



# The Higher Education Academic Seminar Series Event

Enhancing holistic healthcare  
employability for successful student  
transition – how do we measure its  
success?

Birmingham City University, Faculty of  
Health, City South Campus

10:00-16:00

Wednesday 2<sup>nd</sup> April 2014

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## Welcome

Dear Colleagues

On behalf of the Higher Education Academy (HEA) Health and Social Care (HSC) team and Birmingham City University (BCU), Faculty of Health we would like to welcome you to this seminar series event on enhancing holistic healthcare employability for successful student transition – how do we measure its success?

For a long time now conventional methods of measuring employability have leaned towards those focused on destination statistics as a means of appraising employment outcomes. Yet we know that there is so much more to employability than a graduates' first post as a registered practitioner in health and social care.

In order to evolve more contemporary methods of evaluation we need to consider longer-term student support and how the development of their employability enables our students, and clinically professional graduates, to be satisfied and successful throughout their career.

As a result it is timely to add to the debate, discussion, thinking and practice to empower and inform our community as to how we may address current and future challenges for the benefit of the student and newly qualified practitioner experience.

As a result we have drawn together what we hope you will find as a stimulating programme of speakers whose aim will be to provide you with an insight into the

innovation and development taking place around contemporary employability practice.

Our opening address will be offered by Jane Priestley (HEA, Academic Lead Health Care/Health and Social Care Cluster) and it is our pleasure to welcome her and all of you on campus today.

We are particularly pleased to welcome Ruth Lawton (Learning & Teaching Fellow for Employability, Birmingham City University, BCU) and Lorraine Dacre-Pool (Senior Lecturer, University of Central Lancashire, UCLAN) as our key note speakers today. Both Ruth and Lorraine are employability champions in their own right. Both are well-positioned to highlight the value of employability and its importance in developing enhancements to our learning and teaching practice. And we are sure both will afford thought-provoking ideas as they share their work and thoughts with us today.

Morning workshops will center around three key themes:

- Students-as-partners
- Academic and career partnerships
- Higher Education Institutes (HEI's) and Health and Social Care (HSC) provider partnerships.

All workshop activities intend to share evidence-based examples of enhancing student employability in support of a seamless transition as students move from university, into employment and their future careers in health and social care.

Workshops will be co-hosted alongside key stakeholders such as students, alumni, preceptorship leads, academic, careers and practice staff.

We are delighted to welcome Ruth Cartwright, Harriet Shaw-Roberts (Alumni), Bridget Malkin (Senior Lecturer BCU) and Kay Wilson, (Heart of England Foundation Trust) as well as our nursing students and media student partners who are co-facilitating activities throughout the event.

We hope that you will show, tell and share your own employability stories during lunch as you network with colleagues from across the health and social care community.

After lunch it is our intention to actively encourage you to join in stimulating discussion around the notion of evaluating employability beyond traditional methods (e.g. destination data) via an enticing world café event. This is where we all have a valuable role to play in sharing our thoughts, creativity and ideas as we appraise holistic aspects of employability.

We hope that the day will inspire and support your own practice as well as enthuse and motivate your innovative teaching methods. We are optimistic that you will join with us and share your experiences so that we learn from one another and leave feeling empowered to add to the body of evidence to enhance contemporary employability practice.

## *Lindsay, Lisa & Katie*

Lindsay Yardley (Senior Academic), Lisa Abbott (Senior Lecturer) and Katie Whitehouse (Careers Consultant), Birmingham City University, Faculty of Health.

Event Outline		
Morning Activities		
Time	Activity	Room
09:30-10.00	Registration & sign up for the bite size workshops. Refreshments & Breakfast	Seacole Foyer 302sc
10.00-10.15	Welcome and Introduction.	302sc
10.15-10.30	Welcome address from Jane Priestley, Academic lead Heath Care, HEA/Health and Social Care Team representative.	302sc
10.30 - 11.00	Keynote Address – Ruth Lawton, Learning & Teaching Fellow for Employability, Birmingham City University.	302sc
11.00-11.15	Refreshments break.	302sc
Bite size employability workshop options.		
Please attend two out of the three workshops which you signed up for in registration.		
Student-as-partners	Academic and career staff partnerships	HEI and HSC provider partnerships
<u>Workshop Option 1</u> 11:15-11:45 room 320SB or 11:45-12:15 room 320SB	<u>Workshop Option 2</u> 11:15-11:45 room 321 SB or 11:45-12:15 room 321 SB	<u>Workshop Option 3</u> 11:15-11:45 room 322 SB or 11:45-12:15 room 322 SB
Presenters; Harriet Shaw-Roberts & Ruth Cartwright, BCU alumni	Presenter; Katie Whitehouse, Careers Consultant, BCU & Lindsay Yardley, Senior Academic, BCU	Presenters; Bridget Malkin, Senior Lecturer, BCU & Kay Wilson, HEFT
Title: The journey of transition from a student nurse to a newly qualified nurse.	Title: Academic and career partnerships; benefits, challenges and aspirations.	Title: Smoothing the Transition to Enhance Graduate Employability.
Afternoon Activities		




Bite-size Workshop Option 1 Students-as-partners	
<b>Title:</b>	The journey of transition from a student nurse to a newly qualified nurse.
<b>Presenters:</b>	Harriet Shaw-Roberts (Children's Nurse (RN) Birmingham Children's Hospital) & Ruth Cartwright (adult Nurse (RN) Birmingham Community Healthcare NHS Trust) & BCU alumni.
<b>Workshop Summary:</b>	This workshop will explore the transition from student to newly qualified nurse through the personal journeys of two new clinically registered nursing graduates; discussing their thoughts feelings and experiences as captured through video blog diaries.
<b>Notes:</b>	

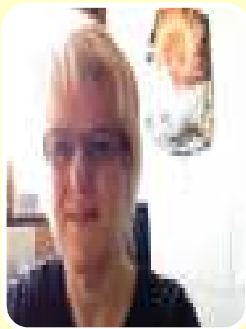



Bite-Size Workshop Option 2 Academic and Career Staff Partnerships
<b>Title:</b> Academic and career partnerships; benefits, challenges and aspirations
<b>Presenters:</b> Katie Whitehouse, Careers Consultant, BCU and Lindsay Yardley, Senior Academic, BCU
<b>Workshop Summary:</b> This workshop will explore collaborative approaches to academic and careers staff working together for the benefit of the student experience. The benefits and challenges of partnership work will be discussed as will the aspirations of mutually shared outcomes.
Notes:


Bite-Size Workshop Option 3 HEI and HSC provider partnerships
<b>Title:</b> Smoothing the Transition to Enhance Graduate Employability.
<b>Presenters:</b> Bridget Malkin, Senior Lecturer, Birmingham City University (BCU) & Kay Wilson, Heart of England NHS Foundation Trust; Good Hope Hospital.
<b>Workshop Summary:</b> Research indicates that the 'transition process' should start prior to registration. There is a wealth of data in relation to the transitional experience of the newly qualified nurse that indicate key areas for development prior to registration. In the U.K. the lack of preparedness, feeling overwhelmed and under confident remains problematic issues for third year nursing students entering transition. This can result in unsuccessful achievement of clinical competencies necessary for registration. Education and practice require a cohesive approach to address these issues as both have an equivalent level of responsibility in facilitating the student successfully through the process. This collaborative research project introduced targeted, confidence enhancing activities during clinical practice so as to support third year nursing student development and enhance integration during their transition practice prior to registration. The workshop will outline strategies and activities undertaken in the project to facilitate student success and enhance their employability that delegates may wish to share in their respective organisations supporting the ripple effect.
Notes:


Keynote address 2
<b>Title:</b> Graduate Employability. Measuring Success.
<b>Keynote speaker:</b> Dr. Lorraine Dacre-Pool, Senior Lecturer, University of Central Lancashire.
<b>Notes:</b>


### Presenter Biographies



**Ruth Lawton, Learning & Teaching Fellow for Employability, Birmingham City University (BCU).**

Ruth Lawton is University Learning & Teaching Fellow for Employability and works in the Centre for Enhancement of Learning & Teaching (CELT) at Birmingham City University. She teaches on the M.ED Learning & Teaching in Higher Education including the module 'Embedding Employability in Your Practice'

Externally, Ruth is the convenor of the Employability Developers group which has an international membership of 890+ on a jiscmail network. She is also one of the authors of 'Pedagogy for Employability - revised edition 2012' published by the

Higher Education Academy, and is now co-authoring 'Developing Student Employability - a handbook for HE practitioners' for Palgrave Macmillan.



**Dr Lorraine Dacre-Pool, Senior Lecturer,  
University of Central Lancashire.**

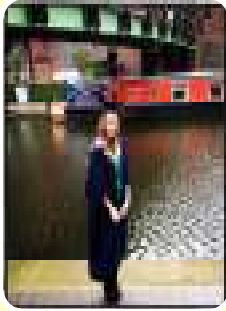
Lorraine is a Chartered Psychologist and Senior Lecturer in Employability at the University of Central Lancashire. She has a BA in Social Psychology from the University of Sussex and an MSc in Occupational/Organisational Psychology from the University of Manchester. She undertook a PGCE and qualified as a teacher in 2004. In 2005 she joined what was the Centre for Employability at the University of Central Lancashire. Recognising the need for a clear, practical model of employability, she designed and published the CareerEDGE model and later developed the Employability Development Profile, both of which are in use in many universities nationally and internationally. She has a particular interest in Emotional Intelligence and the role this plays in graduate employability, which was the subject of her PhD research. This also involved the successful design, delivery and evaluation of a taught module of Emotional Intelligence, details of which have been published in the journal *Learning and Individual Differences*.



**Ruth Cartwright, BCU Alumni,  
Adult Nurse (RN)  
Birmingham Community  
Healthcare NHS Trust.**

My journey in nursing started in 2007 when I completed AS Levels in Health and Social Care at Stourbridge College. When I applied to university via UCAS I didn't know I wanted to be a nurse I just knew I wanted to care for people. In September 2009 I moved into Westmount, halls of residence on Edgbaston campus. Even though I was eleven miles away from home I really missed my family and friends. The world of nursing was introduced to me and I have never looked back since. I have many happy memories of placements at the Queen Elizabeth Hospital for example, I watched a liver transplant and I spent the day with West Midlands Ambulance Service. In September 2013 I gained NMC registration and I now work for Birmingham Community Health Care NHS Trust in end of life nursing; I really enjoy caring for people at the end of their life. My journey at Birmingham City University has not ended yet. I am taking part in the blogging project and I am also

starting the post-registration degree course in Nursing.



**Harriet Shaw-Roberts, BCU Alumni,  
Children's Nurse (RN), Birmingham  
Children's Hospital.**

I am 21 years old and I originally come from West Sussex however I spent my late childhood growing up in Spain. I am a registered children's nurse working at Birmingham Children's Hospital on a general medical ward. The medical conditions found on my ward vary on a daily basis; every shift is different which continuously makes it challenging and extremely rewarding.

I trained at Birmingham City University for three years, and was awarded a First Class Honours Degree at the end of my course. Since qualifying I have thought about working in my current job for three years and then doing volunteer work in South America. I am passionate about helping children and families in need of medical attention and I will use the nursing knowledge and skills I develop in England to do this worldwide.



**Bridget Malkin, Senior Lecturer,  
Birmingham City University.**

Bridget Malkin is a Registered General Nurse and Senior lecturer in the adult nursing team at Birmingham City University. Bridget qualified in 1985 and has held varying senior nursing positions whilst working within the NHS. Bridget developed an accredited advanced practice programme for clinical nurses within the NHS where she worked until 2004 when she joined the clinical skills team at Birmingham City University.

Bridget primarily works with third year adult nursing students entering their final semester up to programme completion, sharing academic responsibility for their academic 'transitions' module with one colleague.

Bridget is an active member of Birmingham City University's practice support team, she is keen to work collaboratively with colleagues to strengthen the links between education and practice so as to facilitate and enhance student education, support their success and improve the quality of patient care.





## **Kay Wilson, Placement Support Sister, Heart of England NHS Foundation Trust; good Hope Hospital.**

After qualifying in 2001, I have worked in a variety of professional roles and specialities including Acute Medicine, Respiratory, Haematology, Acute Stroke and Elderly Care. Soon after qualifying I recognised that I had a passion for training, staff development and mentorship. I completed my Mentorship and Assessors Course, and became the student nurse link co-ordinator for the ward. I continued to maintain this role, in every post, and every department I worked in because I valued my experiences as a student and newly qualified staff nurse, and wished to provide the same help to others, our future nursing workforce. My current role enables me to practice this on a daily basis, share my knowledge, experience and skills, and provide support to students and mentors – MY DREAM JOB!



## General Event Information

### Registration Desk

- The registration desk is situated in the main foyer of Seacole Building, City South Campus and will be open during the hours of 09:00-10:00
- The event organisation team will be happy to help with any enquiries that you may have during the day.
- We welcome any feedback. Please speak to a member of the event organisation team and/or include your comments on the event evaluation form.

### Badges

- Please ensure that you wear your event/visitor badge throughout the event. Please return the badge to the reception desk at the close of the event.

### Refreshments, breakfast, lunch and dietary requirements

- Refreshments, breakfast and lunch will be available in room 302 Seacole building throughout the day.
- If you have any dietary requirements and have not already notified the HEA via the on-line registration process please contact a member of the event organisation team as soon as possible so that we can, where possible, meet your dietary needs.

### Session Etiquette

- We ask colleagues to ensure that any personal electronic equipment is used with respect for presenters and fellow attendees. Please ensure devices are turned to discreet and/or silent mode.

### Photo/filming

- Please complete and return consent forms that are included in the delegate packs. Please note filming and photography will take place throughout the event.

#### Posters

- Posters will be on display in room 302 Seacole Building throughout lunch.

#### Car parking

- Car parking is available via pre-booking in Calthorpe Care Park, City South Campus Birmingham City University.

#### Fire alarms

- We are not expecting a fire alarm today so if you do hear the fire alarm please evacuate the building via the nearest fire exit and wait for campus staff to provide you with an all clear signal before re-entering the building.

#### Health and Safety

- Accidents, incidents, or security breaches should be reported to Claire Stevens [Claire.Stevens@bcu.ac.uk](mailto:Claire.Stevens@bcu.ac.uk) or 0121 331 7185 and an accident/incident form should be completed. Should you fall ill staff at the main Seacole Reception can arrange for medical assistance if required. The nearest hospital is University Hospital Birmingham on (Mindelsohn Way, Edgbaston, B15-2WB) and can be contacted on 0121 627 2000.

#### Rest Rooms

- Rest rooms are situated on each floor of Seacole building opposite the lifts.

#### Security

- Security staff are on campus 24/7 and can be contacted via the main reception desk in Seacole Foyer.

#### Wireless Internet Access

- Seacole building is equipped with Wi-Fi throughout. Any queries relating to the use of campus Wi-Fi should be directed to [Claire.Stevens@bcu.ac.uk](mailto:Claire.Stevens@bcu.ac.uk)

Claire will be at the reception desk and is part of the event organisation team.

### Cash Machines

- There is a free cash machine on the ground floor of Seacole building near the rear entrance and next to the student bar.

### Taxi's

- Local taxis may be ordered from T.O.A. Taxis on 0121 427 8888 or by asking a member of staff at the main reception desk to book you a taxi. On ordering a taxi please advise the taxi company for a taxi from Birmingham City University, Westbourne Road, City South Campus, Edgbaston. You may be asked to provide a contact number on booking. Once booked it is best to wait by the main road just outside the front entrance, slightly to the left where there is a taxi-bay pick up area.

### Buses

There are several bus routes into the City Centre. To access the nearest bus stop walk towards the rear of the first floor of Seacole building and exit through the glass doors to in front of the student bar. Walk directly up the path ahead and towards Richmond Hill Road. Cross over the road and just to the left is the main bus stop for buses into the City Centre.

### Accommodation

The Hagley Road is a few minutes' walk from City South Campus and hosts a range of hotels for delegates wishing to book accommodation. Here is a small selection of local accommodation venues along with website details.

#### **Quality Hotel – Hagley Road, 3 stars**

<http://www.qualityhotelbirmingham.co.uk/>

**Plough & Harrow Hotel – Hagley Road, 3 Stars**

<http://www.ploughandharrowhotel.co.uk/>

**Birmingham Marriott Hotel – Hagley Road, 4 stars**

<http://www.marriott.co.uk/hotels/travel/bhxbh-birmingham-marriott-hotel/>

**The Hyatt Regency – Bridge Street, 4 Stars**

<http://www.birmingham.regency.hyatt.com/en/hotel/home.html>

## **Enhancing Holistic Aspects of Employability in Health and Social Care: A Case Story Approach to Toolkit Resources**

- **Are you someone new to teaching in health and social care?**
- **Do you have an interest in enhancing student employability?**
  - **Would you like to explore ideas for incorporating employability into your learning and teaching practice?**

**Go to:**

**[www.heacademy.ac.uk/EHAE](http://www.heacademy.ac.uk/EHAE).**

**It's a brand new national online toolkit supporting staff development in enhancing Holistic Aspects of Employability in Health and Social Care.**

**Going Live April 2014!**

**The toolkit utilises a case story approach and is packed full of current evidence, activities and resources for your active engagement; exploring partnership working with students, alumni, careers and practice staff, assessment, feedback, inclusive practice and much more more!**

Created by Lindsay Yardley (Senior Academic, BCU & HEA Academic Associate) and co-authors Katie Whitehouse (Careers Consultant, BCU) and Lisa Abbott (Senior Lecturer,

BCU) with contributions from Nic Gee (Senior Lecturer, BCU) and Claire Wilcox-Tolley (Lecturer, BCU)

### Toolkit Authors & Acknowledgements



**Lindsay Yardley, Senior Academic, Birmingham City University & HEA Academic Associate; HEA/BCU seminar event organiser & Toolkit lead.**

Lindsay Yardley is a Senior Academic in the School of Nursing, Midwifery and Social Work in the Faculty of Health at Birmingham City University. Lindsay has a wide ranging experience of working with students as partners and in collaborating with academic and clinical colleagues across a diversity of initiatives.

Lindsay possesses an abundance of passion, enthusiasm and motivation for making a difference. She is dedicated to raising the profile of higher education practice, in striving for academic excellence and aims to ensure students are always at the heart of her practice.

Lindsay is eager to support students and staff alike in aspects of continual professional development. She is innovative and creative and possesses an influential ability in motivating students and staff in new ways of working.

Lindsay is particularly interested in building knowledgeable communities; where students and staff exchange and develop ideas through innovation and change. So that those who learn will use that experience to positively influence their academic and

clinical practice and ultimately patient care; paying learning forward is a fundamental personally philosophy.

Lindsay was commissioned by the HEA as an academic associate to create national toolkit activities for staff new to teaching, or staff that have an interest in enhancing their employability practice, within the health and social care sector. The toolkit takes a case story and partnership working approach to embedding holistic aspects of employability in health and social care. The toolkit has been created alongside faculty colleagues and will be launched in April 2014.

*She comments: Creating this toolkit has been an enlightening experience. It has persistently reminded me that I learn as much from students and my peers as I can share. It has led to a critical yet fruitful review of a range of holistic employability practices and a re-think as to how 'teachers teach' and 'learners learn'. It reminded me of those feelings we have when going through the transition from clinical to academic practice; often a mixture of trepidation and excitement! As well as thinking back to all the things that seemed somewhat alien when I started on this wonderful journey!!!*

*Embarking on any process of change is a very personal voyage and one filled with a rollercoaster of emotions and a range of experiences; facets of which should never be underestimated. I know I have certainly learnt about my own practice and I wholeheartedly hope that colleagues who use the toolkit find themselves and their practice equally informed and enriched.*

*Writing the toolkit has been a very personal venture yet one that has generated new ideas and novel ways of working for both students and staff alike. As we embark on implementing the new ideas that have emerged from our collaborative work we hope*



*that our peers across the UK feel as equally inspired and enthused. We trust you will share our optimism in making a difference for the benefit of the student experience and for your own career and professional development.*



**Katie Whitehouse, Careers Consultant, Birmingham City University; HEA/BCU seminar event organiser & Toolkit co-author.**

Katie has worked in the sphere of Careers Guidance for 10 years, in a range of educational settings including schools, colleges, training providers, and latterly in Higher Education. During that time, in addition to providing individual careers advice and guidance, and career management workshops, she has also had roles in curriculum development, supporting teachers, tutors and lecturers with embedding employability and careers learning into educational programmes.

She currently works as Careers Consultant for the Faculty of Health at Birmingham City University; a role which has enabled her to develop experience and expertise in supporting students and graduates into professions within the health and social care sector. She works closely alongside academic staff, support staff and local employers, holding a firm belief that working collaboratively in this way helps to ensure that students benefit from the range of knowledge and skills those from different professions have to offer.

She comments: *The toolkit presents our story as a multi-professional team, united by a passion for and commitment to the long-term employability of our students. It will*

*be an on-going story as we continue to build on the changes we have made and to learn from the challenges faced. It has been particularly inspiring to see how when we work together with a shared vision, and are directed and informed by the student voice the scope of just what can be achieved. The continuing ripple effect caused by the work that has already taken place is very exciting! I hope that you will find our story interesting, inspiring, and useful for your own practice, and look forward to opportunity to hear about your stories and successes in the future.*



**Lisa Abbott, Senior Lecturer,  
Birmingham City University;  
HEA/BCU seminar event  
organiser & Toolkit co-author.**

Lisa Abbott is a Senior Lecturer in the School of Nursing, Midwifery and Social Work in the Faculty of Health at Birmingham City University (BCU). Lisa qualified as a Children's Nurse in 1996 and subsequently enjoyed a career as a Children's Intensive Care Nurse. In 2000 Lisa set off travelling throughout Australia and South East Asia, broadening her horizons of nursing practice down under. On return, Lisa took on the role of student pathway facilitator at Birmingham Children's Hospital embracing the learning, teaching and supporting aspect of the job. This interest in supporting students, to learn and be excellent nurses of the future, led to Lisa securing employment as a Lecturer at BCU in 2004.

Throughout her teaching career, Lisa has embraced the opportunity to continue working alongside students throughout their university career as academic partners and through collaborative projects. Whilst undertaking her Masters, Lisa explored the

topic of 'Enhancing Student Employability'. This sparked a number of collaborative projects working alongside stakeholders such as academic staff, current students, alumni and employers to develop resources and experiences to support students.

Lisa is particularly interested in supporting students through the exciting but daunting period of transition to qualified practice, and is currently working collaboratively to develop curricular and extracurricular activities and resources to help students be successful and satisfied in their transition to working life.

*She comments: I have thoroughly enjoyed my voyage into exploring employability so far, whilst my quest has been to develop student's employability, I am a distinctly aware that my own employability has indeed advanced significantly. The team approach to exploring and developing our own knowledge and resources and sharing our journey here has been inspiring.*

*Undertaking this project has made me reflect upon the journey students go through in university, and how we as Lecturers can seize opportunities to teach more than just subject knowledge and develop the skills and attributes students have to ensure they are our employable workforce of the future.*



**Nick Gee, Senior Lecturer & Disability Tutor, Faculty of Health, Birmingham City University; Toolkit contributor.**

Nick Gee is a Paediatric Nurse by profession and is the Disability Tutor for the Faculty of Health at Birmingham City University.

Nick has a wide ranging experience of working with disabled people of all ages in the education, health and charitable sectors and he believes strongly in forging an enabling culture through levelling the playing field for all.

Nick's close links and work undertaken with Professional Statutory Regulatory Bodies, such as the Nursing and Midwifery Council and the Health and Care Professions Council, along with professional unions such as the Royal College of Nursing allow him to ensure that students are fit to practise in line with the standards and requirements laid down by these bodies.

As Disability Tutor, Nick's primary focus is to ensure disabled students receive a fair and equal chance to meet the required occupational standards, not through removing or changing the standards themselves but rather through identifying reasonable adjustments enabling disabled students to engage and develop, without compromising the legitimate aims laid down in the Equality Act 2010.

Nick is founder member and chair of the international Disability in professional Practice Special Interest Group and his expertise in the field of disability and practice research has led to him present at many national and international conferences, along with writing and consultancy work.

Nick provides consultancy to individuals and organisations on matters of disability and reasonable adjustments in practice and most recently chaired the working group of the Health and Care Professions Council re-write of guidance for disabled people who wish to become health and social care practitioners.

He comments: *When I was asked to contribute to the development of this toolkit I was absolutely delighted. I am heartened that so much time and energy is being put into the development of such resources and I feel that this particular toolkit will be a 'go-to' resource for so many practitioners who share the same challenges as colleagues and peers countrywide – even if they don't currently know they do!*



**Claire Wilcox-Tolley, Lecturer,  
Birmingham City University; Toolkit  
contributor.**

Claire Wilcox-Tolley is a Lecturer in the School of Nursing, Midwifery and Social Work in the Faculty of Health at Birmingham City University. She has a wide range of clinical experience which she brings to this post. She enjoys working with students as partners and in collaborating with academic and clinical colleagues across a professional pre-registration nursing programme.

Claire says, "My philosophy of teaching is based on a belief that learning needs to be student centred and focused and that students need to be equal partners in their learning process. My role involves using my clinical expertise, experience and

knowledge to put the necessary resources in the hands of the students or more likely to be sure that my students are well equipped to find and evaluate the resources they need to answer their questions. I would like my students to be empowered by their learning and development as nearly qualified practitioners. I aim to create learning opportunities where students can take charge of their learning and apply it to the suitable clinical setting".

Claire has moved into Higher Education fundamentally because she possesses an abundance of passion, enthusiasm and motivation for making a difference and always ensures that students are always at the heart of her practice. Fundamentally, her aim is that those who learn from her will use that experience to positively influence their academic and clinical practice and ultimately patient care.

Claire says "I believe that education and preparation for professional practice are extricably linked and the salience of this in my role as a healthcare educator is what underpins my approach to learning and teaching. I believe that we should invest time and experience to our students as they are our future workforce. However, I am a nurse lecturer first and foremost because I want to make a difference and whilst I realise that what I hope to accomplish has limits, I believe that nurse education is where my personal and professional values can have the greatest impact away from the clinical area. I wish for my students to understand that the professional world which they are entering is a privilege and as future qualified nurses, they too can make a difference".

She comments: *I am certain that the knowledge and skills which I have developed from engaging in this toolkit will enable me to make a difference for the benefit of the student experience and enhance my own professional development as I continue throughout my own personal journey from being new to teaching.*

### **Toolkit Acknowledgements**

With thanks to students and staff at Birmingham City University (BCU) for their support and input which underpins these toolkit activities. We are grateful to our colleagues and students in our home institution who have contributed their thoughts, ideas and enthusiasm in these curricular activities. There are too many people to mention individually yet we fully recognise your role in bringing curricular activities to life.

However we must give special thanks to Bridget Malkin (Senior lecturer, BCU) and Claire Wilcox-Tolley (Lecturer, BCU), the Transition to Registered Practitioner core module team and to all of the students who have been active participants in the learning, teaching and employability activities under discussion; the publication of the toolkit would not be possible without you.

To all of our alumni and transitional bloggers who have and continue to be sharing their voyage into professional practice with us so that we and future students can learn from your personal journeys – your steadfast support to students, faculty and project work is praiseworthy and words alone cannot convey our sincerest of appreciation.

To colleagues and practice partners for their most sincerely appreciated contributions, perspectives, enthusiasm and support in nearly qualified workshop and employability working group activities; see diagram Employability Working Group; Health and Social Care Provider Membership.

To Ruth Lawton for the expertise and support she has unwaveringly provided as the Universities Learning and Teaching Fellow for Employability. To Alan Mortiboys and Lorraine Dacre-Pool for their wealth of teaching and learning experience and passion for the theory and application of Emotional Intelligence; all of whom continue to be regularly sources of inspiration.

To colleagues in Student Services, Kate Waugh and Nick Gee for their proficiency, knowledge, understanding and practical application of supporting staff, students and curriculum developments in the theory and application of inclusive practice.

To colleagues in the Health and Social Care team at the Higher Education Academy and the Senior Management Team at Birmingham City University/Faculty of Health/Careers Services, for their steadfast support which also underpins this publication.

It is with our deepest gratitude to anyone whom we have had the pleasure of working alongside in the development of this toolkit – we bid you our earnest best wishes for your on-going personal and professional career development in health and social care, academically and/or in work base placed learning settings.

*Lindsay, Lisa & Katie*



## Employability Working Group; Health and Social Care Provider Membership



Delegate List and Contact details			
Delegate	Organisation	Job Title	Email address
Lisa Abbott	Birmingham City University	Senior Lecturer	<a href="mailto:lisa.abbott@bcu.ac.uk">lisa.abbott@bcu.ac.uk</a>
Louise Alcorn	University Hospitals Birmingham NHS Foundation Trust	Clinical Educator	<a href="mailto:louise.alcorn@uhb.nhs.uk">louise.alcorn@uhb.nhs.uk</a>
Jenny Baugh	Birmingham City University	Student Nurse	<a href="mailto:Jennifer.Baugh@mail.bcu.ac.uk">Jennifer.Baugh@mail.bcu.ac.uk</a>
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<b>Summary of Abstract and Poster Submissions</b> Please note the information detailed below is accurate up to 26/03/14. Submissions after this date will be included (pending approval) in the compendium of employability practice following the event.			
Author(s)	Title	Abstract	Poster
Kelly Foster & Joanne Forman, Birmingham Children's Hospital	Birmingham Children's Hospital – Newly Qualified Nurse Programme 2014	√	√
Sarah Sheppard, Birmingham Children's Hospital	Birmingham Children's Hospital – Transition from student to newly qualified theatre practitioner	√	√
Pamela Hagan, University of Nottingham.	Sharing the skills & knowledge derived from professionalism teaching to improve the employability skills of all Nottingham graduates.	√	
Jaye Totney, Birmingham City University (BCU)	Does an ePortfolio enhance Graduateness & Employability	√	√
Lindsay Yardley & Claire Wilcox-Tolley, BCU	Expanding opportunities for students formative and summative assessment		√
Lindsay Yardley, Bridget Malkin & Claire Wilcox-Tolley, BCU	Learning approaches, module teams and their impact on student assessment results - Part A		√
Lindsay Yardley, Bridget Malkin & Claire Wilcox-Tolley, BCU	Learning approaches, module teams and their impact on student assessment results - Part A		√
Lindsay Yardley, Bridget Malkin, Katie Whitehouse, Lisa Abbott, Carole Germaine & Claire Wilcox-Tolley, BCU	Flipped learning – placing your students and their employability center stage.		√
Lindsay Yardley, Katie Whitehouse & Lisa Abbott, BCU	The 10 Step framework to enhancing student employability		√
Lindsay Yardley, Katie Whitehouse	Aiming for a seamless transition		√

### **Compendium of employability practice**

Seminar activities will contribute to a summarized analysis of current methodologies and need culminating in (pending HEA approval) a compendium of holistic employability examples within and for the health and social care community. Abstract and poster submissions will form part of the compendium as will a synopsis of workshops, world café and event discussions.

Pending authorisation delegates will be notified by email when the compendium becomes available. This is most likely (when sanctioned) to be published on both BCU and HEA websites in and/or around May 2014.

### **Event Evaluation & Certificates**

Please complete and return the event evaluations forms that can be found in your delegate pack. A summary of findings will be included in an event report that will feature in the pending compendium of employability practice.

Attendance and participation certificates for the event are located within your delegate packs.

**And finally**

**Thank you ever so much for your active participation throughout seminar activities. We wish you all the very best of accomplishment in your future learning and teaching practice as well as in your own career satisfaction and success.**

*Lindsay, Lisa & Katie*