

# The Oliver McGowan Mandatory Training on Learning Disability and Autism

Delivery model

V4 December 2023



# What is The Oliver McGowan Mandatory Training?

The Health and Care Act 2022 introduced a requirement that CQC-regulated service providers ensure their staff receive training on learning disability and autism which is appropriate to the person's role.

The Oliver McGowan Mandatory Training on Learning Disability and Autism is the standardised training that was developed for this purpose and is the government's preferred and recommended training for health and social care staff to undertake.

## What does the training consist of?

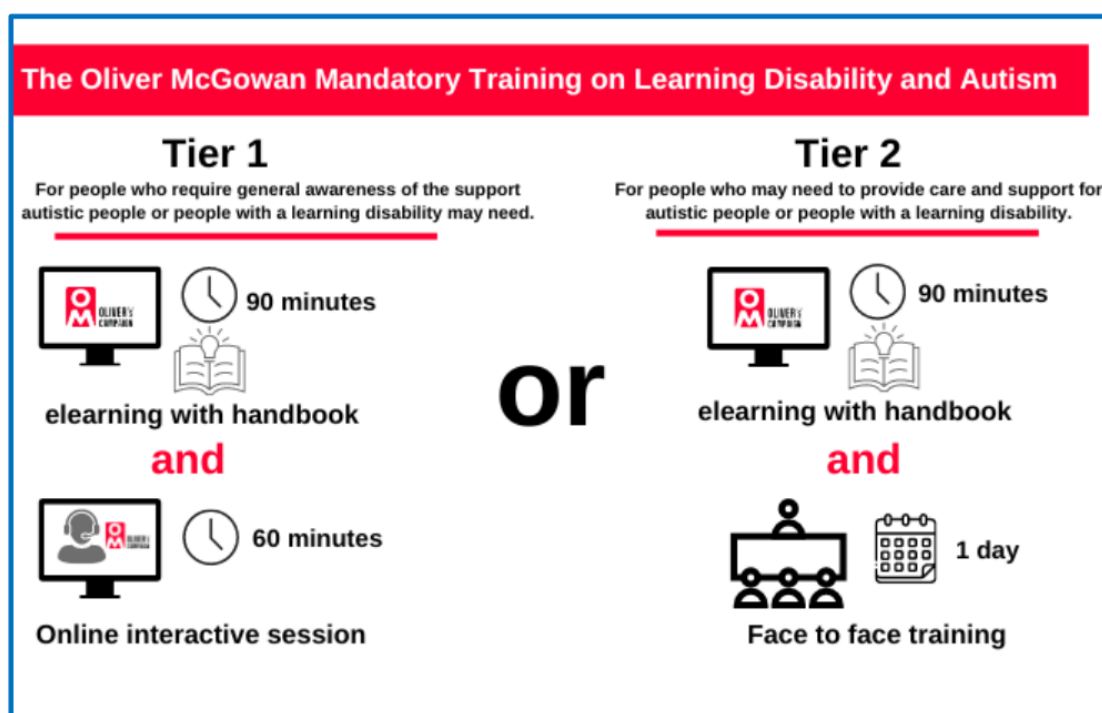
The Oliver McGowan Mandatory Training consists of two tiers of training:

- Tier 1, which is the elearning package followed by a 1-hour online interactive session.
- Tier 2, which is the elearning package followed by a 1-day face to face training session.

The [elearning package](#) is the first part of both Tier 1 and Tier 2 of The Oliver McGowan Mandatory Training and is now live.

Everyone will need to do the elearning no matter where they work and what tier they need to complete. Staff will either do Tier 1 **or** Tier 2 – they do not need to complete both. More guidance is available for employers on Tiers on the Oliver McGowan [webpages](#).

Diagram 1 – Tier 1 and Tier 2 of The Oliver McGowan Mandatory Training



## Essential requirements

These are the essential requirements for the interactive and face to face elements for part 2 of The Oliver McGowan Mandatory Training on Learning Disability and Autism:

- Each session needs to be co-delivered with expert with lived experience co-trainers who have been approved by NHS England. A list of approved trainers is on the [Oliver McGowan webpages](#).
- Experts with lived experience must be remunerated for the work they undertake at a level equal to that which others who are not autistic or do not have a learning disability would receive for similar work. We expect this will be at or equivalent to agenda for change band 5. (Job descriptions are available.)
- Trainers and co-trainers need to comply with and agree to the [conditions of delivery](#).
- The Tier 1 1-hour webinar is co-delivered by three approved trainers:
  - A facilitating trainer
  - An expert with lived experience of autism co-trainer
  - An expert with lived experience of learning disability co-trainer
- Tier 2 consists of two half-day face to face (in person) training sessions which may be delivered as one full day or two half days. The learning disability session must always be delivered first.
- Tier 2 session 1: learning disability is co-delivered face to face (in person) by two approved trainers:
  - A facilitating trainer
  - An expert with lived experience of learning disability co-trainer
- Tier 2 session 2: autism is co-delivered face to face (in person) by two approved trainers:
  - A facilitating trainer
  - An expert with lived experience of autism co-trainer
- If a co-trainer is autistic and has a learning disability they will need to complete the trainer training for the session they wish to deliver. If they wish to co-deliver either the autism or the learning disability session they will need to complete both the 3-day trainer trainings (3-day autism *and* 3-day learning disability). They can only co-deliver one of the sessions per cohort. For example, they could be the co-trainer for the learning disability session but they could not then be the co-trainer for the autism session for the same group of participants. This ensures participants benefit from hearing two separate voices and experiences.
- Both Tier 1 and Tier 2 trainer training is delivered by approved lead trainers in accordance with the delivery model.

# The trainer training cascade model

## Tier 1 delivering webinars trainer training

Delivering webinars training is for new trios who want to learn how to run the Tier 1 1-hour interactive webinar. Trainers' training happens in trios including two experts with lived experience and a facilitating trainer. The trainers' training lasts 3 hours. When the trio is ready, they send in a recording of their webinar delivery. After they have received feedback and been approved, trainers can deliver The Oliver McGowan Mandatory Training 1-hour interactive online session to the workforce.

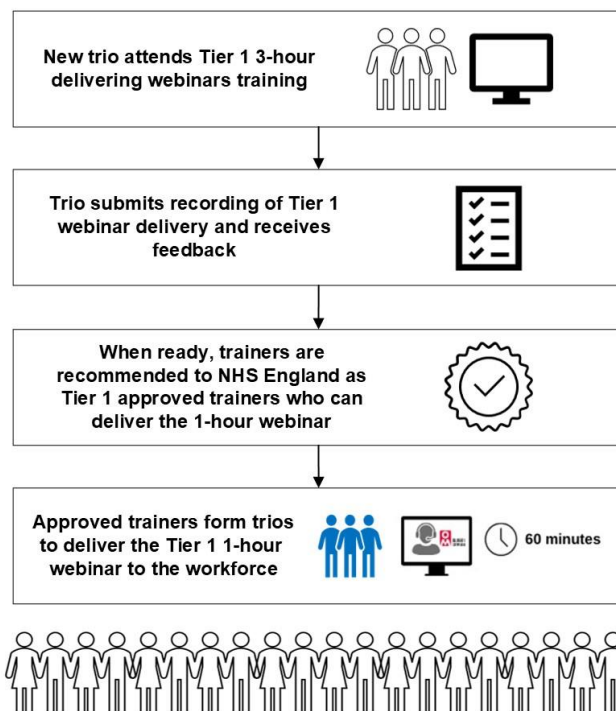
Diagram 2 – Delivering webinars Tier 1 trainer training



The Oliver McGowan Mandatory Training on Learning Disability and Autism



Delivering webinars Tier 1 training  
Training to deliver the 1-hour webinar.



## Tier 1 teaching others trainer training

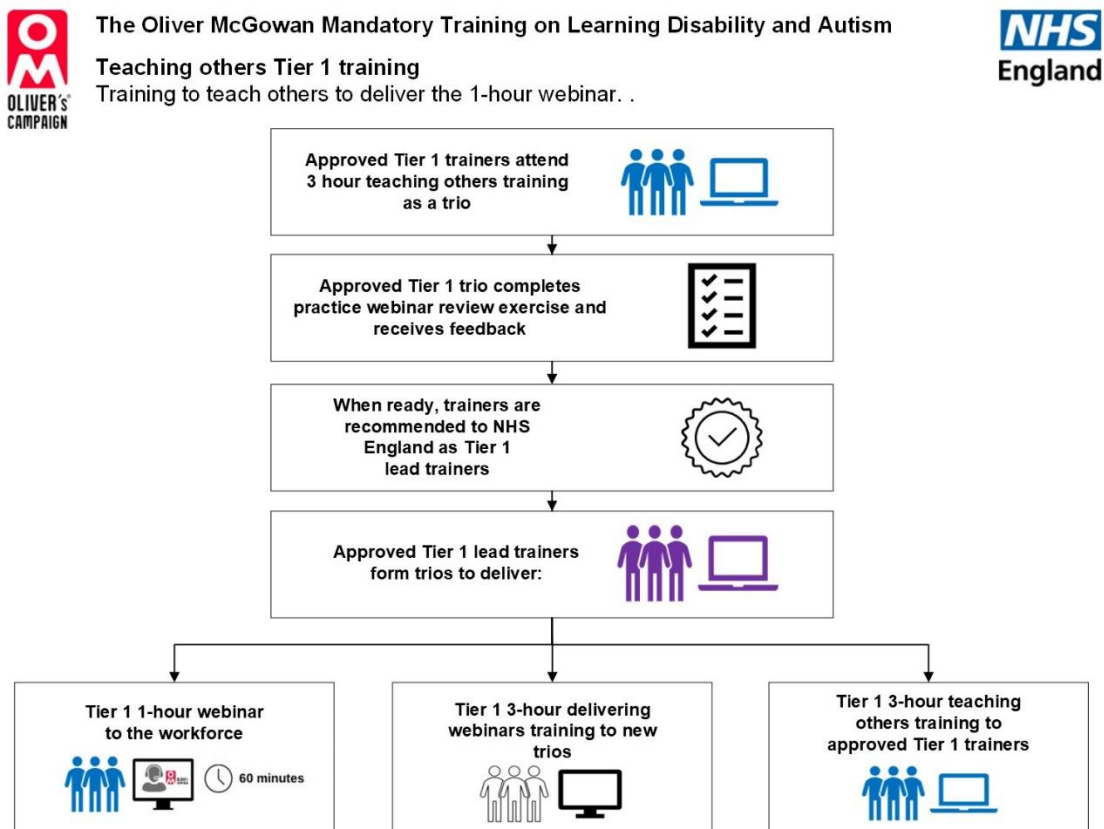
Once approved Tier 1 trainers are confident and experienced in delivering The Oliver McGowan Mandatory Training 1-hour webinar, they can attend a second course called teaching others. This course enables approved trainers to become lead Tier 1 trainers and cascade the trainer training to new and approved trainers.

Trainers' training happens in trios including two approved experts with lived experience and an approved facilitating trainer. The teaching others trainers' training lasts up to 3 hours.

After the training the trainers work in their trio to practise reviewing a webinar and giving feedback.

Once approved, trainers can deliver The Oliver McGowan Mandatory Training 1-hour interactive online session to the workforce, the 3-hour Delivering Webinars training and the 3-hour Teaching Others training .

**Diagram 3 – Teaching others Tier 1 trainer training**



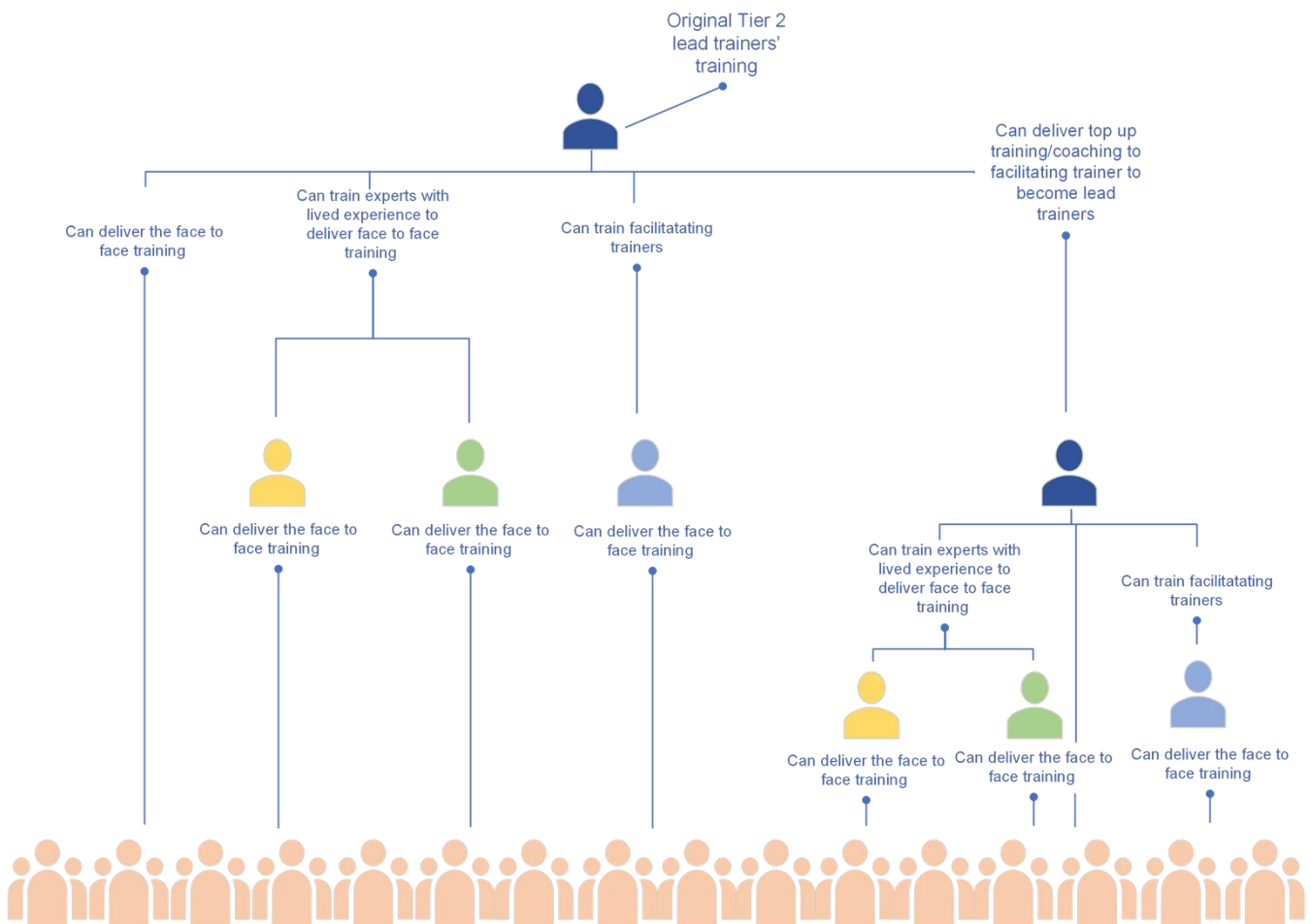
## Trainers' training for the Tier 2 1-day face to face training

Tier 2 trainers are trained by lead Tier 2 trainers. Lead Tier 2 trainers undertake a 4-day training course. Once approved, lead trainers can:

- Co-deliver the 1-day face to face training
- Train experts with lived experience to co-deliver either the learning disability or autism session of the 1-day training
- Prepare facilitating trainers to co-deliver the 1-day face to face training
- (In time and following a process to be determined) train/coach other facilitating trainers to become lead trainers.

Diagram 3 shows the cascade model for Tier 2 trainers. The training for experts with lived experience is a 3-day training and the training for facilitating trainers takes 2 days.

Diagram 4 – Tier 2 trainer training



## Supporting documents

The documents listed below are provided to help providers and employers implement the training model.

- [Expert with lived experience job description](#) – an example of an NHS Agenda for Change job matched job description for experts with lived experience.
- [Facilitating Trainer Specification](#) – an outline of the skills, knowledge and experience needed by facilitating trainers (for either Tier 1 or Tier 2) to help organisations find the right people
- Tier 2 [Lead Trainer Specification](#) – an outline of the skills, knowledge and experience needed by lead trainers to help organisations find the right people
- [Involving people with a learning disability and autistic people in delivering The Oliver McGowan Mandatory Training on Learning Disability and Autism](#) – a guide to involving people
- The NDTi report from the trials evaluation on [involving experts by experience](#).