**The work force has the capacity and skills to respond to the changing needs of our population**

The newly established team have completed a skills analysis of the individuals within the team. This has identified the strengths of the individuals and has informed and contributed to the team development plan. Following the skills analysis it was agreed that given that a number of people the vulnerable adults team see are on the brink of having a mental health disorder, personality disorder or a learning disability, the team must have the skills to identify and redirect individuals to the right service. Between January and June 2015 we funded two practitioners to complete the Approved mental health Practitioner courses. This has strengthened their relationships with secondary mental health services and enhanced their ability to identify the signs for those people who are experiencing serious mental illness. The section manager and another social worker are also signed up to the pre-AMHP course between April and May 20015.

The service also employs two workers who sit within the Substance Misuse team who are developing their skills and expertise in working with people who have difficulties with alcohol and substance misuse. The social workers within these teams will have instant access to health resources which will support individuals medically and therapeutically to address their issues and prevent further deterioration and dependence on long term services.

Two members of the team are also developing their expertise in assessing and identifying people who may have an underlying undiagnosed learning disability. They are now implementing the ABAs assessment which is required before an individual can get a full assessment by a psychologist.

This helps individual access the correct level of support and prevents people falling through the net.