

**Nursing, Midwifery and Allied Health Professions**

**(NMAHP) Development Framework**

**Mapping of Educational Programmes, Modules and Resources to NMAHP Knowledge, Skills and Behaviours (KSBs)**

**Education provider:**

This Education Mapping Template has been designed to support education providers and managers in guiding practitioners to relevant courses and educational opportunities that align with each KSB in the Framework.

The Template enables you to map modules and programmes to the specific Knowledge, Skills, and Behaviours (KSBs) for each pillar of practice.



**LEVEL 5**

| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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| 5F1 - Demonstrate knowledge and applies the skills of facilitation, teaching, assessment and behaviours including supervising, teaching and maintaining the learning environment |  |  |
| 5F2 - Evidence experiential learning through supervision, feedback, reflective practice techniques and evaluation |  |  |
| 5F3 - Apply an inclusive and collaborative approach to the development of a positive learning environment |  |  |
| 5F4 - Evidence reflection on own and others experiences of the workplace to develop a positive learning environment |  |  |
| 5F5 - Ability to effectively apply practice supervision, applying quality standards to facilitate pre-registration learners to develop knowledge, skills and proficiency, within own scope of practice |  |  |
| 5F6 - Ability to engage in [clinical] supervision, using reflective practice and feedback to develop the quality of care and outcomes |  |  |
| 5F7 - Source and evidence use of a range of educational materials to support own development |  |  |
| 5F8 - Develop and apply knowledge of adult learning theory appropriate to specific role |  |  |
| 5F9 - Engages with appraisal and the development and activation of a personal development plan |  |  |
| 5F10 - Ability to effectively undertake the role of [clinical] supervisor for all functions of clinical supervision, for support workers, within own scope of practice  |  |  |
| 5F11 - Ability to facilitate others to develop self-awareness and personal resilience through restorative supervision |  |  |

Where there is professional or role specific knowledge, skills or behaviour these can be listed or referenced below.

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| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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**LEVEL 6**

| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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| 6F1 - Use learning theories to plan, implement and evaluate learning in the local environment |  |  |
| 6F2 - Create an effective learning environment that ensures learning opportunities for staff and students |  |  |
| 6F3 - Apply a wide range of facilitation, teaching and assessment skills to develop and improve practice |  |  |
| 6F4 - Identify and support the achievement of learning needs of individuals/team in response to service need and personal development planning |  |  |
| 6F5 - Demonstrate on going reflection on practice and support reflection in others |  |  |
| 6F6 - Demonstrate knowledge and use of a range of information to review/evaluate and enhance the learning environment |  |  |
| 6F7 - Participate in learning needs analysis, educational audit and evaluation of educational interventions |  |  |
| 6F8 - Ability to effectively apply practice supervision, applying quality standards to facilitate pre and post registration learners to develop knowledge, skills and proficiency, using appropriate assessment criterion and quality standards to assess competence within own scope of practice. |  |  |
| 6F9 - Ability to engage in [clinical] supervision, using reflective practice and feedback to enhance the quality of care and outcomes through:* Personal development and wellbeing: fostering self-awareness and effective self-management.
* Continual professional development: committed to ongoing learning and development, with a focus on professional codes and maintaining quality standards.
* - Knowledge, Skills, and Proficiency Development: actively seeking to expand clinical knowledge and skills to ensure high standards of practice and effective care.
 |  |  |
| 6F10 - Source and evidence use of a range of educational materials to support own and others’ development |  |  |
| 6F11 - Evidence use of a wide range of skills to motivate, stimulate and encourage others to facilitate the learning process |  |  |
| 6F12 - Apply and continue to develop specialist knowledge of adult learning appropriate to specific role. |  |  |
| 6F13 - Engages with appraisal and the development and activation of a personal development plan |  |  |
| 6F14 - Ability to effectively undertake the role of [clinical] supervisor for all functions of clinical supervision, within own scope of practice |  |  |

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**LEVEL 7**

| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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| 7F1 - Role model exemplary facilitation and teaching skills and develop those skills in others. Promoting a culture of excellence in learning to inspire existing and future staff. |  |  |
| 7F2 - Demonstrate and understand the key theories of adult learning and apply a wide range of facilitation, teaching and assessment skills to practice |  |  |
| 7F3 - Evaluate reflection on practice and facilitate reflection in others. |  |  |
| 7F4 - Review data collected from educational audits and other feedback to plan and lead change at a local level to enable a positive learning environment |  |  |
| 7F5 - Ability to effectively undertake the role of [clinical] supervisor for all functions of clinical supervision, within own scope of practice |  |  |
| 7F6 - Evaluate, develop, lead and facilitate use of education materials for students, staff and service users at a local level |  |  |
| 7F7 - Develop, lead and support teaching, supervision and assessment skills in others |  |  |
| 7F8 - Engage with education providers and where appropriate contribute to curriculum development and delivery. |  |  |
| 7F9 - Apply advanced knowledge of adult learning appropriate to specific role |  |  |
| 7F10 - Critically assess and address own learning needs, negotiating a personal development plan that reflects the breadth of ongoing professional development across the four pillars of advanced clinical practice. |  |  |
| 7F11 - Engage with, appraise and respond to individuals’ motivation, development stage and capacity, working collaboratively to support health literacy and empower individuals to participate in decisions about their care and to maximise their health and well-being. |  |  |
| 7F12 - Enact the Health and Care Staffing legislation to ensure there is adequate time provision to support the learning and development of the team. |  |  |
| 7F13 - Ability to engage in [clinical] supervision, using reflective practice and feedback to develop the quality of care and outcomes through:* personal development and wellbeing; developing awareness and management of self
* continual professional development, with a focus on professional codes and quality standards
* development of knowledge, skills and proficiency for practice
 |  |  |
| 7F14 - Ability to effectively apply practice supervision, applying quality standards to facilitate pre and post registration learners to develop knowledge, skills and proficiency, using appropriate assessment criterion and quality standards to assess competence within own scope of practice. |  |  |
| 7F15 - Use leadership skills to empower and enable others to engage in meaningful clinical supervision and use feedback to improve the quality of care. |  |  |

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**LEVEL 8**

| **Knowledge, skills, behaviours**  | **Evidence to support achievement** | **How you will achieve this outcome** |
| --- | --- | --- |
| 8F1 - Role model exemplary facilitation and teaching skills and develop those skills in others. Promoting a culture of excellence in learning to inspire existing and future staff. |  |  |
| 8F2 - Demonstrate a critical understanding of the key theories of adult learning and apply a wide range of facilitation, teaching and assessment skills to practice. |  |  |
| 8F3 - Lead on strategies that enable effective reflective practice |  |  |
| 8F4 - Influence and implement organisational learning and development strategy in partnership with key stakeholders. |  |  |
| 8F5 - Ability to effectively apply practice supervision, applying quality standards to facilitate pre and post registration learners to develop knowledge, skills and proficiency, using appropriate assessment criterion and quality standards to assess competence within own scope of practice. |  |  |
| 8F6 - Evaluate, develop, lead and facilitate use of education materials for students, staff and service users at a regional and national level |  |  |
| 8F7 - Work in close partnership with HEI and education providers to lead and contribute to curriculum development and delivery. |  |  |
| 8F8 - Create opportunities for motivating others to learn and develop their teaching and assessment skills across the organisation. |  |  |
| 8F9 - Lead on the promotion, development and application of expert knowledge of adult learning appropriate to own role at a local and national level. |  |  |
| 8F10 - Design, develop and lead on educational audit and other feedback to plan and lead change at a local and national level.  |  |  |
| 8F11 - Design, develop and lead on educational audit and other feedback to plan and lead change at a local and national level to enable a positive learning environment. |  |  |
| 8F12 - Develop, lead and support teaching, supervision and assessment skills in others |  |  |
| 8F13 - Enact the Health and Care Staffing legislation to ensure there is adequate time provision to support the learning and development of workforce/team. |  |  |
| 8F14 - Ability to engage in [clinical] supervision, using reflective practice and feedback to develop the quality of care and outcomes through:* personal development and wellbeing; developing awareness and management of self
* continual professional development, with a focus on professional codes and quality standards
* development of knowledge, skills and proficiency for practice
 |  |  |
| 8F15 - Ability to effectively undertake the role of [clinical] supervisor for all functions of clinical supervision, within own scope of practice |  |  |
| 8F16 - Use leadership skills to empower and enable others to engage in meaningful clinical supervision and use feedback to improve the quality of care |  |  |

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| **Knowledge, skills, behaviours**  | **Module Title/Code** | **Link/Comment** |
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