



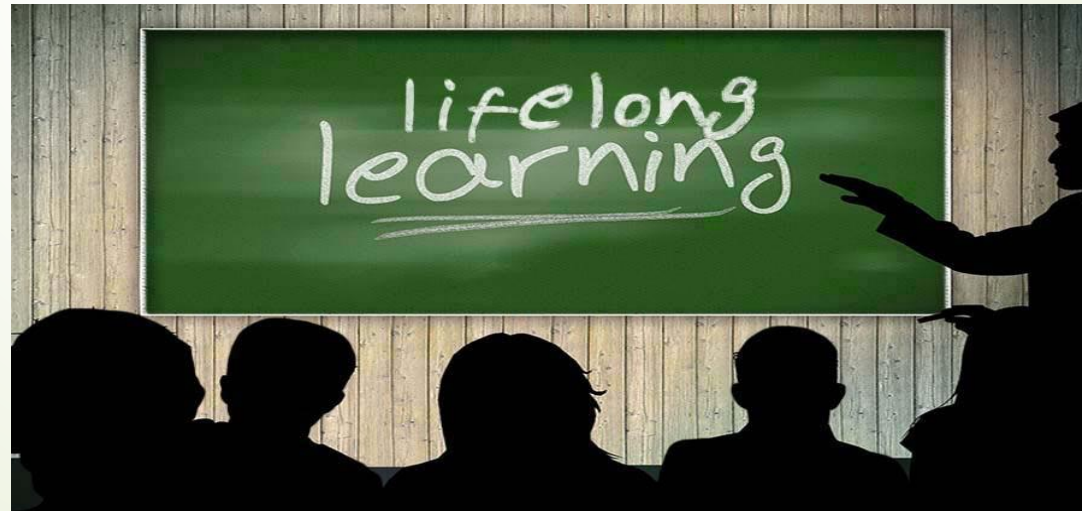
# **Continuing Professional Development in Times of Transition: Effective Supervision in Social Care Competencies & CORU**

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# Welcome!

- Social Care Practitioner
- Social Care Educator
- Pracademic
- Researcher



# What to Expect

- **About the Research**
- **Findings & Discussion**
- **Recommendations**
- **Questions**



# About the Research Process

- **Aims**
- **Timeline**
- **Literature Review**
- **Methodology**
- **Data Collection**
- **Data Analysis**



# Findings & Discussion

## Professionalisation- The Holy Grail?

- ▶ **CORU-** *“ it’s going to be really interesting when the register opens in 2023, what's going to emerge then and how many people are going to register. And I think we learn a lot from that, in terms of the value that people place on the actual, I suppose, the protected title of social care worker” (A1)*
- ▶ **Standards of Proficiency-** *“the whole question of quality assurance when it comes to standards of proficiency; so my view of how a student might’ve achieved a standard can be very different from maybe somebody else. And despite having that consistent framework, it’s still not kind of fully clear” (A1)*
- ▶ **Supervision-** *““I think about my time in practice and the change, if I was told tomorrow that now I had to do this piece of work and no extra pay and probably no extra time, I mean, that’s a big ask, and that’s what’s happening, you know? (A3)*

# Findings and Discussion (cont.)

- **Social Care Organisations-** *“If the culture is strong you don’t have to beat people over the head to convince them of something, you know, it’s the difference between... it’s the difference between you knowing what you do and why you do it. If you’ve got your ‘why’ right, the ‘what’ is easy”* (PE4)
- **Placements-** *“I think it very much depends on the culture of the organisation”* (A2)
- **Practice Educators-** *“Whilst respondents feel they have the expertise to supervise, more tangible resources are lacking, particularly what is required most to supervise effectively, time”*

**Key Findings: Understanding, motivation, culture and resources**





# Recommendations

## **CORU**

- ▶ Active engagement, “boots on the ground”
- ▶ Review clarity of Standards of Proficiency for ease of use
- ▶ Define role of practice educators/supervisors in terms of suitability based on experience, time in practice, suitability to the role
- ▶ Explicitly define training in supervision in professional practice as a mandatory element
- ▶ Introduce a Mentor Programme for new supervisors as a support system



# Recommendations

## Academic Institutions

- ▶ Implement an ongoing support network for Practice Educators, to create a community of practice for supervisors to engage with
- ▶ Introduce Practice Educator refresher training to ensure the role is maintained to a standard of practice that meets the Academic Institution requirements for student placements
- ▶ Introduce pre-placement training modules specific to the various Social Care types of service, to ensure student are fully aware of what they can expect to experience
- ▶ Introduce mandatory Manual Handling training for all students prior to placement





# Recommendations

## **Social Care Agencies**

- Update student placement policies in line with Coru requirements, including the role of the Practice Educator, the parameters for student involvement, induction for the student, and a role description for the student
- Prioritise protected time and resources for the role of the Practice Educator to be completed effectively.
- Review Social Care Workers job descriptions to include the fundamental features of the Coru Code of Conduct and Ethics.
- Review Supervision policies to include core elements of the Code of Conduct and Ethics
- Provide training in Professional Supervision for all supervisors and staff, to create a culture and understanding of its purpose and value.
- Develop an awareness of Continuous Professional Development requirements for all Social Care staff and provide opportunities for this to be completed and maintained.



# Recommendations

## **Social Care Practitioners**

- ▶ Actively engage with Coru and Social Care Ireland to obtain relevant, factual information relating to the registration
- ▶ Obtain relevant information relating to Continuous Professional Development and what this involves to be an effective practitioner
- ▶ Engage with reflective practice models as part of the Social Care practice process, and recognise its role as a practitioner and supervisor
- ▶ Be aware of what is involved in supporting students on placement to become effective social care practitioners
- ▶ Recognise and seek effective professional supervision



# Questions?

- ▶ Get in touch-
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  - ▶ Thanks so much for attending!
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