



Real Skills Plus



A Competency Framework for the Infant, Child, and Youth, Mental Health and AoD Workforce

The Werry Centre for Child and Adolescent Mental Health
Workforce Development

March 12, 2009

Werrycentre.org.nz



Origins: Whakamarama te Huarahi



Whakamārama te Huarahi To Light the Pathways

A Strategic Framework for Child and Adolescent Mental
Health Workforce Development 2006 – 2016



2006



Whakamarama te Huarahi:

A strategic framework for child and adolescent mental health workforce development 2006-2016

Strategic Goals for the Child and Adolescent Mental Health Workforce 2006 – 2016

Goal One

Retain and develop the existing child and adolescent mental health workforce.

Goal Two

Increase the numbers of the child and adolescent mental health workforce through training and enhanced career pathways.

Goal Three

Increase the diversity of the child and adolescent mental health workforce through the development of core competencies, new roles and new ways of working.

Goal Four

Increase Māori workforce numbers across all roles and parts of the sector.

Goal Five

Increase Pacific workforce numbers across all roles and parts of the sector.

Goal Six

Increase clinical/cultural competencies throughout the child and adolescent mental health workforce.

Goal Seven

Increase capacity of related sector workforces to provide mental health screening and, where appropriate, assessment and therapeutic intervention.

Goal Eight

Increase organisational capacity and sector leadership to develop and plan future workforce needs for the child and adolescent mental health sector.



Whakamarama

Strategic goals: 2006 -2016

- Goal Three
- Increase the diversity of the child and adolescent mental health workforce through the development of core competencies, new roles and new ways of working.




- Whakamarama
Strategic goals: 2006 -2016

- Goal Six
- Increase clinical/cultural competencies throughout the child and adolescent mental health workforce.



Te kokiri



Leading Challenge: Workforce and Culture for Recovery



Build a mental health and addiction workforce – and foster a culture among providers – that supports recovery, is person-centred, is culturally capable, and delivers an ongoing commitment to assure and improve the quality of services for people, with immediate emphasis on:

- building a workforce to deliver services for children and young people, Māori, Pacific peoples, Asian peoples, and people with addiction
- supporting the development of a service user workforce
- creating an environment that fosters leaders across the sector
-  • developing a culture among providers of involving whānau/families and significant others involved in treatment and recovery
- fostering a culture among providers that promotes service user participation and leadership
-  • developing a culture of continuous quality improvement in which information and knowledge are used to enhance recovery and service development.



Te Raukura

mental health & alcohol & other drugs:
improving outcomes for children and youth

Priorities for action

PRIORITY	RELEVANT TE KŌKIRI ACTION
Implement <i>Kia Puawai te Ararau: National Māori Mental Health Workforce Development Strategic Plan 2006–2010</i>	5.13
Implement <i>Whakamārama te Huarahi – To Light the Pathways: A strategic framework for child and adolescent mental health workforce development</i> , including the development of child and youth workforce core competencies	4.4
Where applicable, DHBs will address the issue of current FTE vacancies in CAMHS	2.11
Strengthen the cultural capability of workers in mainstream services to work effectively with Māori, Pacific, Asian, refugee and migrant populations	4.5
Develop initiatives to increase the Pacific mental health workforce	3.9
Develop initiatives to increase the Asian mental health workforce	3.13
Increase understanding of the needs of refugee and migrant communities	3.14
Develop initiatives that support service user involvement with child and youth services	4.9





Te Raukura

- Priority
Implement Whakamarama te Huarahi;
including the development of child and
youth workforce competencies

Let's get real:

Real Skills for people working in mental health and addiction



Benefits


- To Consumers: infants, children, youth and the people who care for them will receive high quality services that best meet their needs.



- To Practitioners: Clarity in roles, enhanced HR & professional development including alignment with professional competency & accreditation requirements.



Benefits

- To Teams:  A shared understanding and language to describe the specialist knowledge, skills and attitudes required to work effectively in CAMHs multidisciplinary teams.
- To Managers: Providers HR and planning tools



Benefits

- To Education Providers. A framework for delivering competency based training and assessment.
- To Related Workforces: A shared understanding and clear of expectations regarding the specialist knowledge, skills and attitudes in CAMHs.



Next Steps

- Implementation

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