the requirements of each specialty school in the first instance.
- The Committee is setting up free trials in Moodle and Google Education Suite for specialty representatives.
- The costs of some platforms and amount of time required to maintain them should be considered. Alternatively, funding could be provided to support training in the use of existing virtual platforms.

Funding for educational development time

- Developing and funding educational roles which specifically focus on training recovery. This could include a mix of consultant, trainee and clinical fellow participation.

“Training Recovery Leave” days

- Introduce leave days to release trainees to acquire clinical competencies or gain experience in certain clinical environments.
- The potential impacts on budgets and rotas were highlighted.

Additional competence-specific teaching programmes

- Release trainees and trainers to undertake learning targeted to competence / confidence gaps identified in one-to-one training recovery conversations.
- To address challenges with backfilling, rotational repeated sessions could be considered.

Simulation training

- Would be of particular interest to craft specialties, to help address the lack of exposure to clinical activity during the pandemic.
- Could include investment in simulation equipment, course development and faculty delivery.

Designated spaces for Educational Supervision meetings

- A lack of confidential spaces for trainees to have potentially sensitive conversations with their Educational Supervisors may deter them from discussing wellbeing issues or hinder self-declaration of catch-up needs.

IT facilities

- Upgrading IT equipment and facilities in Trust education centres.

Bespoke rota development time

- Dedicated remunerated time for rota co-ordinators to produce bespoke rotas, in collaboration with trainees and educators. These rotas would be aligned to individual training plans that had been developed during one-to-one training recovery conversations.

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