

A black and white photograph of three people sitting together and talking. A woman on the left is wearing glasses and a patterned sweater. A man in the center is wearing glasses and a striped sweater, smiling. A man on the right is wearing glasses and a dark sweater. The background is blurred, showing what appears to be an indoor setting with some lights.

How to use the worked examples to support workforce development

Supporting people with a learning disability and/or autistic people

Introduction

Skills for Care and the Voluntary Organisations Disability Group (VODG) have developed a series of person-centred examples of workforce development. They've been developed with people who need care and support, families, carers, adult social care employers and commissioners.

These 'worked examples' are based on real life scenarios of people with learning disabilities and/ or autistic people, who display or are at risk of displaying behaviours which challenge.

They're based on a range of individual scenarios and each worked example explains what workforce that individual needs, what skills and knowledge the workforce needs, and how much this training would cost. They can help adult social care commissioners and employers to plan support and provide the right learning and development.

For each individual we:

- explain what we know about their background
- explain what their future could look like with the right care and support
- outline what workforce they need to achieve this positive future
- outline what skills and knowledge this workforce needs
- outline how much training could cost to develop these skills and knowledge
- explain what their future could look like without the right care and support.

How can you use the worked examples?

We know that learning and development is vital to developing a skilled, knowledgeable and confident workforce. These worked examples will help you understand the learning and development needs of an individual's workforce and what this might cost. Families, adult social care employers and commissioners can use them when they're planning support options with people.

You can mix and match the examples and draw information from different examples to create your own plan for the person you're supporting. There is a template on the website to help you do this.

- If you **support someone who has similar care and support needs** you can use the examples as a guide or template to plan their workforce and commission learning and development. You could use the worked example to inform specifications or contracts for support services, or make a 'business case' for investing in learning and development.
- If you are thinking about a **population of people in a specific area**, you can explore how many people in your area have similar care and support needs to the worked examples, and scale them up to strategically plan and develop the workforce.

The worked examples

Carol	Carol is 75 years old and is of Chinese origin. She has a moderate learning disability and people think she may be autistic but she has no formal diagnosis. In the past she has stayed in various assessment and treatment units and hospitals, and has been living in supported living for eight years. Recently she has had health issues and the number of incidents of behaviours which challenge have increased. She is at risk of re-admission to hospital.
Daniel	Daniel is 25 years old. He likes to look good, enjoys football, training at the gym and drinking. He is currently in a secure hospital under section 37-41 (hospital order given by the crown court) for burglary, which escalated to aggravated burglary and rape. He was identified in prison as vulnerable and moved to a secure hospital. Daniel has gone through the sex offender's programme and is now ready for discharge.
Dean	Dean is 15 years old. He has a mild learning disability, epilepsy and cerebral palsy. He currently lives with his mum and dad who are worried and 'can not control him any more.' They are concerned that he might be involved in 'mate' or petty crimes, and the police have brought him home several times for being drunk in public.
Doris	Doris is 55 years old. She has a learning disability and does not use verbal speech. She has lived in a variety of learning disability hospitals before moving into a residential care home. When this broke down, she was admitted as an emergency to a mental health ATU where she has been diagnosed with depression and dementia.
Ellie	Ellie is 21 years old. She has a mild learning disability. She has a history of familial sexual behaviour and abuse, and soon after starting secondary school she developed anxiety and stopped going to school. Ellie is currently in an inpatient setting after she stabbed her aunt at home (relating to the abuse) and exposing herself in public.
Hero and Sweet	Hero and Sweet are a couple in their twenties and have two children aged under six. They have enjoyed coach holidays in the past and have been active members of a local advocacy group. Hero and Sweet both have a mild learning disability and Sweet is experiencing post-natal depression. They get some hours of support a week with household tasks, and Sweet's mum helps them too, but children's services have concerns about their children's welfare.

Francois	Francois is 32 years old. He has mental ill-health, depression, possible ADHD and a history of alcohol and substance misuse. Currently he gets two hours a week support to help with bills and housework. He lives in a flat but his landlord has given him notice of impending eviction as “the flat is filthy and other tenants in the building have complained about frequent visitors.” He is under a MOJ restriction after he was arrested and convicted of assault while under the influence of substances and alcohol.
Laura	Laura is 21 years old and has type one diabetes, autism and profound, multiple and a severe learning disability. She lives in a specialist residential home but is at risk of being admitted to hospital if this breaks down.
Joe	Joe is 12 years old. He has a learning disability, autism and sensory challenges. His behaviour can pose a risk to himself. He is currently in a 52 week long school programme which is a long way from his home.
Jake	Jake is 28 years old. He has a moderate learning disability and poorly controlled diabetes and epilepsy. He lives in supported living with five other people. His support provider feels he is at risk of admission to in-patient services as his behaviour can be too ‘challenging.’
Paul and Doreen	Paul is 50 years old and has autism with no diagnosis of a learning disability, which can sometimes affect his temper and mental health. His mum, Doreen, supports him at home but her health is deteriorating and she is worried about how Paul will cope without her support. She feels that he would not be able to live by himself without support but would get angry if he had to live with others.
Wilf	Wilf is 72 years old and has a mild learning disability and possible dementia. He has a background of fire setting and allegations of sexual assault, as well alleging he has been assaulted himself. He has lived in a specialist learning disability inpatient services for six years. His responsible clinician thinks he has had all the treatment he can benefit from and would like him to move into supported living. However his niece Debbie feels he is safer in hospital.



Cross referenced to Department of Health and Social Care's 'typology of needs

We've grouped the case studies under the 'typology of needs' about groups of people who might be part of the transforming care programme.

	People with a learning disability, autistic people and those who are considered to have challenging behaviour	Vulnerable women, with mild learning disability and/or diagnosis of autism (may be undiagnosed)	People with a learning disability and an offending background (not necessarily forensic)	Young people (16+) facing transition to adulthood	People on the fringes/ at significant risk, of institutionalisation	Currently in inpatient services	Inpatient for 3 + years
Carol	X	X					
Daniel	X		X			X (secure)	
Dean	X		X	X	X		
Doris	X					X	X
Ellie	X	X	X	X		X	
Francois	X		X		X		
Hero and Sweet	X	X			X		
Jake	X				X		
Joe	X			X			
Laura	X						
Paul and Doreen	X				X		
Wilf	X		X			X	X

Notes

A series of horizontal dotted lines for writing notes.



Skills for Care
West Gate
6 Grace Street
Leeds
LS1 2RP

T: **0113 245 1716**
E: **info@skillsforcare.org.uk**

skillsforcare.org.uk



twitter.com/skillsforcare

facebook.com/skillsforcare

linkedin.com/company/skills-for-care