

A model for education and training in integrated systems of care: the UCRH Interdisciplinary Education Program

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Introduction We need to rethink how we train our current and future workforce. Traditional health care training programs are not sufficiently improving the integration of health care services and access to services for the growing number of aging people or those experiencing chronic disease in our population.^{1,2,3,4}

Interventions The University Centre for Rural Health (UCRH) on the North Coast of NSW has implemented a pedagogical approach where students from a range of disciplines and universities participate in a structured weekly interdisciplinary program so that:

- 1. Students learn with and from each other, participate in shared decision-making and strategies to address systems change and service redesign through weekly interdisciplinary education days.
- 2. Students learn the principles and practice of patient-centred care through weekly student-led case discussions.
- 3. Students actively identify service gaps, and design and implement quality improvement projects within the community through student led quality improvement initiatives.
- 4. Engage in interprofessional learning through workplace shadowing.

2. Student-led

case discussions

Students communicate ideas and recommendations to their

Interprofessional: led by medical, nursing and allied health students.

Different types of case discussions each week

Interprofessional audience: GPs and medical specialists, wide range of allied health clinicians, nurses, health students, and staff from community based organisations.

> Community-based health and social services presentations

Debriefing and reflection practises

1. Interdisciplinary education days

Interdisciplinary problem-based learning supervisors as well as site managers to create positive changes.

3. Student-led quality improvement initiatives

Students develop work-ready attributes: leadership, collaboration and innovation.

Initiatives are presented to other students and clinicians at the Interdisciplinary education days

4. Workplace shadowing Interprofessional learning in community-based settings (e.g. social work and speech pathology students accompany dentistry students within a residential agedcare setting.)

Four main Interventions

I think any opportunity to build understanding of the role of other services & disciplines is great because in therapy we can't know the answers to everything but it great to know that other people do.



Interdisciplinary program

- Structured, weekly, regular
- Encourages systems thinking and practices
- Promotes the key principles of integrated care
- Focuses on improving services for people living in rural areas
- Students, clinicians and community-based health care providers learn together

The debriefs highlight for us the gaps in the health care system and allow us to brainstorm ways in which we can begin to address them as clinicians.

The exchange of education and knowledge with the dental students was mutually beneficial for our future practice.



Results In 2018 the weekly education program occurred across 42 weeks for 1229 students from 15 universities and 13 health disciplines; there were 31 quality improvement student presentations; and 20 case discussions with 651 participants.

Conclusions There is a growing recognition that we need to transform education and training, targeting the current and future health care workforce to work in new ways.^{1,2,5} Health care systems around the world are increasingly shifting towards more integrated models for the delivery of health and social care.^{1,2,4,5} The UCRH Interdisciplinary program draws on the local context and population needs, published research findings, literature, health policy and World Health Organisation Strategy publications¹⁻⁵ to successfully deliver an interdisciplinary education program and improve services for the local population.

Students were successfully grounded in the following key principles:

✓ People-centred care

- ✓ A culture of shared decision making
- ✓ Interprofessional practice
- ✓ Broader focus on community-based health and social services
- ✓ Coordinated interventions beyond the boundaries of the health care system
- $\checkmark\,$ Innovation and quality improvement
- $\checkmark\,$ Clinical information systems and digital health technology
- ✓ Improved care for people living in rural communities
- \checkmark Health promotion, early intervention, and prevention
- ✓ Critical thinking, problem solving
- ✓ Social responsibility, influence, systems change

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