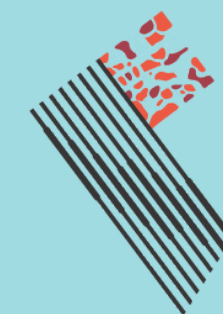


Education Strategy 2023-2026

Randwick Health & Innovation Precinct

E D U C A T I O N W O R K I N G G R O U P



RANDWICK HEALTH &
INNOVATION PRECINCT

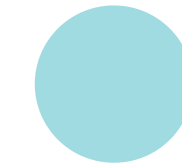
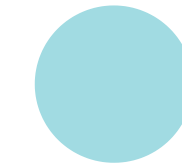
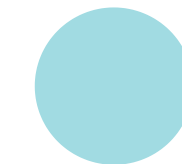
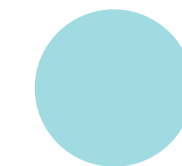
The future of lifelong health

CONTEXT

The Education Working Group(EWG) was first established in 2019, one of ten key operational working groups established to execute the RHIP Strategy. Since then, the Education community has mobilised around the Precinct strategic priority in support of Education Excellence. The Education Strategy has been developed to align projects and reassess the resourcing and governance in support of operational implementation.

The RHIP Education Strategy brings together our shared vision of education. It will drive the creative, responsive and innovative educational practices that RHIP implements in support of the staff, students and community experience. By harnessing our collective educational strengths, RHIP will continue to grow and be a destination for world-class education.

The RHIP Education strategy is aligned with the Randwick Health and Innovation Precinct Strategy 2021-2023. This alignment will contribute to the success of RHIP Education Strategy and align with the RHIP and Precinct Partner strategies.



INTRODUCTION

The Education Working Group (EWG) has been working together to build collaborative, sustainable cross institutional partnerships and move away from the traditional siloed approach to education.

This Education Strategy has been co-designed through these partnerships and tailored to align with the unique needs of the Randwick Precinct.

The EWG undertook a large scale Training Needs Analysis (TNA) in 2019/2020. It has identified a strong Precinct wide educational focus and will set the Education Strategy up for success. Due to the scale and depth of the TNA, this information is sufficient to drive the RHIP Education Strategy 2023-2026

With a strong focus on educational leadership and governance, this Education Strategy seeks to achieve excellence in health and education partnerships, enhanced student and staff experience and drive an innovative educational culture for the long term success of the Precinct.



40% of jobs in the Randwick Local Government area are in Health & Education



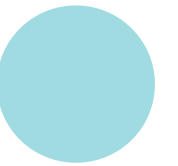
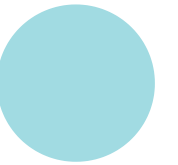
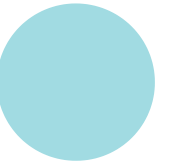
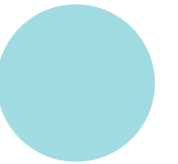
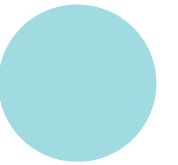
3 major teaching hospitals



58,000+ students

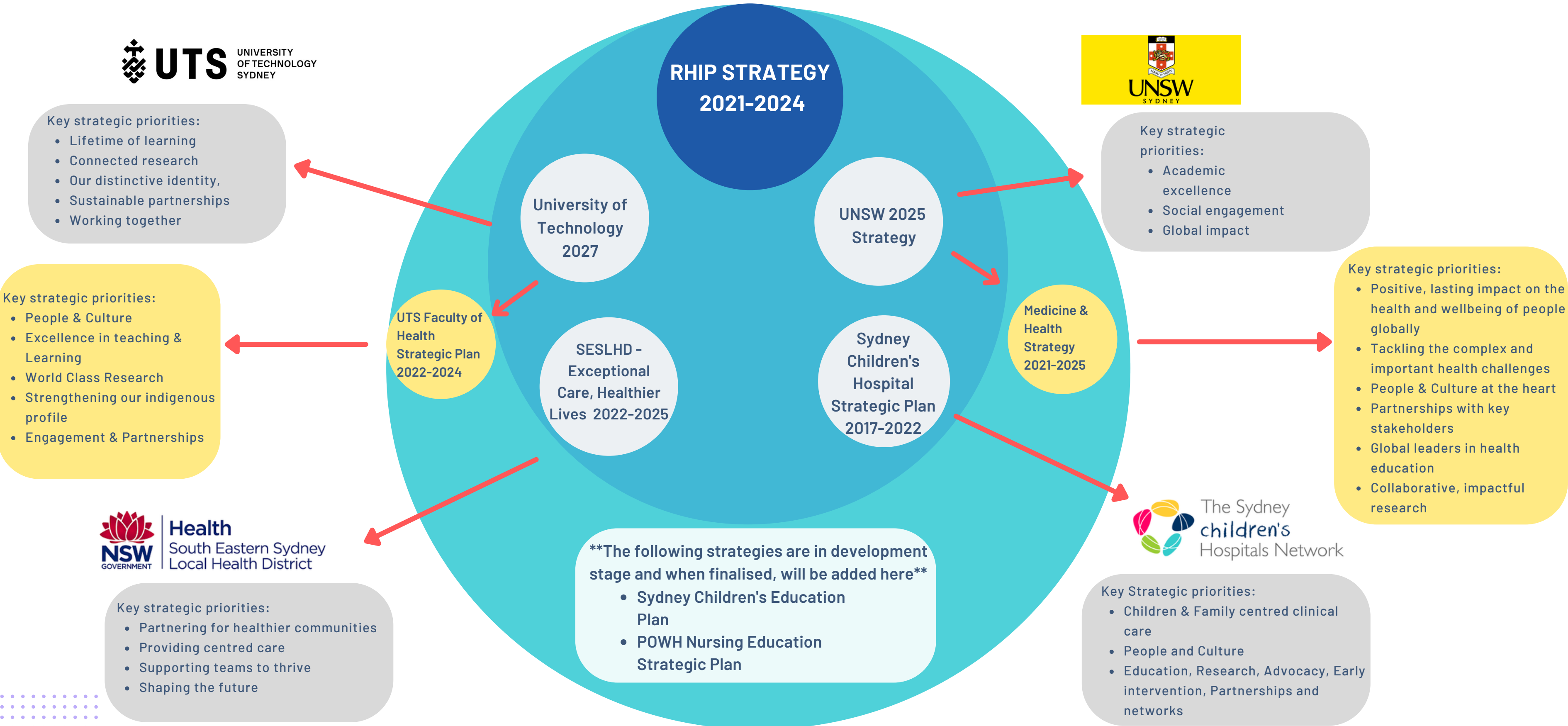


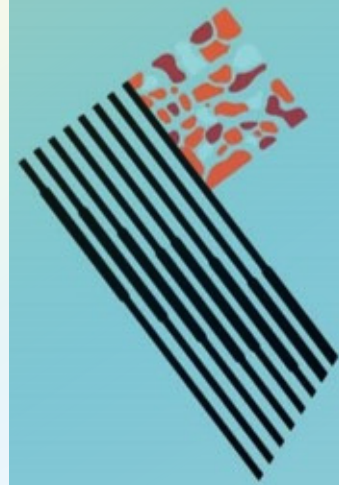
22,000 Precinct campus workforce



STRATEGIC ALIGNMENT

The RHIP Education Strategy will build on existing strategies within the Precinct for a successful, sustainable and committed education collaboration. It will scale, share and leverage existing educational strengths to become a leader in multi-disciplinary health & education approaches.





Vision

'To integrate the expertise and strength of the precinct to collaboratively and innovatively educate and develop our people using evidence based strategies & approaches.'

Principles



Support a continuous learning culture through lifelong learning



Technology enabled approaches to innovative healthcare education



Developing an adaptable & flexible future healthcare workforce



Local and global partnerships that enhance collaboration across the full education cycle



Strengthen educational collaboration with Patients and their Carers



Attract and retain the best people through transformational career pathways



Evidence based strategies & pedagogies that drive contemporary multi-disciplinary education



Actively promote student and staff engagement

Impact

'A mindset change from a siloed educational approach to a unified Precinct vision that further enhances student, staff & ¹ patient experience and outcomes.'

EDUCATION STRATEGY 2023-2026 ON A PAGE

Our Vision
To integrate the expertise and strength of the precinct to collaboratively and innovatively educate and develop our people using evidence based strategies & approaches

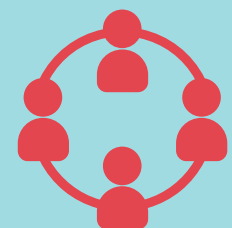
Impact
'A mindset change from a siloed educational approach to a unified Precinct vision that further enhances student, staff & patient experience and outcomes'

Our Strategy is based on three priorities:


1. A leader of Health & Education Partnerships



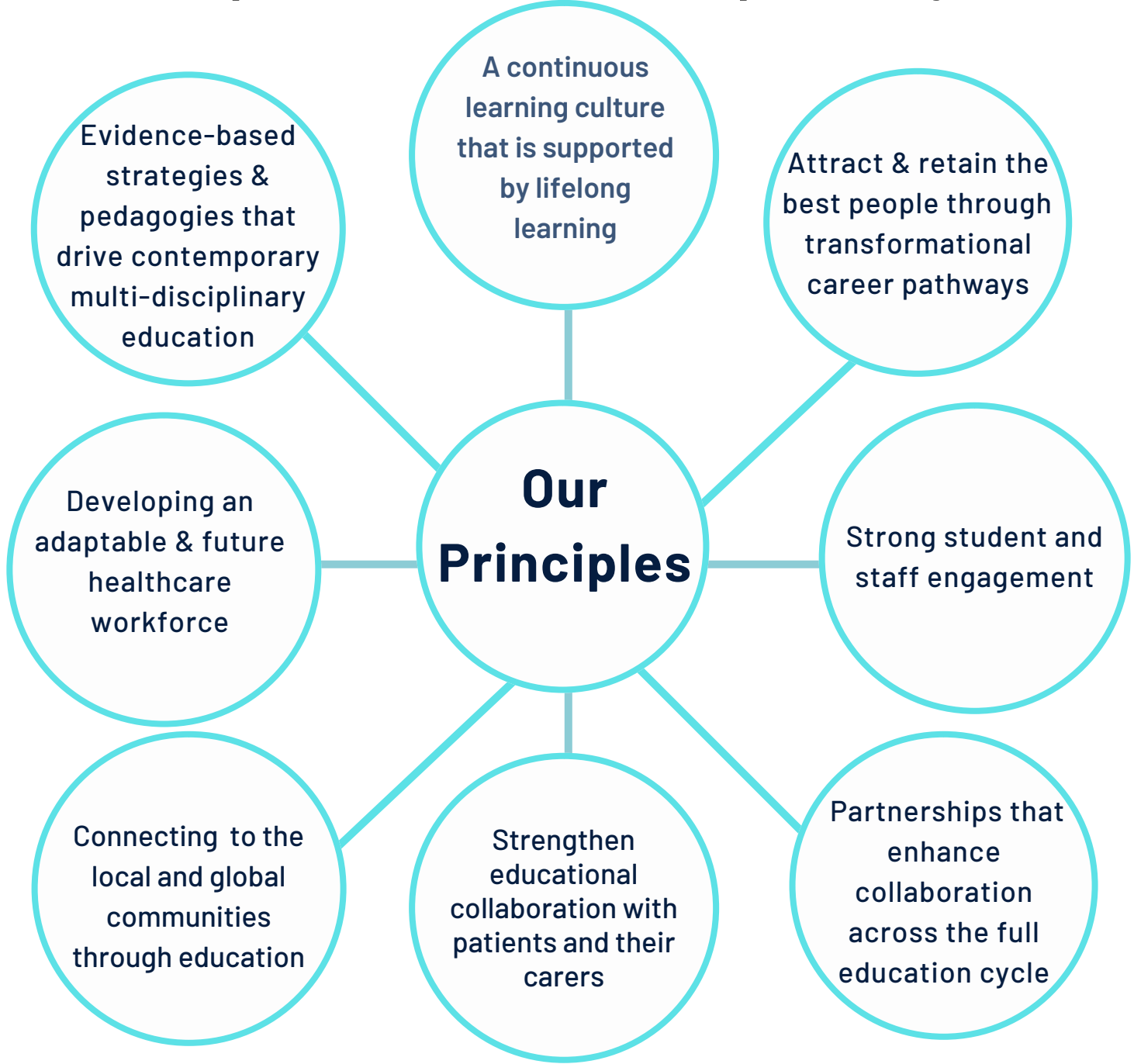
2. Enhanced Student and Staff experience



3. Driving an Innovative Educational Culture



Our priorities will be underpinned by:



Achieving the following outcomes:

-  RHIP as a destination for multi-disciplinary Educational Excellence
-  Genuine partnerships that drive Precinct Education
-  Dynamic educational pathways & career opportunities that attract & retain our people
-  Positive patient & carer experiences & outcomes through the delivery of safe, quality care
-  An inclusive, supportive & collaborative student educational environment
-  Linkages that support lifelong learning
-  Flexible, innovative, digitally enabled learning environments

Enabled by people, places, educational brand reputation & leading edge technology

1 In this strategy document the term 'patient' is used as an overarching term that includes 'client', 'healthcare consumer' and 'resident'.

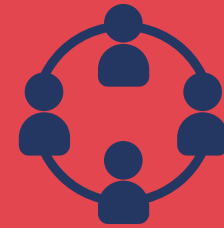
STRATEGIC PRIORITIES

Under the RHIP Strategic Priority Clinical Academic Excellence, Education Excellence was identified as a key theme. To execute this theme, three strategic deliverables have been identified in support of the Precinct Education implementation:



1. A leader in health and education partnerships

Collaborative approaches that enhance connections between health and education providers across the career trajectory.



2. Enhanced Student and Staff experience

Establish consistent evidence-based innovative educational practices, leveraging partners strengths to improve student and staff experience.







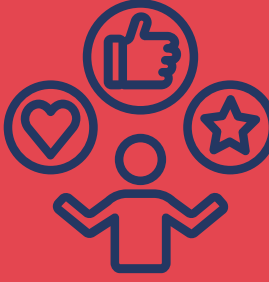

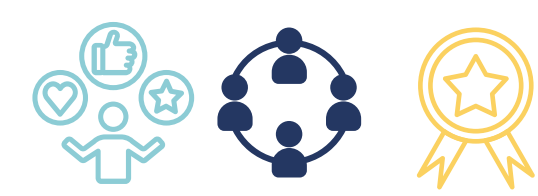

3. Driving an Innovative Educational Culture









Build an inclusive, collaborative educational community - People, platforms and places to foster innovative practices.

Enabled by people, places, educational brand reputation & leading edge technology



Priority	Objectives	Strategic Activities	Timeline	Resources	Impact
 <p>1. A leader in health & education partnerships</p> <p>Investment required: Collaboration + in-kind</p>	<p>1.1 A lifelong learning approach to skills & knowledge development and career progression across the health professional workforce occurring at undergraduate, postgraduate, vocational, healthcare professional</p>	<ul style="list-style-type: none"> • Increase work integrated learning opportunities through clinical placements & professional experience • Aligning educational offerings with clinical priorities & patient outcomes • Cross-institutional career pathways for students and graduates 	<p>Q1 Jan- Mar 2023 & ongoing</p>	<ul style="list-style-type: none"> • ClinConnect data • Cross institutional career pathway development • Partnerships between universities hospitals to support clinical placements • Precinct Sub working group 	<p>Lifelong, cross-institutional opportunities for education, work integrated learning and career pathways</p> 
	<p>1.2 Drive the future direction of Precinct Education that is evidence based, high quality, multi-disciplinary and collaborative</p>	<ul style="list-style-type: none"> • Re-set Education Working Group • Develop Education Strategy 2022-2025 • Finalisation of the Training needs analysis • Governance cycle for Education Strategy • Launch of Education Strategy 2022-2025 	<p>Q4 Oct- Dec 2022</p>	<ul style="list-style-type: none"> • Education Strategy • TNA report finalisation • Agreement on resources • Precinct Resource needs analysis • Systems & Processes support 	<p>RHIP as leader in health and education partnerships and is a key destination for students & healthcare professionals</p> 
	<p>1.3 Continue to strengthen cross institutional educational & health partnerships that are sustainable and effective</p>	<ul style="list-style-type: none"> • Re-set Precinct Educational Governance • Seek & develop new partnerships with health & education providers 	<p>Q4 Oct-Dec & ongoing</p>	<ul style="list-style-type: none"> • Educational Strategy 2023-2036 • Time investment to develop relationships • Shared educational resources 	<p>Strong partnerships across RHIP that lead Precinct best practice in Education</p> 

Priority	Objectives	Strategic activities	Timeline	Resources	Impact
 <p>2. Enhanced Student and Staff experience</p> <p>Investment required: Collaboration + in-kind</p>	<p>2.1 Create a person-centred culture and individualised approach to learning</p>	<ul style="list-style-type: none"> • Creative, responsive and innovative educational practices that support staff & students • Engagement with the Randwick Health Innovation Precinct (RHIP) Early Career reference group • Strengthen patient and carer collaboration through educational co-design. 	<p>Q1 Jan- Mar 2023 & ongoing</p>	<ul style="list-style-type: none"> • Education Strategy 2023-2026 • Regular engagement with RHIP Early career reference group • Sourcing patient and carer representatives 	<p>High-quality education and healthcare delivery that contributes to better patient outcomes and experiences for students, staff, patients and families</p> 
	<p>2.2 A bespoke model of interprofessional education at RHIP - the Randwick Interprofessional Education Model (RIPE)</p>	<ul style="list-style-type: none"> • RIPE model and framework finalisation • Pilot project 1 - Student IPE • Pilot project 2 - New Graduate IPE • Pilot Project 3 - Healthcare professional IPE 	<p>Q4 Oct - Dec 2022</p> <p>Q1 Jan- Mar 2023</p> <p>Q2 Apr-June 2023</p>	<ul style="list-style-type: none"> • RIPE Model • IPE facilitators • IPE content • Available learning environments • Educational scheduling for all groups • IPE certificates • IPE evaluation model 	<p>A well-established IPE Model across RHIP that demonstrates collaborative practice and leads to improved patient outcomes.</p> 
	<p>2.3 Develop successful & rewarding careers</p>	<ul style="list-style-type: none"> • Develop graduates that are ready to join and participate in the workplace • Develop professional educational pathways for healthcare professionals across the career continuum 	<p>Q1 Jan- Mar & ongoing</p>	<ul style="list-style-type: none"> • Education Strategy 2023-2026 • Cross institutional career pathways • RHIP educational brand reputation 	<p>A 'work-ready' workforce that can transition from student to healthcare professional within the Precinct</p> 

Priority	Objectives	Strategic activities	Timeline	Resources	Impact
 <p>3. Driving an Innovative Educational Culture</p>	<p>3.1 Bring like-minded people together to foster collaboration and trust that will promote best educational practice, generate new ideas and innovation</p>	<ul style="list-style-type: none"> • Establish Education Community of Practice • Establishment of Precinct Sub IPE working group 	<p>Q1 Jan-Mar 2023</p> <p>Q4 Oct-Dec 2022</p>	<ul style="list-style-type: none"> • Communication strategy • Administrative support • Nomination of Sub working group IPE members 	<p>A collaborative approach to Precinct education that makes partnerships key to educational approaches & environments</p> 
	<p>3.2 Develop RHIP as a multi-disciplinary learning hub that is responsive to emerging learning needs & robust evaluation processes</p>	<ul style="list-style-type: none"> • Develop sustainable, interprofessional, contemporary education opportunities • Develop an educational evaluation framework 	<p>Q4 Oct-Dec 2023</p>	<ul style="list-style-type: none"> • Cross-disciplinary educational pathways • Evaluation framework & researcher/project officer 	<p>Multi-disciplinary educational pathways that support students, staff and community</p>   
	<p>3.3 Link early schooling to higher education employment opportunities by strengthening relationships with other education providers</p>	<ul style="list-style-type: none"> • Collaborative partnerships through upward linkages that will integrate educational opportunities that support the full education cycle from early childhood to university. • Arts in Health Curriculum Pathways Project 	<p>Q4 Oct-Dec 2023</p>	<ul style="list-style-type: none"> • List of RHIP early school education facilities • Development of educational linkages/programs • Curriculum pathways 	<ul style="list-style-type: none"> • Upward linkages from early schooling to university • Arts & health programs for healthcare professionals   

Investment required:
 Collaboration + in-kind + cash funds

MEASURES OF SUCCESS



1. A leader in health and education partnerships

- Development & implementation of the Precinct Education Strategy 2023-2026
- A highly functional governance structure with the Education Working Group and the Precinct Sub IPE Working Group
- An increase in students, new graduates and healthcare professionals choosing RHIP to study and work
- Increased access & utilisation of Precinct educational spaces & courses



2. Enhanced Student and Staff experience

- An increase in positive patient and carer experiences through the delivery of safe quality, multi-disciplinary care
- A reduction in hospital acquired complications
- Regular engagement with the RHIP Early Career Reference group
- Evaluate the Randwick Interprofessional Education Model (RIPE)
- 100% of Precinct students offered IPE education
- An increase in staff retention and attraction at RHIP







3. Driving an Innovative Educational Culture

- 45 members within the Education Community of Practice
- Development of a Precinct Educational Framework
- Commencement of Creative Placemaking Projects such as Arts in Health curriculum pathways
- An increase in community partnerships from early schooling to university
- RHIP Education webpage traffic increasing by 5% each month

*Note: More specific measurable outcomes will be developed through the implementation phase of the Education Strategy and will be added here.

STRATEGIC ENABLERS

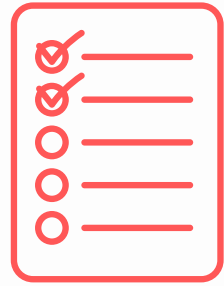
	Enabler	Strategic Activities	Resources	Impact
Key Enablers	Showcasing the Precinct's educational capabilities and offerings	<ul style="list-style-type: none"> Development of an 'Education' webpage within the RHIP website Promotion of the RHIP Education Strategy 2023-2026 	<ul style="list-style-type: none"> RHIP 'Education' webpage & content Branding & Marketing support - Comms & Advocacy support 	Increase in talent recruitment and retention of workforce 
	Effective, technology enabled learning environments	<ul style="list-style-type: none"> Training Needs Analysis (TNA) Resource Needs Analysis 	<ul style="list-style-type: none"> TNA Data from each organisational at RHIP outlining educational spaces, hot desks, booking systems, room resources Systems and processes support 	Shared learning environments that are flexible, innovative, & digitally enabled 
Investment required: Collaboration + in-kind + cash funds	Improve access, usage and transparency for educational opportunities and spaces at RHIP	<ul style="list-style-type: none"> Identify key enablers people, platforms and places to foster innovative practices Resource needs analysis 	<ul style="list-style-type: none"> Resource needs analysis Data from each organisation at RHIP outlining educational spaces systems and processes support 	Cross-institutional Integrated systems and processes 
	A Precinct Education Evaluation Framework	<ul style="list-style-type: none"> Develop an evaluation framework that can be customised to a variety of learning environment 	<ul style="list-style-type: none"> TNA data Evaluation frameworks Project officer/research assistant 	Consistent, robust evaluation of educational programs that demonstrate impact on student, staff & patient experience and outcomes 



EDUCATION STRATEGY HORIZON PLAN

To achieve the Education Strategy's intent, our vision will be set out across three horizons. Each horizon will have actions outlined and be responsive to a changing landscape.

0-12
months

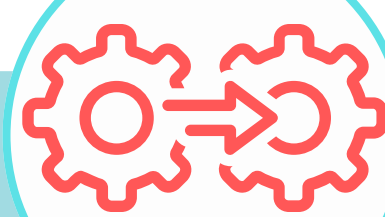


2023-2024

Horizon 1

- Getting organised for educational success through strategy and governance
- Scaffolded by IPE pilot projects, evidence based reviews and sustainable Precinct level educational approaches
- Precinct wide awareness of Educational Strategy
- Mapping of technology enabled learning environments
- Educational community of practice established

2-4
years



2024-2026

Horizon 2

- Early upward linkages established from early schooling to high school, vocational and tertiary education
- Highly functional integrated IPE model
- A Precinct Educational Webpage with high engagement
- Introduction of Creative Placemaking - Innovation in Arts & Health
- Shared use of learning environments & resources
- Review & evaluate horizon 1 & 2 to prepare for horizon 3

5+
years



2031+

Horizon 3

- World-renowned educational destination with cross institutional education opportunities
- IPE embedded in healthcare curricula across the Precinct & beyond
- A dedicated IPE educational team and learning control hub
- Established Arts in Health curriculum pathways
- Cross institutional integrated systems and processes

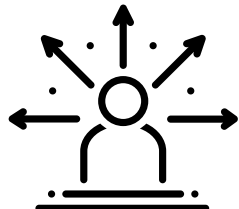
Continuously Reimagining Precinct Education

RHIP EDUCATION STRATEGIC GOVERNANCE



01


Education Working Group - Key Strategic Decision Makers



Key decision makers that are responsible for the direction of the RHIP Education Strategy and future resource capabilities.

02


Interprofessional Education Sub Working Group - Key Implementation Group



This group will drive the implementation of the RHIP Education Strategy and RIPE model through the operationalisation of initiatives necessary to achieve the strategic objectives.

03

RHIP Education Community of Practice Knowledge Exchange



IPE community of practice will provide opportunities to share local knowledge and experiences of IPE. A shared open, supportive, collaborative precinct discussion.

Education Strategy 2023-2026

Randwick Health & Innovation Precinct

E D U C A T I O N W O R K I N G G R O U P

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