



**Lothian
Care
Academy**

Lothian Care Academy

Vision and remit

Vision

The Lothian Care Academy will attract, develop, and support staff through their care sector roles by ensuring *high-quality* learning by working together with key stakeholders to create a consistent, safe, and best value training offer within Health and Social Care.

Remit

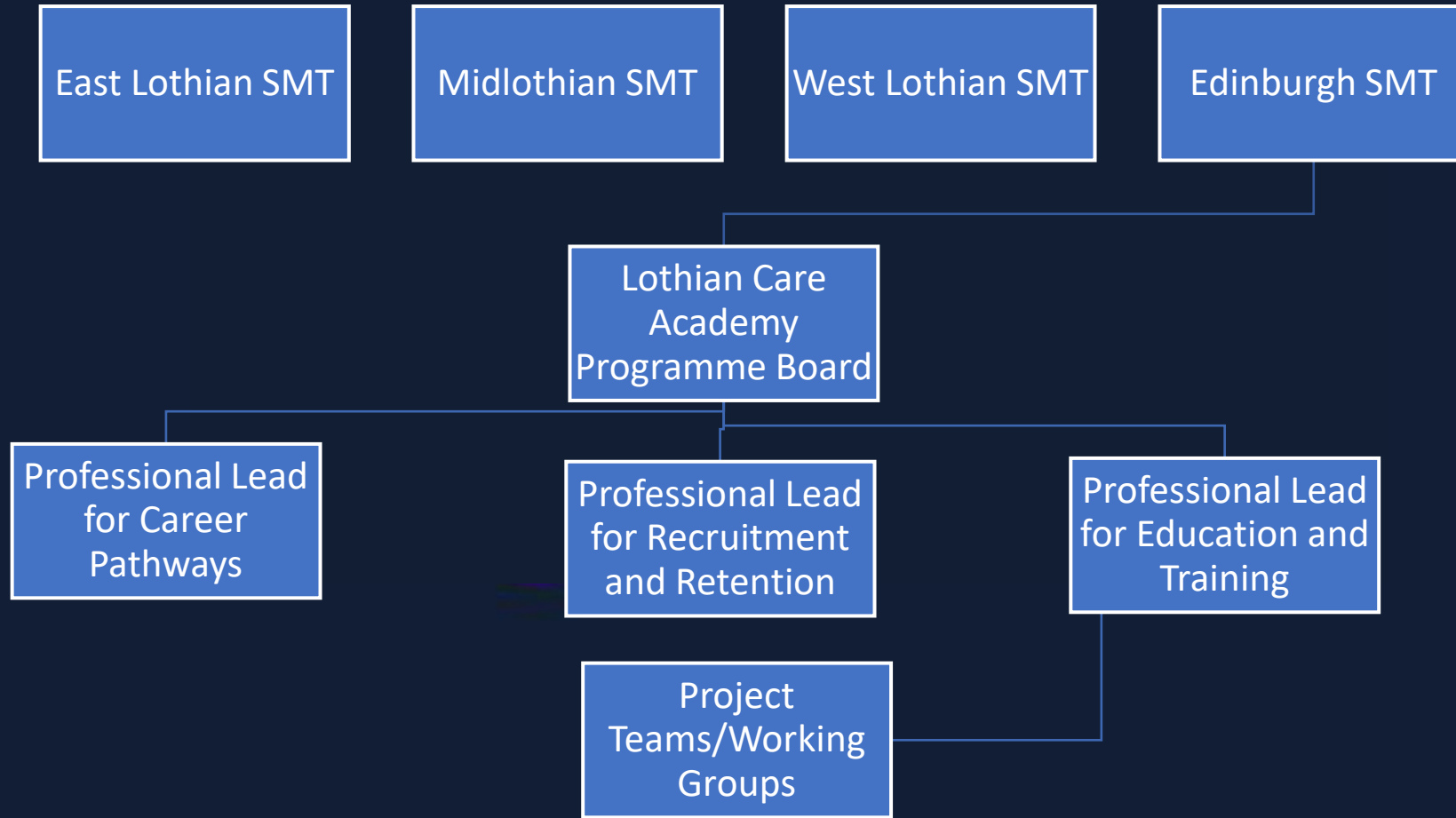
The Lothian Care Academy's purpose is two fold:

- The Lothian Care Academy provides strategic oversight, knowledge and best practice to education and training within Lothian
- The Lothian Care Academy addresses current operational challenges within Health and Social Care through the creation and facilitation of working groups

What are the aims

- Highlight areas for best practice in training and content and increase opportunities for shared learning
- Enhance career pathways for care staff across Health and Social Care
- Stabilise the care workforce (recruitment and retention) making Health and Social Care a positive and attractive place to be employed

Governance



Training

Respond to the needs of the workforce by facilitating by facilitating, disseminating and identifying education and training opportunities, to meet the requirements of staff and the people accessing services

- Stoma care training scheduled October.
- Audiology pilot is now completed.
- Dementia rollout
- Tissue viability continues to deliver training to care homes in
- Competency framework launched in March 2023.
- Initial work on Lothian Care Academy endorsements scoped.
- ACP documentation and training alignment continues with goal for standard ACP process and training throughout Lothian
- Initial discussions around a “patient deterioration” game for staff.

Next

- Continue to deliver stoma, audiology, and dementia training
- Deliver signposting framework on website
- Scope additional learning opportunities required
- Design and deliver soft signs of deterioration game

Training

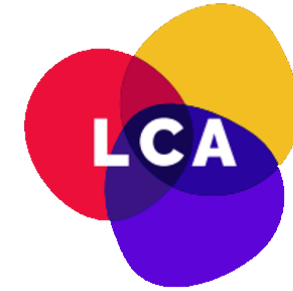
	Participants to Date	Waiting List	Upcoming Sessions	Number of Spaces	Comments
Stoma Awareness	47	21	6.10.23 24.11.23 15.03.24	36	Exploration of alternative training model to accommodate night services.
Becoming a Workplace Mentor	42	5	15.11.23	12	
Audiology	25		On request	As required	More training dates currently being added for East Lothian. Further dates for other HSCPs to follow.
Dementia	30		24 sessions over year Pan Lothian	600	Training pan-Lothian commences in October

Reflective Practice

Reflective practice is a key part of any role within the care sector, as it is through reflective practice that we develop our skills, knowledge, and practice.

Reflective Practice is one form of Continuous Professional Learning (CPL) which is a requirement of registration with the SSSC and adherence with the SSSC Code of Practice.

Certificate of Attendance



Lothian
Care
Academy

.....
Attended

STOMA AWARENESS COURSE

On 9th of June 2023

.....
Edinburgh College

S. MacKenzie

Lothian Care Academy



Edinburgh College
Digital Care Hub

Learning Objectives:

- Understand the basic anatomy involved in stoma formation
- Describe the different types of stoma and which appliance to use
- Explain what is a healthy stoma
- Understand the roles and responsibilities of stoma care
- Have an awareness of common problems with stomas
- Gain an understanding of the psychological impact of stoma formation
- Practical skills of how to change a stoma bag



Career Pathway

Career Pathway - Identify and promote career pathways opportunities for staff in health and social care

Progress

- Short life working group for career pathways established including representatives from across all HSCPs, Scottish Care, and representatives from care homes and care at home services
- Short life working group agreed to also focus on how staff can transfer between health and social care roles for a future version of the document
- First draft of the career pathways document completed. A care home manager and a care at home manager have reviewed the initial document.
- Initial scoping for career pathway framework to be undertaken. This will include the presentation of the information. Options will be presented to SLWG for comment and approval.
- It is expected that the document will be hosted on the Lothian Care Academy webpage, however the final format has to be agreed

Next –

- Finalise content for career pathways document
- Scope design options for career pathways

Recruitment and Retention

Focused work on recruitment and retention will help to stabilise our workforce

Progress

- Step into care – third cohort launching in September. Videos with providers scheduled to maximise capacity.
- Student placements have concluded. Lothian Care Academy will not be progressing this initiative until further analysis has taken place.
- Continued partnership working with Lucy Johnston, Napier University. Retention workshop with Local Authority care homes scheduled for 10th October. This will be a collaborative event looking at the retention data and creating action plans for care homes and decision makers
- Mentorship training scheduled for August and November. Uptake has been positive with further recruitment to fill additional spots underway. Reflective log and further benefit analysis underway to fully capture impact

Next

- Full mapping of current recruitment initiatives across Lothian. For example - Skills boost, apprenticeships etc.
- Review of student placements
- Action plan from retention workshop on 10th October

What's next?

- Draft careers pathway document
- Expand opportunities for LCA training courses on website
- Hold retention workshop in October
- Continue to measure benefits and impact for organisation
- Continue to work with Edinburgh college on step into care opportunities
- Deliver dementia training under LCA
- Roll out work on signposting under LCA
- Continue to work with partners/stakeholders including NHSL and SSSC

Questions ?

<http://services.nhslothian.scot/carehomes/lothian-care-academy-training/>