

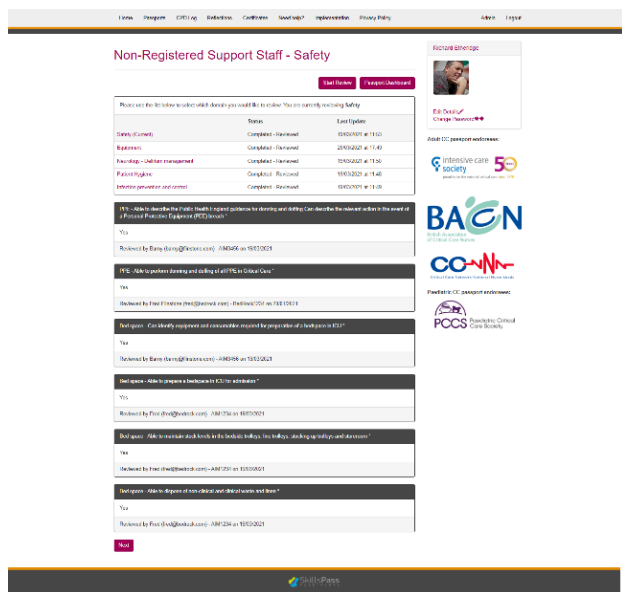
Enabling Professionals to Demonstrate Their Capability in the Service of their Industry



Skills Passports - Creating a Transferable Workforce

At Axia Digital we are very proud of the work we have done to develop digital passports and this is a continuing area of growth for our company. Skills passports allow staff to demonstrate their core skills effectively and easily against a standardised framework and share this information quickly with fellow professionals and line managers, across their organisation. This enables staff to move across locations without the need for lengthy skills checking and assessment procedures, saving time and money for employers and organisations.

Critical Care Passports - Case Study



Our digital passports create a mobile workforce and were first developed in response to a request from The Imperial College Health Care Trust during the second wave of the COVID pandemic in London. We worked with the team in record time to develop the Critical Care Passport, which enabled medical staff to move across the capital's Intensive Care Units and get straight to work saving lives.

The passport in this case contained all the required capabilities and information about equipment the individual was trained to use, in an easily accessible format. When a staff member arrived at a new ward, a skills checking process that would previously have taken a number of hours was greatly reduced. It also provided invaluable information for line managers, who could familiarise themselves with the skills and knowledge of incoming staff before shifts started and plan how to utilise team members effectively.

Jane Fish the project manager explained the purpose of the PAN London Critical Care Passport;

'This work led by Clare Leon Villalpalos, (Imperial College Health Care Trust) in partnership with stakeholders across London, on the CC Skills Passport for RSC and NRSS roles will make an important contribution to preparing and supporting staff redeployed during surge to ICU and COVID clinical areas. Providing the Skills Passport on a digital platform will enhance its accessibility for both Registered Support Clinician (RSC) and Non Registered Support Staff (NRSS) users as well as for the staff working in the environments where staff members have been redeployed.'

See what Clare had to say about the passports - <https://youtu.be/pxTaEFsFnkE>

Following the success in London, we are delighted that the Critical Skills passport has been rolled out across England.



How the Critical Care Passports Work

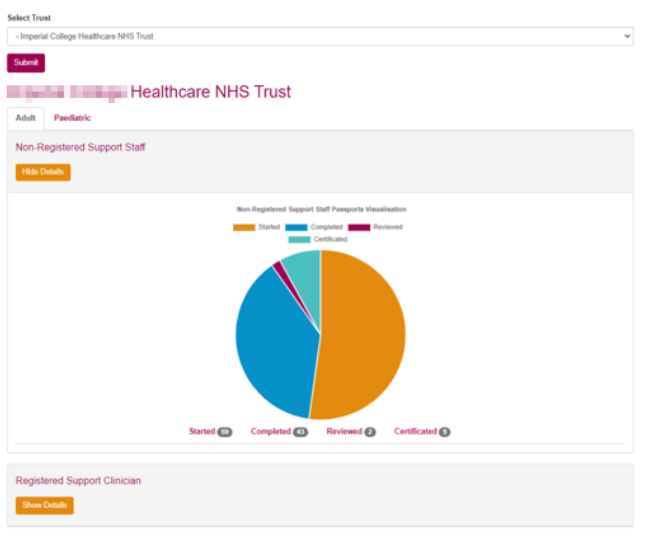
The critical care (CC) digital skills passports have been designed to support staff to understand, document and access necessary education/training for role essential skills required to function in a high dependency unit (HDU) / intensive care unit (ICU) surge model. These passports have been designed for use in a surge and do not replace the 'business as usual' development of staff skills and knowledge.

These user-friendly passports are available for staff caring for both adult and/or children requiring critical care and they can be accessed by computer, smartphone or tablet. There are two passports available for staff working with adult CC patients and four passports available for staff working with paediatric CC patients. A user guide provides step-by-step instructions on how to access and use the passports, for those who need it.

Once a staff member has registered for an account, they can select the passports relevant to them and self-assess their ability to demonstrate knowledge and safely undertake a range of skills. Within the passport website, at the top of the "Passports" tab staff members can find full descriptions of who each passport is relevant for.

A supervisor is required to sign off on their proficiencies for each knowledge or skill. A final supervisor sign-off is then required for a staff member to download their certificate, which recognises their ability to safely perform that role. Hyperlinks to relevant e-learning resources are provided within the passports for self-directed learning. The passport website also enables staff to log their CPD training and add their workplace reflections.

Critical Care Passports - Resource and Succession Planning



Administrators for the website are given access at an appropriate level, depending on their seniority. A Global admin can pull data across the whole passport or limit their reporting to a particular region or Trust.

An administrator can view how many and which of their staff have accessed the passport. They can assess the skills within their teams by viewing individual member data and also explore and export their Trust's data. The admin reporting functionalities of the website include providing a visual summary of staff completion numbers for passports, a detailed data export in the form of an Excel spreadsheet and a Skill Completion Heatmap.

When a framework such as the Critical Care Passport is recognised at a national level, managers have the ability to

gather information that provides an insight into the current skills and capabilities of the workforce. This vital information allows leaders to manage shortages and predict skill gaps that may develop in the future.

Managing Director Richard Etheridge reflected on recent discussions;

“Over the last 20 years Axia Digital has been enabling professionals to demonstrate their capability to manage personal and professional development within the workplace. This has traditionally been driven by us working with professional bodies. However, as the world has changed because of COVID we have found that organisations are approaching us to build tools such as passports. We have been having some interesting discussions about how the passports can benefit these organisations in their future planning of the workforce; forecasting where shortages may appear, in succession planning as people leave the business and where new skills may be required in the future, thus enabling the development of relevant learning and targeting that learning on the future workforce.”



SkillsPass Nursing - Case Study



At Axia Digital we have also developed a nursing passport to enable undergraduate nurses to move from one placement to another and have an easily accessible record of their skill level. SkillsPass Nursing has been developed in association with Southampton Solent University to provide a tool that their student nurses can use to evidence competence in placement.

The passports are available to support staff that are required to care for adults or children requiring critical care (levels 1, 2 and 3).

Students can read the description for each passport to select which one/s are appropriate for their role, experience and qualifications. They can self-assess against a range of criteria to demonstrate their capability and level of experience.

Similarly to the Critical Care Passports, supervisors are then required to sign off procedures for each knowledge area/skill and another sign off is then required so the student nurse can download their certificate.



Skills Passport for Microsurgery Training - Case Study



The Skills Passport we developed for the University Hospitals Coventry and Warwickshire NHS Trust is a platform for virtual microsurgery training. Traditionally there had been an apprenticeship model for training in this area, with variable skill acquisition. Microsurgery training was badly affected by COVID as there were not as many opportunities for training to take place. This website is divided into a

number of modules and it validates simulated training and facilitates microsurgery skills development.

The Skills Passport provides training videos online and a facility for trainees to upload simulated and clinical videos which they can then invite a trainer to review. It can provide feedback from trainers and gives the trainee the opportunity to develop a portfolio, which can be shared with future trainers. Once videos have been reviewed by trainers and feedback has been provided, this can be used as evidence against the competencies in practise of the curriculum. This platform has been instrumental in helping trainees to make progress and become competent more quickly. From a trainer's perspective it is helpful for them to see the skills of their current trainee and identify further training needs.

Skills Passports – an Exciting Future

At Axia Digital we see the passport type sites to be a rare opportunity to build a product base for clients which makes access quicker and more cost effective. As always, we work closely with our clients to meet their specific needs and we have the ability to customise key information such the passport content and the reporting functionalities of a platform.

If you would like to find out more about our skills passports and how they could work for you, please email enquiry@axia.email to start a conversation.

