

Piloting a learning needs analysis tool to inform personalised interventions and reduce risk of differential attainment

Mumtaz Patel¹

Julie Bridson², Liam Jenkins² and Jeremy Brown²

¹ NHS England

² Edge Hill University

Abstract

Background

With the UK medical workforce becoming increasingly diverse, Differential Attainment (DA) present a considerable problem for medical educators. Ongoing research has looked at how to address the impact of DA; the concept of individualised support has been highlighted as one area of importance within the DA-related literature. Learning Needs Analysis Tools (LNATs) can provide this individualised approach, through identifying the individual needs of each trainee, and informing subsequent interventions based around their identified needs.

Summary of work

This study, in collaboration between Edge Hill University and NHS England, seeks to pilot an evidence-based LNAT created by the research team. This evaluates whether use of a user-friendly LNAT adds value to the support provided to trainees during medical training. Trainees and their educational supervisors from three schools in Postgraduate Medicine in NHS England North West specialising in psychiatry, core medicine, and surgery will be recruited. The LNAT will be utilised three times over a 4-month period.

Results

In the conceptual stage of this research, a self-scored LNAT was developed by the research team and proposed to trainees and key stakeholders, which contains:

1. A 17-item questionnaire, scored on their importance and performance
2. A dynamic 'performance wheel' infographic
3. A calculation to identify the highest priority needs

For the pilot study, interviews will be conducted with trainees and their supervisors at the end of the 4-month pilot period, exploring their experiences of practically applying the LNAT.

Discussion and conclusion

During the 4-month pilot study, the LNAT will allow for a real-time look into the needs of trainees as they progress through their training. This will help to inform the direction of supervisory meetings with the trainee onto the identified needs and their potential solutions.

Take home messages

This submission will outline the experiences of trainees and their supervisors in practically applying a dynamic and evidence-based LNAT.

References (maximum three)

No references to add