

Supporting Learning in Practice

Contributing to Happy Learning with Open Engagement (C.H.L.O.E)

A tool for building effective relationships to support learning

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Introduction

Starting a new placement is challenging regardless of the stage of programme. Factors that can influence a good start include:-

- Feeling welcome
- A sense of the placement experience
- Acknowledgement of students being integral members of the team
- Awareness of student needs and aspirations

As part of an interprofessional final year project, 6 students reflected upon their own placement experiences. They identified placement experience had influenced later perceptions of placement. Not having a positive experience had led them to:-

- Experience increased anxiety prior to placement
- Take longer to establish an effective relationship with the team
- Lose confidence in their abilities
- Question their motivation

The result was to develop a proforma to illustrate how the use of a mini-biography that could be used to enhance communication between a student and their placement assessor.

Why is 'C.H.L.O.E' important?

Having reviewed the evidence, the group identified that the welcome to placement was an essential foundation to supporting learning, developing professional identity and affirming vocational purpose. The creation of a mini-biography helps others to see the person and helps to break down barriers. Examples of this can be seen with the Alzheimers Society '[This is me](#)' and Safewards '[Know each other](#)'. The group developed the M.E. (My Experience) form to help students and placement teams introduce themselves to each other.

The RePAIR Project (HEE 2018) recognised the impact that a negative placement experience can have for retention of students and new registrants in their programme and field of practice. The Covid19 Impact Study (HEE 2020) identified a heightened anxiety for students in developing clinical confidence, feeling able to speak up and future career aspirations. The use of the M.E. form detailing experience can help to establish a good foundation for placement learning and assessment.

What did they do?

The group gained the support of stakeholders that included their peers, practice educators and education. Their colleagues provided feedback and C.H.L.O.E. evolved. Comments included:-

'As well as the potential benefits to wellbeing, support and team integration, there are follow-on benefits to patient care of a coherent, well-working team delivering care.'

'represents an excellent option for organisations and new starters to facilitate a deeply personalised welcome.'

'an opportunity for the team to learn about a student's experience and aspirations also provides students with a reflective development log to help them appreciate their achievements'

'a positive and effective tool for professional practice and will help help enable good and professional relationships'

How can it be used?

The project has identified that the M.E. form can be used to:-

- Introduce yourself to your new placement team
- For your Practice Supervisor and Assessors to introduce themselves
- For you to keep as a reflective tool that evidences your development over the course of the programme.

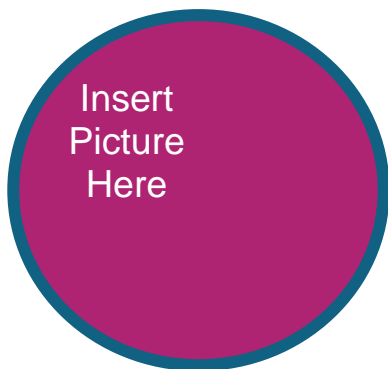
Your feedback is important

We hope you find this resource helpful.


If you have time, your feedback would be appreciated by completing this short survey:- [C.H.L.O.E. feedback](#)

Example of M.E. (My Experience) – Student version

Susan Smith



Age: 36
Programme: Paramedic Science
 Stage: Year 2 – this is my second placement
A little bit about me:
 I have worked in retail prior to starting my programme. I spent some time volunteering with St Johns and this made me realise that I wanted to change. Being able to support and help people at difficult times is very rewarding and challenging at the same time. I completed an access course so that I could start the programme. I have one daughter at university, a very patient husband and a Labradoodle called Jelly.

 Somewhere University

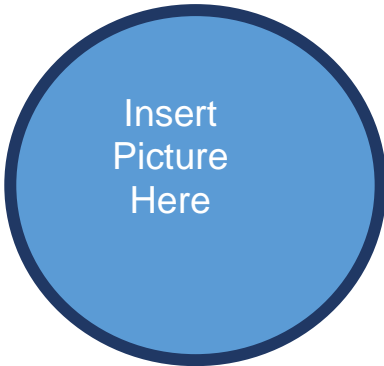
 123456@somewhere.ac.uk

Placement experience
 In my first placement I attended a lot of trauma events. This helped me to develop my assessment skills and multiprofessional working with the other emergency services. I also learned that I am calmer than I thought and work effectively under pressure.
 In my second experience, I completed week-long spokes in anaesthetics, midwifery, paediatrics and elderly care. This has helped me to understand the care offered in other settings and learned lots of helpful tips to help with assessment.

<p>Three strengths</p> <ul style="list-style-type: none"> • Problem solving • Ability to assimilate information • Team working 	<p>Three areas I would like to develop</p> <ul style="list-style-type: none"> • Having more confidence in my ability. • Being more organised in planning my learning. • Being more concise in my primary assessments.
<p>Learning style and additional learning support</p> <p>I have been out of education for a long time and found it quite daunting. My last placement really helped as my assessor asked me to let them know my theory units and we discussed how these applied to the practical elements of the placement. This really boosted my confidence when back in the theory block.</p>	<p>Type of support I find useful</p> <p>In my last placement we had a mini debrief after each call. At the end of the day, we had a fuller debrief. We would discuss the day and identify an objective for the next shift. This really helped me to be more confident in giving my rationale. I appreciate constructive, timely feedback.</p>
<p>How I deal with stress/anxiety/challenging situations</p> <p>I am good at calming people down and managing conflict in others. I tend to be very calm and internalise if I am worried. Coming back to study, I constantly question if I am good enough. I think this is why the debrief approach that focussed on achievements really helped as I left focussing on the positives of the day.</p>	

Example of M.E. (My Experience) – Practice educator version

Ronin Vergese



A little bit about me:

Hello, I'm Ronin. I originally trained as an Adult Nurse in the Phillipines 15 years ago. Before coming to the U.K. I worked in the U.A.E. I have been working in the U.K. for 2 years. It was quite nerveracking preparing for my NMC test and I can appreciate how you must be feeling coming on placement. I really enjoy working with students as it helps me to learn and keep up to date.

My wife is also a nurse and we both have to juggle shifts as we have 1 year old twins who keep us very busy at home.



Somewhere organisation



123456@somewhere.nhs.net

Clinical experience

In the Phillipines I practiced in a General Medical/ Surgical unit. In the U.A.E. I gained experience in critical care for adults and neonates. I became a senior nurse in an orthpaedic unit. Since coming to the U.K. I have spent 6 months on a stroke unit and have been working here on the Trauma orthopaedic unit for the last 18 months. I became one of the charge nurses 8 months ago. I am currently completing my non-medical prescribing course.

Practice Educator experience

I worked as a supervisor for students in the Phillipines. Since coming to the U.K. I have completed Practice Supervisor and Practice Assessor training. I have supported students regularly for the last 18 months.

Our team

We are a diverse team who have a range of different clinical backgrounds. Although I am your Practice Assessor, the whole team are here to support you. You are an important member of the team. We want you to be able to gain experience from us all and so you will have opportunity to work with us all.

How you can help me

Please look at your portfolio and come with 2 key objectives

Let me know any specific days off or shifts that you need

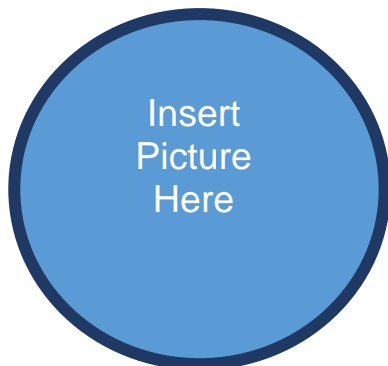
Ask lots of questions – never go home worried about something

Let me know what needs to be completed in your portfolio on day one so we can make a plan

Give me feedback – I want to make sure you have a good experience and it is important that you let me know how I am doing

Appendix 1

Name:



Age:
Programme:

A little bit about me:



Placement experience

Three strengths

-
-
-

Three areas I would like to develop

-
-
-

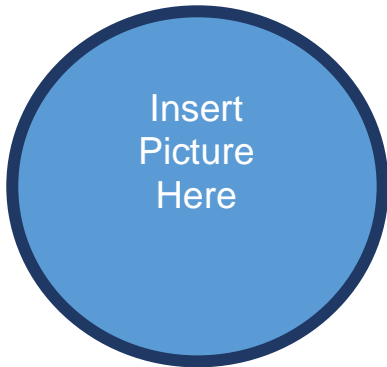
Learning style and additional learning support

Type of support I find useful

How I deal with stress/anxiety/challenging situations

<p>Three strengths</p> <ul style="list-style-type: none">•••	<p>Three areas I would like to develop</p> <ul style="list-style-type: none">•••
<p>Learning style and additional learning support</p>	<p>Type of support I find useful</p>
<p>How I deal with stress/anxiety/challenging situations</p>	

Name:



A little bit about me:

Clinical experience



Practice Educator experience

Our team

How you can help me