

## **Drive new staff induction process**

Drive in south Wales provides support to people with learning disabilities to live the lives they choose in their local communities. The Co-production Lead and Training Lead identified an opportunity in the staff induction process to provide a focus on co-production, in order to ensure Drive colleagues have a shared understanding of co-production and feel confident to implement its values in their work.

The existing induction process already focused on person-centred practice. Drive is committed to ensuring staff listen to the voices of those they support and their families; to further strengthen this, they decided to bring an explicit focus on co-production throughout their everyday work. The co-production induction content was co-designed by Drive members of staff with Co-pro Lab Wales specialist support and advice.

The resource created is an animated visual that explains what co-production is and what it looks like in practice, accompanied by a written guide. To embed these meaningfully with new and existing staff, the resource will be followed by a facilitated group discussion to further explore co-production with colleagues. Drive is aiming for these discussions to be co-facilitated by a Trainer with Lived Experience from the Carer Aware project.

### **The difference this will make:**

Early discussions highlighted that staff held different levels of knowledge about co-production. Drive want to ensure all their staff have a shared understanding on which to develop an effective culture and daily practice of co-production. Existing staff will have access to the resource via the staff intranet, and all new staff coming into Drive will engage with it as part of their required induction process.

With wide adoption across the organisation, this will lay the foundation for the meaningful implementation of co-productive practice and values throughout Drive, creating an asset-based, person-centred, and relational experience for the people they support and their families.