

Qualitative workplace learning research



Outline

- Qualitative research
- A case story of qualitative workplace learning research
- Why I think we are in a mess

Qualitative research approach

Sullivan 2012

Bureaucratic

- Authority lies in rules and procedures
- Can be verified
- Procedures are systematic/exhaustive
- Value resides in the impersonal

Charismatic (creative)

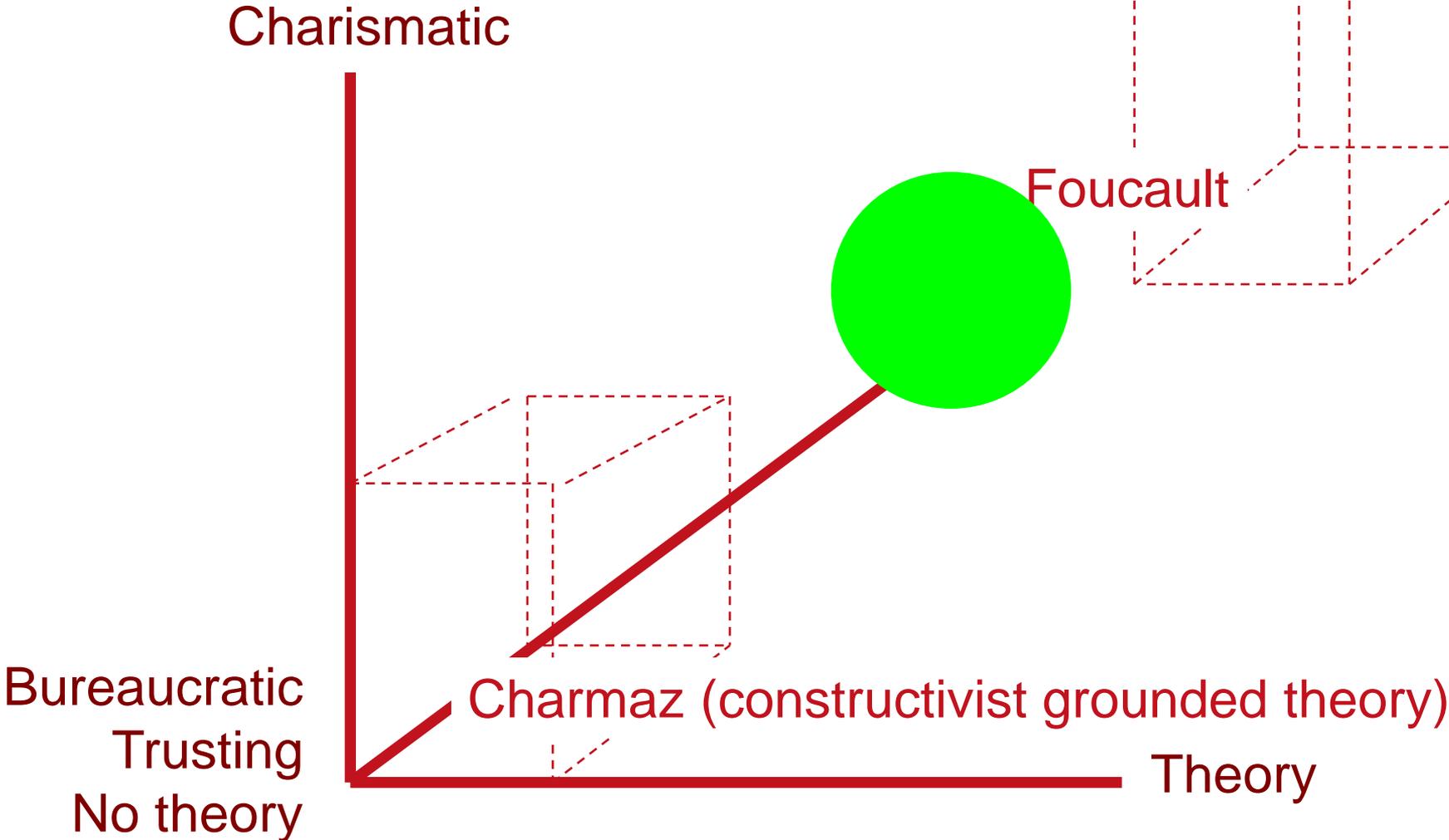
- Ungrounded but provocative interpretations
- Mixing data with theory
- Mixing analysis with personal musings
- Aesthetically pleasing writing



- Hermeneutics of:
 - **Trust:** Discerning lived experience from language
 - Phenomenology
 - Grounded theory
 - **Suspicion:** Interpreting signs to understand social structure, power, agency, and identity
 - Critical discourse analysis



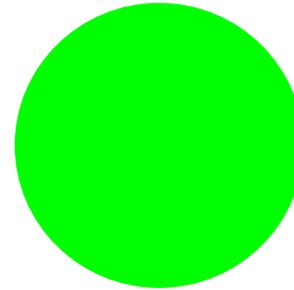
Qualitative research



Qualitative research: where could interest lie?



Queen's University
Belfast



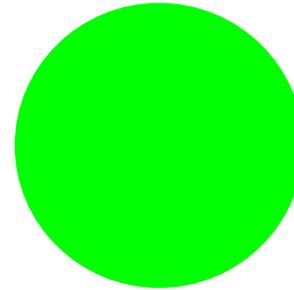
Critical discourse analysis

- Explores agency (authoring)
- Supplies tools

Qualitative research: where could interest lie?



Queen's University
Belfast



Usefulness

Qualitative research: where
could interest lie?



Queen's University
Belfast

On Sociological Theories of the Middle Range [1949]

Robert K. Merton

Qualitative research: where could interest lie?



Middle range theories

- 'Theories that lie between the minor but necessary working hypotheses that evolve in abundance during day-to-day research and the all-inclusive systematic efforts to develop a unified theory that will explain all the observed uniformities of social behaviour, social organization and social change.' (Merton, 1967: 39)

Realist research

- 'Interventions are theories' (Pawson, 2006)

Design based research

- Progressive refinement of middle range theories

Remote supervision of general practice residents

Susan Wearne

A wide-angle photograph of Uluru, a large red sandstone rock formation, in the distance. The foreground is a vast, flat desert landscape with sparse, low-lying green and brown vegetation and scattered trees. The sky is a clear, pale blue with a few wispy white clouds. The overall scene is a typical Australian outback landscape.



Europe in Australia



Remote Medical Practice





Photos: Prof

Residents' learning

Initial experience

- 20/21 passed examinations
- Training prepared well for practice
- Associated with staying in rural practice

Insights from remote supervision

- Resident-supervisor relationship fundamental
- Residents learn from responsibility & continuity of care in a community
- Continuity of supervisor can create efficiency & depth of learning
- Need to agree systems for reactive & proactive supervision

The questions

- **1⁰ care researcher**
 - Selection process
- **1⁰ care residency leader**
 - Workplace assess^t
 - Multisource feedback
- ***1⁰ care residency teacher***
 - IT support
- **Educational scientist**
 - Dropout

- **Psychologist and psychometrician**
 - EPAs
 - Mentoring vs supervision
- ***Educationalist and scientist***
 - Validity of a (pragmatic) recommendation

What is particular to a given historical period and how those particularities constitute the fate of those who live then *Frank 2013*

The fate of our times

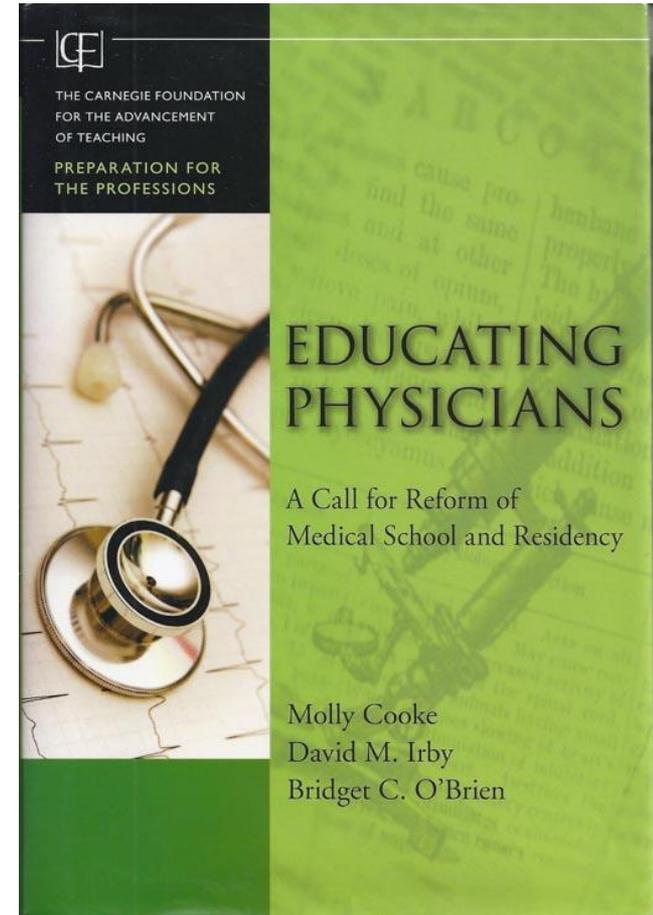
Competency (outcome) based education

The Lancet Commissions



THE LANCET

Health professionals for a new century: transforming education to strengthen health systems in an interdependent world

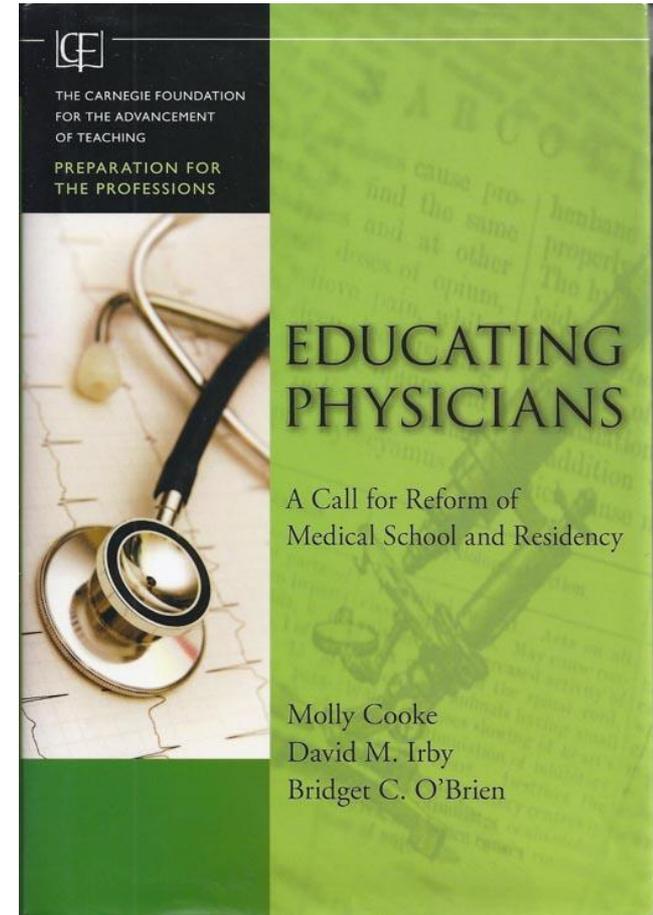


Carnegie recommendations



Queen's University
Belfast

- Standardise learning outcomes and individualise processes
- Integrate knowledge, experience, roles, and responsibilities
- Develop habits of inquiry and improvement
- Explicitly address identity formation



- Informative to formative to transformative education (leadership and change)
- Interdependence of health and education sectors and systems
- Core competencies ... highly individualised learning rather than one-size-fits-all
- Interprofessional education
- Professionalism

The Lancet Commissions



THE LANCET

Health professionals for a new century: transforming
education to strengthen health systems in an
interdependent world



- Unbroken line of inheritance from behaviourism
- Relaunch of an unsuccessful experiment in USA, which followed launch of Sputnik
- Excludes more complex and humane elements of professional behaviour
- Lack of supportive empirical evidence

Competency based education in action

Renting et al 2015



Queen's University
Belfast

- Workplace assessment of performance according to CANMEDS roles
- 591 feedback forms; 126 supervisors and 120 residents
- 'Meso-linguistic' critical discourse analysis
- Primary emphasis on speed/efficiency

Competency based education in action

Renting et al 2015



Queen's University
Belfast

- Two discourses of collaborator
 1. Equality with other stakeholders
 2. Delegating; asserting; taking a firm stance
- Discourse of communicator
 - Speaking >> listening
- Patients
 - Rarely mentioned
 - **Objects** of communication

The fate of our times

Education practice:

- MMI/OSCE/prescribing exam
- Simulation and safety
- Emotional intelligence, professionalism, empathy
- Patients as pawns
- Revalidation and credit-earning CPD

Research:

- Pragmatic

Globalisation:

- Hegemonic

Focused on individuals

Value system:

Simplicity; reliability; conformity

- Political control of professional work
 - “Schooling” and assessment > learning
 - Regulation
 - Standardisation
 - Measurement
 - Playing down of messy things like:
 - Individuality
 - Emergence (collaboration)
 - Emotions
 - Power

Where I would like to go

Education practice:

- Scholarly practice-based learning
- Learning more than teaching
- Less emphasis on performance (centiles)
- Paying as much attention to middle ability as extremes

Research:

- More strongly rooted in values

Globalisation

- Emancipatory

Focused on networks of people

Value system:

Complexity; validity; adaptability