



**PERSONALISED CARE
TRAINING ACADEMY**

Provided by Pathways CIC

WORK AND HEALTH: USING PERSONALISED CARE STRATEGIES TO SUPPORT BEHAVIOUR CHANGE AND OUTCOMES

PERSONALISED CARE IN PRACTICE 1 DAY PROGRAMME

A CPD certified training programme designed for anyone working to support people with disabilities or long-term health conditions to either return to, remain in or start employment, using the principles of Personalised Care and associated strategies.

Our training programme will equip learners with essential knowledge and practical skills to help support individuals to set personalised goals that truly resonate with them. By focusing on what matters to the person, learners can inspire increased self-efficacy, motivation, and commitment, enabling individuals to make and maintain transformative changes in their lives and overall health and well-being, working to overcome health-related employment barriers.

The training programme will explore common conditions (mental health and musculoskeletal) and provide learners with insights on how to best support those they are working with through practical strategies, building understanding and confidence to support them more effectively.

THE WORK AND HEALTH: USING PERSONALISED CARE STRATEGIES TO SUPPORT BEHAVIOUR CHANGE AND OUTCOMES PROGRAMME:

- ✓ Is accredited by the CPD certification service
- ✓ Consists of eight modules delivered across one day
- ✓ Is suitable for prospective or existing Work and Health Coaches



CPD
The CPD Certification Service

Long-term sickness has risen to become the most common reason for economic inactivity in the UK (2.6 million people, 29.7% of the economically inactive population). It is the biggest factor in the overall rise in economic inactivity since the start of the pandemic, and the number of people who refer to sickness as their main reason for economic inactivity is now 490,000 higher than at the start of the pandemic.

Data shows the longer an employee's sickness absence lasts, the less likely they return to work at all, and once an individual falls out of work due to ill health, they are likely to stay out of work for a long duration. Conversely, early access to the right type of support can prevent health conditions from leading to long-term sickness absences, job loss, and long-term inactivity.

It is widely evidenced that you can support faster return to work through interventions that take a holistic view of the barriers an individual experiences through their physical health, their psychological situation and their social situation – often referred to as biopsychosocial interventions and a personalised care approach.

Good quality work provides people with income, social interaction, a core role, identity, and purpose, among many other benefits. We know it has a positive effect on people's physical and mental health and wellbeing, while unemployment and long-term sickness often have a harmful impact.

Helping people with mental and physical health conditions to start, stay and succeed in work is also a crucial part of the economic success and wellbeing of every community, as well as helping to reduce health inequalities.

Personalised care strategies, while typically linked to healthcare, can significantly benefit other sectors, as the primary obstacles to employment often stem from health conditions and disabilities.



COURSE FEEDBACK

“ This has transformed my approach to supporting people that I previously found difficult to engage. Has made my role more impactful and satisfying - thankyou! ”

The Personalised Care in Practice – Work and Health: Using Personalised Care strategies to support behaviour change and outcomes programme comprises 8 modules

MODULES

Module 1 Setting the Scene

Dive into the evolving labour market and uncover the compelling patterns and trends that have propelled long-term illness to the forefront as the leading cause of economic inactivity.

Module 2 Influences on Behaviours

In this module, gain insight into how health inequalities and the social determinants influence our health and wellbeing status and significantly influence individuals' behaviours, thoughts, and emotions.

Module 3 Personalised Care and Shared Decision Making

Discover the transformative world of Personalised Care with this module, where participants will embark on a journey to understand the significant shift in approach from the traditional 'what's the matter with you' mindset to the empowering 'what matters to you' approach, reshaping the way support is perceived and delivered. Understand the importance of supported self-management and how it can empower individuals to recognise and develop their own strengths and capabilities.

Module 4 Understanding Behaviour Change

Enhance your skills in facilitating meaningful, personalised conversations that encourage collaborative goal setting and empower individuals to boost their confidence, motivation, and readiness for change. Learn how models of behaviour change like PAM and the Transtheoretical model can support you to refine your approach for improved engagement with people. Experience the magic of motivational interviewing to establish strong connections and encourage active participation in conversations that lead to positive behavioural change.

Module 5 The Connection Between Physical Health and Mental Health

Mental health and Musculoskeletal conditions are two of the key drivers of ill-health-related economic inactivity. Discover the connection between Physical Health and Mental Health.

Module 6 Introduction to Long Term Health Conditions

In this module, we will delve into key long-term health conditions to elevate your confidence and deepen your understanding as you navigate the complexities of these conditions while supporting others. Discover the power of supported self-management and how a Personalised Care approach can lead to remarkable positive outcomes.

Module 7 Work, Health and Wellbeing

Discover the intricate link between work, health, and wellbeing through a comprehensive lens, considering physical health, mental state, and social dynamics. This approach is designed to enrich your discussions with participants, empowering them to reshape their perspectives on managing long-term health conditions in the workplace.

Module 8 Bringing it all Together

Join us as we delve into a collection of compelling case studies, uncovering real-world scenarios you may face. We'll arm you with innovative strategies to conquer these challenges and empower individuals to thrive in meaningful work, while managing long-term health conditions and disabilities.



COURSE FEEDBACK

“ I still cant thank you enough for such an amazing, engaging program - real skills gained from the training that I am already putting into practice! ”

WHAT IS A WORK AND HEALTH COACH?

Aims to support people who are at risk of falling out of work or who have already stopped working because of their health condition to start, stay, and succeed in employment through integrated work and health support.

Work and Health Coaches will focus on early intervention and support, offering participants an expert assessment of their health-related barriers to work along with a tailored plan to address these, and will serve as a pathway to other local services to help people get the support they need.

Work and Health Coaches will also provide advice and support to employers where appropriate; triage, signposting and referrals to clinical and non-clinical support including wider community provision.

We expect Work and health coaches will be able to provide:

- An initial assessment (which is evidence-based, person-centred, and holistic) of barriers to employment.
- Return-to-work/thrive-in-work planning, with clear objectives that address physical, psychological and social needs.
- Employer liaison. If the participant consents, the employer can be contacted to share the work plan and provide advice.
- Advice on workplace adjustments.
- Personalised work and health support with follow-up as required, including ongoing support in the form of locally determined, low intensity appointments to take stock of progress and recommend further actions and activities.



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COURSE FEEDBACK

“I’m excited to apply the new skills that I have learnt through the course to better support my caseload of clients”

ABOUT US

The Personalised Care Training Academy is part of Pathways CIC, an award winning, forward thinking, innovative Social Enterprise operating since 2006.

Pathways CIC delivers a range of pioneering health, work and wellbeing programmes designed to create sustainable change for individuals and for local communities, with a focus on enabling people to live happier and healthier lives.

Pathways CIC has direct experience of recruiting, training and hosting staff under the NHS Additional Role Reimbursement Scheme (ARRS) and has staff supporting behaviour change through health coaching techniques on a wide variety of public sector contracts. This experience has informed the development of the Personalised Care in Practice – Comprehensive Health Coaching training programme.

Pathways CIC is an ISO 9001 accredited organisation, therefore the PCTA seeks to continuously improve and gain feedback relating to each training module from participants to facilitate the continuous improvement of the training programme. Regular reviews will be undertaken to review the impact and effectiveness of training provided.

RESERVING A PLACE

To reserve a place on our Work and Health: An Approach to Supporting Behaviour Change training programme please click on the link on our website training page which will divert you to our Eventbrite booking page. If you'd like further information or are interested in commissioning a tailored programme please contact us using the details below:



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