Aim of Project

The 'TRANSFORM' project aims to develop a set of key skills and competences for nurses to enable them to deal effectively with the social and cultural issues of an increasingly diverse workforce and client base. With partners in Belgium, Portugal, Finland, Turkey, Germany and Ireland the University of Nottingham is looking at ways to incorporate intercultural learning into existing work-based learning programmes and to map training to the European Qualifications Framework.

Mission Statement

The project commenced in September 2010 and has already included exploration of skills for nursing mobility by more than 400 nurses and nurse educators in practice using a method known as appreciative inquiry.

This method enables nurses and nurse educators across the countries to work together locally and internationally to identify and share key skills and competencies. Using this method, country teams are tasked with work which is completed nationally by registered nurses attending short courses in the universities (and their silent partners) then presented at international workgroups by national representatives. These representatives include nurses, educators and students from all countries as well as silent partners when appropriate. The RCN Education Forum is a silent partner in the UK with a remit for dissemination.

The TRaNSforM work programme completes in June 2012 in Ghent, when it is intended to launch a website which includes the skills framework and some supportive learning resources.

Appreciative Inquiry

AI, as it was developed by Cooperrider and Srivastva is based on the 4-D Cycle, which runs through 4 stages:

- Discovering - best practice in facilitating mobility
- Dreaming - creating a vision of the international nurse
- Designing - a skills framework and supporting materials
- Delivering - details of the framework