



The Royal College of Nursing and RCNi Education, Learning and Development Strategy 2021-2024

CORPORATE



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Published by the Royal College of Nursing, 20 Cavendish Square, London W1G 0RN

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Contents

Introduction	4
Our aims and values	5
Our strategic aims	6
Collaborative change.....	7
RCN transformational model.....	8
The delivery.....	9
Your feedback.....	11

Introduction

The Royal College of Nursing (RCN) has a long history of supporting nurses through their Continuous Professional Development (CPD) requirements. Education, Learning and Development (ELD) has always been at the heart of the RCN's work, recognising that formal and informal ELD/CPD is undertaken in a variety of contexts and settings.

This Education, Learning and Development Strategy meets our Royal Charter mandate of 'promote the science and art of nursing and education and training in the profession of nursing'.

At the heart of our strategy is a culture of lifelong learning, based on collaboration with our members, representing a diversity of perspectives encouraged in all we do, where the views and beliefs of others are respected.

This strategy has been developed through an extensive consultation process involving members and stakeholders from across the four countries of the UK. Through this publication, we present the aims, values and priorities outlined in the strategy.

Transforming culture together

Continuing professional development and lifelong learning (LLL) are essential for the entire health and social care workforce system. This includes students, trainees, health and social care support workers, nursing associates, nurses and midwives.

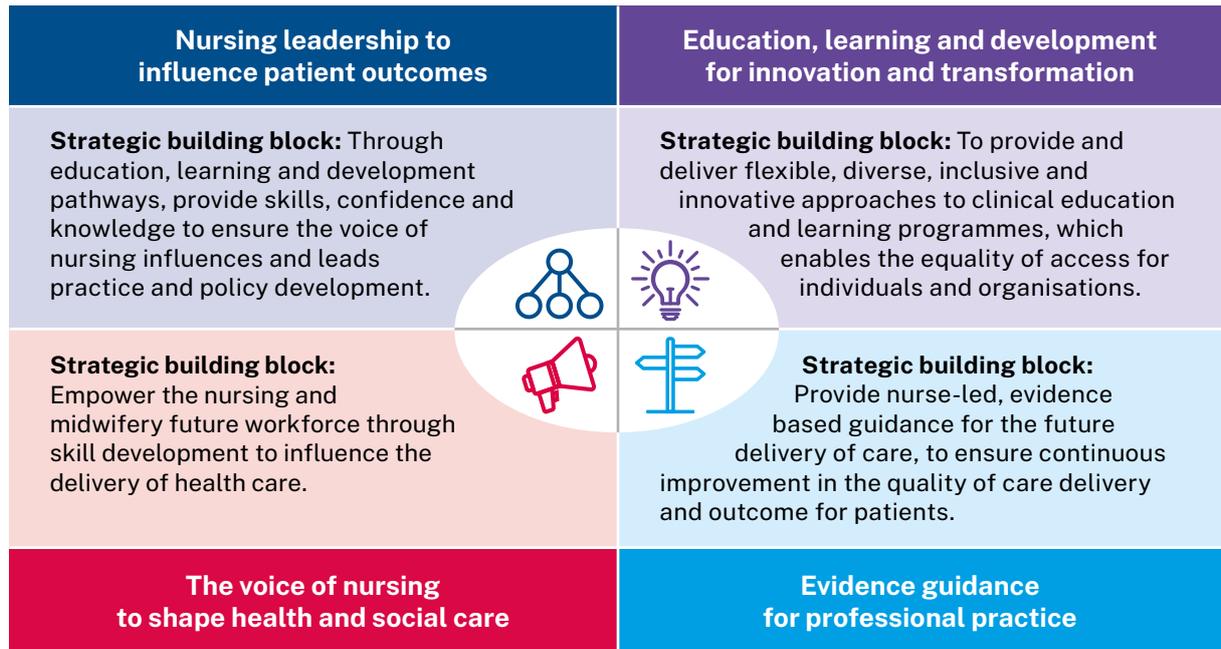
We will provide education, learning and development resources for the workforce, every step of the way throughout their working lives and beyond, enabling progressive career support and learning to ensure each day is seen as a learning day for every member.

We will develop an RCN and RCNi directory of evidence-based education, learning and development activities to empower the whole health and social care workforce to influence and embed a learning culture within health care delivery.

Our aim and values

Our aim

To provide leadership and influence across the entire UK health and social care workforce, through the provision of high-quality education, learning and development.



Our values

Value 1: Nursing leadership to influence patient outcomes

We will provide evidence-based ELD to develop and facilitate present and future knowledge and skills of the workforce to positively influence patient experiences and outcomes.

Value 2: ELD for innovation and transformation

We will provide access to quality assured, accredited ELD through differing methods to support CPD and LLL, widening participation and promoting innovation in best practice that improves patient care and outcomes.

Value 3: Evidence based guidance for professional practice

We will increase the recognition of the RCN as the organisation leading nurses and the health and care workforce with ELD, research and evidence-based guidance; providing the public with continued confidence in nurses and nursing delivery of safe and effective person-centred care.

Value 4: Using the voice of nursing to shape health and social care

Our ELD offer will empower nurses and nursing to lead the delivery of health and social care, through enhanced effectiveness of practice and innovation.

Our strategic aims

Strategic aim

The RCN ELD officer will enable the development of a competent and capable workforce, influencing, leading, and delivering person-centred safe and effective health and social care. The RCN ELD strategy supports the growth, recruitment and retention of the entire workforce.

1 We will provide professional leadership, education, personal development, clinical and research opportunities that enable the nursing workforce, throughout their career across health and social care, to have a positive impact on patient care, safety, experience and evidence-based outcomes.

2 We will develop an RCN education centre of excellence, utilising innovative delivery platforms through face to face, blended, online, virtual, digital, work and practice-based learning methods, to enable ease and equity of access to resources.

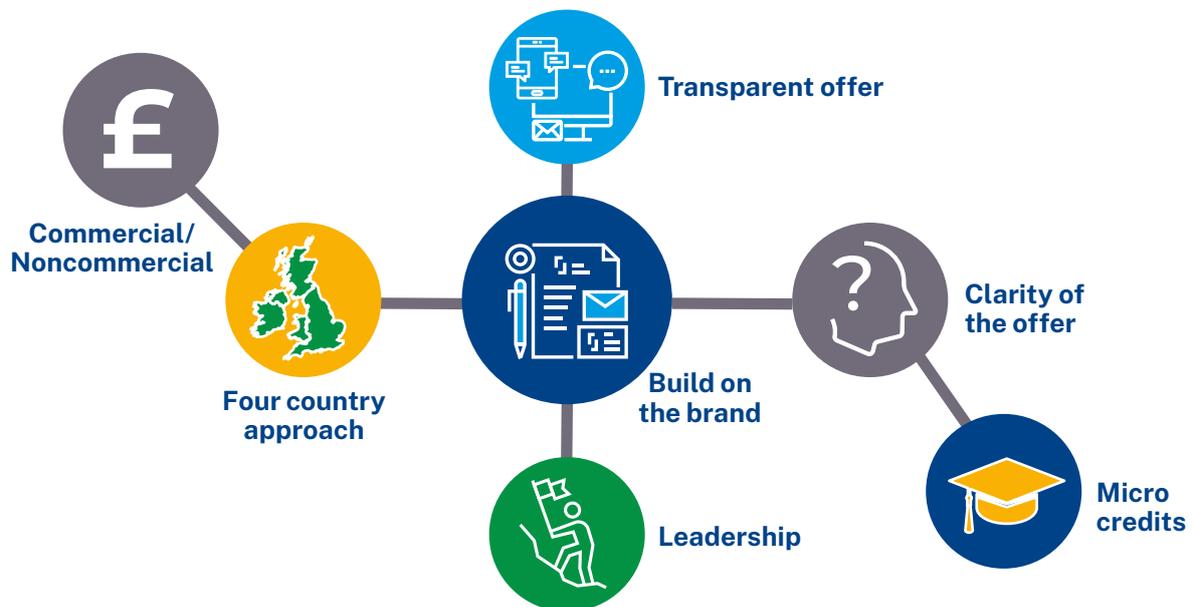
3 We will assure the quality, effectiveness and benefits realisation of ELD resources and events which provide Continuing Professional Development (CPD) and Lifelong Learning (LLL) opportunities for the whole nursing workforce.

4 We will collaborate with academics and researchers, Universities and Colleges, executive nurses and clinical leaders, Trade Unions, members of the public and stakeholders from all health and social care sectors, to advance the professional development and support of the nursing workforce through ELD.

Collaborative change

An extensive and detailed engagement exercise with members, RCN Group staff and stakeholders was carried out during 2020-21 to create the RCN ELD strategy. The engagement responses demonstrated requirements for a diverse range of education and learning offerings to support the nursing workforce throughout their careers.

Member and stakeholder engagement

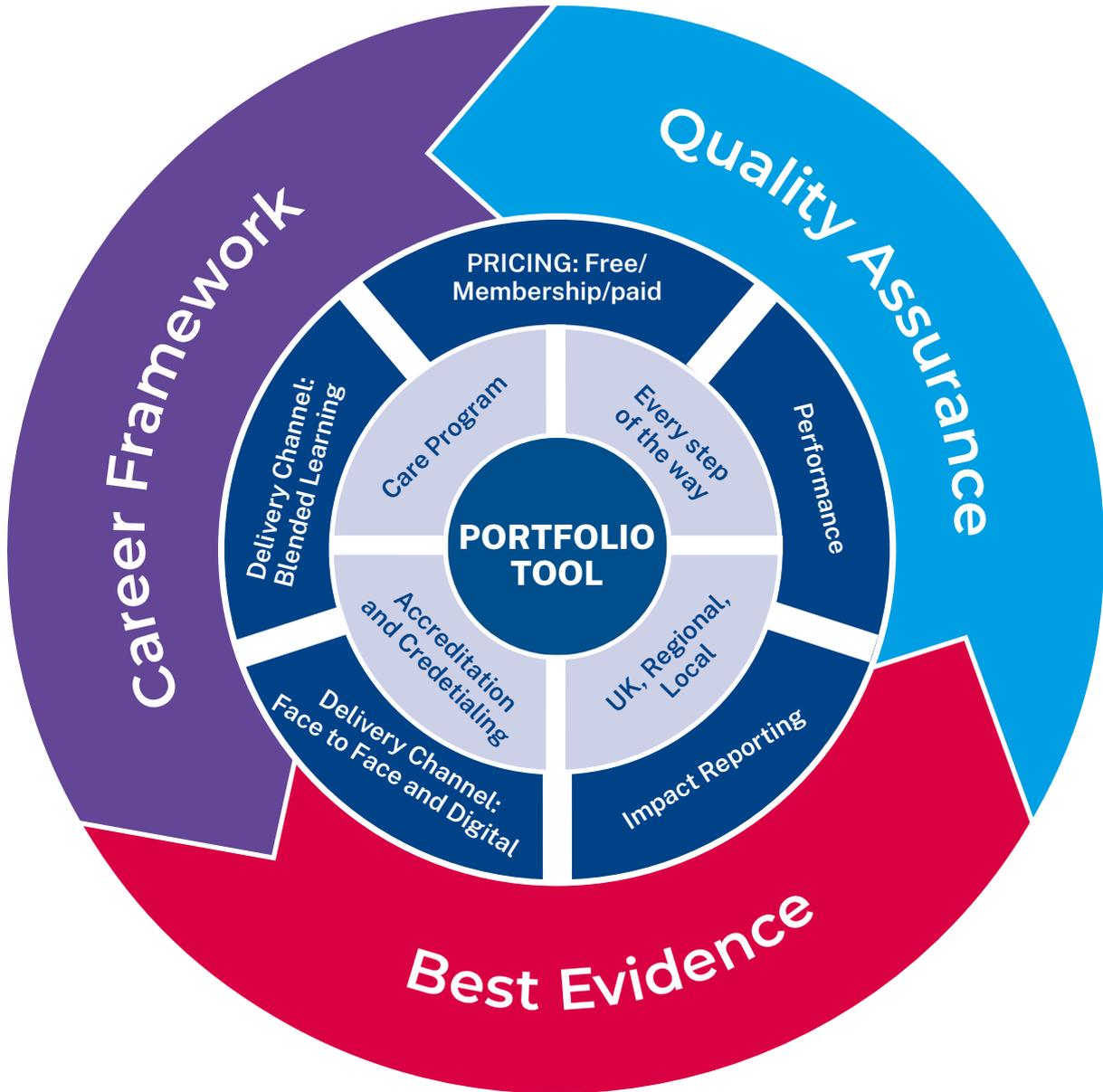


The ELD strategy was developed as a collaborative approach across the UK. Working with members, practice and education stakeholders and institutions will enable the integration of learning and scholarly inquiry through the setting of standards of care and learning with inquiry and innovation.

The RCN will lead an approach to developing a learning culture, through collaboration with practice, independent education deliverers and institutions accrediting and endorsing the use of innovative approaches to delivery and clinical supervision.

RCN transformation model

The RCN ELD strategy will be an education enabler for the entire health and social care workforce, throughout their careers. We aim to provide a diverse range of products and services to appeal to a wide range of customers and users; developing partnerships and collaborative agreements with appropriate organisations to complement our own materials.



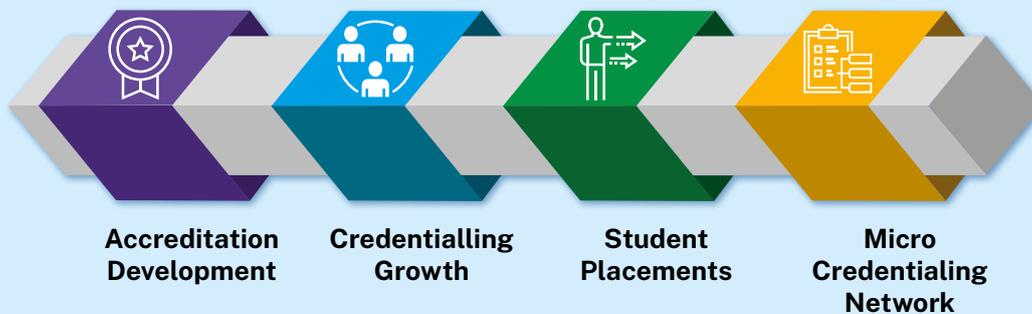
The delivery

The ELD strategy will enable the embedding of a learning culture through the recognition of CPD and LLL as essential for the entire nursing workforce, across the whole health and social care system. We will provide ELD resources 'every step of the way' throughout their career, to ensure each day is seen as a learning day for every member.

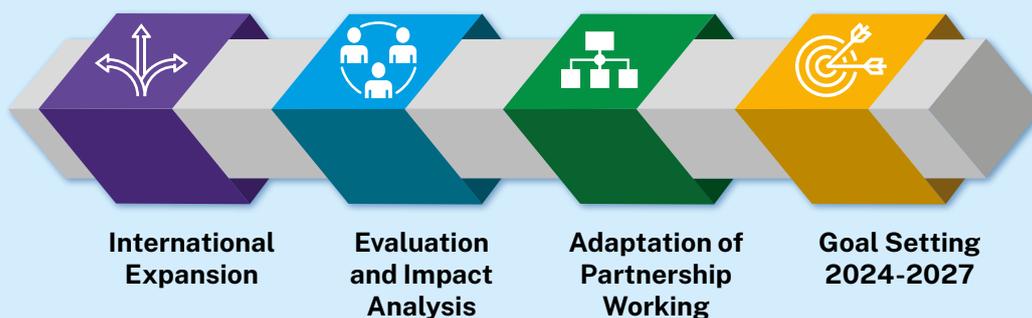
Delivering the RCN/RCNi ELD Strategy 2021



Delivering the RCN/RCNi ELD Strategy 2022



Delivering the RCN/RCNi ELD Strategy 2023



Member benefits will include:

Free Education, Learning and Development to all:

- evidence-based guidelines
- taster modules for online learning
- web based clinical and professional development
- bite sized learning
- clinical modules
- e-portfolio.

Member benefit:

- regional and country specific learning events
- best evidence access
- library and archives
- advice and guidance
- forum membership
- membership support networks
- representative training.

Paid for Education, Learning and Development:

- Leadership and Cultural Ambassador courses
- Infection Prevention Control course
- online accredited learning
- specialist content
- in-depth or highly functional content e.g. RCNi learning
- specialist or forum events
- sponsored or funded content/events.

Your feedback

This strategy has been developed through an extensive consultation process involving members and partners from across the four countries of the UK.

Four clear themes were developed to set the direction of the strategy:

1. The RCN and RCNi brand is extremely strong; a platform to build a centre of excellence for education, learning and development.
2. There is a need for a transparent ELD membership offer which is clearly identifiable and mapped to a portfolio supporting career development, every step of the way. This will include free and paid for/commercial elements.
3. There is a need for a flexible approach across the UK recognising existing areas of ELD excellence in the countries and regions. The strategy must take into account the differing commissioning mechanisms across the UK and align with offers in the devolved nations.
4. The future development of a micro credits framework would enable the RCN to establish a currency which supported education and learning, opening up routes into career development.

The emphasis through consultation and engagement was on collaboration and our role as a Royal College in setting standards for education, learning and development within the profession. We will facilitate continued engagement over the next three years.

The strategy will develop over time and information about these developments can be found on the dedicated webpage: rcn.org.uk/professional-development/education-learning-and-development-strategy

RCN quality assurance

Publication

This publication is part of the RCN and RCNi Education, Learning and Development Strategy 2021-2024, and includes underpinning evidence in the development and enhancement of the RCN Quality Assurance Framework.

Description

One of four publications of the RCN and RCNi Education, Learning and Development Strategy 2021-2024, exploring the participant journey policies.

Publication date: May 2021 Review date: May 2023

The Nine Quality Standards

This publication has met the nine quality standards of the quality framework for RCN professional publications. For more information, or to request further details on how the nine quality standards have been met in relation to this particular professional publication, please contact publications.feedback@rcn.org.uk

Evaluation

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Published by the Royal College of Nursing
20 Cavendish Square
London
W1G 0RN

020 7409 3333
rcn.org.uk

June 2021
Review date: May 2023
Publication code: 009 776

