A Capability Approach to Learning in Community Oriented Primary Care

Tessa Marcus PhD
Department of Family Medicine
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
If “the whole of life is learning” (Dewey)

Then learning happens all the time and everywhere
The Traditional Training model is information rich but application poor.
Or people are left to their own devices

Tessa Marcus June 5 2014
Our model of workplace learning is KNOWLEDGABLE PRACTICE.

Information and application rich-
Conceptually we have to shift from DIDACTIC TEACHING (theory to practice)
to
Authentic Learning
(Practice to theory to Practice)

Tessa Marcus June 5 2014
Authentic learning is what Amartya Sen calls Capability.
Agency Plus Resources

Capability Equals

Tessa Marcus June 5 2014
Agency is: the meaning, motivation and purpose we bring to our actions

Tessa Marcus June 5 2014
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)

Tessa Marcus June 5 2014
Capability requires Resources

- Authority
- Knowledge
- Equipment / Tools
- Support
- Skills
- Money
- Time
- System

Tessa Marcus June 5 2014
Capability approach to workplace learning in COPC

- **Assumptions**
  - Everyone can acquire capability (essential for lifelong Learning)
  - Learning is work and work is learning
  - Experience is not learning without supported reflection

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

Tessa Marcus June 5 2014
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

Tessa Marcus June 5 2014
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 waned to achieve

Tessa Marcus June 5 2014