

Developing the workforce
to support children and
adults with learning
disabilities described as
challenging



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**THE NHS
CONSTITUTION**
the NHS belongs to us all



- Health Education England Context
- HEE approach to achieve HEE deliverables aligned to 'Transforming Care for People with Learning Disabilities
- How this will deliver better quality support of adults and children with learning disabilities whose behaviour is described as challenging.

Health Education England

- Health Education England (HEE) is a Special Health Authority of the Department of Health, established on 28 June 2012.
- Its function is to provide national leadership and coordination for the education and training within the health and public health workforce within England.
- Key functions of HEE;
- Ensuring that the workforce has the right skills, behaviours and training, and is available in the right numbers, to support the delivery of excellent healthcare and drive improvements
- Ensuring that the shape and skills of the health and public health workforce evolve with demographic and technological change
- Supporting healthcare providers and clinicians to take greater responsibility for planning and commissioning education and training through 13 Local Education and Training Boards (LETBs), which are statutory committees of HEE. They are responsible for the training and education of NHS staff, both clinical and non-clinical, within their area and are made up of representatives from local providers of NHS services and cover the whole of England.

HEE's contribution and pledge to the NHS England (2015) Transforming Care for People with Learning Disabilities – Next Steps

Skills for Care, Skills for Health and HEE will work in partnership with people who need care and support, carers and other partners to develop a workforce which provides person centred care and support for people with a learning disability in their community that is needs led, local and accessible. Workforce development, education and training delivery to include;

- Knowledge and skills autism, mental illnesses, physical illnesses and physical ill health and social support needs to enable fulfilled lives
- Developing personalised support and treatment approaches through holistic assessments and non-aversive treatment strategies using Positive Approaches
- Disseminating evidence based practice
- Developing leadership and management skills at all levels to promote innovation and change management

HEE approach

- To develop networks via existing regional structure to maximise engagement with the broad range of stakeholders
- Upscale and spread existing good practice utilising piloted approaches
- Ensure consistency and spread through national programme approach

Programme Aim

- Establish a skills and **competency framework** for health care professionals supporting people with a learning disability across all ages.
- Establish a tool to map existing skills gaps
- Deliver training to fill those skills gaps for the **existing** workforce
- Ensure that professional training for the **future** workforce delivers the spectrum of competency framework skills required

HEE Education Commissions 15/16.

Learning disability Nurses –	664	Learning Disability Psychiatrists	95
		(higher specialist training)	

- * Clinical Psychologists 52
- * Speech & Language Therapists 608
- * Physiotherapists 1543

*Not LD specialist programmes

- **175,690** clinical support workers currently employed across the NHS in England. Varied education frameworks employed across England that will need to be mapped.

Enabling activity

Health Education West Midlands

- Establish learning disability workforce networks within each region to ensure wide ranging stakeholder engagement and to enable improvement and change at the pace required, and establish coordination at a national level to ensure consistency and spread
- Ensure commissioned programmes for healthcare professionals are tailored to meet needs of service through national and local commissioning and quality assurance mechanisms
- Ensure the wider workforce across sectors and settings are able to meet the needs of people with a learning disability in non specialist services, utilising existing resources that have been piloted and evaluated

Programme Strengths

Strategic Direction

- Strategic commitment to working in partnership between HEE, Skills for Health and Skills for Care at a national level

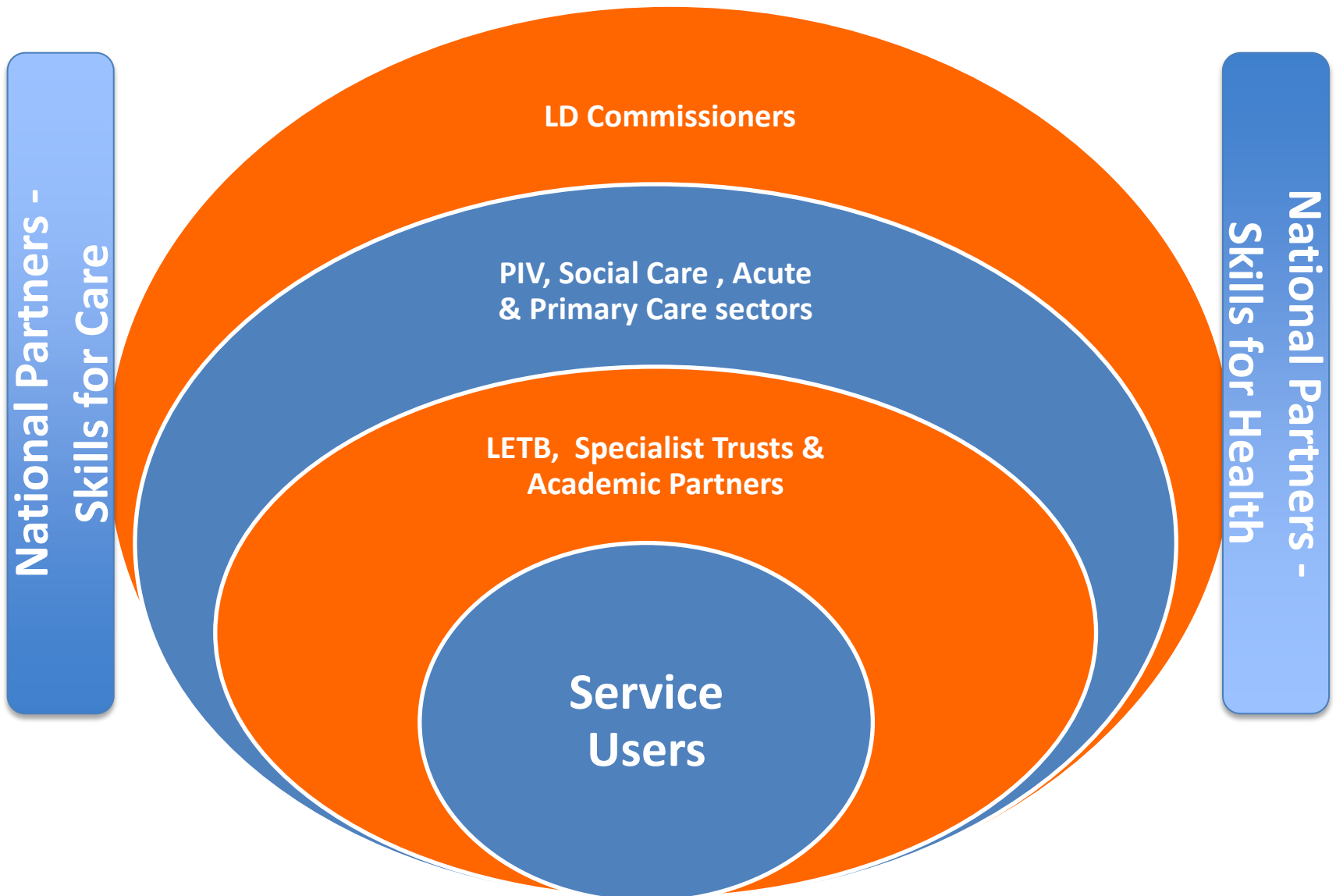
Programme Management

- Strong multi-disciplinary/partner engagement at regional and national level
- Learning from networks and good practice/ innovation harnessed and shared via proactive programme management
- Building upon existing work to maximise learning and enable scale and spread in a timely manner

Knowledge & Experience

- Drawing upon In depth knowledge and understanding of local service needs across regional geography to co-ordinate a national response
- Establishing and strengthening relationships between health and social care skills councils/PIV sector partners/ commissioners/Higher Education Institutions

Local LETB Networks



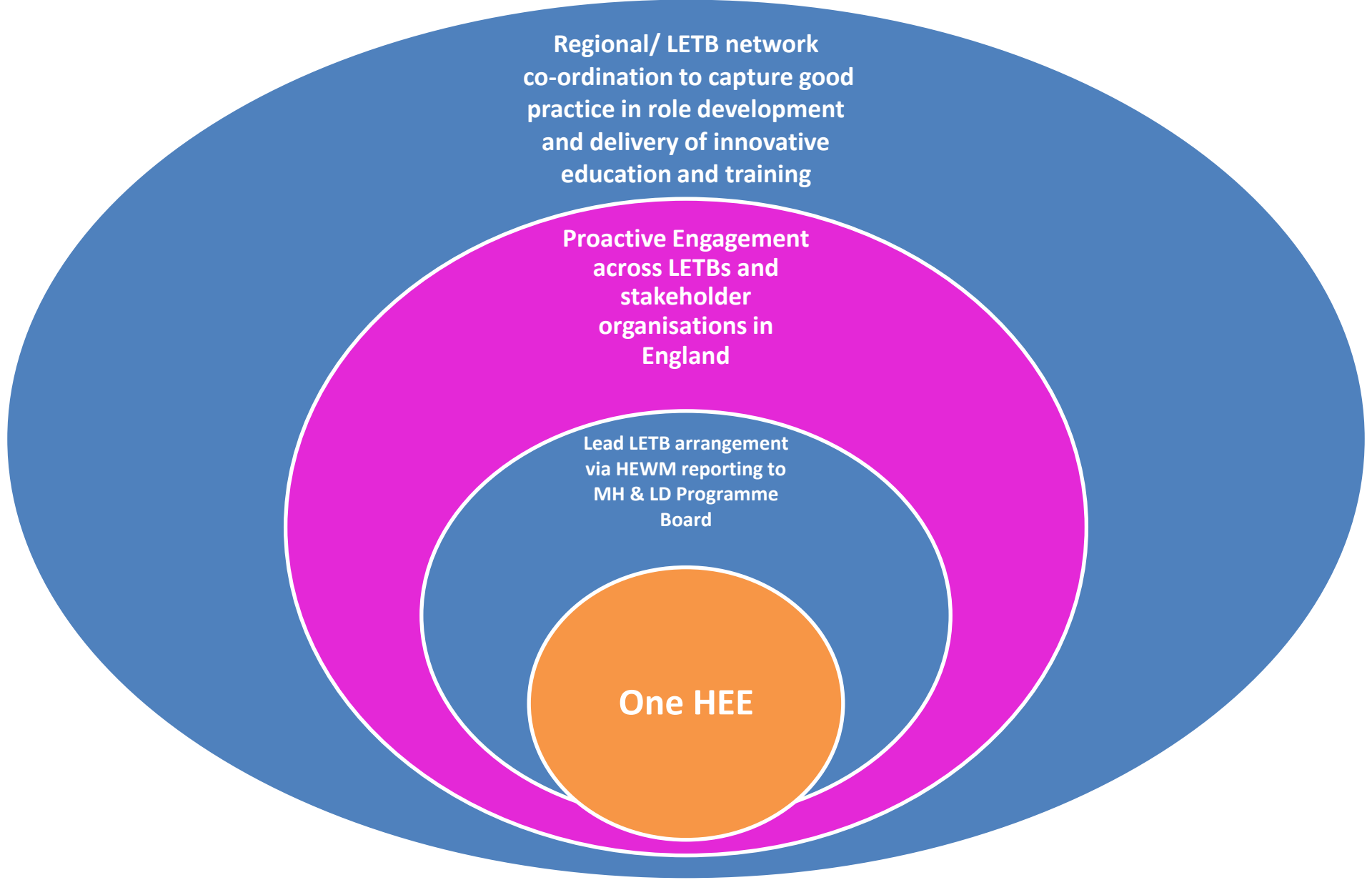
National Co-ordination of local engagement to enable scale and spread of good practice

Regional/ LETB network
co-ordination to capture good
practice in role development
and delivery of innovative
education and training

Proactive Engagement
across LETBs and
stakeholder
organisations in
England

Lead LETB arrangement
via HEWM reporting to
MH & LD Programme
Board

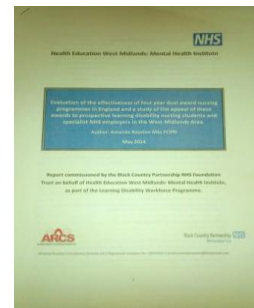
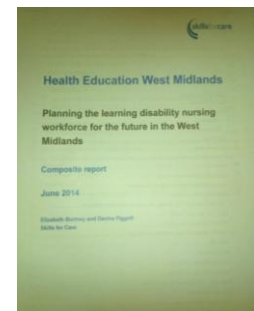
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Key Learning from West Midlands

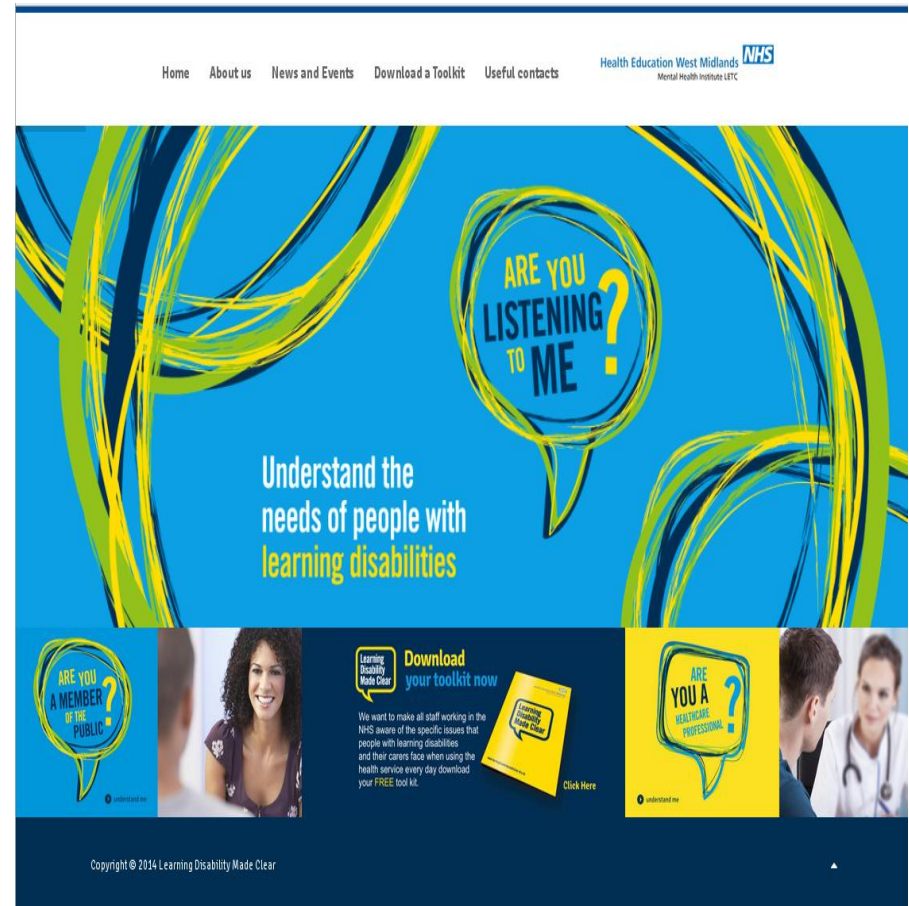
Understanding the LD health and social care workforce needs outside of the NHS

- Worked with commissioners in 14 sub regional localities to produce key intelligence on the operating environment for LD providers in the region and changes to NHS LD service models that will influence demands for future workforce
- Commissioned Skills for Care to undertake “horizon scanning qualitative research” to understand potential future service changes and the effect on the workforce required
- Surveyed all identified PIV LD providers to understand and quantify how many of what type of worker they will require in future.
- Stakeholder event in April to further understand workforce requirements of the social care sector in partnership with Skills for Care



Raising Awareness of LD in Healthcare Settings

- Commissioned the development of a Learning Disabilities Health Toolkit and distributed copies to all NHS trusts in the region.
- Each ward/ department in acute & community teams has a copy



Marketing Campaign

- Promoted awareness of LD and the health toolkit with region wide “Learning Disability Made Clear” campaign and series of workshops
- Conducted a direct mail marketing campaign to 1000 GP’s in the region.
- December 1st – launched website to host all components of toolkit – free to download



Competency Framework for the Specialist Healthcare Workforce

- Established a Region Wide Expert Reference Group to work together to devise and agree a generic interventions framework and corresponding 'I Story'
- Developing a Region Wide Competency Framework for the whole specialist Learning Disabilities workforce that is aligned to interventions along the care pathway.
- Worked in partnership with Skills for Health to ensure competencies are mapped to the National Occupational Standards to inform education and training development
- All staff within specialist learning disability services currently mapping competencies to framework to enable a training needs analysis to emerge
- Work planned 15/16; Mapping workforce requirements to support seamless transition from Children's services to Adult Learning Disability services and address any related workforce/learning needs

Reviewing Approach to Nurse Education Programmes

- Identified key challenges with current commissioning arrangements through workshops with HEI partners
- Hosted region wide workshop to identify alternative models of education to meet future LD service models
- Commissioned a comprehensive research study into alternative models of undergraduate LD nurse training and assessed appetite for a dual LD award in the West Midlands.
- Agreed a region wide strategy to create a Centre for Learning Disabilities Excellence in the West Midlands to include flexible programmes to meet the needs of services across the spectrum of service user need

The learning from the work undertaken in the West Midlands will;

- Enable scale and spread within a short timeframe
- Provide a robust platform from which to build the programmes of within regional/ LETB workforce networks

How will we deliver better quality healthcare support to adults and children with learning disabilities whose behaviour is described as challenging?

By ensuring we fully understand the skills and competencies required across all healthcare settings and ensure the entire healthcare workforce is equipped with the right skills to fulfil their role through;

- Bespoke education and training for the **existing** workforce to meet gaps identified
- Enhancing commissioned programmes for health professionals who will be our **future** workforce
- Creating **new roles** and exploring **new ways of working** to ensure continuity of service for people with a learning disability irrespective of setting in which they receive their care