Children and Young People's Crisis Pathway Workforce Training 2022-2024

Executive summary



Anna Freud
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NHS

Executive summary

This report summarises the evaluation of the third round of the Children and Young People's Crisis Pathway Workforce Training, developed and delivered by Anna Freud and commissioned by NHS England. This round of training ran from December 2022–April 2024.

This report aims to address the following questions:

1. Who attended the training?
2. What were trainees' and trainers' experiences of the training?
3. How did trainees plan to use the training in practice?
4. How was the training used in practice and what were the facilitators and barriers to implementation?
5. What are trainees' experiences of working with parents and carers and what further support do they need?

What does the training cover and who attended it?

The training comprises five modules designed to meet the needs of different practitioners. Modules 1 and 2 provide an introduction to children and young people's mental health. Module 3 focuses on adaptive mentalization based integrative treatment (AMBIT) and Module 4 on motivational interviewing and mentalizing. Module 5 comprises regional workshops for senior stakeholders in the crisis pathway. We trained 1,742 staff in modules 1-4. We held six module five workshops – attended by 42 senior stakeholders in the crisis pathway.

What were trainees' and trainers' experiences of the training?

Feedback indicated that trainees were satisfied with the training. The majority of respondents scored training engagement, quality of facilitation and applicability to their day-to-day work as 'high' or 'very high'. They valued the varied delivery methods of the training, the experience and skills of facilitators and the resources they could apply to their work. Trainees felt that engaging with others across the CYP crisis workforce was a positive experience for learning and a sense of validation.

How did trainees plan to use the training in practice?

When asked about plans to implement learning, trainees spoke of adopting a mentalizing mindset, using the tools and techniques they learned, and enhancing team and wider agency working.

How was the training used in practice and what were the facilitators and barriers to implementation?

Six weeks after the training, many trainees had reported incorporating a mentalizing mindset and the tools and techniques they learned into their practice with children and young people.

The training has also enhanced compassion and communication within their teams, improving their working relationships and building a reflective team practice. Many trainees felt the training increased their self-compassion, helped them understand their own emotional states better and improved their wellbeing.

Trainees reported that the resources (such as the AMBIT manual) and a supportive team who were familiar with AMBIT helped them implement their learning. In contrast, barriers to implementation included a lack of time to reflect on and use their learning, as well as attending the training without wider team support.

What are trainees' experiences of working with parents and carers and what further support do they need?

Trainees reflected on the highly emotive environment their work with parents and carers takes place in. Parents and carers are likely to be distressed while their child is having a mental health crisis, and their distress may be exacerbated by long waitlists, staff shortages and closure of wards.

Trainees felt that their work with parents and carers could be supported by further training, connectivity with professionals in other services, working with the family and help with signposting parents and carers to additional support.

Ideas for training development

Ideas for future training development include:

- providing more resources to share training content with colleagues
- check-ins following training
- additional training content on working with parents and carers.

> This type of training is exactly what all employees should receive as standard as soon as they work within any role of children's mental health - It gives such a greater perspective of the wider purpose of what we are working in, and would give people so much more confidence.

> I found it all really interesting and engaging. It's the best course I've been on for a long time.

> I hope that this kind of training continues to be offered to crisis teams because I think it is so desperately needed.

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