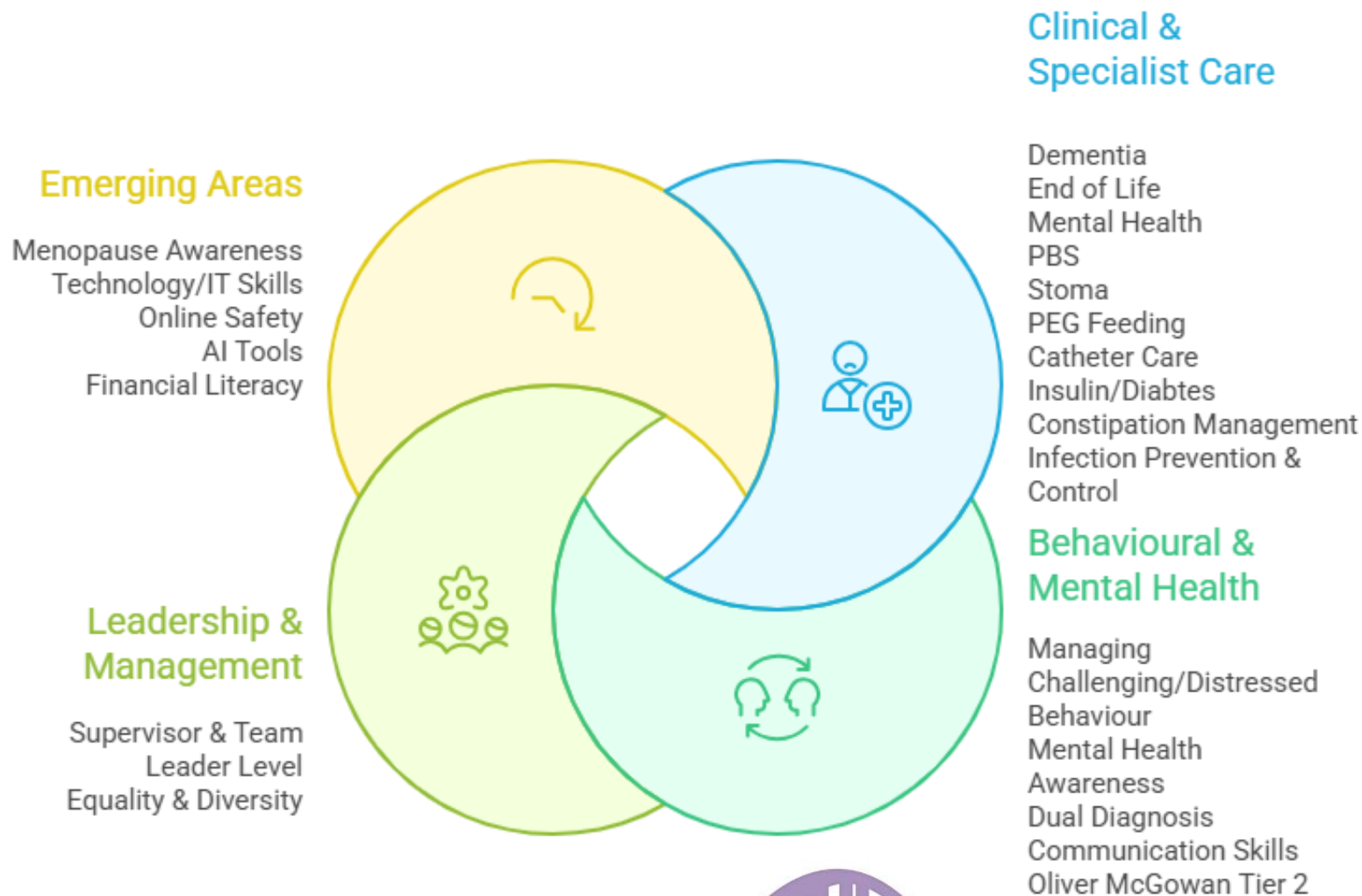




CDE Suffolk's Training Survey Analysis

Respondents: 22

Key Skills & Knowledge Gaps



80% of respondents prioritise clinical and mental health training.

40% of respondents seek leadership and communication development.

Training Most Likely to Enhance Performance & Service Delivery



Training that blends practical skills with soft skills (communication, leadership), offers the biggest performance impact.

Mental Health, Dementia and PBS are the top 3 areas for improvement across teams.

Relevance of CDE's Current Courses



Relevant Courses

Behaviour Management, Mental Health First Aid, PBS, and Excel are still relevant.

1

Courses to Re-run

Oliver McGowan Tier 2, Menopause Champion, Leadership & Equality/Diversity, and Makaton should be re-run.

2

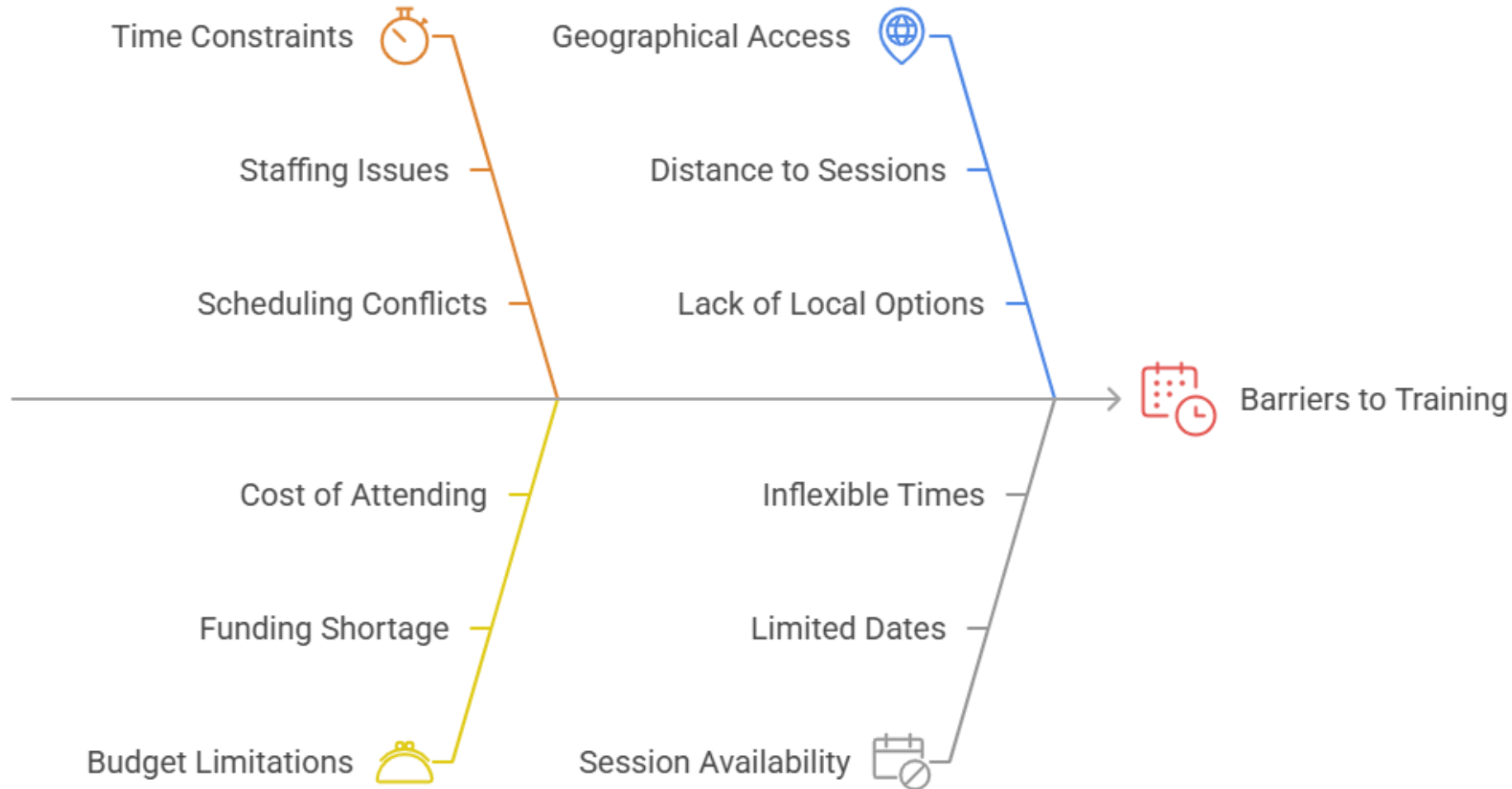
75% of respondents asked for PBS and Mental Health First Aid.

Menopause Champions training received high praise.

The Excel course received mixed feedback.

“The Menopause Champion course with Jo Wood was excellent and has enabled me to support staff with the menopause and the effects for different staff.”

Barriers to Training




Suggestions from respondents:

- More dates and flexible timings (split sessions, half days, 10-1 and 2-5pm slots).
- Local or onsite delivery.
- Funding support for staff time.
- Advanced notice for rota planning.

Preferred Training Format



Online / E-learning
Offers convenience and accessibility alongside work duties.



Hybrid Training
Balances flexibility with practical engagement.



In-person Workshops
Provides hands-on and clinical skills training.



Bite-sized Modules
Improves focus and retention with easy integration into shifts.



Interactive Options
Enhances engagement through quizzes and case studies.



Over 80% prefer online or hybrid sessions. In person training remains essential for clinical and behavioural content.

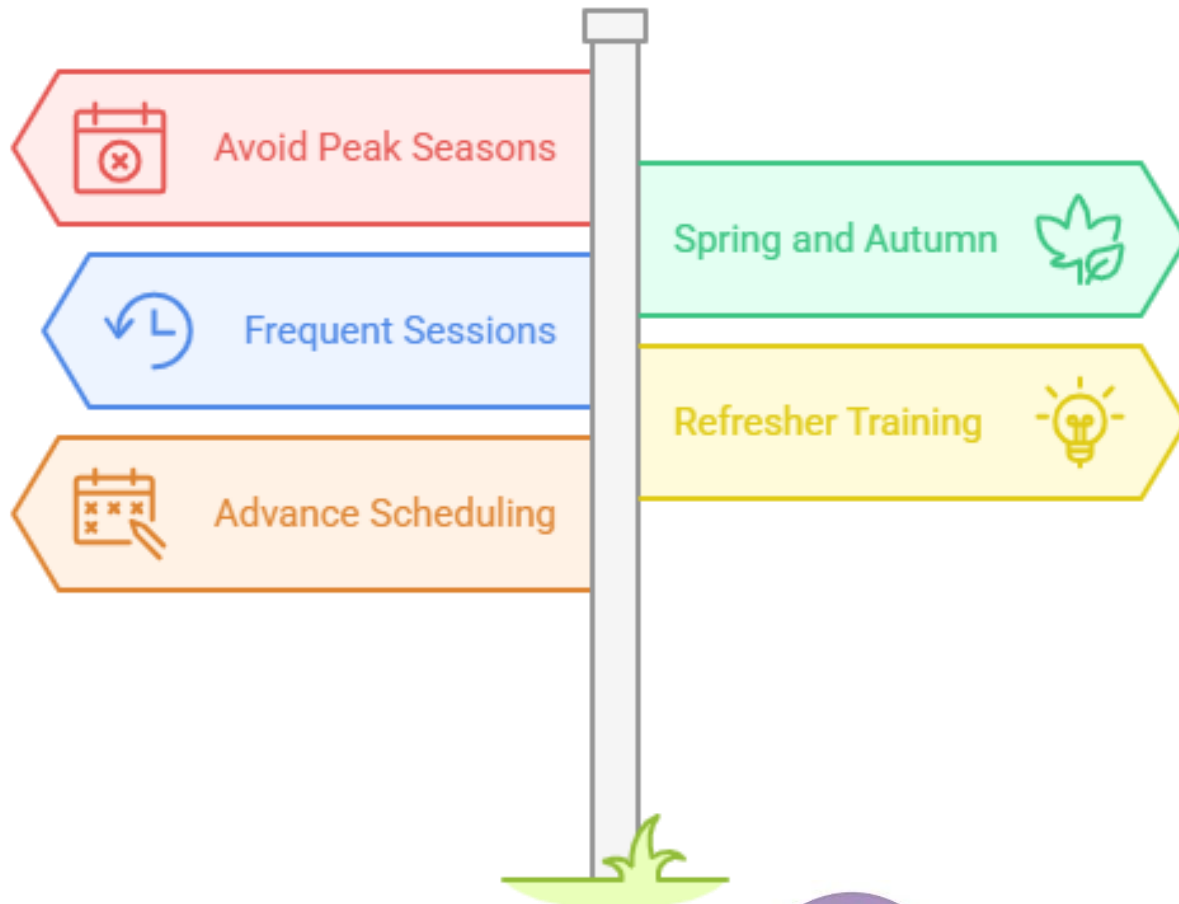
Priority Training Areas



Top 3 recurring themes:

1. **Mental Health & PBS**
2. **Clinical Competencies (stoma, PEG, Infection Control, Medication)**
3. **Communication, Reporting & Record-Keeping**

Best Timing's & Frequency of Training



Avoid: December, July-August and school holidays

Importance of refresher training and advanced scheduling was commented on.

Other Comments

“Thank you for all you currently provide!”

“Thank you for your hard work :)”

“Thank you for what you currently provide.”

“Thanks for giving us the opportunity to complete this form & hopefully for some successful outcomes.”

“I had some training with Dan and he was really relatable and easy to understand.”

“I want to compliment you all on the training provision that you have consistently provided for us all. I have enrolled onto so many very relevant courses and always spread the word to those care homes and domiciliary care that most in need of updating. The venues are well chosen to cover the county so a **BIG THANK YOU.**”