

# Training the Care Aims Trainer

## “Do the Thinking don’t Think the Doing”

- Has your service/team been using the Care Aims Framework for at least 18 months and need help inducting new staff into using the framework?
- Do your staff/peers need regular updates in the framework to support consistency of practice?
- Has at least 70% of your service/team received at least 4 days training in the Care Aims Framework in the past 5 years from Kate Malcomess or one of her Associates?
- Are you concerned about the cost of bringing in more external training to maintain the integrity of the use of the framework?
- Do you have at least two members of staff who have good facilitation skills and have been using the framework for at least 9 months in their own practice?  
yes? .....then read on!

This course was developed in recognition of the continuous development needs involved in using the Care Aims Framework. It provides local expertise and knowledge to ensure the concepts and service benefits are realised more easily. One of the main aims of the course is to ensure that concepts are cascaded to all newly recruited practitioners in services where the Care Aims framework is an integral part of working practise. 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.**

**The course is made up to two modules, taught 6 – 9 months apart.  
(Module I is 2 days and Module II is 1 day).**

**Please note: This course does not equip trainers to train new services or Multidisciplinary Teams from scratch.** (please see criteria for selection overleaf).

**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. A named organisational sponsor will be asked to commit to this as part of the validation process. This training is only one element of a larger consultation/training package – see more details at [www.careaims.com](http://www.careaims.com)

### AIMS OF THE PROGRAMME

- To refresh your understanding of the core principles and concepts of the Care Aims Framework and increase your confidence in applying these to service delivery, clinical decisions and reflective practice,
- To support you to develop the facilitation skills required to equip your colleagues with the understanding and skills required to use the framework in practice,
- To provide you with the opportunity to practice designing and delivering this learning,
- To identify your key learning goals and skills for reflection and continuous development.

### LEARNING OUTCOMES: By the end of the 6-9 -month process you should have:

- a consolidated understanding of the concepts underpinning 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 peer learning



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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, or an in-house trainer, in the Care Aims Framework **since January 2019**,
- 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,
- can be given the opportunity to facilitate at least one one-day or two half-day workshops in the 6–9-month training period and to submit a reflection of 1000 words on this.
- are willing to engage in an open process of self-assessment and annual re-validation through attendance at a master class or submission of written evidence.

**FACILITATED BY:** Kate Malcomess

**MAXIMUM NUMBERS:** 12 participants

**FACILITIES:** These should 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.

£5,250 + £1,050 VAT = **£6,300.00 + expenses (2 return journeys and 3 nights’ accommodation) are 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 per year.**

To book a course or request a free consultation please email **Kate** at [kate@careaims.com](mailto:kate@careaims.com)

