Supporting Trainees

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Objectives

- Investigate appropriate trainee support
- Investigate appropriate expectations
- Investigate resources available and required
- Determine what NES can do to help

Overview

- Introductions and Icebreaker
- Scenario one followed by group discussion
- Scenario two followed by group discussion
- Group discussion on available and required resources
- Discussion on how NES are supporting trainees and a general discussion on what more we could do

Icebreaker

- Take two minutes within each of your groups to introduce yourselves, outline your role and what you would like to get out of this workshop

Group discussion

Icebreaker Feedback

- Is there anything specific anyone would like to get out of this workshop which wasn't listed in the objectives?

Feedback

Scenario 1
A trainee perspective

- I think my training is going well...

  ▫ First day

  ▫ Training list

  ▫ Supervisor

Scenario 1
A trainee perspective

- I think my training is going well…

  - Training activities

  - Structure of evidence

  - Sign-off

Scenario 1
A trainee perspective

- I think my training is going well…

  ▫ Meetings with Supervisor

  ▫ Involvement in 'real work'

  ▫ CPD

Scenario 1
A trainee perspective

- I think my training is going well…

  ▫ Evidence of training

  ▫ Coping with the workload

  ▫ Training officer

Scenario 1

- What is your opinion on this scenario?

- Who is at fault here?

- What are the issues?

Shout out

Group Discussion

- Take eight minutes to discuss within your groups what support should be in place for this trainee

Group discussion and feedback

Scenario 2
A trainee perspective

- I know my training is going well…

  - First day

  - Training materials

  - Scheduled clinical activities

Scenario 2
A trainee perspective

- I know my training is going well...

  ▫ Observation of lab activity

  ▫ Assessments

  ▫ Sign-off

Scenario 2
A trainee perspective

- I know my training is going well…

  - Annual Review (ARCP)

  - Study days

  - Conferences

Scenario 2
A trainee perspective

- I know my training is going well…

  ▫ Competencies

  ▫ Mid-way QA

  ▫ Evidence

Scenario 2

- What is your opinion on this scenario?

- Who is at fault here?

- What are the issues?

Shout out

Group Discussion

- Take eight minutes to discuss within your groups what the expectations of a trainee should be, when should a supervisor step in and what processes should be followed?

Group discussion and feedback

Group Discussion

- Take five minutes within your group to discuss what resources are available to assist you in supporting trainees and what resources you feel you need

Group discussion and feedback

Resources

- NES – Train the Trainer face to face course
- NES – Trainees in Difficulty face to face course
- NES – Early Career Leadership face to face course
- NES – Refreshing Leadership face to face course
- NES – Policy on 'Special Measures'
- NES – Knowledge Network
- Knowledge Hub (or other in-house resource)
- Trainee Networks

NES Support

- Annual Review of Competency Progression
- Centre Accreditation in Training
- Supervisor CV
- Training Plan
- Supervisor Feedback
- Trainee Feedback
- CPD suggestions
- E-Learning modules

Group Discussion

- Take a couple of minutes to discuss whether NES could do more to support trainees and supervisors and what you would like to see in place

Group discussion and feedback