



Self-Directed Support Core Skills Training-Pilot

SDS is not *an* option. SDS *is* the option

Introduction

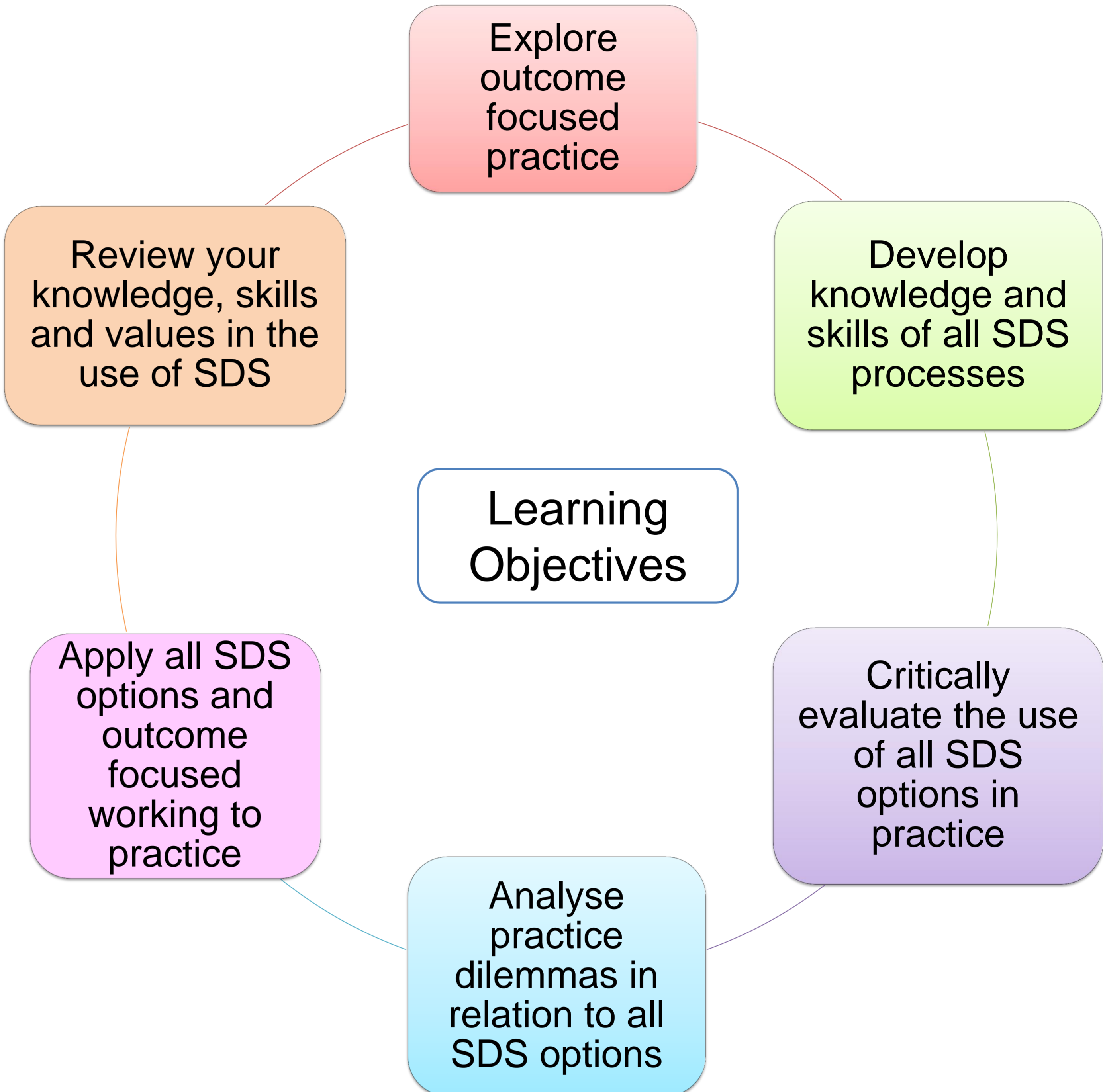
- Self-Directed Support (SDS) has changed the way we deliver social care services
- A critical factor in the full implementation of SDS is having a confident and skilled workforce (Social Work Scotland, 2017)
- A new training course was developed to support staff to develop their skills and knowledge in relation to the 4 SDS options and fulfil statutory requirements

Objectives

- Design and implement training that supports staff to be able to confidently understand and explain the 4 SDS options and develop skills, knowledge and values in working with an outcome focused approach
- Pilot the training and develop it further in-line with feedback

Methods

- The training was collaboratively designed by the SDS team and Bon Accord Care (BAC).
- The core skills training was developed in response to the learning needs identified by staff.
- 4 sessions were developed with 6 clear learning objectives for each. (See right)
- The learning methods used were: the use of discussions, role-play, information provision and interactive group work.
- The training was piloted in July 2017 to 15 colleagues from all service areas all with varying levels of experience.
- A thematic analysis was carried out on the feedback from 12 participants to assess the impact of the pilot training.



Results

| Increased Confidence | Expectations Met | Effective Training Methods | Suggestions for Improvement |
|--|---|---|--|
| <p>"It was very useful and I certainly have a lot more knowledge. I would feel confident discussing all options." PP2</p> <p>"I felt that all aspects were very useful for me to be able to do my job with confidence" PP4</p> | <p>"I felt the programme met my expectations in terms of content and pace" PP9</p> <p>"Training was excellent!" PP5</p> | <p>"Being able to have discussions related to 'in practice' and problem solving discussions was very useful." PP3</p> <p>"I found the role play helpful." PP1</p> | <p>"Possibly a whole day or 2 sessions on Option 1 would be beneficial" PP4</p> <p>"Should be rolled out to not just new staff but ALL staff within ACC particularly those in the partnership, why do SW have to attend but not NHS" PP8</p> |

Summary

- New and engaging training was needed in order to have a confident and skilled workforce
- The SDS core skills training was developed with staff's needs at the core
- Based on the success of the pilot: there are plans to roll out the training to employees in the partnership
- The training programme will be developed in line with feedback from the pilot
- The training programme will be refreshed to contain the most up-to-date processes and information

Acknowledgments

Poster designed by Nicola Smart (nsmart@aberdeencity.gov.uk)
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References
Socialworkscotland.org. (2017). *Self directed Support - Social Work Scotland*. [online] Available at: <http://www.socialworkscotland.org/what-we-do/Self-Directed-Support/> [Accessed 16 Oct. 2017].

