

BLENDED ROLES TRAINING

TOP TIPS

1. FACE TO FACE IS BEST

Training is an essential part of the journey to change for care workers. Face to face creates space for crucial conversations and reassurance.

It was what made the biggest difference to care workers coming on board in Tameside.



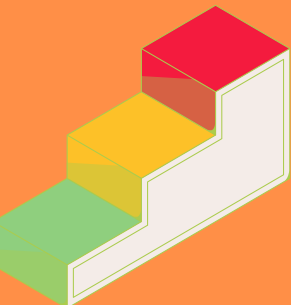
2. BE CREATIVE

Make it different, be creative, use analogies to bring the training to life. Tameside used cream eggs & chocolate bars to teach about skin, model bottoms to show what skin sores look like on different colour skin.



3. KEEP IT SHORT & CLEAR

Train for different blended roles functions at different times to keep training sessions short.



4. THE WHY AS WELL AS THE WHAT

Don't just focus on the tasks. Enable care workers to understand why things are happening and why their interventions will make a difference. When we understand the why we do a better job.



5. TEST FOR COMPETENCY

A series of joint visits after the training enables a district nurse to test for competency giving you assurance and helping to build the confidence of care workers to put training into practice.



6. CHECKLISTS & AIDE MEMOIRS

Produce short, clear resources that care workers can refer back to - if x happens, then do Y, key contact numbers and visual reminders of key aspects of training



7. MAKE SPACE TO TALK

Build in time for care workers to talk about how they feel, share concerns and ask questions. A small investment of time here can have a big impact on whether or not care workers want to adopt blended roles



8. MAKE ONGOING SUPPORT AVAILABLE

Ensure care workers know who to contact if they need support or advice and ensure this is provided in a timely way to further build confidence



IT'S ALL ABOUT RELATIONSHIPS