

Healthcare professional perceptions of the Stroke-Specific Education Framework; Factors influencing effective implementation and adoption in the national stroke workforce



The Stroke-Specific Education Framework provides structure, clarity, and quality assurance for workforce education and training



MAIN FINDINGS

Barriers to adoption include: lack of awareness; perceived "costs"; and limited access to IT for some staff groups



The System can support SSEF adoption through: policy; professional body engagement; and embedding in professional development

BACKGROUND

More than 100,000 strokes occur each year in the UK¹. Care on acute specialised stroke units (ASSUs) can improve patient outcomes². The delivery of safe and effective care across the stroke pathway, in line with national standards, requires a workforce equipped with the correct knowledge and skills, and access to "fit for purpose" stroke-specific education³. The Department of Health funded Stroke-Specific Education Framework (SSEF)⁴ outlines the minimum level of knowledge and skills required by newly qualified healthcare professionals (HCPs).

In support of the workforce transformation arm of the NHS Long Term Plan⁵, a cross-sector national workforce group was established and recognised the SSEF as a mechanism to underpin workforce development. Health Education England subsequently funded the review and update of the SSEF and Online Toolkit (Fig. 1).

The first stage of this review project sought to understand the value, utility, and areas for improvement of the SSEF and Online Toolkit. HCP perceptions were sought through a UK-wide stakeholder engagement survey.

AIMS

1. To collate feedback from across the UK regarding the SSEF and its Online Toolkit
2. To explore the experiences of HCPs engaging with the SSEF Online Toolkit
3. To identify challenges and facilitators to effective implementation and adoption
4. To inform future developments of the SSEF Online Toolkit

METHODS

- A cross-sectional survey, underpinned by the Non-adoption, Abandonment, Scale-up, Spread, Sustainability (NASSS) framework⁶, was developed and piloted by an expert panel with representation from UCLan, The UK Stroke Forum (UKSF), and HEE
- The online survey was disseminated via professional networks, and UKSF member organisations, to stroke-specialist staff from 24th September to 22nd October 2020
- Data were analysed quantitatively using descriptive statistics, and qualitatively via NVivo using the NASSS framework.

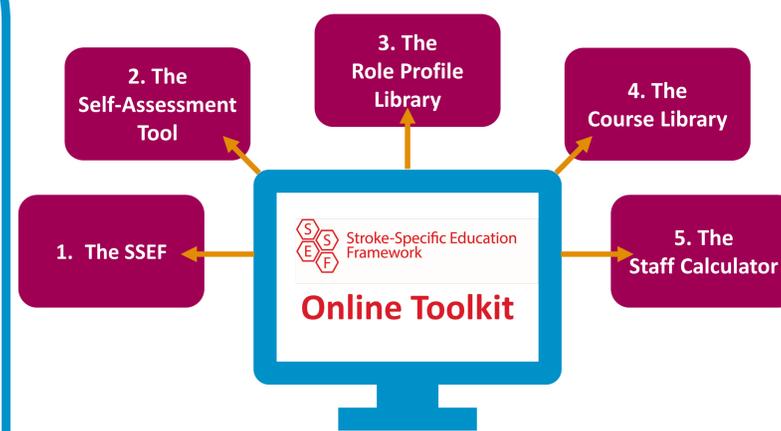
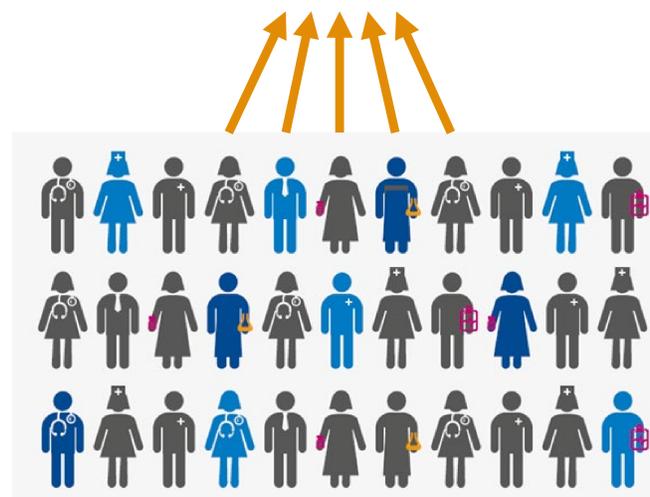


Figure 1: Schematic representation of the components of the SSEF Online Toolkit



The Stroke Workforce

RESULTS

- 250 stroke-specialist staff from across the UK, representing 15 healthcare professions, responded
- The SSEF Online Toolkit was considered valuable to stroke care (89%) and personal development (70%)
- **NASSS Analysis:** The SSEF's "Value Proposition" was reported as "providing structure and clarity regarding stroke-specific training" and allowing standardisation within and across networks. Within the "Organisation" domain, an appetite for innovation and adoption was hindered by perceived costs; lack of IT facilities; and lack of awareness. The "Wider System" can support SSEF adoption via policies, professional body engagement in awareness-raising, and embedding of the SSEF Online Toolkit in appraisal and professional development processes.

RECOMMENDATIONS

- Update and condense the knowledge and skills framework, with input from a multidisciplinary team of stroke-specific HCPs
- Add the 4 New Elements of Professional Practice to complement the stroke-specific elements of care and enable a holistic self-assessment to reflect the reality of practice
- Identify and map relevant education and training to update the course library
- Develop more role profiles to represent the variety, and evolving nature, of the workforce involved in the delivery of stroke care
- Improve the usability and clarity of the SSEF Online Toolkit
- Provide more guidance on how to use the SSEF Online toolkit effectively for individuals, teams, and organisations

CONCLUSION

The SSEF Online Toolkit can improve HCPs' stroke-specific knowledge and skills. Respondents wished for further adoption, scale-up, and sustainability. Findings will inform future developments and implementation

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