

Education strategy 2017 – 2030



The company's vision and values are "Humanly close and professionally strong". In order to achieve this, it is crucial that we ensure that the company has access to the right and sufficient expertise.

Education is one of the specialist health service's four main tasks and is crucial for the quality of patient care, patient education and research. The strategy provides direction for the company priorities within the field of education. It emphasizes systematic, targeted educational initiatives that provide increased competence within both the various professions and in interdisciplinary collaboration. The education strategy should help ensure this and contribute to Akershus University Hospital HF being an attractive place to work.

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Introduction

Akershus University Hospital HF (Ahus) will strengthen its function as a university hospital through a targeted investment in further development of good educational courses, education of its own employees and knowledge-based practice. Education provides competence, and competence is described as the combined knowledge, skills, abilities and attitudes that enable a person to fulfill specific functions and perform the associated tasks in line with defined requirements and goals (Linda Lai, 2004).

The strategy is enterprise-wide. It includes all subjects and professions that have patient-related tasks that support our healthcare services. It helps to build up both traditional subject and professional competence as well as interdisciplinary and multidisciplinary competence.

The strategy includes education as a measure to ensure the competence that is needed based on demographic development in the company's admission area, good utilization of resources and to be able to meet the health services of the future. Education that takes place in the company also includes our responsibility as a practice and learning arena for pupils and students.

The users' needs and experiences provide an important basis for the development of the patient services, and thus also for the education. In order to further develop the patient's health service, it is necessary to create good interaction arenas with educational actors where the patient's voice is heard. Educational actors in this context are educational institutions such as universities, colleges, secondary schools and vocational schools, but also competence centers which are important educational arenas for some specialization courses.

The purpose of the strategy is to contribute to Akershus University Hospital HF being "The hospital of choice for both patients, staff and students".

Background and guidelines

Development plan 2016-2030 for Akershus University Hospital HF is the leader for the educational strategy content and recommendations.

The National Health and Hospital Plan 2016-2019 sets clear requirements for the health institutions to carry out strategic personnel and skills planning. There are also increased demands on quality and efficiency in the health service. Changes in the population and the development of technology in the coming years will provide new challenges and opportunities for businesses. The education of health personnel must reflect the competence needs and requirements for flexibility and restructuring that will come. Further education and specialization are essential for patients to receive a safe, modern and effective healthcare service in the specialist healthcare service.

Health care21 points out that today's educations are not dimensioned according to future needs, that there is a lack of integrity and coherence in the study programmes, too few study places and weak cross-professional competence and guidance capacity.

The project "Quality in practical studies in health and social studies higher education" from 2016 confirms the need for much clearer and better cooperation in the daily work between educational institutions and practice institutions, with good clarification of the parties' roles, responsibilities and resource effort. This is also reflected in the project's recommendations, and the most important measures here are:

formalized supervision competence of the practical supervisors, better integration between theory and practice in the educations and extensive use of combined positions. This will contribute to an increased status for educational tasks in the services.

For all health professions, the requirements for practice arenas will be strengthened, and practice must follow developments within the various professional areas. From 2017, the health authority takes over responsibility for **doctors' specialist training (LIS)**. Among other things, each LIS must be given a predetermined education plan with mutual obligations for the entire education course.

The health strategy 2013-2016 assumed that continuing education and training should, to the greatest extent possible, be formalized and award credits. This is supported by St. melding 13 (2011-2012)

Education for welfare, where they write that common to all health and welfare services is the goal of strengthening the formal competence among employees. In order to avoid further education becoming "dead ends" in the education system, provision should be made for them to be integrated into or built on to a master's degree. This will continue as a principle in the coming strategy period.

Strategic goals and measures

Education and professional development opportunities are important to recruit and retain personnel with the expertise the company wants and needs to meet the patient's needs in the future. Students will encounter learning arenas where they encounter systematic and good learning based on knowledge-based practice.

Patients must be offered high quality services while being treated with respect and care.

Education at Ahus must be based on the healthcare institution's vision and values. *Close to people - strong in terms of expertise*. The education strategy must help steer towards the vision and make the values come alive.

1 Competence through targeted and systematic education

The employees and their expertise are the company's most important resource. Long-term, comprehensive and systematic plans for competence development are a prerequisite for meeting development and changes in the need for competence.

- The company carries out an annual procedure for competence management. It is a tool for planning competence development in all units and for all professions. It involves analyzing the need for competence, planning and implementing measures, as well as evaluating and reporting the results of measures to achieve the company's objectives.
- Newly acquired skills from education, field of practice and research are documented and included the company's competence management process to help managers use their competence actively in the units' operation and development.
- The company must prioritize the educational capacity in vulnerable specialties and prepare a long-term plan to ensure sufficient further growth in all specialties.
- The company prioritizes time for education, teaching, simulation, skills and procedure training and guidance. Prioritization is shown by setting aside time in rotations and work schedules.
- The company develops 5-year education plans for the hospital's priority areas.

- Each division/clinic has a local education committee with mutual cooperation with the company's overall Education Committee.
- Introduction of new specialist training for doctors must be implemented in the company, and must ensure quality and progression in educational courses.
- The company prioritizes systematic and long-term investment in the education of specialist nurses in order to meet future needs.
- The company facilitates the establishment of specialization courses for psychologists.
- The Center for Medical Simulation contributes to developing expertise in new areas for simulation, eg operative interventions, investigations and communication training.
- The company contributes to competence development for general practitioners in the admission area by planning and implementing educational measures.
- The company evaluates existing and new educational initiatives in collaboration with its own or external partners research environments.
- The company uses appropriate systems for documentation of education for all relevant occupational groups.

2 Akershus University Hospital HF is an innovative learning and practice arena

A future-oriented hospital must provide room for new thinking and experimentation. The strategy will strengthen Ahus as a partner in the development of new technological solutions for education, learning, guidance and new forms of work. We shall be leaders in adopting these.

- The company has information technology solutions that provide quick access to up-to-date specialist knowledge, methods, procedures and routines in the clinic.
- The company uses up-to-date specialist knowledge and research in the learning and practice arenas.
- The company facilitates increased use of digital learning methods in combination with guidance and instruction.
- The company strengthens and formalizes supervisor competence with the possibility of supervision as career path.
- The company develops and uses available models for guidance.
- The Center for Medical Simulation expands and develops its offer to students and staff in-house educational course.
- The company promotes interdisciplinarity through facilitation in practice; both in simulation and in clinical situations.
- Patient and user participation are integrated in education.
- The company uses educational measures as a tool to qualify for the desired task shifting.
- The company systematically uses feedback from patients, students and employees for quality development of clinical practice.

3 Akershus University Hospital HF is an important player in cooperation for good education

Akershus University Hospital HF will strengthen the collaborative relationship with the educational institutions in order to influence the content and organization of the education based on the needs of patients, students and staff.

- The company has sufficient and good cooperation arenas with all relevant parties educational institutions and user representatives.
- The company works purposefully to influence existing educations or create new ones education based on identified competence needs.
- The company must, in collaboration with the educational institutions, develop good methods for the evaluation of the educations, the practical studies and the students.
- The company establishes combined positions that strengthen cooperation and quality in practice.
- The company offers accommodation arrangements for employees at educational institutions who wish to be up-to-date and consistent with clinical practice.
- The company is visible as an outstanding learning arena for the education of future healthcare workers.
- The company clarifies the need for competence in diversity, equality and migration health in all educations.

4 Strengthened education and university function

Akershus University Hospital HF will strengthen its function as a university hospital through targeted investment in further development of good educational courses, education of its own employees and knowledge-based practice.

- The company facilitates clinic-based education and research.
- The company recruits and trains employees with an interest in and ability to develop knowledge, research and dissemination.
- The company establishes joint research and development projects together with the educational institutions.
- Students are involved in R&D work during the practical studies.
- New knowledge from research must be integrated more quickly in education and in practice.
- The company facilitates academic courses and creates research functions/- positions for all professions.
- The company is increasing the number of employees with master's and doctoral degrees.
- The company highlights and credits educational and research activity.