

WMER

QI 179 Supporting AHP Student Placement Expansion

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Authors	Smith, Holly;Supported by the Quality Improvement Team, Coventry and Warwickshire Partnership Trust
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QI-179 Supporting AHP Student Placement Expansion

Project lead: Holly Smith, Allied Health Professions Student Lead



Project Aim: To increase the number of AHP student placements delivered from 115 (2021/22) to the Trust goal of 146 by 31st August 2023

Summary:

In line with the NHS Long Term Plan (2019) and Health Education England initiatives there has been, and continues to be, a huge need and demand to increase and secure our future workforce. This is due to significant staffing shortages and the ongoing impact of the Covid-19 pandemic. **This begins with education.** AHP students are required to complete workplace placement training to accrue a certain amount of placement hours to complete their degree and therefore the **demand for AHP student placements has significantly increased.**

This project was designed with the aim of increasing the number of AHP student placements delivered by CWPT within 2022/2023 from 115 to 146. This project demonstrates (using a range of measures and QI tools) how this has been achieved.

Measures:

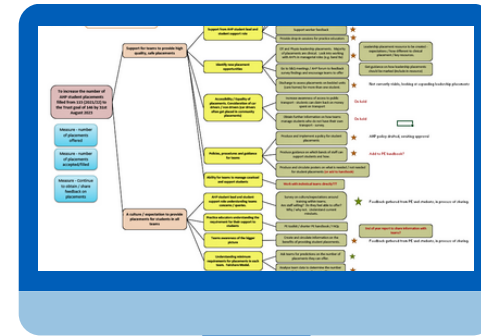
- Number of placements offered
- Number of placements filled
- Student feedback
- Practice educator feedback.

QI Tools Used:

- Driver diagram
- Surveys (based on the cultural barometer)
- PDSA cycles.



Driver Diagram:



For further information please contact the project lead.

Outcomes Achieved:

- Increase in income from student placement tariff which will be reinvested in clinical education support.
- Increased understanding of the views of Practice Educators (PEs) and students on the placements provided.
- Practice educator satisfaction with the student placement experience increased from 80% to 100% from September 2022 to April 2023.

Change Ideas Tested:

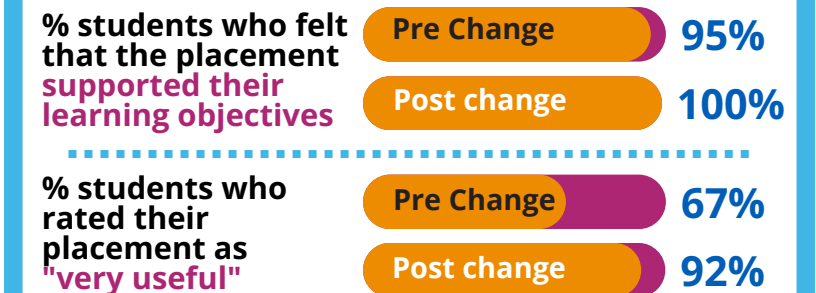
- Individual team GROW models
- Individual team training
- Introduction of leadership placements
- Support worker training in collaboration with Coventry University
- AHP forum updates
- Attending directorate specific team meetings and forums
- Guest speaker at support worker ICS Conference April 2023
- Create and deliver a "Clinical Education" CWPT forum event
- Develop Practice Educator and student feedback questionnaires, shared with each directorate
- Attend university events including employment fairs
- Annual request for placement offers managed by AHP lead
- Reminders being sent to teams before placement allocations to confirm and request additional offers.



We exceeded our target of 146; 152 placements were delivered; an increase of 37 placements since last year.

Positive feedback from PEs and students:

- “Empowering students to realise their own potential.”
- “Helping upskill and motivate the future workforce.”
- “The Student Team within the Trust is always available to support with any concerns and always helpful.”
- “Bringing new ideas and a fresh perspective.”
- “Educators are very knowledgeable and helpful. I never thought about this area of Physiotherapy before and I really like it now.”
- “Friendly and welcoming team. I felt my professional development was well supported.”



Next Steps:

- To establish use of the Fair Share Model for band 5 to band 7
- Exploring barriers to obtaining student feedback
- Continue to develop the quality of student placements delivered by CWPT
- Expand leadership placements for band 7 and above
- To explore further where increased income from placements is being reinvested in clinical education within the Trust.

