“Enabling and Developing Excellence within a Residential Workforce”

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SYNOPSIS

We will examine how an investment in workforce development makes a difference to children and young people and raises the bar within the context of Minimum Standards.

The Workforce Landscape

For all providers, there is always an intention to improve looked after children's opportunities to better their life chances.

In making this statement for providers, the question is how do we do this within the context of the professional workforce, who care for them on a daily basis and how making a positive difference is embedded through the promotion of support, education and a sense of self achievement?

Our Journey started with the company growth in putting 'care' into the make up of the the health and social care sector.

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Minimum Standards

The regulations for all providers establish what we can do as a minimum for children. When looking at equality and opportunity we need to go above and beyond.

To create these opportunities as leaders within the social care sector, we embarked upon setting a standard to train, connect and empower. Within this vision, our children and young people became central to this concept.

As a provider of care, our workers and their attachment to each individual child is paramount. People attracted to the Health and Social Care field, particularly residential, are for the most part care experienced or have a willingness to help others, but often not qualified.

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Aims of Think Tank Academy

The overarching aim of Think Tank focuses on delivering relationship, inspired training.

To further understand the importance of connection and communication to build relationships.

Improving the workforces wider learning and understanding of triggers and trauma and its long-term effects on children and young people.

Enhancing staff's empathy when supporting children with adverse childhood experiences.

Training staff in advanced subjects that help facilitate deeper understanding so they can adjust their responses and manage incidents.

Continuing to innovate the learning environment with technology that creates an experience or 'real life' situations.

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Start of the Journey

Whilst there is a willingness to learn and create opportunities, this often can be hit and miss and time can be wasted as individuals do not have the connection or the knowledge to the right resource.

Creatively we focused on what was missing and how we could plug the gap to have a foot hold in making a difference for children and young people.

The vision of Think Tank Academy came to fruition in 2019 where we worked with staff, managers and young people into what we thought health and social care staff needed to learn and develop. The Academy grew from ideas of experience and from a team that knew what was required in our initial plans.

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The Journey continued…

The children were fundamental in talking about their experiences. From children residentially to children who participated in youth forums (The Hive).

Their voices were used to tell stories so that workers, before embarking on training, could reflect on the experience and it would then become live to the learner.

Through this piece of work, children also focused on finding a voice and reflected on their opportunities and how making the wrong choice was supported in looking at something different.

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World Leading Learning Management System (LMS)

Our new state-of-the art LMS transforms the continuing professional development of your care workers. It takes the stress our of administrating and monitoring your business' training needs and compliance. Helping you manage and monitor you teams' achievement of continuous professional development (CPD).

Available as a native mobile iOS and Android ap and via web browser

Digital Community Hub

We have a digital community hub on our LMS which provides a platform for organisations to share best practise, receive free support and resources and form partnerships with other organisations. This can be on a range of topics such as E&D, empowerment, training and development, legislation and policy, LGBT……

Our resource library is a free resource, which has taken over 3 years to develop. It contains an extensive range of resources, fact sheets, advice and guidance on topics including mental health, safeguarding, forms of abuse, Covid 19, the voice of children and young people, health and nutrition, budgeting, preparing for adult life etc.

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Digital Community Hub (continued)

Our community hub has a young person's division, whereby we engage young people through youth hubs, charities, schools and colleges to broaden their horizons, upskill them and prepare them for the world of work. We do this through a variety of engaging, fun projects such as involving them in social media campaigns, designing and delivering summer schools in partnership with local organisations, organising charity events with young people at the helm and a range of other fun events to empower them.

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Working Partnerships

'Reverse engineering' the concepts – we know some of the barriers to learning our young people face

Using this knowledge, we have collaborated as two organizations to develop a concept site that has been trialed by our sister company Exceptional Care and will form part of the Learner Management System,

The concept creates a resources library that contains:

Internal and external resources for professionals to use

Interactive and easy to navigate

Provides a good evidence base for Managers to access key performance data at their fingertips

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Information at your fingertips!

RESOURCE LIBRARY

Any Questions?