# ACTION PLAN
# FOR STUDENT PRACTICE EDUCATION

## September 2016–December 2017

*Aligning student practice education across PHSA
while appreciating the uniqueness of each agency*

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If you have questions or would like more information about the *Action Plan for Student Practice Education* please contact Heather Straight or Sandra Harris, Co-chairs, PHSA Student Education Coordinating Committee **heather.straight@phsa.ca** or **sjharris@cw.bc.ca**

# INTRODUCTION

Each year Provincial Health Services Authority (PHSA) welcomes more than 4,000 students and residents for learning experiences in our agencies and corporate services. We acknowledge and thank our dedicated staff, physicians and leaders who contribute to the development of our future health workforce. We commend our information technology support services for the collaboration required to provide timely access to numerous computer systems aross PHSA and its agencies. We value our external student practice education partnerships with government ministries, BC health authorities, and academic institutions. With the combined efforts of the aforementioned, we continue to evolve practice education within PHSA and British Columbia.

This action plan was developed by the PHSA Student Education Coordination Committee (SECC), which is comprised of agency representatives responsible for student practice education in partnership with the PHSA Corporate Academic Development office. The leadership and implementation of this plan is the responsibility of SECC.

In creating this action plan we recognize PHSA agencies are individually internationally recognized as leaders within their specialties. Respecting this uniqueness, SECC strives to identify opportunities to share resources, build networks, and develop consistent processes for hosting student practice education within PHSA.

By leveraging existing student practice education resources and collaborating to identify synergies across PHSA agencies, we aim to advance PHSA's progress as an academic health sciences organization.

This action plan was informed by reviewing current student practice education literature, soliciting stakeholder feedback and appraising recommendations from previous PHSA student practice education plans and reports[1].

This short term action plan was designed to be complete prior to the first scheduled Clinical Systems and Transformation (CST) implementation at PHSA. CST is the largest healthcare project in British Columbia's history and we recognize the significant impact this work has on our health authority staff and physicians as we prepare to shift the way healthcare has been delivered within BC. Coinciding with our health authority preparation, we're working closely with our academic partners to ensure students and faculty are equipped to enter clinical environments undergoing massive changes to clinical practices and systems.

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  a. PHSA Service Plan 2015/16–2017/18
  b. PHSA Student Practice Education Action Plan—Progress report (Nov 2014)
  c. Practice Education Metrics report 2014/15
  d. Placements for Learners: Assessing Capacity and Effectiveness of Clinical Sites PLACES report
  e. PHSA Taking Action on Student Practice Education—Discussion paper
  f. Student & Resident Education at C&W—Planning for Increased Numbers 2004

# GUIDING ASSUMPTIONS

**"Health workers are the core of health systems: without health workers there is no health care."**

Global Health Workforce Alliance World Health Organization

- PHSA Academic Education works in partnership with agency leaders in practice education to plan, implement, evaluate and communicate about practice education both within PHSA and with our Academic and Health Authority partners.

- As we strive to align practice education processes across PHSA, we do this respecting the unique identity of each of our agencies.

- Practice education is a shared responsibility of PHSA and academic partners.

- Quality practice education depends upon effective partnerships and coordination at all levels—provincial, regional, organizational and discipline-specific.

- PHSA has a unique role in providing practice education in specialized care.

## VISION:

*To achieve standardized processes for supporting quality practice education experiences for **all learners and academic partners** at PHSA.*

# DEFINITIONS

**High performance health workforce**—consists of highly engaged individuals and teams that: create, translate and apply knowledge; provide quality specialized care; deliver relevant education; innovate for better outcomes; and, lead sustainable, system improving activities.

**Students** are learners in a practice education experience as part of their studies in an under-graduate, graduate, post-graduate (eg. post-doctoral fellowship) or post-professional (eg. resident) education program in the health and human services professions.

**HSP*net*—**Health Sciences Placement Network is a national web-enabled Practice Education Management system for health sciences placements. HSP*net* enhances communication about practice education between the academic and practice sectors.

**Practice education (PE)** is the experiential component of an educational program in which students learn and practice in a community, clinical or simulated setting. It provides the hands-on learning that helps students acquire the necessary skills, attitudes and knowledge to practice effectively in their field.

**Academic health sciences organization**—a partnership between one or more university level health programs and the affiliated hospitals/health regions that provide the physical facilities necessary for delivery of care, research and education. (National Task Force. Securing the Future of Canada's Academic Health Sciences Centres, 2014)

**Clinical & Systems Transformation (CST)** is a joint undertaking between Vancouver Coastal Health, Providence Health Care and PHSA to complete a significant transformation of clinical practices and design and implement an electronic health record. Care will be streamlined, with clinical design teams creating standardized, evidence-informed clinical practices.

**Practice education partners** are post-secondary institutions with which PHSA has educational affiliation agreements, other BC health authorities and government ministries.

# KEY DIRECTIONS AND GOALS

As we embark on this short-term action plan it's important to acknowledge two threads to be woven throughout the key directions and goals: **Interprofessional education** **opportunities** and **access to ambulatory settings** for practice education will be considered within the following key directions and goals.

## I. Standardize student practice education processes across PHSA

### Goals

1. Develop a corporate policy or guideline to address learners not covered under the Provincial Education Affiliation Agreement

2. Advance the use of HSP*net* (e.g., standard reports, quality metrics)

3. Develop and implement a communication plan for student practice education

4. Plan for students/residents/faculty involvement in CST

## II. Assess the quality of PHSA student practice environments

### Goals

5. Implement student practice education quality assessments—Agency and units/department level

## III. Advance health workforce planning

### Goals

6. Develop a mechanism to track recruitment of students with practice placements at PHSA

7. Develop linkages between student practice education and workforce planning

# I. Standardize student practice education processes across PHSA

## Goal 1: Develop a corporate policy or guideline to address learners not covered under the Provincial Education Affiliation Agreement (e.g., job shadows, professional development, supervised practice experiences)

| Actions | Fall 2016 | Spring 2017 | Summer 2017 | Leads/Contact Persons |
|---|---|---|---|---|
| Develop, implement and communicate a standard process to address learners not covered under the Provincial Education Affiliation Agreement | 9 · 10 · 11 ●———————● ○ | | | Heather—Working group includes representation from HR, Volunteer services, Quality and Risk, Agency representation for PP and/or Learning and Development. Consultation with Academic partners as required. |
| • Determine the categories of learners and identify required supporting documentation | ●——● ○ | | | |
| • Develop an algorithm to guide decisions making | ○—●——● ○ | | | |
| • Develop a PHSA policy and communicate changes | ○——●————● ○ | | | |

## Goal 2: Advance the use of HSP*net* (e.g., review data for annual metrics report, enhance HSPnet skills and knowledge)

| Actions | Fall 2016 | Spring 2017 | Summer 2017 | Leads/Contact Persons |
|---|---|---|---|---|
| Re-establish HSP*net* Improvement for PHSA (HIP) working group, TOR and timeline | ●——● ○ | | | Heather and agency co-chair |
| Assess academic partners requirements for destination profiles<br>• Survey academic partners | ●————● ○ | | | Heather and co-chair (reviewed by SECC) |
| Strengthen the use of HSPnet across PHSA<br>• Assess baseline completion of destination profiles across PHSA (e.g., number of sites, currency of profiles)<br>• Identify # IPE and ambulatory sites across PHSA<br>• Determine # of active HSPnet users across PHSA (receiving and destination | ●——————————————● | | | Heather/Sandra/Sarah/ HSP*net* Improvement (HIP) group |
| Develop a standard approach for practice education reporting and analysis<br>• Develop templates for HSP*net* reports<br>• Survey stakeholders to determine reports required (HR, Nursing Advisory Committee, Professional Practice)<br>• Develop heat maps to identify placement opportunities | ○—●——● ○ | | | HSP*net* Improvement (HIP) group |

## I. Standardize student practice education processes across PHSA (continued)

### Goal 3: Develop and implement a communication plan for student practice education

| Actions | Fall 2016 | Spring 2017 | Summer 2017 | Leads/Contact Persons |
|---|---|---|---|---|
| Develop, implement and evaluate an e-newsletter for PHSA practice education<br>• Develop schedule and list of potential subscribers for e-newsletter | | | | Sarah/ SECC |
| Review practice education websites (PHSA—all materials/information relevant across all agencies, agency level—additional site specific information for students/faculty) | | | | SECC/Agency leadership |
| Identify PHSA practice education networks—within agencies and PHSA<br>• Student Education Coordination Committee (SECC)<br>• Nursing Advisory Committee (NAC)<br>• Learning and Development/Professional Practice committees | | | | Sandra/Heather/SECC |
| Externally<br>• Academic Practice Advisory committees<br>• Lower Mainland Nursing Clinical Education Steering committee (LMNCESC)<br>• Interschool/interagency | | | | Heather and Sandra |
| Practice education road shows—Action plan and Practice Education Metrics report | | | | Sandra/Heather/SECC |
| Develop standard practice education survey template | | | | Sarah/SECC |

### Goal 4: Plan for students/residents/faculty involvement in CST

| Actions | Fall 2016 | Spring 2017 | Summer 2017 | Leads/Contact Persons |
|---|---|---|---|---|
| Continue IT working group | | | | |
| • Implement network auto-provisioning for students and residents at BCCA, BCMHSUS | | | | Heather/Sarah/Agency leadership |
| • Partner with CST Student readiness working group and BCCA leadership to plan for first CST Go-live site | | | | Heather/Sarah/BCCA leadership |

## II. Assess the quality of PHSA student practice environments

### Goal 5: Implement student practice education assessments—Agency and unit/department level

| Actions | Fall 2016 | Spring 2017 | Summer 2017 | Leads/Contact Persons |
|---|---|---|---|---|
| Partner with agency leadership to implement two practice education tools<br>• Quality of Clinical Learning Environments<br>• Readiness for Student Practice Education | ●———————————● | | | Heather/SECC/Agency PE leadership |
| Assess results of instruments and determine next steps | ○———● | ●———————● | | Heather/SECC/Agency leadership |

## III. Advance health workforce planning

### Goal 6: Develop a mechanism to track recruitment of students with practice placements at PHSA

| Actions | Fall 2016 | Spring 2017 | Summer 2017 | Leads/Contact Persons |
|---|---|---|---|---|
| Develop mechanism to track the recruitment of students with practice experiences placements at PHSA | ●——● | ○———————○ | | Heather/HR |

### Goal 7: Develop linkages between practice education and workforce planning

| Actions | Fall 2016 | Spring 2017 | Summer 2017 | Leads/Contact Persons |
|---|---|---|---|---|
| Develop linkages between practice education and workforce planning | ○——● | ●——● | ○ | SECC/Heather/HR/agency leadership |