Barriers

- Lack of access to peers and expertise
- Heavy workload
- Short staffing
- Lack of management support
- Lack of access to technology
- Lack of funding

Enablers

- Access to peers and expertise
- Learning networks
- Protected learning time
- Management support
- Access to technology
- Funding
- Libraries and learning resources
- Workplace design
- Supportive staff attitudes
- Registration requirements
- Varied/challenging case-mix
- Career clinical pathways
- Education/research support staff
- Courses and conferences
- Good governance structures

Workplace Learning (Behaviour)
≈
Workplace Learning (Outcome)
- Skills
- Knowledge
- Attitudes

↑ Opportunity
↑ Motivation
↑ Capability

Quality and safety of patient/client care

Patient/Staff/Organisational Outcomes
- Service delivery efficiency
- Patient/Staff satisfaction

↓ Opportunity
↓ Motivation
↓ Capability

Unsupportive staff attitudes
Registration requirements
Lack of career clinical pathways

Lack of access to peers and expertise
Heavy workload
Short staffing
Lack of management support
Lack of access to technology
Lack of funding
Lack of educator/research staff
Lack of governance structures