

TRAINING & DEVELOPMENT PROJECT



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EXECUTIVE SUMMARY

THE CHILD AND ADOLESCENT MENTAL HEALTH MULTI-AGENCY TRAINING AND DEVELOPMENT PROJECT

This Higher Education Strategy stream is part of a larger multi-agency training and development project focusing on service providers working with children and young people in the area of mental health and emotional well-being. The project is focused on Kent and Medway, addressing the education, training and development needs in both the statutory and voluntary sectors.

THE PURPOSE OF THE DOCUMENT

This stream of the project will seek 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. In order to further explore and develop these ideas it was decided to bring the three Higher Education Institutions that service Kent (Canterbury Christchurch University College, Greenwich University and the University of Kent at Canterbury) together, with workforce planners and service and training commissioners together to look at a strategy for joint provision of education and training relating to child and adolescent mental health and well-being.

The purpose of this document is to:

1. Develop a shared sense of the need for a joint education and training strategy for Kent and Medway.
2. Developing a shared vision of the possibilities for offering new and innovative education and training in child and adolescent mental health in terms of:
 - programmes focused on child and adolescent mental health
 - modules in relevant pre-existing programmes.
 - the way in which education and training can be provided
3. Offer proposals for the way forward in terms of an integrated joint education and training strategy dealing with the issue of child and adolescent mental health and emotional well-being.

A days workshop was held to bring the higher education institutions, work force planners and service and training commissioners together to look at a strategy for joint provision of education and training relating to child and adolescent mental health and well-being. A variety of proposals for a joined up strategy were developed during this workshop. These were then followed

up at a later date with the participants who gave further clarity on their ideas. Out of these emerged proposals and possibilities for a joint up education and training strategy relating to child and adolescent mental health for the Kent and Medway region.

SUMMARY OF PROPOSALS:

Proposal 1. Joint working between HEIs, commissioners and workforce planner:

- A memorandum of understanding and agreement at senior levels of the HEIs, the Trusts, WDC is needed in order to continue this process.
- A cross county education group that has a joint board of studies.
- A joint meeting, on a twice-yearly basis, between WDC, commissioners and HEIs, through the cross county education group.

Proposal 2: A Kent and Medway agency or group should be established to ensure the benching marking of and co-ordinating of post-qualifying multi-disciplinary training in child and adolescent mental health:

- A jointly funded centre, based in Medway, which could coordinate education and training, research and development throughout Kent and Medway needs to be established.

Proposal 3: Develop a set of core capabilities/competencies for child and adolescent mental health workers across sectors and specialisms:

- Development of an agreed upon (across all three statutory bodies) set of core capabilities for those working with children and adolescents.
- Pilot research, based on these core capabilities, should be undertaken to establish the range of skills, knowledge and attitudes required.
- Develop guidance for purchasers regarding minimum standards for competence and desirable service standards.

Proposal 4: Development of a locally built skills escalator:

- These core competencies should be developed through programmes of shared learning, common pathways and inter-professional education
- Develop common pathways within individual training programmes, underpinned by jointly agreed standards
- Core competency training should be reflected in both intra-professional curricula and in shared learning initiatives
- Expand multi-professional training programmes
- Consider the development of combined or integrated professional education and training programmes

Proposal 5: The Rolling Out of Pilot Training Projects:

- Pilot cross agency frontline staff training in child and adolescent mental health with funding from the WDC. This needs to be linked to research

and evaluation linked to the core competencies and effectiveness of the training.

Proposal 6: A system of kite or bench marking child and adolescent mental health training needs to be developed:

- The central agency above could develop standards based on the capabilities needed and occupational standards in order to accredit training and development of new programmes.

Proposal 7: Ensure the education and training offered reflects the service needs:

- There needs to be a collaborative understanding of what the workforce education and training needs are.

Proposal 8: Adjust training models to increase access to training and arrangements for career transfer:

- Systems for accrediting prior learning and experience need to be developed.
- New methods of course delivery need to be developed, implemented and evaluated to assess their viability in terms of making training more accessible e.g. using modular systems, work place learning, e-learning etc.

Proposal 9: Integrate training with the service environment:

- We need to explore ways in which CAMHS training can be integrated with the service environment through proved quantity and quality of placements, input from service provider to HEIs, academic staff maintaining links with practice

Proposal 10: Develop a Joint Accreditation and Prior Experience and Learning Process:

- The Education Institutions need to look at a joint system of APEL.