Upskilling Group Proposed Next Steps

At the Upskilling Group meeting on 04 July, you kindly provided suggestions as to what the next steps could be in relation to this work programme.

Three possible task and finish (T&F) groups are proposed to help take this work forward. These T&F groups are derived from your suggestions (Appendix 1) and considering the remit of each of the other FNOB sub-groups.

Some of the suggestions made may possibly sit more appropriately with the other subgroups of the FNOB. If you recall, the groups of the FNOB are:

1. Raising awareness of the NMC Future Nurse standards
2. Upskilling the existing workforce to support learners in practice
3. Developing the learning environment capacity
4. Managing the transition of delivery of nursing programmes

Proposed work programme task and finish groups

Task and finish groups

1. **Stakeholder priorities**

   Continue to seek information from a wide range of stakeholders – that is, all people that will be impacted by the NMC standards of proficiency. This will include social care. For example, contacting Directors of Nursing/Lead nurses of large Care Home groups. Engaging with stakeholder identify priorities.

2. **Identifying good practice**

   To include upskilling for clinical knowledge and skills (NMC proficiencies) as well as supervision and assessment. Identifying resources, potential for sharing, further development required to any products. The group could collect case studies which include the approaches used and outcomes that other care providers/colleagues might find helpful. How to signpost these resources.

3. **Readiness Assessment resource**

   Identify any current resource or one that could be further developed and amenable to supporting care providers in their preparedness. This resource may be in the form of an electronic algorithm tool.

Thank you, Agnes Hibbert
Appendix 1: Upskilling Group Suggested next steps

Join the dots for existing resources, increase awareness and visibility. What is already out there – share widely
How can we use our networks to signpost to existing resources, e.g. RCN and NMC
Use NMC proficiencies as a tool to identify skills gaps in current scope of practice
Find a way to promote existing good practice, e.g. using NMC proficiencies as training needs analysis to map skills gaps
Relationships between HEI and partner organisations is key HEE workings is sometimes a barrier to this

What do the changes mean to our workforce simply written
Core information in different ways for different audiences

What we need to do by when?
Give information for each stakeholder
Signpost guide resource

<table>
<thead>
<tr>
<th>Proficiencies</th>
<th>Better, Safer care</th>
<th>Scope of practice</th>
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<tbody>
<tr>
<td>Code</td>
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<td>Revalidation</td>
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Get on and do something
Acknowledge that leads already achieved/being done
Resources to support models to support models – guide people to sue current ‘context’ more effectively
Keeping people to work ‘better’, ‘smarter’
Creating a climate where we share more – amongst practice organisations
Capturing key messages
Scoping of what has already been done
What tools packages have already been developed to “teach” assessment, supervision, that we can learn from, e.g. how to give constructive feedback
Core information in different ways for different audiences