

# Training plans matter

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**What is a model plan?**

**Can you help us define a basic outline for a training plan?**

# A training plan:



Health A-Z

Live Well

Care and support

Health news

Services near you

## Couch to 5K

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### Couch to 5K

A running plan for beginners

Find out more and download the weekly podcasts by clicking the boxes below

Week 1

Week 2

Week 3

Week 4

Week 5

Week 6

Week 7

Week 8

Week 9



### Download the Couch to 5K app

Couch to 5K has been designed to get you off the couch and running in just 9 weeks. Grab your trainers and follow the step-by-step instructions in this free app.

Finished visiting this site today?

Help us make it better for you

Yes

Maybe later

No thanks

# **Why are we interested in training plans?**

**Exercise – a few mins**

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**Exercise – a few mins**

**Feedback – flipchart / RF note**

# Why are we interested in training plans?

- Because we invest in, support and monitor training outcomes
- Evidence in some spheres of poor training planning and poor trainee experience.

**...and the consequences of a poor plan or no plan?**

**Exercise – a few mins**

**...and the consequences of a poor plan or no plan?**

**Exercise – a few mins**

**Feedback – flipchart / RF note**



## **... and the consequences of a poor plan or no plan?**

- Poorly prepared staff... training may not be directed properly to need
- Poorly motivated staff... turnover
- Stress – trainees and trainers
- Feelings of isolation, being undervalued
- System becomes infected with bad habits
- Reputation damage – individual, department, community
- Poor return on investment (financial, emotional, time)
- ...

## **So what... NES activity intersects with training planning?**

- Quality assurance of training:
- Department self-assessment
- Trainee progression enquiry
- Annual survey
- Equivalence support... parallels

## **NES Quality Assurance role: covers...**

- STP / non-STP i.e. all types of postgrad
- Expressions of interest – clinical scientist training
- Common Core List Bursary support

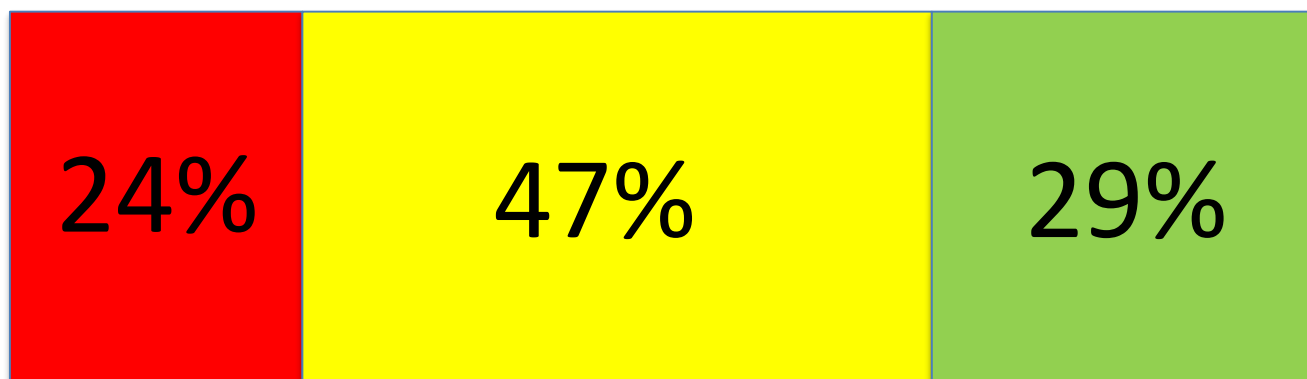
**To secure the scientific workforce as best we can with the resource we have.**

*“Has your experience in the workplace improved your confidence as a postgraduate scientist?”*

Detractors

Passives

Promoters



<sup>TM</sup>  
NPS Score

- **Do you feel valued? 36% partly, 6% not**
- **27% felt they had no training plan**
- **25% undocumented/no sign off of progress**
- **6% no annual review, or 42% “partly” reviewed...**
- **9% issues with feedback/direction**
- **55% no MSF**
- **15% not sure/would not recommend programme**

# A programme needs a plan, typically:

- STP or non-STP
- Formal *equivalence* approaches
- Informal / self directed development
- A specialist portfolio
- A part-time MSc

**What are the hallmarks of a training plan:**

**Exercise – a few mins**

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**Exercise – a few mins**

**Feedback – flipchart / RF note**




# The hallmarks of a training plan:

- **Specific** competences achieved against learning outcomes
- Development **aligned** to a rational framework.
- **Progress** is supported, monitored and approved.
- Clear **endpoint**.

# TURAS timeline

TURAS | TPM



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HomeProgrammesTraineesTrainersEducation ProvidersStudy LeaveARCP PanelsUsers

Trainees ▾

Search by trainee name or registration number

Q

 HCPC Vol-Reg:  | Grade And Level: Clin Sci Pre-Reg Route 1

CloseEdit

Trainee Details

Trainee Timeline

AugSepOctNovDecJanFebMarAprMayJunJul

Non-STP Medical Physics / Clinical Engineering

Tayside Health Board

31/3

<

02 Aug 2017 - 31 Jul 2018

>


Timeline Key

Trainee Details

# TURAS basic plan


TURAS | TPM

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














Programmes ▾

Search by programme name or code

Edit  HCPC Vol-Reg: 123456 | Grade And Level: Clin Sci Pre-Reg Route 1

Cancel

Save &amp; Submit

Programme *	Start Date *	End Date *	Post Type *	Educational Provider *	Specialties *	Sub-Specialties	Funding costs
Non-STP Medic... ▾	01/10/2019 	31/03/2021 	Regular ▾	SG999 NHS Gre... ▾	Biomechanical Engineering 	Select a Sub-Sp	
Non-STP Medic... ▾	01/09/2018 	30/09/2019 	Regular ▾	SG999 NHS Gre... ▾	Biomechanical Engineering  Clinical Measurement  Information Technology  Medical Engineering & Design 	Select a Sub-Sp	
Non-STP Medic... ▾	04/09/2017 	31/08/2018 	Regular ▾	SG999 NHS Gre... ▾	MSC 	Select a Sub-Sp	



# TURAS progression record (ARCP)


TURAS | TPM

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Trainees

Q

HCPC Vol-Reg:  Grade And Level: Clin Sci Pre-Reg Route 1

Close

Edit

Posts

Per page: 10

Programme	Educational Provider	Start Date	End Date	Post Type	Specialties	OOP Cover
Non-STP Medical Physics / Clinical Engineering	T001A Tayside Health Board	01/09/2017	31/03/2018	Regular	Radiotherapy Physics	

Showing 1 to 1 of 1 records

Previous1Next

ARCP

Per page: 10

ARCP Date	Programme	Start Date	End Date	Specialties and Sub-Specialties	Outcomes and Reason(s)
11/09/2017	Non-STP Medical Physics / Clinical Engineering	11/09/2017	11/09/2017	Radiotherapy Physics	1 Achieving progress and competences at the expected rate

Showing 1 to 1 of 1 records

Previous1Next

Less Than Full Time

Per page: 10





# Feedback

# Imagine!

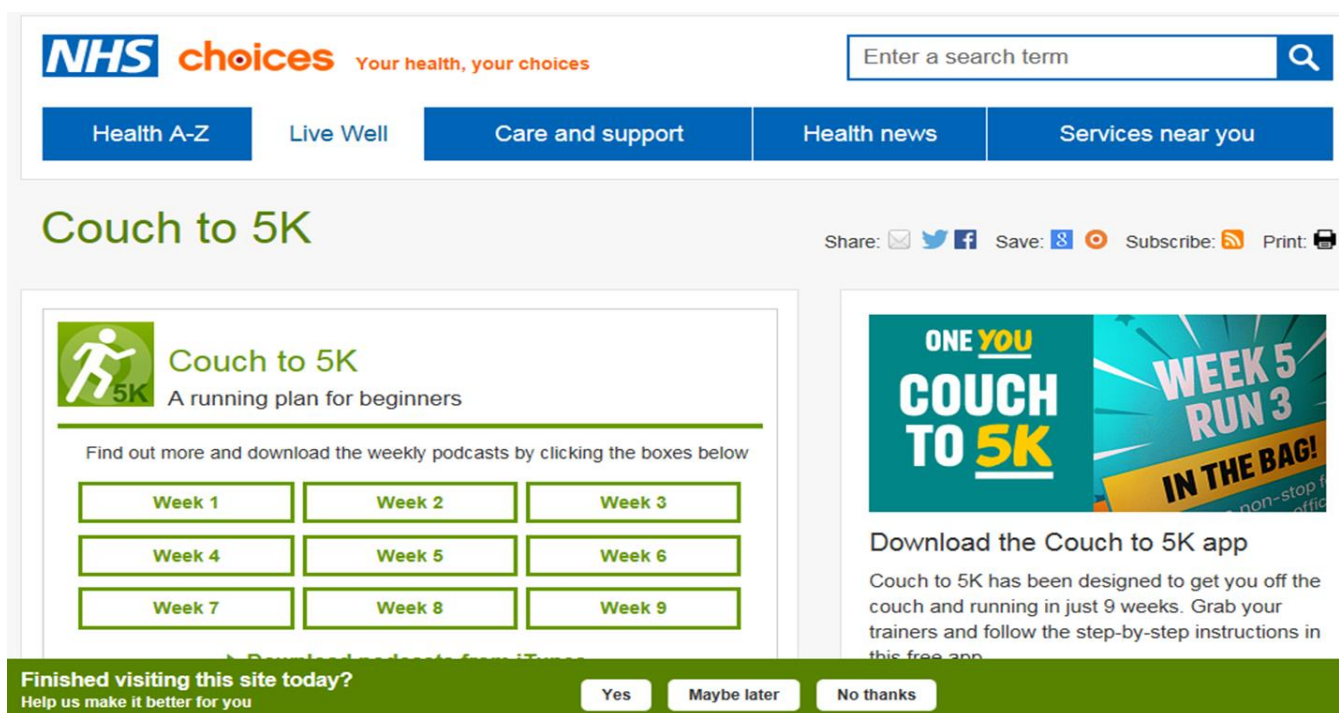
You have been asked to sketch out a short course / learning resource about training planning

## Exercise

- what content would you include this 'training' offer?
- what format should the training be?

# Feedback / next steps

## Thanks!



The screenshot shows the NHS Choices website for the Couch to 5K program. The header includes the NHS logo, the word 'choices' in orange, and the tagline 'Your health, your choices'. A search bar is on the right. Below the header is a navigation bar with links: 'Health A-Z', 'Live Well', 'Care and support', 'Health news', and 'Services near you'. The main heading is 'Couch to 5K'. To the right of the heading are social media sharing icons (Email, Twitter, Facebook, Save, YouTube, RSS) and a print icon. The main content area is divided into two columns. The left column features a green icon of a person running, the text 'Couch to 5K', and the subtitle 'A running plan for beginners'. Below this, it says 'Find out more and download the weekly podcasts by clicking the boxes below'. There is a 3x3 grid of buttons labeled 'Week 1' through 'Week 9'. The right column features a promotional graphic for the Couch to 5K app with the text 'ONE YOU COUCH TO 5K' and 'WEEK 5 RUN 3 IN THE BAG!'. Below the graphic, it says 'Download the Couch to 5K app' and provides a brief description of the app. At the bottom of the page is a green banner with the text 'Finished visiting this site today? Help us make it better for you' and three buttons: 'Yes', 'Maybe later', and 'No thanks'.

**NHS choices** Your health, your choices

Enter a search term

Health A-Z Live Well Care and support Health news Services near you

## Couch to 5K

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Help us make it better for you

Yes Maybe later No thanks



This resource may be made available, in full or summary form, in alternative formats and community languages.  
Please contact us on **0131 656 3200** or email **altformats@nes.scot.nhs.uk** to discuss how  
we can best meet your requirements.



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