

# Document Control

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# North West, North Wales and the Isle of Man Congenital Heart Disease Operational Delivery Network

## Training and Education Strategy

Date 11<sup>th</sup> August 2025



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## Training and Education Strategy

The NHSE Standards 2016 state that each Network will have annual training plans in place, to ensure ongoing education and professional development for all healthcare professionals involved in the care of patients with congenital heart problems. The NW CHD Network views this training plan as an integral component of a broader, cohesive training and education strategy. This strategy is relevant to all Level 1, 2, and 3 centres involved in the care of both paediatric cardiology and adult congenital heart disease (ACHD) patients.

The staff within the Network's remit are a diverse group with varying education and training needs, united by a shared commitment to delivering high-quality care to patients.

While individual practitioners and their employing Trusts remain responsible for identifying specific training needs, the Network plays a key role in mapping available training opportunities and addressing any identified gaps in provision. This ensures a coordinated, equitable and responsive approach to professional development across the Network.

### Training and education objectives

- > Facilitate ongoing professional development across the network workforce to support high-quality care delivery
- > Promote understanding of, engagement with, and implementation of the NHSE Congenital Heart Disease Standards
- > Reduce variation and improve equity in training access and provision across all member Trusts
- > Strengthen and encourage collaborative learning and development across organisational boundaries
- > Integrate patient and family perspectives into training

### Key strategic themes

- > Multidisciplinary approach
- > Accessible learning incorporating a combination of face-to-face and online events, with each session offered in a single format rather than as hybrid delivery.

## **Governance and oversight**

The implementation of this strategy is led by the NW CHD Network Lead Nurse for Education and Training, who is also responsible for engaging with key stakeholders. A central component of the governance structure is the NW CHD Education Task and Finish Group, which convenes every eight weeks to monitor, review, and evaluate both delivered and planned training activities. The Lead Nurse operates with the support and oversight of the wider Network Senior Leadership Team and the Network Board.

## **Evaluation framework**

### **Quantitative measures**

- > Number of Sessions Delivered: Total count of training and educational events conducted across the network.
- > Attendance Rates: Participation levels tracked per session.
- > Cross-Trust Engagement: Measurement of involvement from member Trusts, highlighting collaborative reach.

### **Qualitative measures**

#### **Event evaluations:**

- > Feedback collected from participants to assess session quality, relevance, and satisfaction.
- > Impact on Practice and Outcomes: Evidence of training effectiveness, including:
  - Improvements in patient experience (e.g., Patient Public Voice [PPV] feedback).
  - Staff development indicators such as revalidation and professional growth.

#### **Equity of access:**

- > Analysis of participation rates across all member Trusts to ensure equitable access and inclusion.

#### **Strategic alignment:**

- > Review of whether the annual training objectives have been met and how they align with broader network goals.

#### **Continuous improvement loop to:**

- > Adapt future training priorities.
- > Identify and address emerging topics.
- > Share best practices and successful approaches across the network.