

# Child and Adolescent Mental Health Services (CAMHS) and Allied Health Professions (AHPs).

How can we support and develop a compassionate, skilled and sustainable workforce?

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## Aim

CAMHS AHP workforce grew by 180% between 2020 and 2022, approximately 16% of the total CAMHS workforce. The aim was to scope the learning and education needs. 70% responded to a learning needs analysis. Results supported targeting of existing interprofessional resources.

## Methods

Networks and the Scottish CAMHS AHP leadership group informed the design, implementation and analysis of a learning needs survey.

## Thematic Analysis- AHP learning needs

- Induction
- Trauma
- Neurodevelopmental assessment
- Leadership
- Innovation



## Outcomes/Results

~70% workforce engaged over 6 weeks. Sample was representative.

Thematic analysis suggested 5 areas for development.

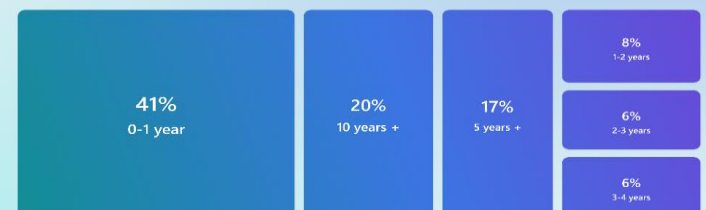
## Uni- Professional skills and knowledge



## Length of time working in CAMHS services

41% less than a year, 20% 10years+

Approx how long have you worked as an AHP within CAMHS services?



## Conclusion

Preliminary investigation highlighted individual learning and educational needs to introduce, embed and sustain CAMHS AHP roles. Promoted cross directorate collaboration to plan and develop webinars for a skilled and compassionate workforce.

## References

- [UCLcamhs competences framework v1 2.pdf \(ucl.ac.uk\)](#)
- [NES Children and Young People's Mental Health and Wellbeing; a knowledge and skills framework for the Scottish workforce](#)
- [The CAMHS Specification,](#)
- [The Neurodevelopmental Specification](#)
- [Community mental health and wellbeing supports and services: framework](#)