

Yorkshire and Humber Tobacco Dependence Treatment Workforce Development Strategy:

Regional training pathway for stop smoking practitioners

NCSCT

Introduction

The Yorkshire and Humber (Y&H) Tobacco Dependency Partnership consultation process identified strong support for a standardised approach to training across Y&H tobacco dependency services. The adoption of a regional training pathway and training programme ensures that all practitioners across the region have access to the same core training, and that practitioners working with priority groups and people with additional needs have access to the same advanced training.

Strategy and core activities

The Y&H workforce development strategy consists of several new elements designed to ensure that there is a well-trained and resilient tobacco dependence workforce who are confident in providing the latest evidence-based stop smoking support. The strategy acknowledges that every member of the tobacco dependence workforce is key to achieving our ambitions for a smokefree Y&H: tobacco leadership and commissioners, service managers, practitioners and administrative staff.

The key elements of the workforce development strategy are:

1. A new competency framework for practitioners
2. **A new regional training pathway for practitioners**
3. Regular regional training offerings for all members of the tobacco dependence workforce that includes core training, advanced training and continuing professional development
4. A training hub that consolidates training resources and guidance at a regional level
5. A peer mentorship programme
6. Regular evaluation of the quality of training and impact of the investment in workforce development

Competency framework

The competency framework identifies the core and advanced competences required for **the delivery of stop smoking support**.

The competency framework updates the NCSCT Training Standard and addresses new skills for delivering tailored, person-centred support with a focus on priority groups and people with additional needs.

Training pathway

A proposed regional training pathway has been developed (see **Figure 1**). **Table 1** provides commentary on each step of the pathway.

Figure 1: Y&H training pathway for practitioners

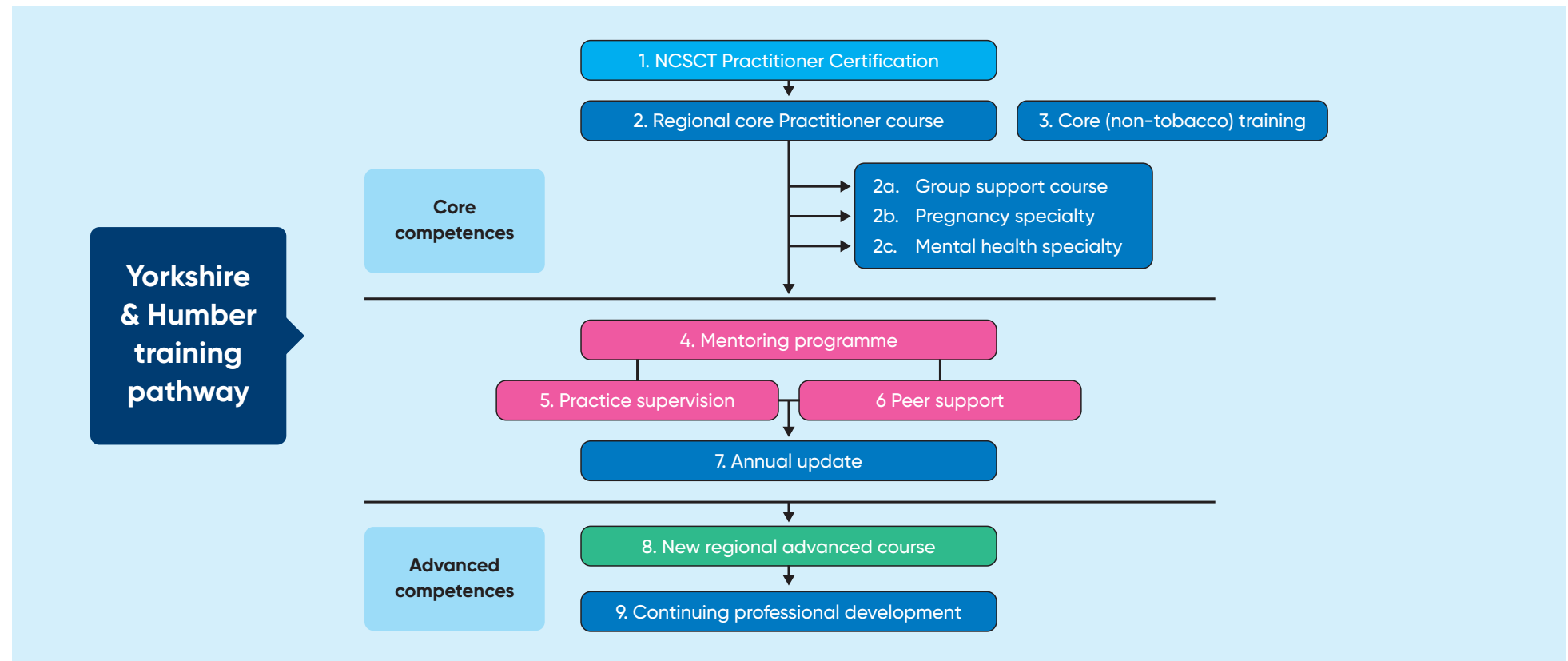


Table 1: Y&H training pathway for practitioners

Pathway description		Staff group	When	Description	Delivered by
1.	NCSCT Stop Smoking Practitioner certification	All practitioners	On recruitment	NCSCT eLearning practitioner course (4–7 hours). Covers the fundamentals of delivering the NCSCT standard treatment programme, behavioural support and stop smoking aids	NCSCT eLearning
2.	Regional Core Stop Smoking Practitioner Training	All practitioners	As soon as course place available	Two-day practitioner course focusing on the core skills of delivering stop smoking support and local protocols. The NCSCT can provide comprehensive training resources for local delivery that include standardised learning objectives, trainer guide and training materials (PowerPoint slides, handouts, reference materials, case studies)	Local trainers or commissioned from training organisation
2a.	Group support facilitation skills course	Staff delivering group support	When required to facilitate group stop smoking support	One-day course in group facilitation competences	NCSCT or commissioned from other training organisation meeting national training standards
2b/c.	Pregnancy speciality and mental health speciality	Staff supporting pregnant women or people experiencing mental health problems	When required to support pregnant women or people experiencing mental health problems	NCSCT eLearning: 1. pregnancy speciality course 2. mental health speciality course	NCSCT eLearning Face-to-face and virtual courses in supporting pregnant women and people experiencing mental health problems also available

Pathway description		Staff group	When	Description	Delivered by
3.	Core (non-tobacco) training	All practitioners	On recruitment	Induction training and training associated with work setting (safeguarding, health and safety, etc.)	Core non-tobacco training needs to be identified and delivered locally
4.	Mentoring programme	All practitioners	On recruitment	Shadowing and mentorship programme available to support new staff in their roles and as needed for experienced practitioners	Y&H local teams
5.	Practice supervision	All practitioners	Ongoing	Regular practice supervision that includes opportunities to debrief when required	Y&H local teams
6.	Peer support	All practitioners	Ongoing	Formal peer support network for shared learning and peer support	Y&H local teams
7.	Annual update	All practitioners	Annually	Regional Y&H update which provides all workforce staff (leads, managers, practitioners, admin) with an update on latest evidence and good practice	Regional Y&H team
8.	Regional Advanced Training	Staff working with priority groups	When required to meet advanced competences	Two-day advanced training course focusing on increasing knowledge, skills and confidence in tailoring stop smoking support to people who smoke. This course will provide advanced training in competences for working with people with additional needs	NCSCT
9.	Continuing Professional Development (CPD)	All practitioners	Ad hoc as training needs identified	Ad hoc CPD opportunities, at least annually	Y&H team or commissioned

Regional Specialist Practitioner Training

To ensure that practitioners who attend the two-day **tobacco dependence treatment advanced training course** can implement their skills to practice in a timely way, it is recommended that services have the following in place prior to practitioners attending this course:

No	Description
1.	The practitioner has completed the NCSCT Stop Smoking Practitioner eLearning course and the core two-day Stop Smoking Practitioner course
2.	Commissioners and service managers in the area have attended or are planning to attend NCSCT training for commissioners and service managers
3.	There is a mix of person-centred, evidence-based service delivery models available within the service
4.	Service protocols allow for the use of first-choice stop smoking aids, including tailoring dose and duration of treatment
5.	Cut Down to Stop (CDTS) interventions can be offered, or are in the process of being implemented, to engage priority groups and those unable to quit abruptly
6.	Behavioural support and treatment can be extended as needed
7.	Practitioners have access to peer support and practice supervision Wellbeing support is in place for staff and staff are aware of how this is accessed