**Comprehensive CAMHS Integrated Workforce Planning Tool**



**Planning for the workforce required in order to meet the mental health and psychological well-being needs of children and young people.**

The National CAMHS Workforce Programme has worked with ChiMat to develop the web based Comprehensive CAMHS Integrated Workforce Planning Tool. It has been piloted with Children's Trusts and CAMHS Partnerships across England.

Use the tool to support your local workforce planning process:

* **Create a workforce plan for your area** by completing the workforce planning template. This template guides you through the stages of integrated workforce planning.
* **Engage partners and gain their input and advice as an integral part of the planning process,** with help from the training modules.
* **Collect and analyse data** and **build capacity and capability** to plan your workforce amongst provider and commissioner organisations. The data workbook and audit tools will help you to do this.
* **Learn from others' experience** by looking at a model plan as well as examples which have been developed by the pilot sites.

Carrying out integrated workforce planning at all levels of an organisation is essential in influencing the shape of the future workforce and the delivery of services to children and young people. This tool is designed to strengthen workforce planning capacity and capability across organisations and build the confidence of those involved in workforce planning.

The workforce planning template guides you through the stages of integrated workforce planning.

Before using the tool, read the user guidance for helpful tips on completing the workforce planning template.

* [User Guidance](http://www.chimat.org.uk/resource/view.aspx?RID=99604)

We recommend you carry out a self-assessment of workforce planning capacity before beginning the workforce planning process and repeat this when you have completed it.

We have developed a [self-assessment questionnaire – workforce planning capacity and knowledge](http://www.chimat.org.uk/camhstool/tool#training) to help you do this. See training modules below.