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

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.

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

Results

Increased Confidence

- “It was very useful and I certainly have a lot more knowledge. I would feel confident discussing all options.” PP2
- “I felt that all aspects were very useful for me to be able to do my job with confidence” PP4

Expectations Met

- “I felt the programme met my expectations in terms of content and pace” PP9
- “Training was excellent!” PP5

Effective Training Methods

- “Being able to have discussions related to ‘in practice’ and problem solving discussions was very useful.” PP3
- “I found the role play helpful.” PP1

Suggestions for Improvement

- “Possibly a whole day or 2 sessions on Option 1 would be beneficial” PP4
- “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

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

References


Acknowledgments

Poster designed by Nicola Smart (nsmart@aberdeencity.gov.uk)
The Core Skills Training Pilot was designed and implemented by Eleanor Low, Nicola Scott and Bon Accord Care Learning and Development