

# Partnership Between Higher Education and Working Life in Geriatric Services

## Developing the Conceptual Model

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### Background

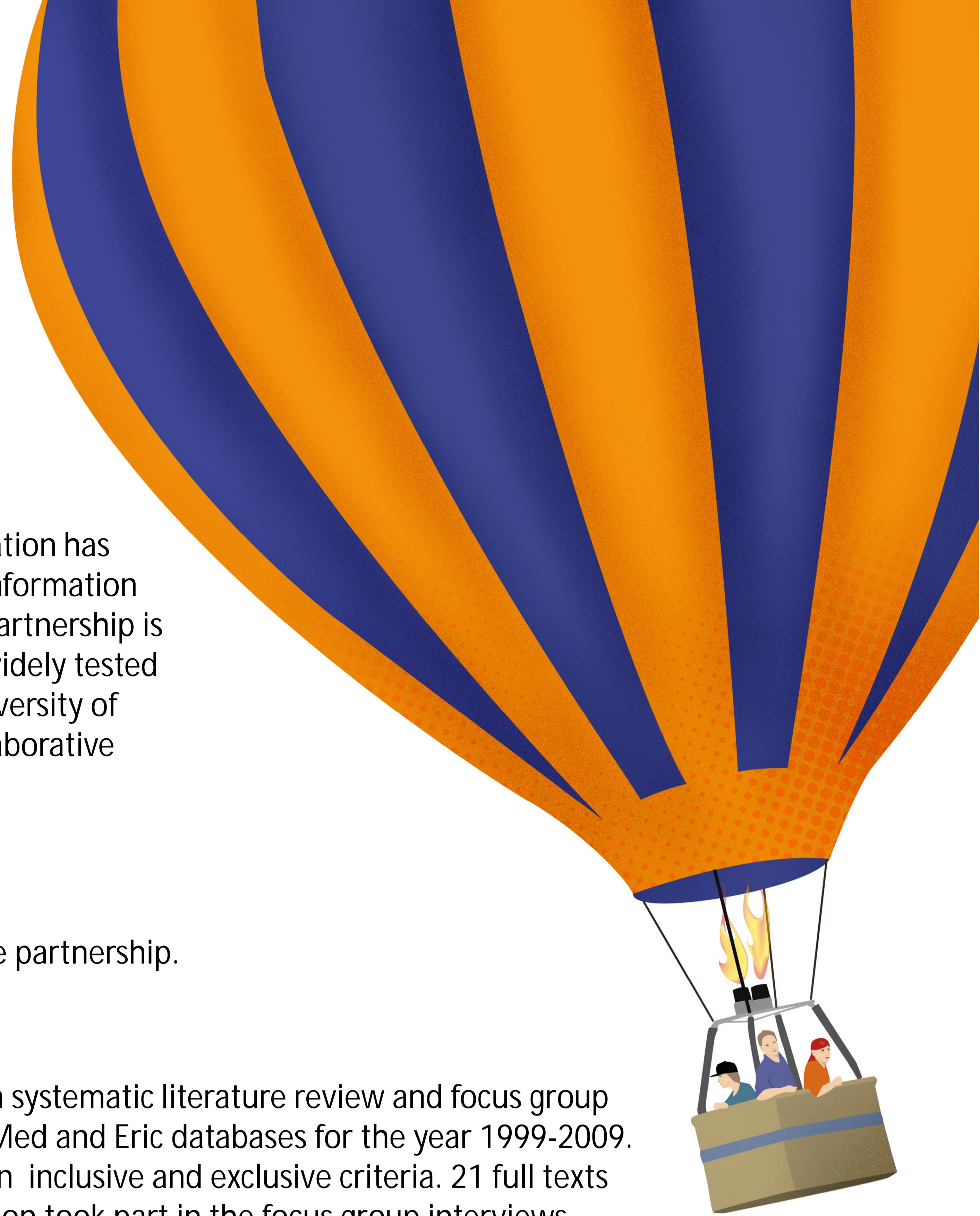
The collaboration and partnership of the health care organization and higher education has been depicted for decades in the international literature. In spite of this research information covering subjects is still rather sparse and the research is considered challenging. Partnership is used in various instances. There is no co-ordinated definition for it, nor have any widely tested work models been compiled to ensure its development. In Finland Metropolia University of Applied Sciences and the Hospital of Espoo City are producing a project called Collaborative Intensity, in which a work model for the partnership is being developed.

### Objective

The aim of this presentation is to describe the initial conceptual work model for the partnership.

### Methods

The model is developed through action research, which was put into effect through systematic literature review and focus group interviews in the year 2009. Reference literature was looked up in the Cinahl, Pub Med and Eric databases for the year 1999-2009. The search yielded 1012 references of which 205 abstracts were picked after certain inclusive and exclusive criteria. 21 full texts were chosen for the final analysis. A total of 31 persons from the partner organization took part in the focus group interviews. They were carried out in 6 groups. The material was analyzed through qualitative content analysis.



## Initial conceptual model for the partnership

### Factors promoting partnership:

- Agreement on cooperation
- Use of commitment processes
- Parallel operating environments
- Operational principles
- Participatory change management
- Communication

### Factors impeding partnership:

- Differences in organisational cultures
- Occurrence of original changes at unrelated time
- Lack of resources
- Attitudes
- Lack of common understanding

## Outline for implementation of partnership

### Developing expertise:

- Study opportunities provided by universities
- Joint learning
- Financial systems
- Electronic systems

### Sharing expertise:

- Common faculty positions and part-time/adjunct positions between partners
- Cross-border representation in partner organisation
- Joint steering
- Recruiting cross-border coordinators
- Project cooperation

### Supporting leadership:

- Common leadership philosophy and practices

### Modelling of student supervision

### Boosting recruitment:

- Summer training sessions
- Brush-up courses for updating qualifications
- Employment programmes supporting teaching academies
- Successful student supervision

## Benefits of partnership

- Development of expertise and new career development models
- Boosting students' learning
- Exercising a joint political influence
- Enhancing image of organisations

- Widening appeal of organisations and boosting recruitment
- Workforce mobility
- Developing joint competence for organisations