

Training the Care Aims Trainer

“Do the Thinking don’t Think the Doing”

- Has at least 70% of your service/team received at least 3 days training in the Care Aims Framework in the past 5 years from Kate Malcomess or one of her Associates?
- Has your service/team been using the Care Aims Framework for at least 18 months and finding it difficult to induct new staff into the framework?
- Do your staff/peers need regular updates in the framework to maintain standardisation?
- Are you concerned about the cost of bringing in external training to maintain practice in the framework?
- Do you have at least two members of staff who have been using the framework for at least 9 months in their own practice and have good facilitation skills?
yes?then read on!

This workshop has been developed in response to the recognised continuing training needs involved in using the Care Aims Framework. It also recognises the benefits of using local expertise and knowledge to ensure that concepts and service benefits are realised more easily. One of the main aims of the workshop is to ensure that training is cascaded to all newly recruited practitioners in services where the Care Aims framework is an integral part of working practice. It is recommended that you train at least three trainers to ensure that there is sufficient continuity and support for trainers but a **minimum of two trainers per team/organisation is required.**

This workshop equips participants to train practitioners from teams or organisations where at least 70% of the staff group have received the initial training from Kate Malcomess or one of her associates. It does not equip trainers to train teams from scratch.

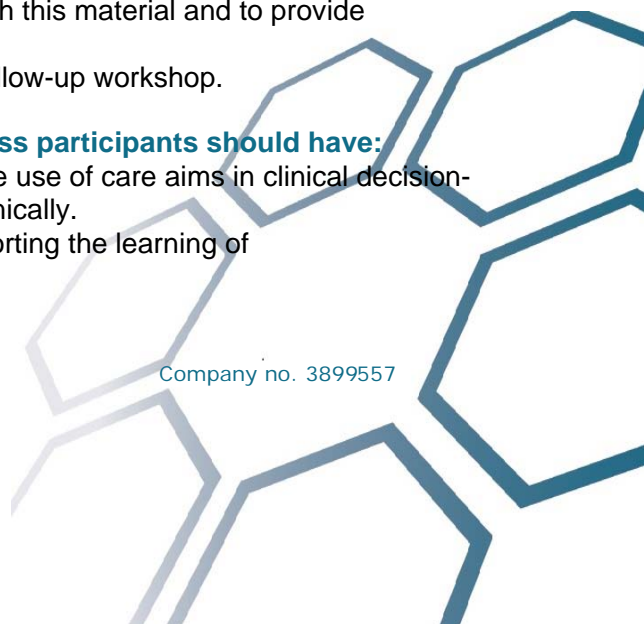
ORGANISATIONAL COMMITMENT REQUIRED: The delivery of this package assumes organisational support for the implementation of this service philosophy and ongoing support for trainers and their revalidation requirements. An named organisational sponsor will be asked to commit to this as part of the validation process. This training is provided as one element of a larger consultation/training package – please see www.careaims.com for more details.

AIMS OF THE PROGRAMME

- To review the principles and concepts of the Care Aims Framework, in the context of the Clinical Decision-making Framework.
- To support trainers in developing the skills required to teach this material and to provide opportunities to practice delivering the training package.
- To identify key learning goals for review in the 6 months follow-up workshop.

LEARNING OUTCOMES: By the end of the 6-month process participants should have:

- a consolidated understanding of the concepts related to the use of care aims in clinical decision-making and reinforced skills in applying these concepts clinically.
- increased confidence in teaching the framework and supporting the learning of their peers.



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PROGRAMME OUTLINE:

This programme is a 6 – 9 month process consisting of **a two-day workshop and a one-day workshop. Attendance at all three days is essential.** Participants will also be expected to facilitate at least one one-day or two half-day workshops (can be co-facilitated) in the period between the workshops and to submit a written reflection on their performance. **Participants need to meet specific selection criteria before being accepted for the training (please see below).**

The workshops are highly experiential with the opportunity to apply the concepts and to practice skills. **It also involves a strong element of self and peer assessment of participants’ skills.** Each trainer will receive a pack of electronic copies of all standard handouts and slides to support their teaching.

CRITERIA FOR SELECTION: The workshop is designed for clinicians who:

- have received **at least three days** training from Kate Malcomess or associate in the Care Aims Framework **since January 2010;**
- have been actively using the Care Aims Framework in their own practice for **at least 9 months;**
- work for a service which has been using the framework for **at least 18 months** and where **at least 70% of staff** have been trained in the framework in the last 5 years;
- will have the opportunity to facilitate at least one one-day or two half-day workshops in the 6-month training period and to submit a written reflection of 1000 words on this.
- are willing to engage in an open process of self and peer assessment and annual re-validation of skills through attendance at a master class or submission of written evidence.

FACILITATED BY: Kate Malcomess

MAXIMUM NUMBERS: 12 participants

FACILITIES: These must be provided by the organisation commissioning the workshop and should include:

- a large room (or smaller room with access to a breakout room)- 3 days
- an LCD(powerpoint) projector and a flipchart and pens
- refreshments, as appropriate
- photocopying of handouts.

COSTS: This includes three days tuition, support through the validation process and a pack of original teaching materials for each participant.

£4,800 + £960 VAT = **£5,780.00 + expenses charged at cost plus VAT**

Please note: **An annual revalidation fee of £70 + VAT per trainer is payable for ongoing validation – this includes a free Master Class and Network Meeting.

