

Growing the Mental Health Workforce: An Organic Approach

Dominic McCormick, Anne Marie Simpson, Jodie Turner, Kirsty Wright, Jennifer Love, Jane Lawson

1. Aims

The NHS GGC Practice Education team supported the development and delivery of a work-based teaching program for potential Healthcare Support Workers (HCSWs) within the mental health (MH) sector. This follows the successful approach of the HCSW Academy for adult nursing within the acute sector. The team were tasked with adapting this teaching programme for MH participants, in collaboration with NHSGGC Workforce Employability, regeneration agencies and the MH Practice Development Support Nurses (PDSN).

2. Methods

Selection criteria for the MH Academy was that participants must be unemployed, not in education and have a genuine interest in healthcare and mental health before being nominated for interview. A values-based group selection process was then used to identify successful applicants who would undergo a five week training program, two of which involves corporate induction, clinical theory and clinical skills teaching.

The program allowed participants to engage in practical MH clinical skills, utilising role play, and interactive engagement using scenarios within a simulated ward environment, facilitated by the Practice Education team and PDSN.

Priorities included providing a safe learning space, whilst encouraging participants to fully engage in the challenging and dynamic role play scenarios.

The overarching goal was to prepare participants for employment in the MH sector as a HCSW, following theory, training and a period of 3 weeks clinical practice in an MH area.

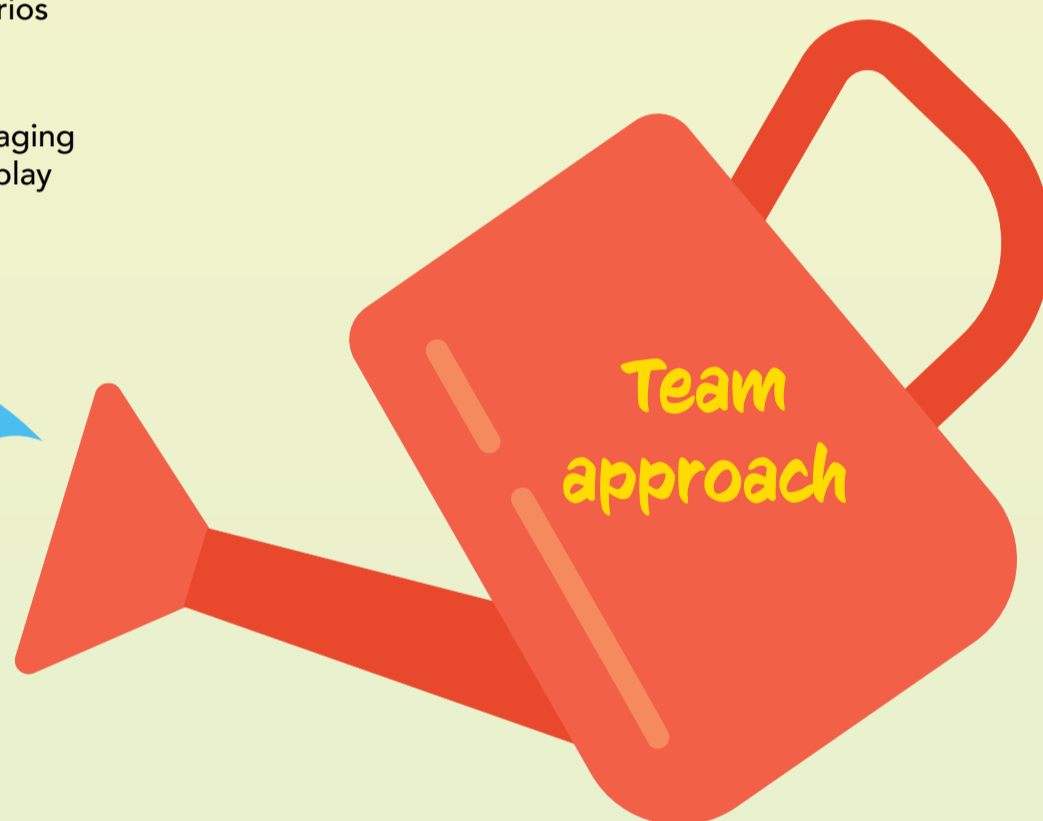
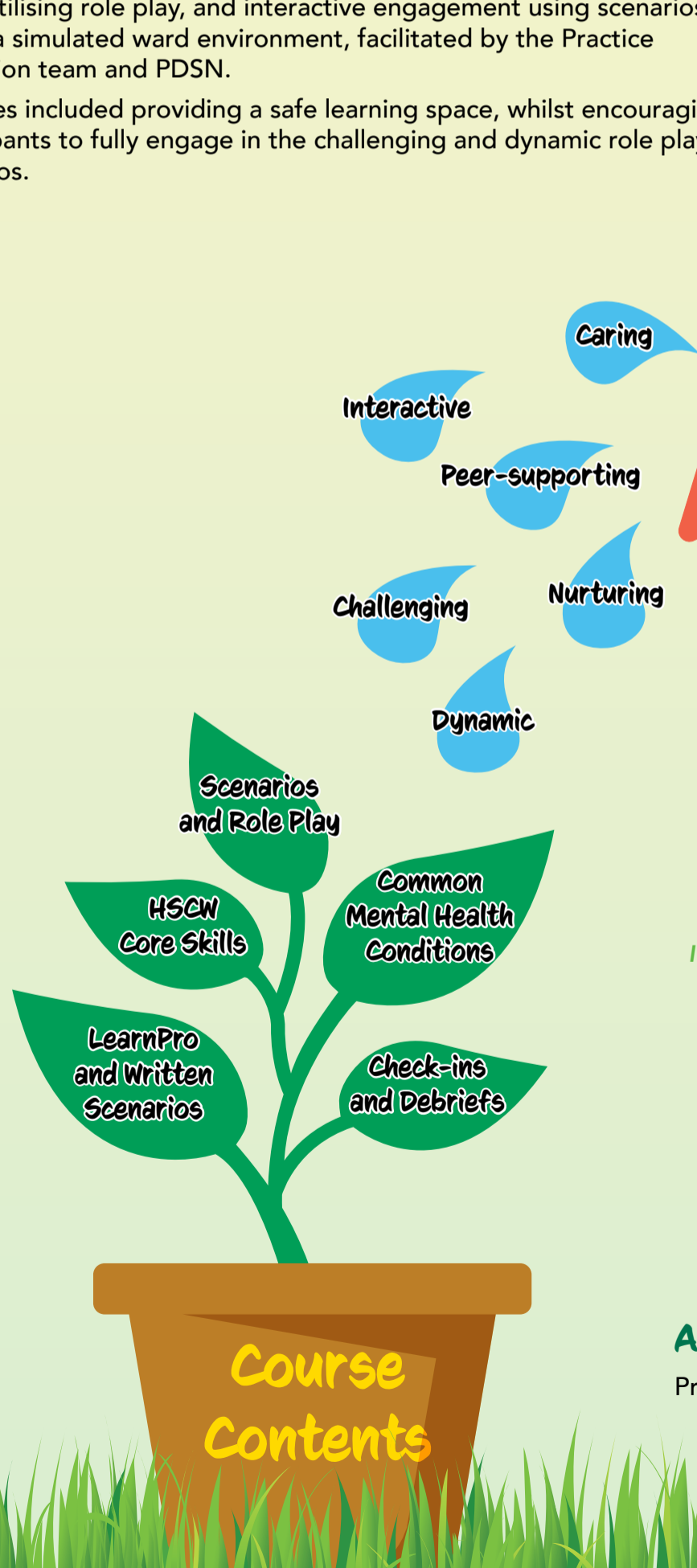
This was supported by the practice learning environment, practice education team, PDSNs and the employability team. On successful completion of the program, candidates are guaranteed an interview for a substantive post.

3. Results/Outcomes/Recommendations

22 places were available on the program. 16 candidates completed both the training and placement. 6 candidates secured substantive posts within the board, with the remaining 10 securing employment on the NHS Greater Glasgow and Clyde Staff Bank.

The rate of success from candidate to employee is 72%.

Moving forward the teams involved will streamline the MH HCSW Academy with the Adult HCSW Academy, to provide more efficient working practices and reduce workforce and resource commitment.



Here is an example of feedback that we received:

The past two weeks have been very superb and fantastic. I have never thought a two weeks learning could bring such great positive impact. I now perceive the mental health side of life differently, and would love to be a part of making it better, especially at NHS Glasgow and Clyde. Looking forward to putting theory into best practice

I'm really excited and feel really confident to have done this training. I've learnt how to complete complex tasks in a very professional and easy way. This training was really impactful and helpful. The trainers are really experienced and professional and one can only get better learning from the best.

Going through the training was really worth it for me, I am looking forward to apply all I have been taught during my placement and afterwards when I gain employment

Everyday with them was really interesting because it is always a new thing to learn and they made sure I wasn't terrified with their live experiences as they shared. Their support meant a lot. I haven't been treated with so much respect and humour when learning both here and aboard. Like they always say, "no question is a silly question...feel free to ask any question"

Acknowledgements:

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