

Learning & Development Portal for NIPEC

Background

NIPEC is The Northern Ireland Practice and Education Council for Nursing and Midwifery. It aims to improve the quality of health and care provided by nurses and midwives in Northern Ireland by supporting their practice, education and performance.

Challenge

NIPEC asked us to develop a learning portal to support nursing and midwifery professionals and students in Northern Ireland with their professional development and reflective practice.

NIPEC had very clear ideas about what they expected from us. They wanted us to create a learning website that would benefit their users in a practical sense by allowing them to:

- take charge of their lifelong learning and career development; and
- help them plan for the future they want.

It was our job to transform this vision into a fully functional learning portal that would be of real benefit to nurses and midwives.

Clients Say:

“They professionally facilitate and guide you on the journey of transforming your ideas/specification into reality and then deliver what you require on time and within budget.”

Frances McMurray, Chief Executive, NIPEC



Solution

Our project team worked closely with NIPEC to identify exactly what they wanted from their learning portal. We suggested a few additional features to provide the best service to users. We finally agreed that the website should be confidential and allow users to:

- keep a record of their ongoing professional development;
- benchmark themselves using the NIPEC competency profile;
- develop a personal development plan;
- career plan; and
- prepare for job interviews.

Our NIPEC Development Framework website is password protected and completely confidential for users. Users have their own unique profile and can access a development toolkit that includes:

- **Portfolio;**
- **Competency Profile;**
- **Learning Activities;**
- **Career Planning;** and
- **New Roles.**

Portfolio

This allows users to record information about their career and learning and development activities to date. It also gives them an opportunity to reflect on what they have learned through planned learning activities and through day to day experiences. This information helps users prepare for appraisals, reviews and interviews.

Competency Profile

This tool allows users to consider how well they do their job and identify areas they need to focus on for development. Users benchmark themselves against the NIPEC competency profile.

Learning Activities

Users can choose from a range of learning activities that will help them meet their development needs. This section also contains practical advice on learning styles, techniques and strategies.

Career Planning

This tool is designed to help users think about their career development in either their current job or future jobs. It helps them:

- identify the elements of their job that they do best;
- learn more about themselves and the types of jobs suited to their personality;
- explore career directions of interest to them; and
- learn about completing application forms and preparing for interview.

New Roles

This contains tools and guidance to help users and their managers develop new job roles or change existing roles significantly.

Portfolio



Outcomes

NIPEC is better able to support nurses and midwives' practice, education and performance.

Nurses and midwives now have access to a learning and development tool that makes it easier for them to plan their personal and professional development from student right into their professional career.

It is easier for nurses and midwives to identify in which areas they need more training and development, and find learning opportunities to bridge skills gaps.

We are also in the process of training NIPEC staff in how to develop their own e-learning resources for the portal.

board... target ... demand... track...

Want to find out more?

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line