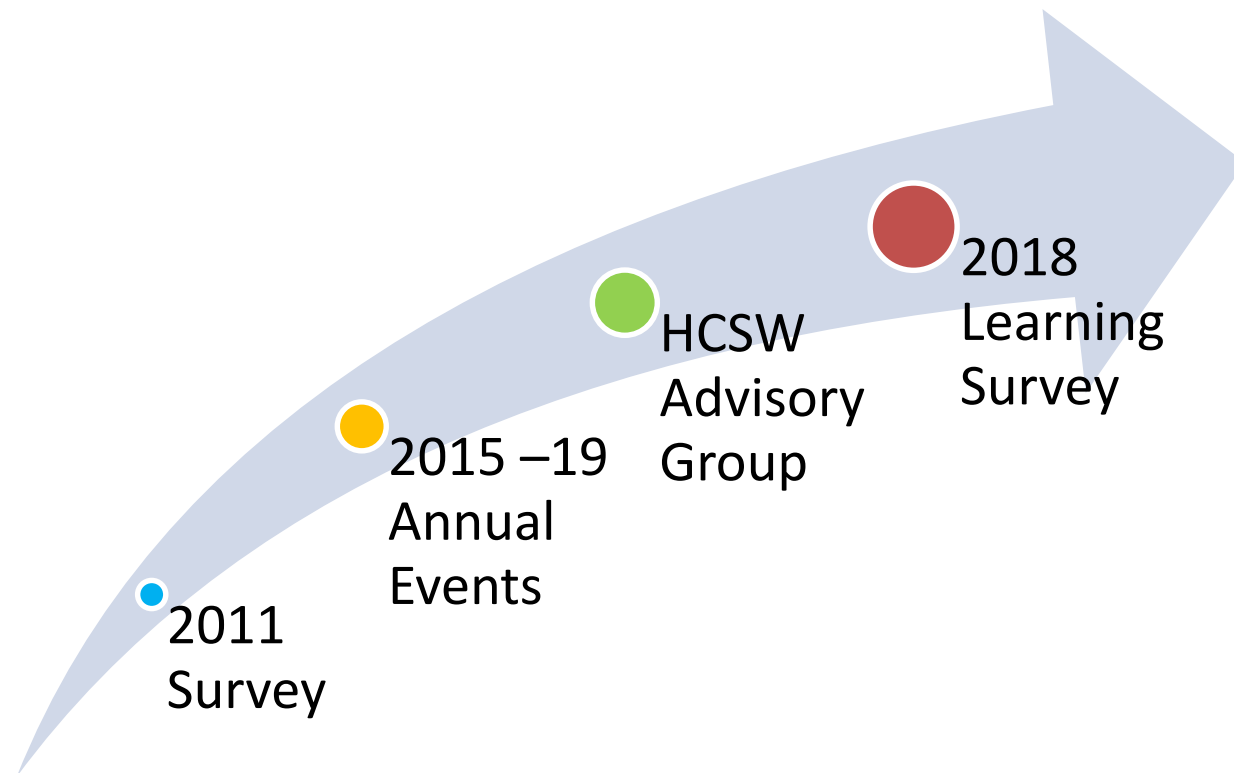


## Our plan is.....

- to share what HCSWs have already told us about learning
- to introduce you to the NES HCSW Advisory Group
- to help you think about your own learning using the 4 pillars of practice



# HCSW's voice – a key strand of our work



# Your voice – what matters to you?



## Mentimeter Question 1

When you think about learning and developing in your role, what are the first words that come to mind?

## Mentimeter Question 2

“Have you ever had a Personal Development Plan (PDP or KSF) conversation with your manager or reviewer?”

## Mentimeter Question 3

“How long ago was your PDP/KSF conversation (in years)?”



## The Healthcare Support Worker Advisory Group

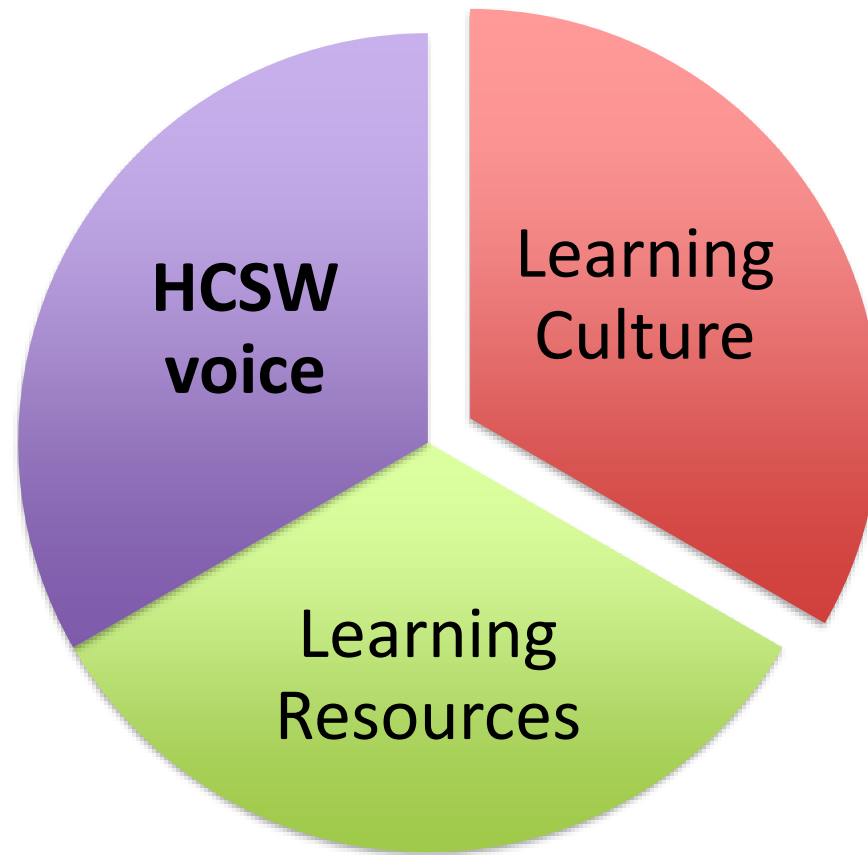




## We are the HCSW Advisory Group

- We meet 4 times a year
- We come from a wider range of backgrounds
- We have 3 main goals, to;
  - Be the **voice** of HCSWs for NES
  - **Share** NES's work and resources across own workplace and networks
  - **Develop resources** to support HCSW development with NES

All 3 elements need to align for learning at work to be successful

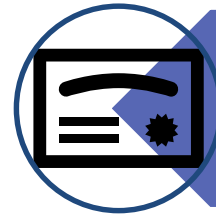


# HCSW Learning Survey 2018

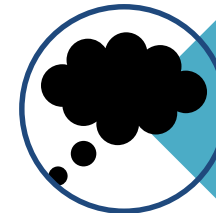
- 36 Questions
- 3 themes
- 7,960 free text comments



**About you (11)**



**Your qualifications  
(12)**



**Learning and careers  
(13)**



## Preferences for learning at work

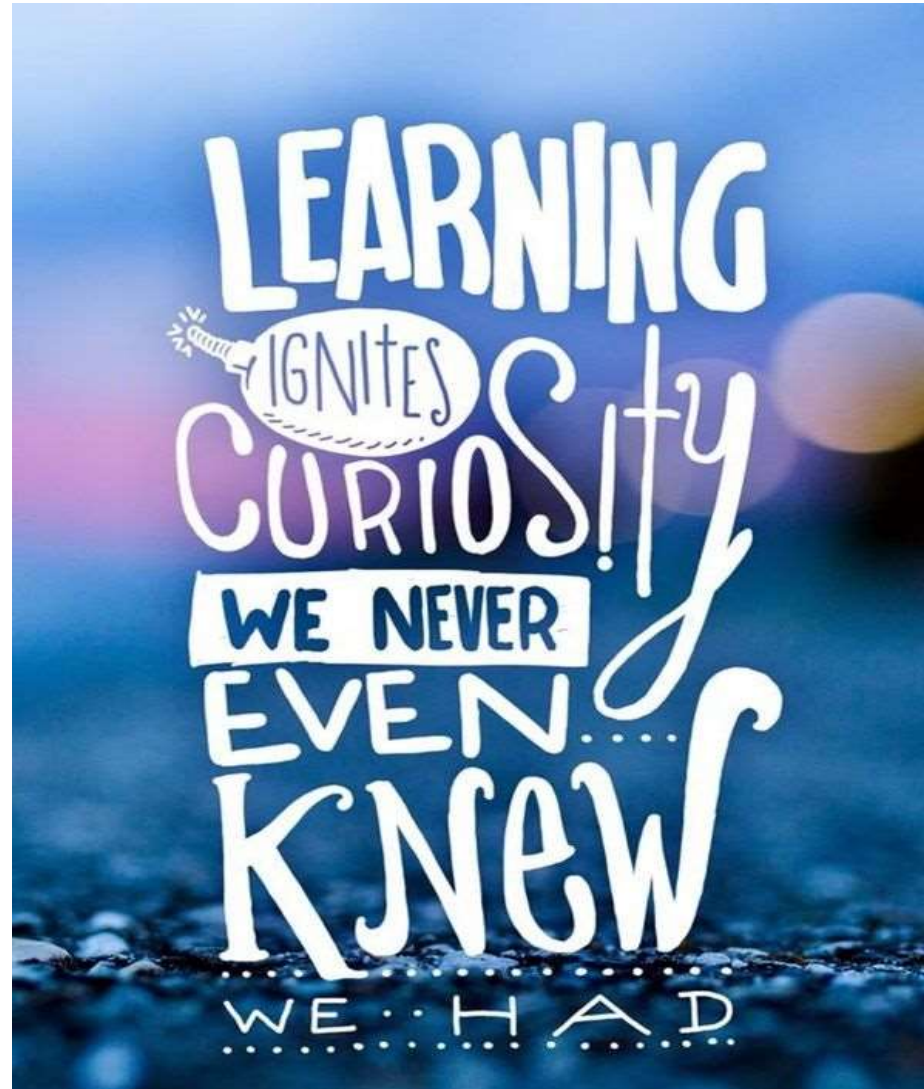
- Protected time to learn (27%)
- Practical, job-relevant skills based (23%)
- Learning tailored to career progression
- Greater variety and choice
- Parity with registered staff
  - (perceived differences in culture and release)

## What would HCSWs like to be different?

- The right culture to learn at work
- Accurate information about how to progress as a HCSW
- Learning which is relevant to role
- Access to learning resources – what is out there for me?

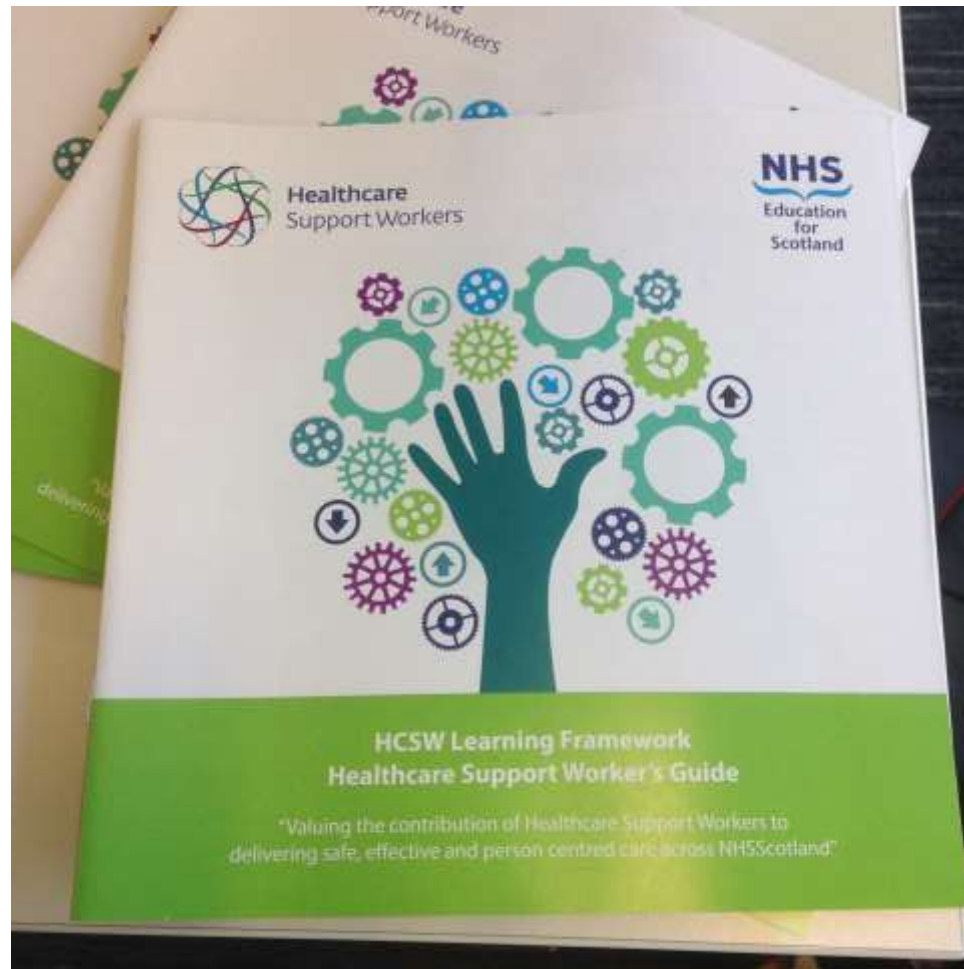
## What makes learning good?

- Sufficient time, support and resources to learn
- Topic is relevant and applicable to role
  
- Variety and choice
- Enjoy learning and updating skills
  
- Seeing opportunities for progression
- Supportive colleagues/ manager



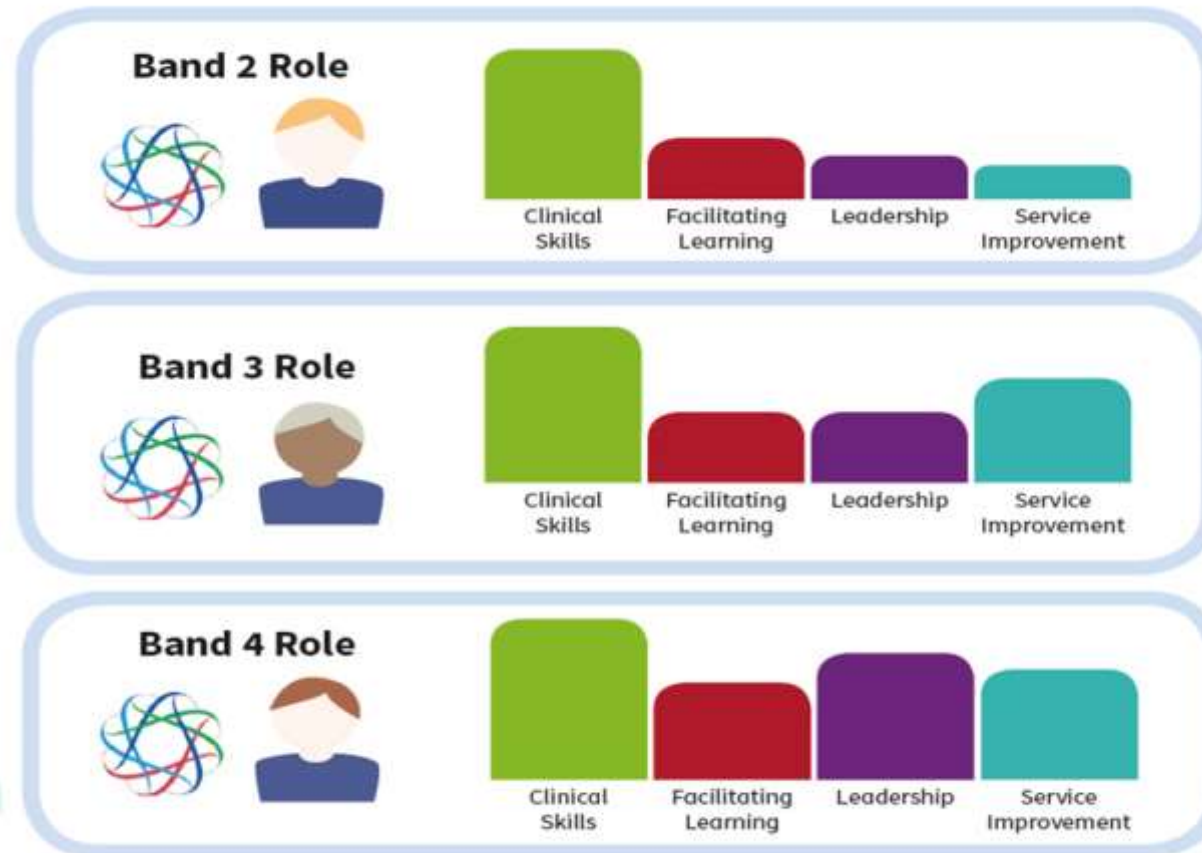


# Tools to help you develop



# See your role through the 4 Pillars lens





## Small Group Activity





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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