

G.A.M.H

LEONARDO DA VINCI PROGRAMME

PROFESSIONAL STAFF



Education and Culture

Leonardo da Vinci

LEONARDO DA VINCI Programme II PHASE 2000-2006

Il progetto è stato finanziato con il sostegno della Comunità Europea.
Il contenuto del presente progetto non riflette necessariamente
la posizione della Comunità Europea o dell' Agenzia Nazionale
e non impegna in alcun modo la loro responsabilità.

GAMH

Glasgow Association for Mental Health was formed initially in 1978 to provide support to people with mental health difficulties in Glasgow. The organisation has steadily grown over the 27 years that it has been in existence.

This growth can mainly be attributed to our ability to engage with changes in local and National agendas in Mental Health over the years and this has enabled it to develop a network of services across Glasgow.

GAMH SERVICE EXPERIENCE

The organisation has a focus on working with people with Mental Health difficulties and their Carers. The client group is adults aged 16 and over with the exception of the Young Carers project which works with under 16`s.

GAMH has links to a number of other statutory partners and has been involved in developing some joint service bids, consultation exercises and supporting the growth of forums and groups who have become independent over time.

There are specific areas where the organisation has significant experience and with whom there is a differential approach in service delivery. Whilst there are a number of individuals who will have determinate needs that require a specifically tailored approach these overall groupings seek to highlight particular areas of work and is not exhaustive

GAMH

- GAMH currently employ 149 staff of which 120 are employed in direct care provision
- 06 Have a social work qualification
- 10 Have a nursing qualification
- 80 Have a HNC or HND
- 13 Have other professional qualification
- 11 Have SVQ at level II or III

How we address training

- A Recognition of the important role of training and development in working towards delivering a high quality of service and promoting the rights of those who use its services and their carers.
- 2% of cost allocated to training
- Full time training manager in post
- Links with FE Colleges / other training providers
- Own in house training programme

External training

- SVQ Level IV
- Registered Managers Award
- SVQ Level III
- Certificate in first line management
- Social Worker Practice Teacher Training
- HNC Accounting
- In addition we also provide student placements for trainee social work students and other relevant disciplines

THE SCOTTISH CONTEXT

a. Employees by type of service

	Number	%age of total
Care Homes for CYP	3,103	4.38%
Care Homes for Adults	35,298	49.78%
Early Education and Childcare	24,130	34.03%
Hospice Care	800	1.13%
Support Service	5,567	7.85%
Nurse Agency	1,729	2.44%
Missing	279	0.39%
Total	70,906	100.00%

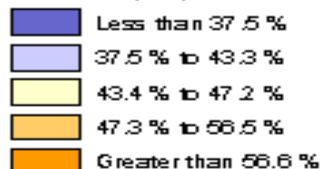
b. Providers by type of service

	Number	%age of total
Care Homes for CYP	141	2.40%
Care Homes for Adults	1,374	23.42%
Early Education and Childcare	3,733	63.62%
Hospice Care	13	0.22%
Support Service	432	7.36%
Nurse Agency	60	1.02%
Missing*	115	1.96%
Total	5,868	100.00%

* Includes 11 independent hospitals

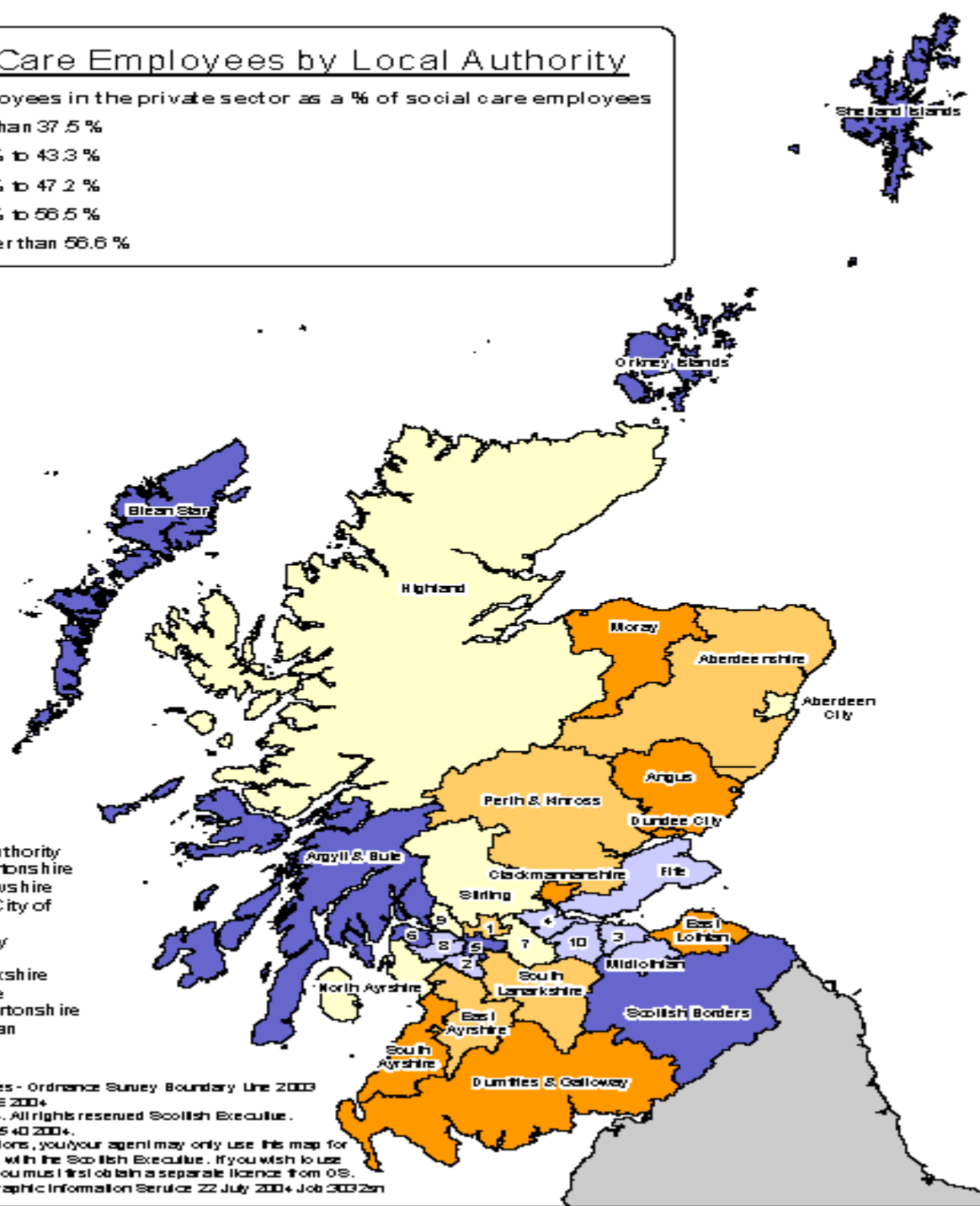
Social Care Employees by Local Authority

No. of employees in the private sector as a % of social care employees

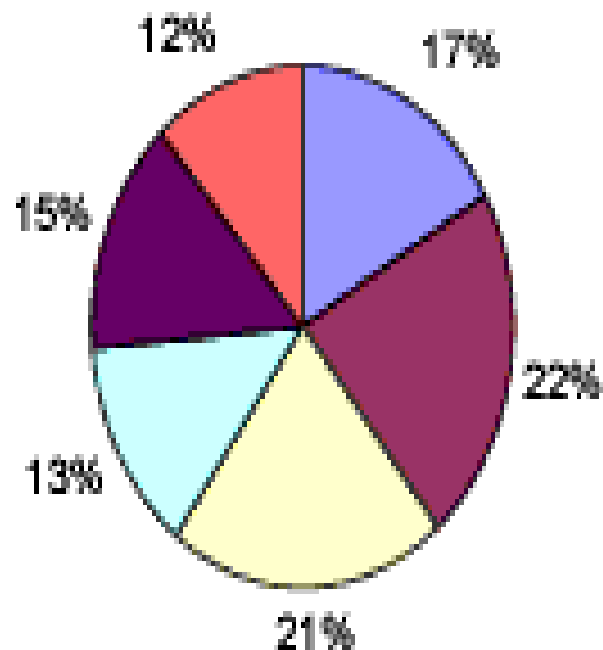


- Code, Local Authority
- 1, East Dunbartonshire
 - 2, East Renfrewshire
 - 3, Edinburgh, City of
 - 4, Falkirk
 - 5, Glasgow City
 - 6, Inverclyde
 - 7, North Lanarkshire
 - 8, Renfrewshire
 - 9, West Dunbartonshire
 - 10, West Lothian

Sources:
Local Authority boundaries - Ordnance Survey Boundary Line 2003
Employment Figures - SE 2004
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Scottish Executive Geographic Information Service 22 July 2004 Job 2002zn



Qualifications of Social Work Activities Workforce



- Degree or equivalent
- Higher education
- GCE A Level or equiv
- GCSE grades A-C or equiv
- Other qualifications
- No qualification

Employment and training initiatives

Employment and training initiatives are available to people at every stage in life beyond school age.

Training for work

Training for Work (TFW) is a training programme allowing people to retrain or re-skill with the aim of getting back to employment. It aims to give people the chance to develop, improve or maintain work related skills through a programme of training and structured work experience.

New Deal

New Deal is a government scheme for young people aged 18 - 24 years. It aims to get unemployed people into work by closing the gap between the skills employers want and the skills people can offer.

Skillseekers

Skillseekers provides funding for training to help young people achieve vocational qualifications to improve their employment prospects. It is available to all school leavers aged 16 and 17 years old, and young people aged 18 who are entering the labour market for the first time.

Modern Apprenticeships

Modern Apprenticeships (MAs) offer those aged over 16 the opportunity to train in their jobs to obtain an SVQ (Scottish Vocational Qualification). MAs provide an exciting way of gaining skills and qualifications without having to study full-time

Scottish European Social Fund (ESF) Objective 3 Partnership

This programme is a significant source of European funding which helps disadvantaged groups in the community who, for a variety of reasons, are excluded both economically and socially.

Appendix C

Building Career Pathways

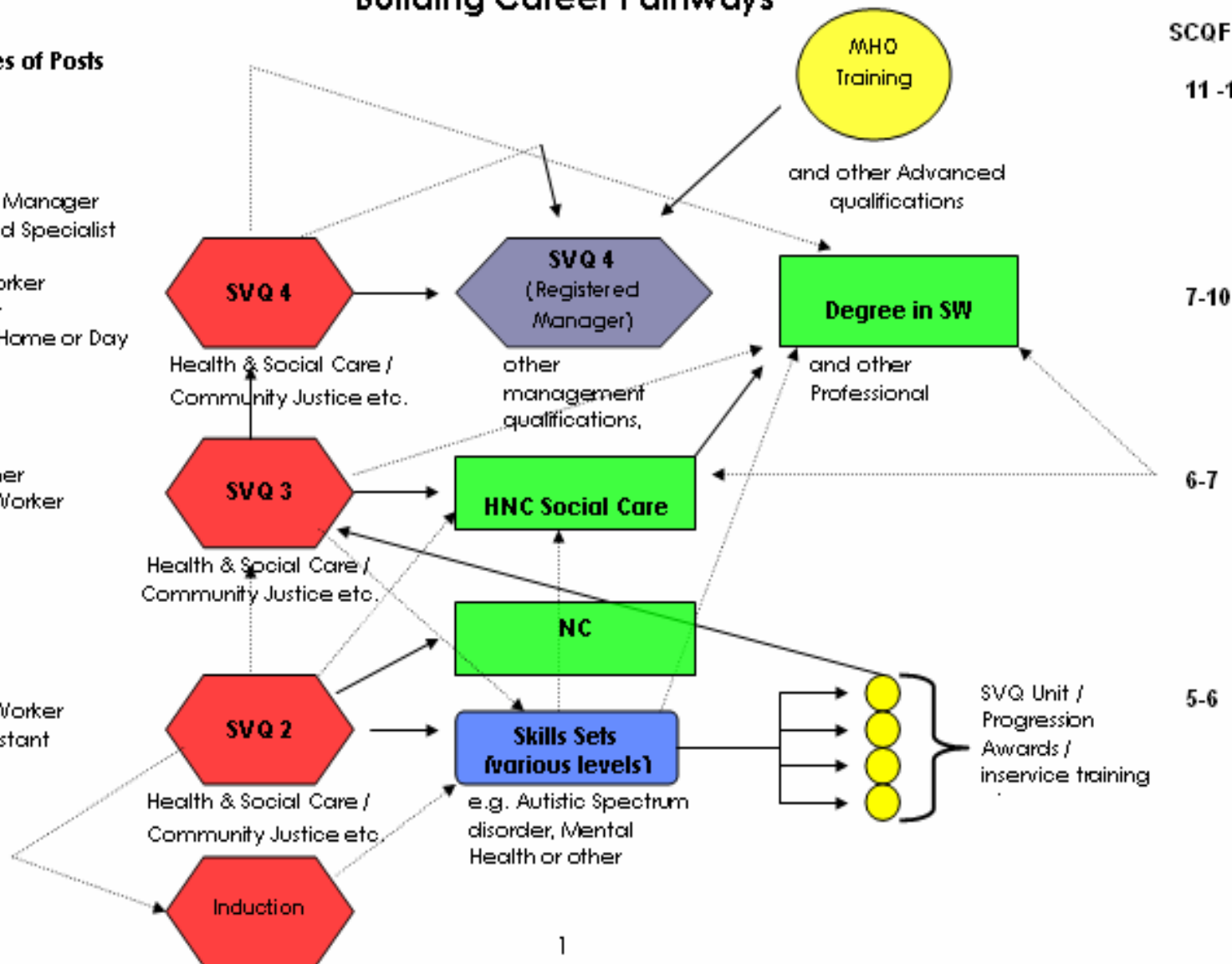
SCQF Level

Examples of Posts

Strategic Manager
Advanced Specialist
Worker
Social Worker
Manager
Head of Home or Day
Care

Practitioner
Support Worker

Support Worker
Care Assistant



External Links

The mental welfare commission for Scotland is responsible for protecting the welfare and rights of Individuals with Mental Disorder including those with Learning Disabilities, their web site has a lot of good information, in particular their publications section.

<http://www.mwcscot.org.uk>

The Scottish Executive (our parliament) was recently seeking views on its consultation published on December 12 on learning and development of all staff working in social work, social care and early education and childcare services. This draft national strategy for the development of the workforce is a key product of the work of the National Workforce Group (NWG) which was established in September 2003 to provide cohesion and strategic direction for the development of the social services workforce of the future.

<http://www.scotland.gov.uk/consultations/education/nsdssw-00.asp>

In addition we have what is known as Sector Skills Councils, information can be found about these at this link

<http://www.ssda.org.uk/ssda/default.aspx?page=131>

The Scottish Development Centre contains information about this organisation which works with others to achieve better lives for people affected by mental health problems in Scotland.

<http://www.sdcmh.org.uk/home.htm>

National electronic Library for Mental Health is a specialist library within the national electronic library and aims to provide access to the best available evidence to answer your mental health

questions. <http://www.library.nhs.uk/mentalhealth>

The Sainsbury centre seeks to influence mental health policy and practice and enable the development of mental health services through research and training.

<http://www.scmh.org.uk/wbm23.ns4/WebLaunch/LaunchMe>

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