

TRANSITION TRAINING EVALUATION REPORT

Background

Training was seen as a key element of the ongoing development of transition within Sutton.

During the Transition project, funded by Skills for Care, good relationships had been developed within the Transition Unit team and protocols had been established and were working well. However, there was a recognised need to cascade this good practice to all professionals working with transition cases and a recognition that better relationships needed to be established between the partner agencies.

It was hoped that the content of the training along with the chance to team build would address these issues at a caseworker level.

Format

Two half day workshops were planned. Due to the perceived number of people the training would involve it was decided that each workshop would be delivered three times.

The training was intended for front line workers and their managers from a range of teams to attend each workshop. The teams included the Children with Disabilities Team (CWDT), Connexions, Sutton Community Team for People with Learning Disabilities (SCTPLD), Assessment and Care Management teams for

people with physical disabilities, Community Mental Health Teams (CMHT) and Child and Adolescent Mental Health Service (CAMHS)

The aims of the workshops were to:

1. Clarify the roles and responsibilities of all agencies involved in transition
2. Enable delegates to have a greater understanding of the legislation that impacts on transition
3. Offer a positive environment for attendees to develop greater links with other professionals in other departments/organisations
4. Provide guidance on the process of transition within Sutton

The training was facilitated by the Transition Unit co-ordinator and the professionals in the Transition Unit team. Workshop 1 was delivered in the mornings of 15/1/07, 17/1/07 and 22/1/07 and workshop 2 was delivered in the mornings of 28/2/07, 5/3/07 and 12/3/07. Each professional was required to attend one date from workshop 1 and one from workshop 2.

The workshops formats involved of a variety of training activities. Workshop 1 was primarily tasked with looking at the roles and responsibilities of the key statutory agencies and the legislation that impacts on the transition work

of these professionals. Workshop two focussed on good practice and the transition protocols within Sutton. Running throughout both training days was the added principle that all professionals were encouraged to network and get acquainted with professionals in other teams.

Attendance

Each workshop was well attended. Of all six workshops there was only one where a representative from an adult team was not present. This did impact somewhat on the learning that the participants gained on that particular day as much of the learning within the session came from the sharing of knowledge amongst participants as much as from the facilitators.

Workshop 1 Thirty four participants attended across the three training days. The delegates came from the five priority teams;

Assessment and Care Management teams (PD): 5

Connexions: 9

CMHT/CAMHS: 7

CWDT: 10

SCTPLD: 5

Workshop 2 Twenty six people attended across the three training days for workshop two. Again all teams were represented,

Assessment and Care Management teams (PD): 5

Connexions: 7

CMHT/CAMHS: 2

CWDT: 10

SCTPLD: 2

(see appendix A for attendees names)

Feedback/evaluation

An evaluation form was distributed at each workshop to gather the views of attendees and gain feedback on the training.

In workshop 1, thirty three evaluation forms were completed.

Question one asked whether the participant felt the objectives of the day were achieved. Thirty one people stated the objectives were met. Two participants from the first day said they were unsure what the objectives were and thus felt they couldn't comment. Improvements were made to day two and three by revisiting the objectives again at the end of the session to ensure all were able to comment on what they had achieved.

Question one enquired whether the objectives had been achieved. Everyone stated that they had been met and a few people commented that they had more than been met.

Question two invited comment on other topics that could have been covered in the workshop. Most felt that the information covered was adequate but one person wanted examples where transitions had been successful.

Question three asked about the effectiveness of the facilitators and again all comments were positive.

The penultimate question asked how the training workshops would influence the professionals work in transition. A range of comments were received including, "more joint working", "clearer about my role", "more awareness of the protocols"

Finally, they were asked to suggest other training on transition that they would find useful. Ideas included running this training again for new staff and for those who were unable to attend these

dates and have a more outcome focussed session to think early on how they could plan transition with a 14 year old and his/her family, invite a young person to talk about their experiences.

Future Planning for Transition Training

As a result of the comments from the evaluation forms and feedback from the facilitators the following activities need to be actioned.

- 1) Transition Training should be incorporated in to the council's training programme for new members of staff and as a refresher for other staff members.
- 2) Training workshop 2 should be repeated again for those who missed the spring 2007 training as this focussed on the protocols and can potentially impact on the effectiveness of transition delivery in Sutton.
- 3) The Transition Unit Co-ordinator must work closely with the team managers to ensure that protocols are incorporated in to the teams processes and are followed and subsequently reviewed.
- 4) Look at incorporating the views and feeling of young people and families going through transition.

Belinda Sharpling

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