

Child and Adolescent Mental Health
**TRAINING & DEVELOPMENT
PROJECT**



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MID-TERM PROJECT REPORT: EXECUTIVE SUMMARY

The project is made up of a variety of streams of work that it feels will enable it to move closer to its overall aims. These streams range from academic pieces of work, to practical implementation, from local projects, to Kent and Medway wide strategies, from influencing to direct support and consultation. The following areas are currently being covered by the project:

TRAINING AND DEVELOPMENT NEEDS ASSESSMENT:

This process is not a mapping exercise but rather an attempt to gain an understanding of the education, training and development needs of the practitioners as well as issues relating delivery of training.

A variety of methods are being used to collect this data including:

- ❑ Ongoing Needs Assessment through interviews and focus groups
- ❑ Small Focused Needs Assessment
- ❑ Previous Needs Assessment
- ❑ Evaluation of Frontline Worker Training
- ❑ Research on Frontline Workers' New Mental Health Role
- ❑ The Needs of Children, Young People and Families
- ❑ Linking Training and Development Needs and Core Capabilities

DEVELOPMENT OF SET OF CORE CAPABILITIES:

The aim of this stream of the project is the development of a tool for reflecting on the capabilities needed by the workforce in order to work effectively with children and with adolescents around issues of mental health. A set of capabilities has been developed and these have been further elaborated for those working with different age groups. The capabilities have also been used to guide the development of the National Competency framework for Child Primary Mental Health Workers. This will go out for consultation in the autumn of 2004.

TRAINING INSTITUTIONS:

The focus here is to work with regional education and training groups/consortia and higher education providers to develop sustainable local training programmes. At present this stream of the project is seeking to encourage and facilitate strategic thinking and planning in relation to education and training at various levels, including both pre-registration and post-qualification education and training across the health and social care sectors in the Kent and Medway region. A set of proposals for a joint strategy has been developed and a joint working group set up. The strategy is out for consultation. Links will now be made with teacher education and training offered by the statutory bodies.

PILOT PROJECTS:

A variety of projects have been and are in the process of being set up to pilot ideas of how training and development can be more integrated within the services we are providing and the organisations we work in. These projects include:

Maidstone Multi-Agency Interface Project (MMAIP)

This project is an attempt to develop more clear and formal links between the Specialist CAMHS service at Gatland House, the Maidstone/Weald PCT community practitioners, social services, education and other frontline workers in the Maidstone area. One of the core elements of this interface is the development of frontline workers' skills, through consultation, supervision and training, in terms of dealing with children and young peoples' emotional well being and mental health.

Specialist CAMHS Teams

The project views the Specialist CAMHS teams as having specialist knowledge and skills in the area of child and adolescent mental health. It feels that if:

- the present crisis in child and adolescent mental health is to be overcome
- services are to be provided earlier and in less stigmatising settings and
- there is to be more emphasis is being placed on prevention and mental health promotion

then the Specialist CAMHS Teams need to be playing a more active role in supporting front-line workers.

Child Primary Mental Health Worker (CPMHW)

In terms of the CPMHW role the project is currently involved in a process of:

- working with the National Lead for Child Primary Mental Health Work on developing a set of competencies for this role.
- working with the Higher Education Partnership set up in Kent and Medway to look at providing post-qualifying training for these CPMHWs
- hosting a days seminar to get some sense of the role and function of these practitioners across the region, to share good practice or innovative ways of dealing with your local needs and to look at how this links with the broader national picture.

Medway Pilot Project:

Negotiations are underway for piloting a training and development project for frontline workers in Medway. The group has begun by looking at the capabilities documents as a way of beginning to think about the training programme that would suit their workers.

ADVISORY/CONSULTANCY ASPECT:

The project provides advice and consultancy to a variety of other projects and initiatives around training and development. These include:

- Sure Start
- Healthy Schools Emotional Well-being Subgroup
- Connexions
- Mental Health Workers for Looked After Children

- Family Liaison Officers
- EMOTivatIONS
- Early Intervention Project

DEVELOPMENT OF TRAINING MANUALS ON CHILD AND ADOLESCENT MENTAL HEALTH FOR FRONT-LINE PROFESSIONALS

The project is looking to develop a set of training manuals and materials around issues of child and adolescent development, mental health, emotional well-being and mental health problems.

STRATEGIC:

The project is in the process of trying to position itself strategically so that the issue of training and development around issues of child and adolescent mental health are represented across the sectors. This is happening both at a Regional level (through the setting up of a representative steering committee and through links with the Regional CAMHS Support Services) and the National level (through involvement with the National Primary Mental Health Workers for Children and the Children & Young People's Mental Health Training Initiative).

INFLUENCING:

An important component of the project is the role it plays in influencing practitioners and service providers, managers, commissioners and those offering training. It is vital that all people who work with children and young people acknowledge their responsibility for the mental health and emotional well-being of the youth they work with. This function of the project has been executed in a variety of ways:

- Meeting and Influencing Key Decision Makers
- Writing and Disseminating Position Papers
- Information Sharing

Summary and Conclusions:

The project is well into an implementation phase with a wide range of local, regional and national initiatives on the go. It will be important over the next year to ensure that many of the new initiatives (encompassing new attitudes, processes, procedures and structures) are embedded within the structures of both the planning and service delivery bodies so as to provide sustained change. A key issue for the project is that its funding base becomes representative of the sectors it is working with. It also needs to look at securing this funding for beyond 2006 if really change is to be sustained.