Scottish Government

Five Year NIDMAR Training Program

Dr Norma Clark Project Manager NIDMAR Program
Two Aspects to the Program

Training (NIDMAR)

- 300 current supported employment case managers
- Prioritising Scottish Government funded supported employability programs
- Facilitating mixed participation across agencies and specialist fields

Governance (IDMSC)

- Implement a governance infrastructure to ensure the quality and robustness of supported employment case management
- Ensuring that case managers have the necessary skills and knowledge and are supported to work within their scope of practice

Dr Norma Clark Project Manager NIDMAR Program
NIDMAR Training
Universal, Additional, Intensive Case Management in an employability context

**Universal:** supported employment services that consider someone’s physical / mental health status in relation to work and adapt provision or refer on accordingly e.g: Fair start

**Additional:** supported employment services that provide or refer clients to additional support for their physical / mental health and wellbeing eg.: WHSS, HAWS

**Intensive:** specialist supported employability services e.g: IPS, are available for people whose mental health presents a significant barrier to their journey to employment.

Dr Norma Clark Project Manager NIDMAR Program
All supported employment staff require robust case management training regardless of service levels
91 Scottish NIDMAR trained staff
Professional Background

- **60** Occupational Therapists
- **11** Case Managers
- **4** Managers
- **2** Other
- **1** Dr
- **4** Physiotherapists
- **7** Nurses
- **2** HR

Dr Norma Clark Project Manager NIDMAR Program
The Scottish Picture

91 - Supported employment case managers already NIDMAR trained

26 – case managers due to complete training in May 2019

36 – case managers due to sit CDMP exam in May 2019

10 – PDA direct CDMP exam pilot volunteers

2019/20 Board training focus - Lothian, Lanarkshire, Grampian, Ayrshire and Arran

Dr Norma Clark Project Manager NIDMAR Program
Governance Infrastructure
Maintaining CDMP Designation

- Renewal application form
- Proof of ongoing work experience in the field of disability management with submission of letter(s) of attestation completed by supervisor on employer letterhead
- Proof of 20 continuing education credit (CEC) hours to be submitted each year, and must include credits related directly to disability management
- Completed and signed Statement of Agreement for Ethical Standards and Professional Conduct
- Annual membership fee: £100 (£50 if already registered e.g. HCPC)
91 Scottish NIDMAR trained staff

54% CDMP registered
CDMP by Background in UK

- Voc Rehab: 29.00%
- Employability: 9.00%
- Sports Rehab: 7.00%
- Rehab Manager: 6.00%
- Case Managers: 3.00%
- HR Professional: 1.00%
- Physiotherapist: 1.00%
- Psychologist: 1.00%
- OT: 1.00%
- Nurse: 1.00%
Supporting Resources
Developing Resources

- The Training Needs Assessment, web based version being piloted and developed following feedback from this year’s participants.

- The Scottish section of the IDMSC web site, to provide PDP and training access to include e.g. Scottish specific legislation and service provision.

- The development of a Knowledge Exchange and Web Chat area on the Scottish Section of the IDMSC.
You will be presented with several statements regarding the topics that are studied in the CDMP qualification.

Please reflect on the questions, and make an assessment of your own knowledge/practice based on your understanding.

**How would you evaluate your knowledge of...**

* 1. ... the field of disability management?

   - Not yet started to develop knowledge about this competency
   - Knowledge developing well but still requires substantial training
   - Very knowledgeable and requires no further training

* 2. ... the characteristics of an effective disability management programmes?

   - Not yet started to develop knowledge about this competency
   - Knowledge developing well but still requires substantial training
   - Very knowledgeable and requires no further training

**What experience do you have...**

* 3. ... of the field of disability management?

   - No experience
   - Some experience
   - Significant experience
Promoting global quality standards in Return to Work and Disability Management

We are the standards body for the Certified Disability Management Professional qualification in England, Wales, Scotland, Northern Ireland and the Republic of Ireland

Learn More
Any Questions ??