



Werry Workforce
WHĀRAURAU

Improving mental health and wellbeing for infants, children and young people through service improvement, workforce development and advocacy.

Real Skills Plus - ICAMH/AOD

A Competency Framework for the Infant Child and Youth and Whānau Workforces

RSP & CAPA

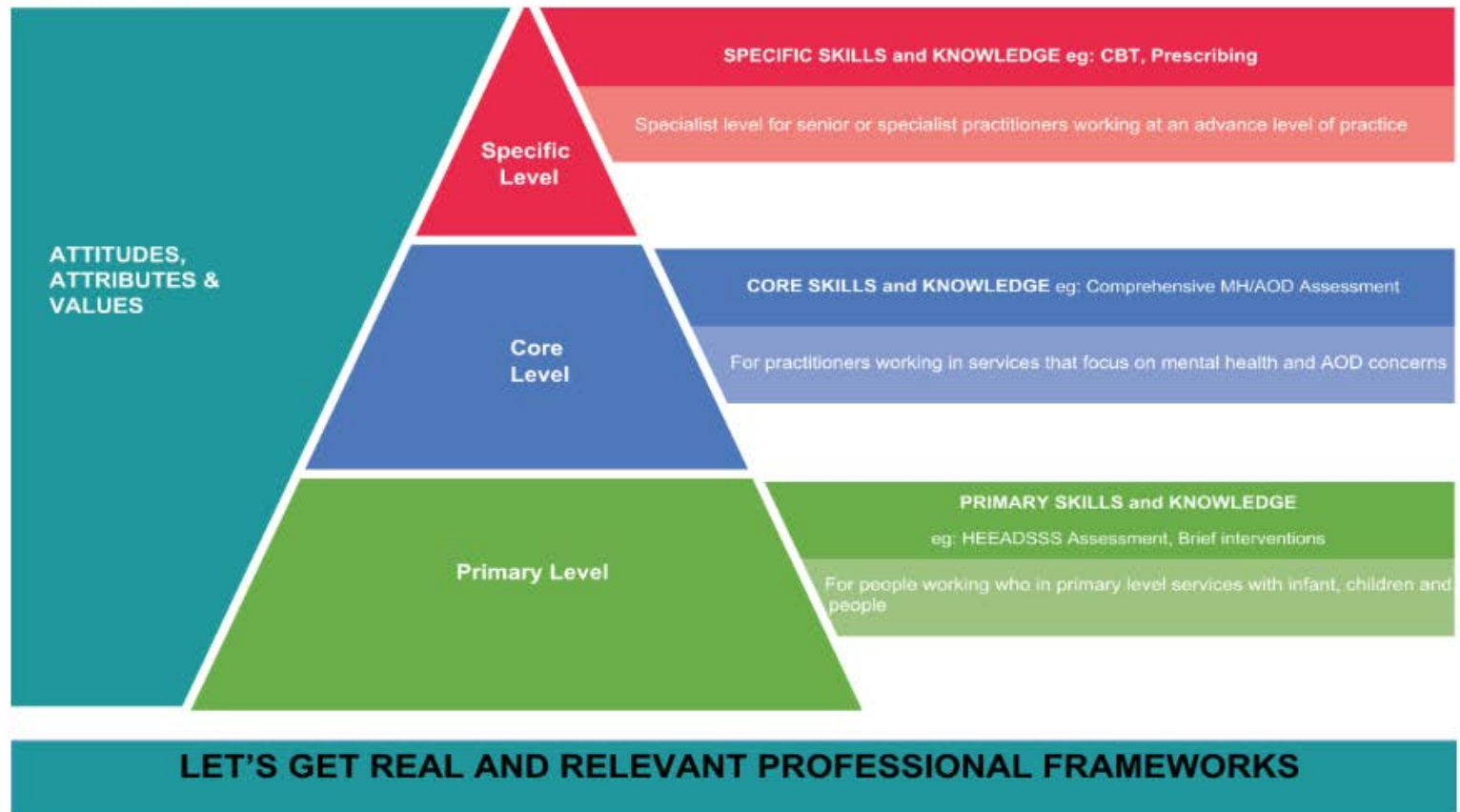
For CAPA to run smoothly you need to identify areas of skill and level of competency for each team member and the team as a whole.

RSP on-line assessment tool enables you to do this.



Real Skills Plus Framework

Real Skills Plus Framework



Begin your Assessment

<https://realskills.werryworkforce.org/>



Enhance your
skills and
knowledge

View

Edit

Manage display

Devel



[Click here to begin your assessment](https://realskills.werryworkforce.org/)

A competency framework designed to help you identify your strengths and further develop your knowledge and skills as a practitioner working with infant children, young people and whānau.

Core Survey

Engagement - Core Skills

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I apply the principles of recovery and well-being in developing therapeutic relationships. *

- Needs Development
- Competent
- N/A

Generating Reports

Reports that can be generated by RSP

- Individual Report
- By Profession
- By Team
- By Service
- By Region and DHB
- National



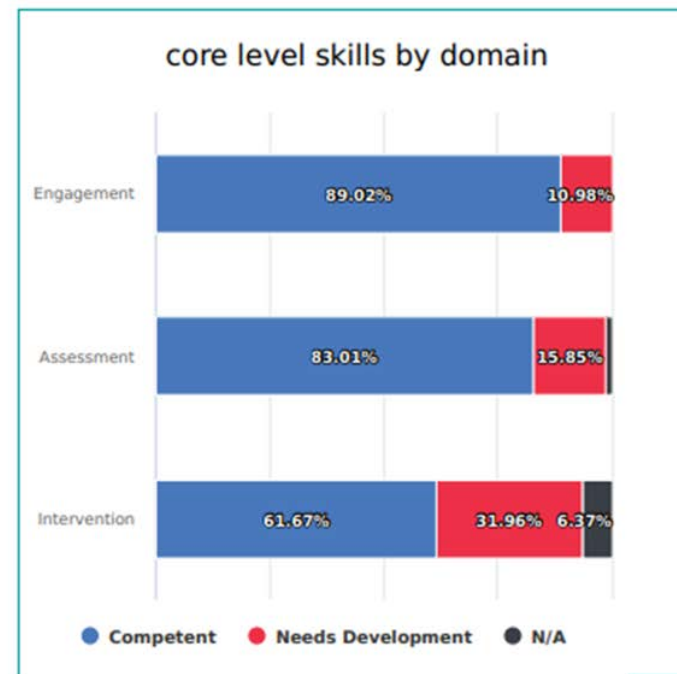
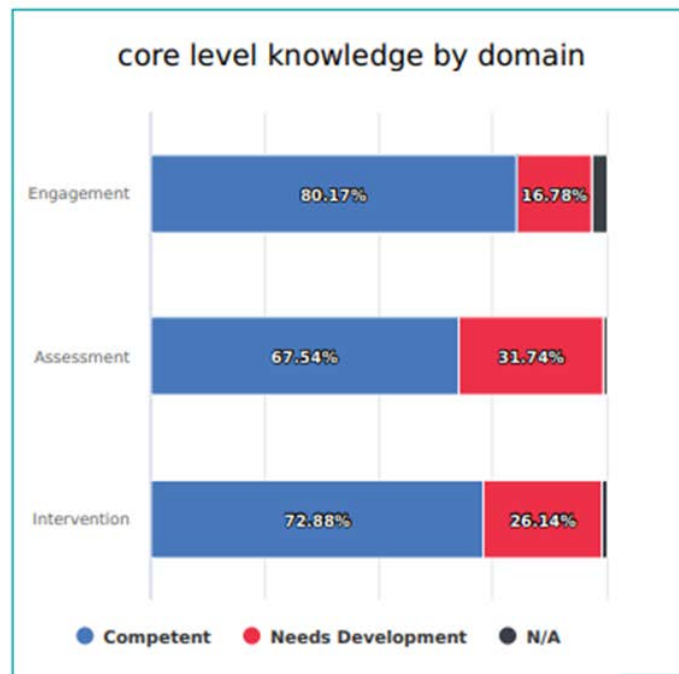
Reports

- Main Qualifications
- Additional Qualifications
- Age Range
- Year of Experience



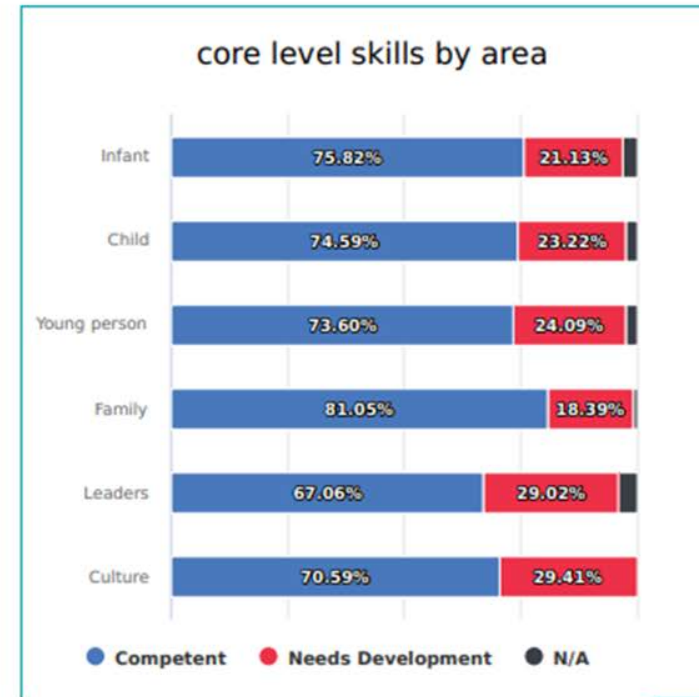
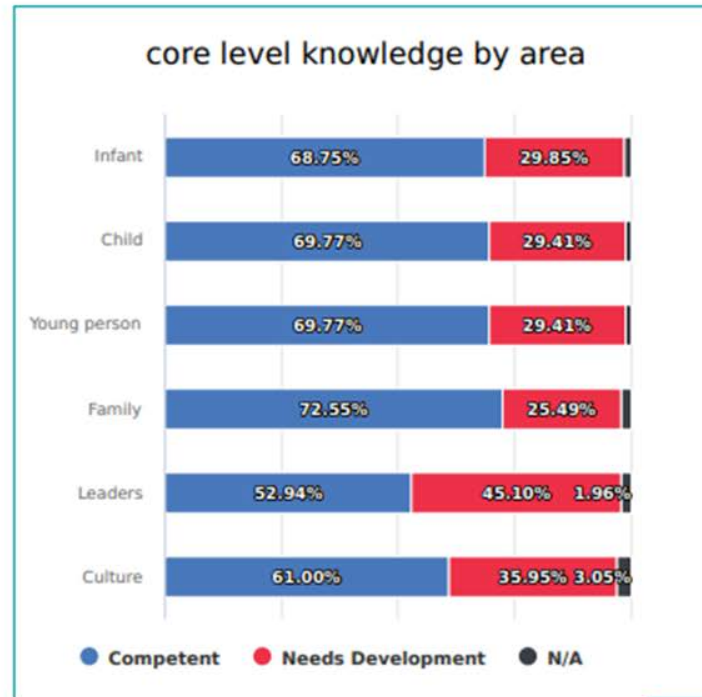
Reports – Core Levels by Domain

Summary of core Level Competencies by Domain



Reports – Core Levels by Area

Summary of core Level Competencies by Area



Reports – Core Level Competencies Met

Core Level Competencies:Met

Engagement

knowledge

- (96%) Understand the impact of stigma and discrimination on the presentation and treatment of mental health problems.
- (96%) Understand the principles of the therapeutic relationship and recognise that this relationship will be a key to the assessment and intervention processes.
- (86%) Know how to develop a therapeutic relationship with the parent/caregiver based on trust and caring, and use this as the basis for assessment and

Reports – Core Level Competencies Need Development

Core Level Competencies:Need Development

Engagement

knowledge

- (37%) How to address the impact of stigma and discrimination on the presentation and treatment of mental health problems.
- (22%) Know that optimal growth and development of infants and young children occurs within nurturing relationships, and therefore engagement with these individuals must occur in the context of their parents/caregivers (Karoly, Kilburn, & Cannon, 2005; Zeanah, 2000).

Upon Completion

- Feedback from Werry Workforce Whāraurau
- RSP Workshop
- Ongoing support



RSP & CAPA

- Skills Mapping
- Use individual Reports to identify strengths
 - ✓ Engagement assessment - ? Choice clinicians
 - ✓ Intervention skills – ? Partnership clinicians
- Service Development Activities
- Service Delivery Planning





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More info: Bronwyn Pagey

b.pagey@auckland.ac.nz