

A Capability Approach to Learning in Community Oriented Primary Care

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GPs Place in the World

- To be where health care happens – in the homes, in the communities, in the facilities
- To lead primary health care
- To look after a whole community, not individuals.
- To provide holistic care for all people at all levels.
- To support equity= horizontal and vertical
- To be expert generalists

A close-up photograph of a woman and a young child smiling and looking at each other. The woman is on the left, and the child is on the right. Both are smiling broadly, showing their teeth. The background is a soft, out-of-focus light color.

If “the whole of life is learning”
(Dewey)

Then learning happens **all the
time and everywhere**



The Traditional Training model
is
information rich
but

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application poor

Origin: Unknown, "Africa"
Source: Huffington Post 2012



Or people are left to their own devices

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ur model of workplace learning is
KNOWLEDGABLE PRACTICE
information and application rich-

**Conceptually we have to shift from
DIDACTIC TEACHING (theory to practice)**



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to Authentic Learning (Practice to theory to Practice)

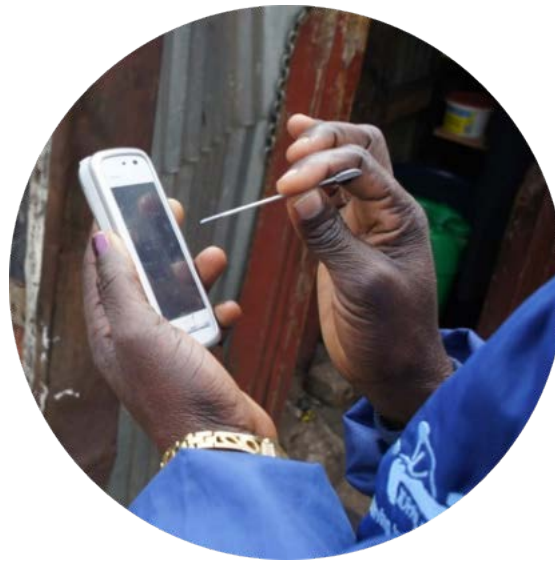




**Authentic
learning**

is what Amartya Sen
calls

Capability



Capability

Equals



Agency



Resources

Plus

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Agency is: the **meaning, motivation**
and **purpose** we bring to our actions

At a personal level AGENCY combines...



a sense of own worth (**self esteem**)



a sense of own ability to act on the world (**self-efficacy**)

Capability requires Resources

Authority

Skills

Knowledge

Support

Money

Equipment / Tools

Time

System

Capability approach to workplace learning in COPC

- Assumptions
- Approach

- Everyone can acquire capability(essential for life long Learning)
- Learning is work and work is learning
- Experience is not learning without supported reflection

- Knowledgeable practice =
- a cyclic process of making sense of experiences through supported reflection

What Education and Training is needed to become Generalist Experts?

- **Reframing the primary care paradigm (COPC)**
- Leadership
- **Workplace learning (peer learning, peer review)**
- Ongoing clinical skills relevant in general practice
- **Information and communication technology**
 - To improve service delivery
 - To co-ordinate patient care, clinical audit, communication between members of the team and also with the patients/community)
 - To monitor health outcomes. Train the GP on “output oriented medicine that incentivises measurable outcomes”
- **Research**

Primary Care Doctors with CAPABILITY

Are equipped to be

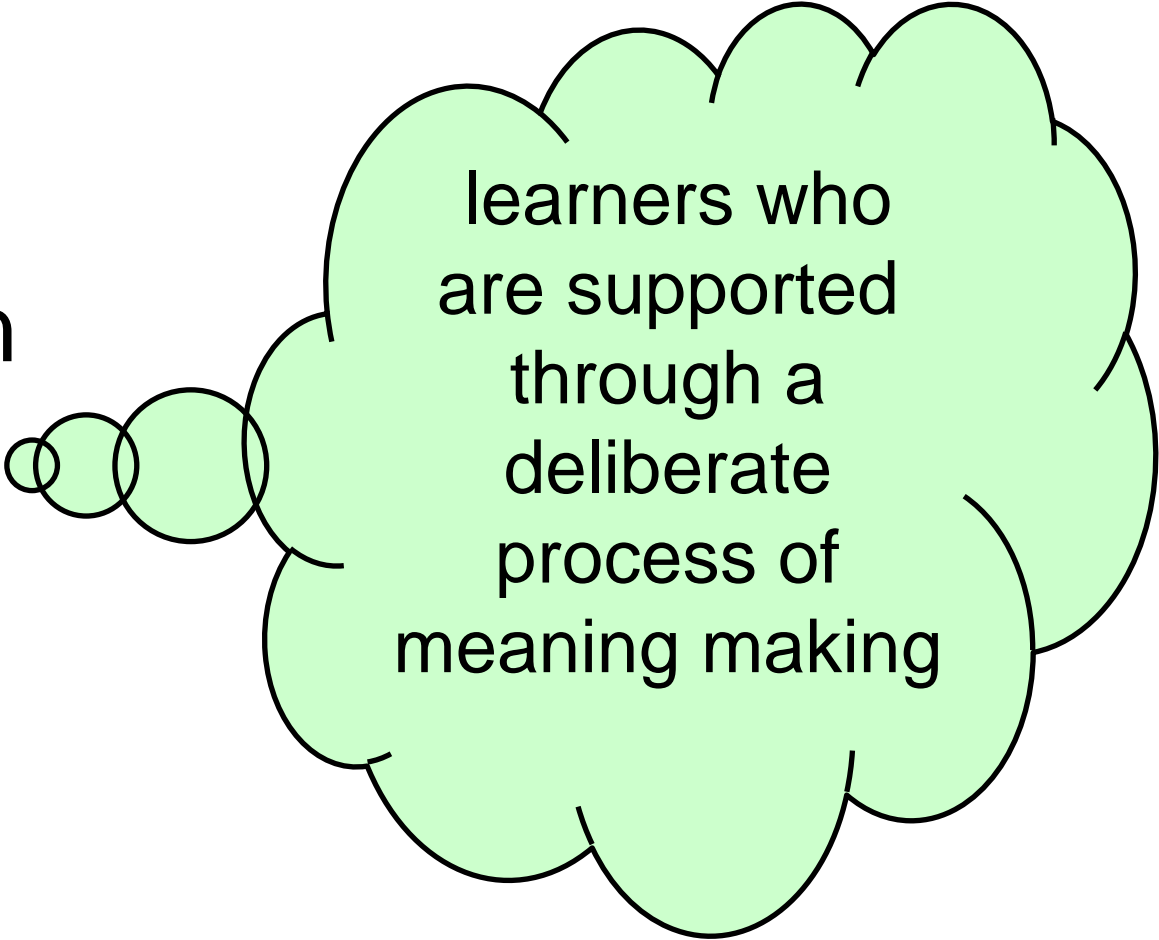
- ✓ **invested and engaged (present)**
- ✓ **have the best knowledge for knowledgeable practice**

So that they can **act in a meaningful way for**

- ✓ **themselves**
- ✓ **the individuals and families they serve**
- ✓ **the health teams they support**

What leads to knowledgeable practice ?

- ✓ Information
- ✓ Opinion
- ✓ Validation



learners who
are supported
through a
deliberate
process of
meaning making

A smart approach to capability

Is learning in context by applying the best available information and skills to create something closest to the outcome that he or she wanted to achieve



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