

Essex Lived Experience: Recommendations for creating a training course

Evaluation Report: Recommendations

YJB County Lines Pathfinder



DECEMBER 2021

Recommendations



Recommendations (1)



Recommendations for training design

- There is a clear need for all practitioners to receive **specific training regarding best practice in identifying and disrupting CCE and County Lines**, in order to ensure a consistency of approach across services and localities.
- When designing training programmes for practitioners, it is important to **consider the degree of prior experience among the intended recipients and tailor programme content accordingly**. Training aimed at less experienced practitioners may be more successful, as those with more experience may not feel that they have learnt anything new and may even regard training as a distraction from more pressing work. Training aimed at more experienced practitioners should have a strong theoretical element, to ensure that trainees do not feel talked down to.
- Training programmes should aim to **centre the experiences of young people directly affected by CCE and County Lines**. Training that directly utilises the voices of young people is likely to be more insightful and impactful, and may facilitate more effective design and delivery of interventions on the part of practitioners.
- **Building confidence and reducing stress and anxiety among practitioners, while important, should not be the primary aim of training** around identifying and disrupting CCE and County Lines. The provision of training may in fact lead practitioners to feel less confident, due to an increased awareness of the complexity of such cases. Similarly, a reduction in stress and anxiety among practitioners may be difficult to achieve without wider systemic change, which falls outside the scope of training programmes.

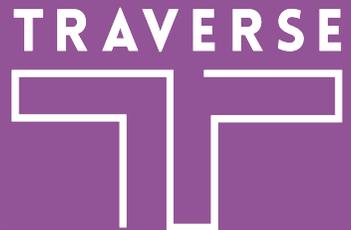
Recommendations (2)



Recommendations for training delivery

- **Trainee cohorts should include representatives from multiple services and agencies.** Multi-agency representation is thought to facilitate discussion and to enable continued communication beyond the lifetime of the training, which may go some way towards offsetting the systemic lack of coordination across services and localities.
- **Training programmes should have a strong interactive element,** to keep attendees engaged. This is of particular importance for training that is delivered remotely.
- **If training programmes are to be evaluated, clear timelines should be established** to ensure that any activities are conducted immediately pre- and post-training. **These activities should also be clearly publicised to trainees** and invitations should be included in any official communication, in order to drive engagement with the evaluation process and better demonstrate the value of the training.

Thank you



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