

# Integrating CDEP with a Trust's ESR



**Humber Teaching**  
NHS Foundation Trust

## THE CHALLENGE

- The Trust has a **diverse** and **busy workforce**. They needed diabetes training that would add **real value to staff roles** and make the best use of their limited time.
- It was also essential that the training be **engaging** and **easy to access**.

## THE SOLUTION

To address these challenges, the Trust integrated CDEP's diabetes training into its **Electronic Staff Record (ESR)**, allowing staff to access CDEP through a familiar system.

### Key steps included:

- **Engaging the right people:** The team consulted key leads to assess training needs. By listening to staff, they ensured the training is relevant and valuable.
- **Tailored training:** Staff have access to all CDEP's topics, but four key groups were identified and assigned two mandatory topics, carefully aligned to their roles.
- **Encouraging voluntary learning:** Making two of the topic's mandatory is a deliberate strategy to avoid overloading staff. It also introduces staff to the practical value of CDEP and sparks interest in exploring the additional topics available to them.
- **Inclusive training:** Training isn't limited to registered professionals. Every team member within each group has been allocated the topics, reinforcing the belief that all staff should understand the different types of diabetes, and how to provide effective care.
- **Ongoing promotion:** The Trust plans to actively promote other CDEP topics during key events such as *Insulin Safety Week*, *Diabetes Week*, and *Hypo Awareness Week* to encourage continued learning.

## THE BENEFITS

- **Seamless Access:** By allocating topics to groups, staff don't need to search for training - they're automatically prompted to complete their assigned topics, with easy access via a link.
- **Tailored Learning:** Due to engaging key leads early on, the Trust ensures that the allocated training is relevant to each group's needs - resulting in stronger engagement across staff.
- **Improved Uptake:** A structured rollout has led to high compliance, with no resistance to the allocated training—and even some staff requesting additional modules.
- **Positive Feedback:** Staff indicate that they appreciate CDEP's interactivity, depth of content, and practical value.
- **Data-Driven:** The Trust uses CDEP's reporting dashboard to track training completion stats and help shape future strategies.

*“Staff prefer CDEP to the previous eLearning... It's got loads of information that they can go back and pull off as they need it, which is great!”*

**Elizabeth Harrison, NMP Lead HTFT**

*I've had staff saying, 'Can I do these modules that everyone else is doing?' ...I've never had people request extra learning.*

**Diane Pickering, Medicine Optimisation Nurse**

