Implementation of a **Multidisciplinary Allied Health Training Program**
Centred on Student & Intern Supervision

Background: A needs analysis was conducted across 22 Allied Health professions at The Royal Children's Hospital (RCH) Melbourne to determine areas of educational interest and gaps in staff knowledge and skills. This analysis led to creation of a multidisciplinary training program which centred on upskilling Allied Health clinicians in the supervision of students and interns. A secondary aim of this program was to foster an interprofessional learning environment, build professional relationships and enhance collaboration across the Allied Health Therapy and Science professions at RCH.

This program was implemented over a 7 month period and comprised 11 workshops (45 minutes each) which were each repeated 4 times on average. The workshops provided training in supervision principles, tools and concepts, as well as created opportunities for clinicians to learn with, from and about each other from an interprofessional viewpoint. Evaluation was completed by participants at the end of each workshop and at the conclusion of the entire program.

Participating Allied Health Groups

Nutrition & Dietetics
Prosthetics & Orthotics
Educational Play Therapy
Occupational Therapy
Early Childhood Intervention
Medical Imaging
Physiotherapy
Speech Pathology
Laboratories
Allied Health Assistants

Pharmacy
Orthoptics
Music Therapy
Audiology
Social Work
Psychology
Neurophysiology

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"Understanding how departments function and run their supervision programs"

"Seeing various practical applications and methods of supervision"

"Great seeing various practical applications & methods of supervision"

"Practical examples excellent and sharing amongst the group"

"It was really good to participate in training with other Allied Health colleagues present"

"Great opportunity to learn new skills & strategies within a group of different Allied Health professionals"

"I would recommend this program to co-workers"

- Feedback from Allied Health clinicians who participated in the program

Outcomes of this Program:
A total of 280 Allied Health clinicians representing 17 Allied Health professions participated in this training program.

The primary objective for participants was to develop the knowledge and skills required when supervising students and interns undertaking clinical placements. When participants were asked whether what they had learned would help in their future supervision of students/interns, an average rating of 8.3/10 was achieved. Similarly, an average rating of 8.7/10 was achieved when participants were asked whether they would recommend this program to their co-workers.

A range of additional outcomes and achievements were noted during implementation of this new program, including:
- ✓ Shared training opportunities across professions
- ✓ Greater understanding of different professions
- ✓ Interprofessional communication and collaboration
- ✓ Learning how individuals and teams can work better together
- ✓ Sharing ideas, tools, templates & other resources
- ✓ Creating new contacts and building relationships across the organisation

Like to know more? Get in touch!

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Tips for Undertaking New Programs

👉 Trying to decide what program to run? Conduct a needs analysis first

👉 Engage key stakeholders during program development & design

👉 Seek continual feedback throughout the planning, delivery & evaluation stages

👉 Offer repeat sessions across a variety of days & times to maximise staff access

👉 Work with managers & leaders to encourage & support staff engagement

👉 Keep it short & sharp. Provide practical information & use relevant examples

👉 Evaluate as you go. Be responsive & flexible with changes 'on the fly'

👉 Promote regularly through multiple channels (flyers, emails, meetings, forums, huddles)

Workshop Topics & Themes

- ✓ Qualities of effective supervisors
- ✓ Establishing clear expectations
- ✓ Successful & efficient feedback
- ✓ Balancing workloads
- ✓ Fostering clinical reasoning
- ✓ Where does the problem really lie? Identifying issues & managing complex situations
- ✓ Supporting 'struggling students & implementing strategies
- ✓ Peer learning models
- ✓ Interprofessional learning