

Supervision skills training – outcomes from a state-wide program in Victoria

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Background

The Commonwealth, through the former Health Workforce Australia (HWA), supported training for clinicians in skills for the supervision of learners in clinical environments. The training aligned with the National Clinical Supervision Competency Resource and was delivered in an inter-professional manner.

Methods

In Victoria, training was delivered through 9 agencies including higher education providers and health services. Over 200 workshops were delivered state-wide to 3,500 clinicians from all health disciplines. A longitudinal dataset was collected, with participants providing baseline data, post-workshop evaluation, and a follow-up evaluation at 3 months post training. Both quantitative data, such as self-rated confidence, and qualitative data were collected. The follow-up evaluation was administered by the department through an online survey.

Results

A dataset of 2,983 participants was analysed. Responses from 1,271 (42.6%) participants completing the follow-up survey, were also analysed. This sample of participants was analysed for bias and found to be statistically representative of the larger population.

Initial high level results indicate participants agreed the training was relevant (98%), important (98%), provided new knowledge or skills (97%) and that they intended to apply the knowledge in the workplace (98%). These findings were regardless of years of clinical experience, previous training and years of experience as a supervisor of learners.

The proportion of participants rating themselves as confident (7- 10 on a 10 point scale) increased post training from 32% to 72% and was maintained 3 months after the training. Three months following the training, 87% of the sample had applied the knowledge in the workplace.

Further case studies are being undertaken with health services to attempt to quantify the benefits to organisations.

Discussion

This evaluation demonstrates that supervision skills training for clinicians supervising learners in clinical environments is well regarded by participants and effectively applied in the workplace.