

Training the Care Aims Trainer 2026

“Facilitating Reasoning and Reflection on Practice”

- **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/Associate?**
- **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 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.**

The course is made up of two modules, taught 6 – 9 months apart. (Module I is 3 short days and Module II is 1 full day).

Please note: A minimum of two trainers per service is required. This course does not equip trainers to train new services or teams from scratch.

(please see criteria for selection overleaf).

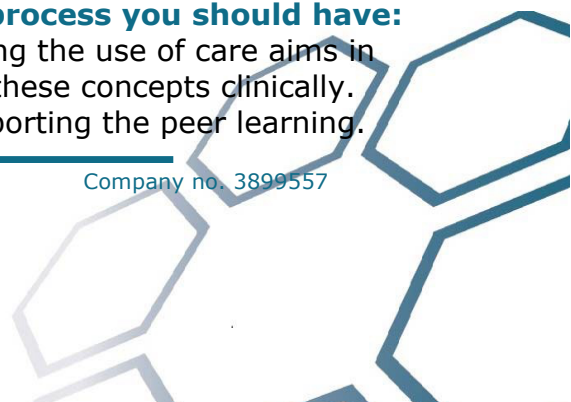
ORGANISATIONAL COMMITMENT REQUIRED: The delivery of this package assumes organisational support for the implementation of this service philosophy and ongoing support for trainers and their revalidation requirements. A named organisational sponsor will be asked to commit to this as part of the validation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

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 three-short-day workshop and a one-day workshop. Attendance at all four days is essential.** Participants will also be expected to facilitate at least one one-day or two half-day workshops (ideally co-facilitated) in the period between the workshops, and to submit a written reflection. **Participants need to meet specific selection criteria before being accepted for the training (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-assessment and reflection.** Each trainer will receive a pack of electronic handouts and slides to support their training.

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 9 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

COURSE DATES: 10th, 11th and 12th March 2026 (10.am – 3.30pm) plus a **follow-up day** 6 - 9 months later (this date will be arranged directly with participants)

COURSE VENUE: Online. **Please note: Zoom will be the online platform.** Participants will need access to a private space, to a reliable internet connection and to a device that has a large enough screen to see 12 other people. Devices cannot be shared.

COSTS: £575 + £115 VAT = **£690.00 per participant** (fees include four days tuition, support through the validation process and a pack of original teaching materials for each participant. **Course fees are non-refundable once a place has been secured – substitutes are accepted if they meet the same eligibility criteria.**

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

HOW TO APPLY: Please ensure you/your nominee **meet/s the above criteria** and e-mail your interest/reserve a place. An application form will be sent out for completion.

