



## ACADEMIC HEALTH SCIENCE CENTRES

### SPECIFIC THEME / WORK PROGRAMME

#### 1. DETAILS OF THE PROPOSED ACADEMIC HEALTH SCIENCE CENTRE (AHSC)

**Name of the English NHS Provider/University Partnership:**

Cambridge University Health Partners

#### 2. THEME / WORK PROGRAMME

**2.1 Name of the theme/work programme.**

Theme 5: Educating and Training Tomorrow's Healthcare Workforce

**2.2 Aims and objective of the theme/work programme.**

CUHP partners are committed to the provision of high quality education, training and development for the NHS and research workforce, ranging from basic skills training to pre-registration, post-registration professional education and continuing professional development. CUHP harnesses collaboration across acute, specialist and mental health services, and enables a 'critical mass' for educational innovation. Our vision is to create a centre of excellence and innovation in healthcare learning, which will educate and equip tomorrow's workforce. Our educational strategic aims are:

- To provide high quality evidence-based multi-professional and uni-professional education and training that meets the local needs of CUHP partners, and the wider partners of the Cambridgeshire & Peterborough node of the EAHSN
- To provide a range of exemplar education programmes that are attractive nationally and internationally, which are founded on leading edge science research and translational research, and make a major contribution to advancing improved patient care.
- To contribute to education and workforce development research and innovation in collaboration with the Health Education East of England (HEEoE) and other providers of healthcare education
- To support wider access to healthcare education, including the development of the University Technical College at Cambridge (UTC).

The realisation of these strategic aims will be achieved through the following workstreams and objectives:

1. Development of a CUHP Centre for Healthcare Education
2. Promotion and expansion of technology enhanced learning
3. Establishment of a Healthcare Management and Leadership Programme that is nationally and internationally recognised
4. Widening access to healthcare, education and employment and supporting the Cambridge UTC

**Workstream 1: The Centre for Healthcare Education.**

CUHP will develop high quality clinical education programmes, education innovations and education/workforce development research under the auspices of this new centre. All CUHP NHS Trust partners have post-graduate centres and learning and development services which undertake education provision and commissioning. This workstream concerns the development of a shared multi-partner, multi-

professional education enterprise which has a greater capacity and impact than is currently available for partners acting on their own. **Phase one: 2013-16** CUHP will develop the education partnership and infrastructure, and a range of high quality clinical education programmes. CUHP is a qualified provider within the Education Outcomes Framework, has an established education endorsement process, and has a track record of innovative, evidence-based education programmes that strengthen the quality of patient care. Recent examples include the HIEC education projects focused on care of long term conditions, dementia, patient self-management education and the regional stroke care education and training review. CUHP is developing new education programmes on cancer care, patient safety and a new trauma pathway programme as a result of a successful bid for HEEoE Workforce Transformation Funds. In addition we are improving the breadth and quality of bespoke multi-professional specialist training programmes for CUHP staff. CUHP will take forward the establishment of CUHP teaching fellows, academic endorsement and accreditation in partnership with a range of HEIs, and establish robust evaluation and quality assurance processes. CUHP will also take forward its education and workforce research strategy and work programme, and establish a Division of Healthcare Education Research within the Centre for Healthcare Education. The successful programmes run by the clinical training office (CATO) which oversees £20M in funding and looks after over 300 clinical academic trainees will continue to expand within CUHP. **Phase two: 2016-18** will see the establishment of the 'Forum' (£120m capital investment) on the Cambridge Biomedical Campus which will act as a vibrant hub for the Centre for Healthcare Education with purpose-built educational facilities, including teaching space, conference facilities, clinical skills laboratories and simulation facilities. The *Forum* will be at the heart of a learning network for CUHP partners, but also play a role regionally, nationally and internationally. The CUHP Centre will be well placed to contribute to the HEEoE skills strategy, and to support HEEoE with education and workforce evaluation and research.

### **Work stream 2: Technology enhanced learning**

CUHP is committed to promoting and expanding technology enhanced learning which enables improved staff access, rapid uptake of educational innovations, and supports the establishment of a digital learning network and communities of practice. **Phase one: 2013-15** CUHP will further develop our multi-partner e-learning platform, expanding clinical simulation, and supporting on-line learning which includes telepresence. **E-Learning:** our e-learning platform (Totara) underpins the ability for the diffusion and spread of CUHP educational content locally, nationally and internationally and is key to the success of other education programmes. This platform is being developed jointly between CUHP and CUHFT, with advice and support from the University's Institute of Continuing Education. Our e-learning programme will involve a blended learning approach with accredited and non-accredited educational programmes, online seminars, exam revision and preparation, testing, professional portfolios and online professional development. A range of new online learning programmes will be established in support of the Centre for Healthcare Education. This will include a clinical skills e-passport for the Cambridgeshire & Peterborough health system, and integrated training programmes for trauma care and cancer care. **Simulation:** the Cambridge High Fidelity Simulation Centre at CUHFT provides multiprofessional education programmes for healthcare staff ranging from primary to tertiary care for the local and regional healthcare community. Simulation will be integrated into training schemes at both undergraduate and postgraduate level. A training course for trainers within the simulator has been developed and endorsed to maintain the quality of training within the Centre. The Centre will continue to be at the core of training and research into patient safety. Simulation research will also be an integral part of our education research programme to further demonstrate the effect of simulation on quality of patient care. **Surgical Training and Research Centre:** The value of cadaveric training for surgical and non-surgical specialties is increasingly recognised. A CUHP cadaveric training and research centre was established in July 2013, and provides state of the art training for healthcare professionals. Whilst the use will be predominantly by surgeons in training both nationally and internationally, other professions including physiotherapy and nursing will run training courses in the Centre. Over the next three years, courses of increasing frequency and complexity are planned, supported by CUHP and international faculty. The Centre is co-located within a technology centre, supporting collaboration with industrial partners and CUHP to promote improved surgical techniques, and develop innovations in healthcare technology. **Phase two: 2016-18:** Phase two will include the reprovision and expansion of clinical simulation and cadaveric training within the Forum, the further development of online learning products and linkage through to the e-hospital system providing prompt and effective access for clinical staff, and the further development of online accredited academic programmes.

### **Work stream 3: Healthcare Management and Leadership Programme development**

In this work stream CUHP will play a key role locally within Cambridgeshire & Peterborough, regionally in collaboration with HEEoE and also nationally and internationally, to provide high quality healthcare management and leadership development opportunities. **Phase one: 2013-15: CUHP** will further develop our Chief Resident and GP leadership programme. Building upon current leadership programmes, CUHP will develop three additional leadership development strands: i) applied leadership development opportunities including coaching and mentoring, job exchanges and rotations, and shadowing ii) a

continuing and accessible leadership programme of master classes and leadership skills workshops, iii) a multiprofessional leadership programme for the health and social care system for existing and aspiring leaders which will be locally accessible and focussed on service transformation and system improvement. **Phase two: 2016-18:** CUHP will further develop the leadership development faculty within the Centre of Healthcare Education, establish a programme on leadership for patient safety, and develop expert patient leaders and promotion of online leadership opportunities through a virtual leadership college.

#### **Work stream 4: Promoting access and supporting the Cambridge UTC**

CUHP will promote access to healthcare education by taking forward its partnership approach to education collaboration across partner Trusts and with HEEoE. The partners have a track record of providing a wide variety of apprenticeship programmes and access to training and employment (eg Princes Trust). A wide range of work experience programmes are in place including exposure to careers in medicine, nursing and midwifery, science and across other staff groups. The Deakin Centre Cambridge Regional College on the Cambridge Biomedical Campus provides health and social care educational programmes to 16-18 year olds with access to work and clinical placements being provided on site. Employees in bands 1-4 have a range of opportunities to gain accredited qualifications and access to professional programmes. The HEE Pre-Nursing pilot (one of the Francis report's recommendations) is currently being piloted. **Phase one: 2013-15** Lead the establishment and launch of the UTC Cambridge which will focus on biomedical and environmental science and technology in September 2014. This will be situated alongside the biomedical campus and serve the Cambridge region. The UTC Cambridge is sponsored by CUHP and involves a partnership with Cambridge Regional College, with input from the University's Institute for Continuing Education and a wide range of education and industry partners. The UTC will provide applied science courses at key stage 4 and 5 for 670 14-19 year olds. **Phase two: 2016-18** CUHP will support completing students to their further careers as healthcare professionals, as they become integrated within CUHP education and training programmes. CUHP will continue to support the development and evolution of the UTC and its programmes.

### **2.3 Description of how the proposed theme or work programme will contribute to the aims of the AHSC.**

The theme aims will promote the overall aims of the AHSC through leading and fostering a 'learning organisation' and research aware partnership, and further developing a research literate and research engaged healthcare staff, and enabling leading healthcare researchers to contribute to faculty development for example through CUHP Fellowships. CUHP will provide high quality up-to-date evidence based education programmes that equip staff with the knowledge, skills, and behaviours required to deliver the best possible patient care. An example is the trauma care education programme currently under development linked to the CUHFT major trauma centre. In addition, we will provide learning and development opportunities for clinical leadership and service transformation, and equip effective and capable clinical leaders through utilising modern and innovative educational methods. CUHP will also ensure that education and workforce developments are researched and evaluated. Our state of the art purpose-built education and conference facilities in the Forum will be at the heart of the biomedical campus development and integrated within the service innovation work streams of the Cambridgeshire & Peterborough EAHSN node.

### **2.4 Description of how the proposed theme or work programme will contribute to the further integration of research, health education and/or patient care and how this will lead to improvements in patient care.**

The AHSC education theme and its work programme brings together researchers, educationalists and practising clinicians, many of whom fulfil multiple roles, in a common endeavour to build educational capability, and rapid translation of science research in to clinical practice. The CUHP Centre for Healthcare Education is founded on communities of clinical practice, with collaboration across healthcare domains (e.g. medicine and psychiatry) and collaboration across organisations. The AHSC has had experience of successfully leading the HIEC education and innovation projects which have had important benefits for patients with a variety of long term conditions.

The development of technology enhanced learning means that learning is "close to the patient", simulates the clinical environment, and improves access for busy clinical practitioners. CUHP has successfully developed clinical simulation and leadership simulations. The CUHP leadership programme will create a synergy between clinicians, managers and executives focused on patient safety and patient experience improvements. The leadership programme will also equip existing and aspiring leaders with the skills required for service and quality improvement, and for measuring improvement. The AHSC through being nested at the heart of the EAHSN, will contribute to and benefit from the wider clinical networks across the region, and to scale up innovation.

## **2.5 Description of how the theme/work programme will involve and enhance multi-disciplinary and multi-professional working.**

CUHP has a well-established Multi-professional Education Board, which oversees our education strategy and has a strong multi-disciplinary focus. CUHP is committed to educational developments that equip multi-professional teams to work together effectively and to span organisational geographic boundaries. The education strategy aims and objectives are designed to develop the skills and capability of the whole healthcare workforce. The CUHP Centre for Healthcare Education, the CUHP Fellowships, the technology enhanced learning and leadership programme developments all contribute to fostering effective multi-professional learning and clinical practice. CUHP has led multi-professional and multi-organisation educational projects for the Cambridgeshire & Peterborough Workforce partnership group and for the Eastern Deanery. We also recognise that within this multi-professional context there is a role for uni-professional education developments.

## **2.6 Description of leadership and key individual and organisational contributors with responsibility for delivering the theme/work programme.**

Overall leadership of the CUHP education theme is with Dr Arun Gupta, Director of Post-Graduate Education who chairs the CUHP Multi-professional Education Board and its working sub-groups, and is supported by Mr Tim Bryson- Associate lead for CUHP Multiprofessional Education. Other key contributors include;

- Trust Clinical Tutors – Dr Pamela Todd, Dr Clive Lewis, Dr Chris O’Loughlan, Ms Jill Down
- Education and workforce research – Dr Jane MacDougall
- Technology Enhanced Learning – Mr Kevin Varty and Dr Alain Vuylsteke, Simulation Centre – Dr Adrian Boyle and Dr Rosalie Campbell
- Surgical Training and Research Centre – Mr Kevin Varty, Mr Vikas Khanduja, Mr Rikin Trivedi, Mr John Dunning, Mr Chris Constant
- CUHP Centre for Healthcare Education – Mr Tim Bryson (CUHP Education) and Mrs Mary Archibald (CUHFT PGMC)
- Leadership Programme – Mr Tim Bryson, Dr Jag Ahluwalia, Dr Jonathan Gillard and Mrs Jessica Watts, Dr Clive Lewis, Sheila Adam, Leadership Development & Coaching Manager
- Multi-professional education - Jill Down, Lead Nurse Professional Development and Karen Clarke, Associate Director of Organisational Development

If you have questions about the completion of this form please e-mail Sonja Tesanovic at [sonja.tesanovic@nhr-ccf.org.uk](mailto:sonja.tesanovic@nhr-ccf.org.uk).

This form, together with other requested attachments must be submitted by **1:00pm on 30 September 2013**.