

Area	Barriers	Potential solution to remove barriers	Wessex delivered solution
<b>Operational</b>	During time of operational pressure, planned training is often cancelled	Can the training be made into modules/bitesize, accessible via mobile?	Hints and tips poster for embedding frailty education into Wessex developed
	Different organisations have different approaches to delivering education	Material developed to be adapted for each organisations needs - no one size fits all	Frailty e-learning has been made available via local and national forums, with supporting resources and signposting. Organisations are encourage to supplement with local approaches to support cultural changes
<b>Technical</b>	Ability to share and edit training module across Wessex (and nationally)	Collobration with London Clinical Frailty Network	Frailty e-learning has been made available via local and national forums, with supporting resources and signposting. Organisations are encourage to supplement with local approaches to support cultural changes
	Different organisations may wish to deliver the module in different formats, e.g. online, via tablet, 1-1, group, modular.	Develop e-learning that can be delivered in any format: laptop, PC, tablet, mobile phone	Frailty e-learning has been made available via local and national forums, with supporting resources and signposting. Organisations are encourage to supplement with local approaches to support cultural changes
<b>Cultural</b>	Frailty education not cited within organisational education strategy	Engagment with Executive Sponsor	Copy of exemplar frailty education strategy: What about frailty training to be on trust inductions/junior doctors training
	Not recognised as an educational must within all specialities/organisation	Frailty education champions	<a href="https://www.frailtytoolkit.org/local-trainer-programme/">https://www.frailtytoolkit.org/local-trainer-programme/</a> and Southern Health
	Strategic governance and having a joined up approach - too many silos within an organisation it makes it difficult to ensure there is a unified plan and thus the ability to rapidly deploy frailty education.	Frailty education champions - share information	<a href="https://www.frailtytoolkit.org/local-trainer-programme/">https://www.frailtytoolkit.org/local-trainer-programme/</a> and Southern Health
<b>Competition education priorities</b>	Frailty education is not nationally mandated, so including into local induction and training is against a backdrop of local and national mandated requirements.	Development of a suite of resources for colleagues to access as appropriate	Wessex AHSN, the London Clinical Frailty Network and HEE have collobrated to ensure that frailty related programmes of work are accessible where ever you access them within the system. Add in links to Tier 1, tier 2 resources
<b>Time</b>	Releasing staff time to champion approach against a backdrop of operational pressures	Identify Medicine for Older People Education Lead	Development of a visual to encourage operational visulisation of frailty education
	Releasing staff time to complete the frailty training	Dedicate one day to focus on completion of e-learning, make it a organisational annual event - Older Persons Day 1st October	Development of a hints and and tips poster for embedding frailty education into Wessex

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<b>Lack of organisational frailty education champions</b>	Maintenance of the key message importance of the Board to Porter, frailty is everyone's business is key in maintaining momentum and uptake and ensuring developed materials are up to date and reflective of local and national requirements	Development of promotional material	Hints and tips poster for embedding frailty education into Wessex
	Evidencing of change in local practice will help embed frailty awareness	Development of promotional material	Recommendation to use 1st October - International Day for older people to develop an educational focus day
	Role of STP education groups	Briefing to Education STP group	Recommendation that each speciality nominates a frailty education champion
<b>Individual</b>	Poor previous preception/experience of e-learning	Describe benefits of completing training - certificate, blended learning	Development of case studies - what is in it for me? (In progress)
	Difficulty in adapting to change	Manager support, role modelling	Hints and tips - screening leaflet
	Difficulty in putting learning into practice	Training asks what they will do differently - does it?	Development of case studies to evidence change in practice (HEE 6-month review)
	Individual learning styles will vary	Training developed to be interactive - additional resources. Can be delivered as e-learning or 1-1	E-learning can be part of an organisational approach to learning
	Lack of confidence/knowledge	Promote benefit of undertaking training - promotional approach saying everyone's business -	Hints and tips poster for embedding frailty education into Wessex, screening approach, holistic approach poster and communication
	Own perception of need for training	promote benefit of undertaking training - promotional approach saying everyone's business -	Organisation to include requirement in Personal Development plans
	English not primary language/Accessibility	Inclusion of voice overs, subtitles and options for different languages	Organisation to consider best approach to meet needs of their staff cohort