

## **Workshop: Workforce development – supporting providers to develop their staff to successfully support people with learning disabilities and behaviours described as challenging.**

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The **aim** of this workshop was to highlight and discuss the crucial role that providers play in successfully developing and sustaining community support options for children, young people and adults with learning disabilities/autism who display behaviours described as challenging. The workshop acknowledged the challenges and highlighted what needs to be done to meet them.

The **objectives** were to:

- Understand the obstacles to providing good social care services to this group of people including timescales, social attitudes, low wages etc.
- Ensure that families and people themselves are actively, sincerely involved and consulted in the development of the social care workforce and not just as a tokenistic gesture
- Identify the key priorities and actions for workforce development to deliver sustainable effective, safe support in the community in collaboration with individuals and their families.

### **Outcome**

- Brought two key action points to the plenary Action Planning session

### **Background**

Children, young people and adults with learning disabilities and/or autism are a high risk group who often find themselves in inpatient provision as a result of a failure in the support they receive in the community. Providers play a key role in the Transforming Care Programme to deliver better outcomes for this group. They have to meet the challenge of developing the competency of their workforce and ensuring that all the necessary stakeholders are engaged in this task. These stakeholders include family carers and it is important for providers to acknowledge families as equal partners who hold important knowledge and insights into the lives of their relatives.

### **Workshop Discussion**

- I was highlighted that engaging with workforce is not just about frontline staff, providers and professionals but anyone that is involved in an individual's life including family and friends.
- The group discussed how commissioners were often averse to talking to providers in a non-competitive arena. This was seen as a barrier to personal, bespoke commissioning.
- Creating a pathway for career progression in the care sector that did not lead to management was discussed. Practical joint initiatives were explored around alternative career pathways, including the possibility of undergraduate training in

social care, creating alternative training paths that lead to in and accreditation for hands on skills.

- Opening up social care as a potential employer to young people in schools (similar to the push around teaching).
- Royal College of Nurses have produced an accredited care certificate for social care workers that they are willing to share with the Learning Disability Professional Senate to share learning and template with other Royal Colleges.
- BILD are meeting to discuss Practice Leader training to create a key role that would be a career projection that is different but equal to management positions.
- Flexible contracting was highlighted as an important factor to achieving person-centred support that is right for the individual and their family. Lack of information on workforce/support options for families was also discussed as an issue.
- The group discussed that there needed to be a co-ordinated challenge to vested interests that stop people achieving person-centred support.
- People with learning disabilities also need to be included in the discussions about their care as they are frequently left out of this process.

## Actions

Two key priority actions to feed back to the CB-NSG, LD Professional Senate and other stakeholders.

Action	Who	When
1. Explore ways to develop non-management career pathways in social care – particularly practice leadership	Ben Higgins (BILD) to lead with Skills for Care, CB-NSG and HEE engaged	Steering group meeting set up by end of December 2016
2. Review social care roles and existing training/development opportunities available to social care workers to produce a simple resource for workers about opportunities available & how to access them.	LD Professional Senate	Discuss at next LD Professional Senate meeting (5 <sup>th</sup> December 2016) & confirm how this will be taken forward
<b>Other actions</b>		
3. Ann Norman to share social care certificate from RCNurses with LD Professional Senate	Ann Norman & LD Professional Senate	Before next LD Professional Senate meeting (5 <sup>th</sup> December 2016)

## Further information/guidance/background reading

Information and guidance from Skills for Health –

[www.skillsforhealth.org.uk/projects/item/451-transforming-care-workforce-programme](http://www.skillsforhealth.org.uk/projects/item/451-transforming-care-workforce-programme)

Information and guidance from Skills for Care –

[www.skillsforcare.org.uk/Topics/Learning-disability/Transforming-care/Transforming-Care.aspx](http://www.skillsforcare.org.uk/Topics/Learning-disability/Transforming-care/Transforming-Care.aspx)

Building the right support: Service model for commissioners –

[www.england.nhs.uk/wp-content/uploads/2015/10/service-model-291015.pdf](http://www.england.nhs.uk/wp-content/uploads/2015/10/service-model-291015.pdf)