

Approaches to developing and maintaining Staff expertise

Workshop Content:

1. The personnel triad
2. Using the triad to develop staff expertise
3. Strategies to develop and maintain staff expertise

Approaches to developing and maintaining staff expertise

- Common challenges:
 1. A diverse and complex sector
 2. High levels of expertise required
 3. High levels of staff turnover

Approaches to developing and maintaining staff expertise

- The Personnel Triad:
 - Experience
 - Specific knowledge
 - Qualification

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- Workshop activity
 - Identifying and recognising staff expertise across the organisation

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- Approaches that help to develop staff expertise:
 - What works?

Approaches to developing and maintaining staff expertise

Common approaches to CPD advocated in the sector:

- Specific specialist training / qualification
- LSAs and teaching staff trained together
- Peer observations of good aspects within the organisation
- Sharing good practice

Approaches to developing and maintaining staff expertise

- Visits to other organisations
- Networking with other organisations
- Attendance at conferences
- Buying in specialist expertise such as therapists

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Thank you

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