



Paramedic Training Needs Analysis (TNA) and Training Plan Yorkshire Ambulance Service, March 2018

1.0 Introduction

This paper sets out Yorkshire Ambulance Service's approach to development and delivery of the training needs analysis (TNA) for developing the Trust's paramedic workforce.

The TNA is focussed on the upskilling of the paramedic workforce to deliver against the new paramedic job description and although HE interventions are a key element of this, the plan is not about developing the current paramedic workforce to degree level.

The Trust considers that the all paramedic roles should be in scope of the TNA as, regardless of educational level, there will be a requirement to develop practice across all roles to fully support the delivery of the Urgent and Emergency Care agenda. Also, in addition to developing the Band 6 paramedics, we will still need to develop the Senior and Advanced paramedics who will provide more senior clinical leadership and support; and as paramedics are developed, they will also need to be developed.

It is not the Trust's intention to move the paramedic workforce to BSc as part of this plan; however senior and specialist paramedics are required to be qualified to BSc and advanced paramedics are required to be qualified to MSc and these will be prioritised.

We understand that there is a wider HEE programme that is looking to support upskilling of the paramedic workforce towards BSc over 4 or 5 years as part of implementation of the PEEP recommendations, however this will need to be supported with appropriate funding.

2.0 Objectives

The aim of the TNA is to provide assurance that existing paramedics meet the needs of the revised job description and then continue to develop to meet the emerging needs. This should focus on competence against the new job description and not on the attainment of higher education.

It was agreed that what should be available at the end of March would be a plan that sets out what each individual paramedic would need to meet the TNA. This would be followed up with an evidence-based discussion around individual competence (and confidence) against the identified competency areas, with individual plans then being refined.



3.0 Milestones

Agreement of training plans

- 31 Mar 18 PDP for each paramedic for implementation on 1 April 2018; detailed training plans available, outlining the training needs for each paramedic
- 30 Sep 18 at least 60% of all paramedic training requirements planned and accepted
- 31 Mar 19 all paramedic training requirements planned and accepted

Delivery of training plans

- 30 Sep 18 at least 20% of all identified training completed
- 31 Mar 19 at least 60% of all identified training completed
- 30 Sep 19 at least 80% of all identified training completed
- 31 Mar 20 all identified paramedic training requirements delivered

The Trust's annual appraisal process will enable individual discussions and enhancements to enable improved performance and embed new practice

4.0 Topic Areas

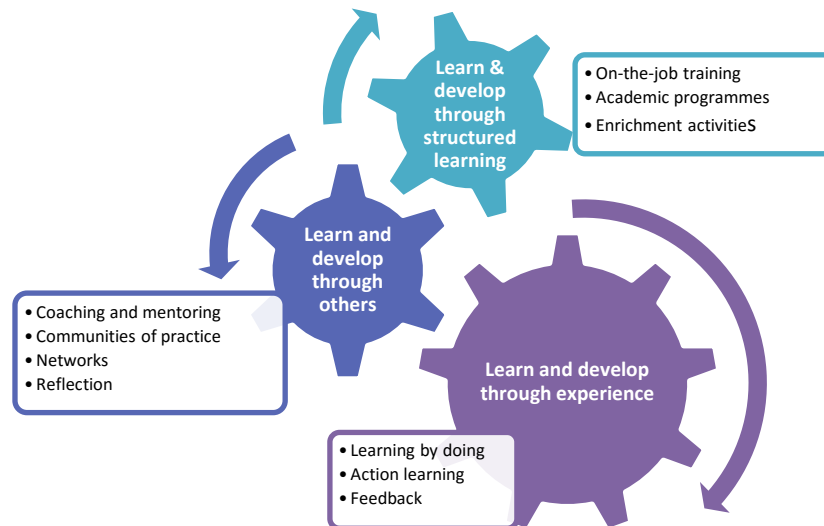
The following headline topics have been identified through the TNA

Main Topics:	Including sub-topics:
<ul style="list-style-type: none"> • Professional Practice 	<ul style="list-style-type: none"> ○ Ethics and law ○ Leadership ○ Practice based education / mentorship
<ul style="list-style-type: none"> • Evidence Based Practice 	<ul style="list-style-type: none"> ○ Clinical audit ○ Research
<ul style="list-style-type: none"> • Clinical decision making 	<ul style="list-style-type: none"> ○ Clinical risk assessment ○ Clinical practice
<ul style="list-style-type: none"> • Health Promotion in Paramedic Practice 	
<ul style="list-style-type: none"> • Sociology in Paramedic Practice 	
<ul style="list-style-type: none"> • Psychology in Paramedic Practice 	

5.0 Education and Training Delivery Methodology

If we are to change the practices of our paramedic workforce, we need to focus initially on experiential learning and evolving these practices; as practices change this will be supported by colleagues and clinical leads and then reinforced by direct learning interventions.

The delivery methodology proposed will follow a blended learning approach and the principle of the 70:20:10 learning model



The following key stages have been identified:

- Stage 1a** Self-guided learning materials are developed for direct access by all staff. This might cover a range of media to provide breadth of coverage and work to differing learning styles; including e-learning, e-books and printed materials
- Stage 1b** Development of case studies and scenarios providing real patient examples of practice.
- Stage 2a** Development of senior and advanced paramedics as local champions, able to support paramedics through their development.
- Stage 2b** Clinical leadership contact day, where all paramedic will spend one shift working with a more senior clinician and skills, attitudes and behaviours can be reviewed, assessed and further development identified. Annual appraisals.
- Stage 3a** Deliver of learning forums locally, supported by clinical leaders and educational support as required
- Stage 3b** The development and delivery of face-to-face learning as this will support the continued development of cognitive skills supporting changes in practice.

6.0 Education and Training Delivery Staff Numbers

Based upon the self-assessment exercise, the worst case scenario

- 216 paramedic requiring input across all topic areas with significant interventions (through a 6-days “skill gap” training package)
- 30 paramedics requiring input across a section of topics with a varied range of interventions (2 days of the 6-days “skill gap” training package)
- All Paramedics (1,316) requiring ongoing continued updates and development – identified and delivered primarily through appraisal, clinical contact days, Stat and Mand training, annual Resus training, and clinical refresher training

7.0 Education and Training Delivery Plan

The outline plan is set out on the following page

2018/2019				2019/2020			
Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Apr-May-Jun	Jul-Aug-Sep	Oct-Nov-Dec	Jan-Feb-Mar	Apr-May-Jun	Jul-Aug-Sep	Oct-Nov-Dec	Jan-Feb-Mar
Milestones:							
Training Plan in place	60% training planned and accepted		100% training planned and accepted				
	20% of all identified training complete		60% of all identified training complete		80% of all identified training complete		100% of all identified training complete
Delivery Plan (training package – 6 days in total: A and B, combined face-to-face classroom based, eLearning and supported self-directed study):							
2018:1A	2018:2A	2018:3A	2018:4A	2019:1B	2019:2B	2019:3B	2019:4B
<ul style="list-style-type: none"> Professional Practice Clinical Decision Making Evidence Based Practice 	<ul style="list-style-type: none"> Professional Practice Clinical Decision Making Evidence Based Practice 	<ul style="list-style-type: none"> Professional Practice Clinical Decision Making Evidence Based Practice 	<ul style="list-style-type: none"> Professional Practice Clinical Decision Making Evidence Based Practice 	<ul style="list-style-type: none"> - Health Promotion - Sociology - Psychology In Paramedic Practice 	<ul style="list-style-type: none"> - Health Promotion - Sociology - Psychology In Paramedic Practice 	<ul style="list-style-type: none"> - Health Promotion - Sociology - Psychology In Paramedic Practice 	<ul style="list-style-type: none"> - Health Promotion - Sociology - Psychology In Paramedic Practice
Additional Learning Opportunities: (Note: Further relevant online modules will be offered throughout the period)							
-Clinical Decision Making	-Law & Ethics in the Pre-Hospital Setting -Clinical Audit and Research	-Applied Psychology for Ambulance Staff	-Health Promotion -Sociology	-Clinical Decision Making	-Law & Ethics in the Pre-Hospital Setting -Clinical Audit and Research	-Applied Psychology for Ambulance Staff	-Health Promotion -Sociology
<i>Online modules from ESR bank available throughout the two year period to support further learning where required – for all Paramedics</i>							
<i>Clinical Refresher (1 day, on an 18 months cycle) – for all Paramedics</i>							
<i>Statutory and Mandatory (refresher) training (2 days and eLearning on a 3 yearly cycle, and some eLearning on an annual cycle) – for all Paramedics</i>							
<i>Annual Resus refresher training – for all Paramedics</i>							