

# Enhancing generalist skills: Supporting professional development for colleagues via traditional & alternative training pathways

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## Context

- Enhanced generalist skills are important and valid for all healthcare professionals
- A large cohort of our workforce are employed outside of traditional training roles
- Parity of access to post-graduate educational development benefits individual clinicians, teams and patients



## What is enhance?

- A universal educational development offer to enhance and embed generalist skills at all stages of postgraduate healthcare training
- A peer reviewed syllabus and educational resources based on key generalist skills identified by HEE's Future Doctor report
- enhance is being piloted and evaluated at 7 trailblazer sites across England involving around 200 multi-professional learners including doctors, nurses, physiotherapists, physician associates, pharmacists, managers, social workers and more.

## Multi-professional trailblazer case studies

### Spotlight on Humber

- Focus on inter-professional action learning and mentoring over 12 month period
- Immersive learning via 'field trips' to explore wider healthcare system outside of usual experience
- Demonstration of learning at final day sharing event from quality improvement projects to patient stories, reflective or creative writing

"The multi-professional learning environment is the most useful part of the course - my head is buzzing with new ideas" enhance Humber participant

### Spotlight on South-West

- Aligned with local ICS footprint and a key regional priority - homeless health
- Focus on how local experience of cross-sector and multi-professional team working can optimise care
- Face-to-face learning events combine learning from primary, secondary and third sector experts
- Learners centre their experience around a longitudinal patient case study

"I want to do something about the patients I go home worrying about" enhance South-West participant

## Benefits of multi-professional development

### Patients

- Improved patient experience
- Health equity and improved health outcomes
- Better access to joined up health and care services and continuity of care
- Improved health and wellbeing

### Clinicians

- Opportunities for place-based training aligned to ICSs
- Individualised professional development to develop transferable skills
- Greater flexibility in working and training
- Greater job satisfaction

### Systems

- More resilient and flexible workforce aligned to emerging integrated care systems
- Improved retention of workforce
- Improved collaboration and productivity across teams and organisations
- Increased patient safety

## What's next for enhance?

- Expansion of multi-professional trailblazer cohort sizes and locations
- Engagement with Integrated Care Boards to embed place based learning
- Roll out to Foundation programme
- Expansion of educational development offer to healthcare professionals in all roles and career pathways.

