

## **Conwy Social Care Workforce Partnership**

### **2018 – 2019 Action Plan**

#### **March 2018**

Taking into account the size of the social care sector in Conwy we have formed the Conwy Social Care Workforce Partnership. In collaboration with commissioned services, education and the third sector. The Partnership meets monthly and has developed a work programme aligned to the regional and national workforce context. The Partnerships' priorities for the next two years are

- **Support frontline social care workers to develop their overall skills in relation to social care**
- **Ensure Conwy has in a place a programme to support the registration of the workforce.**
- **Support the training , development and qualification of social care managers**
- **Ensure the social care workforce in Conwy has access to suitable Safeguarding training**

**PRIORITY: Support frontline social care workers to develop their overall skills in relation to social care**

Actions	Rationale	Strategic Links	Partners Involved	Progress)	Outcomes (end of year report only)
<ol style="list-style-type: none"> <li>1. Agree training programme to be delivered by Conwy Social &amp; Care 2018/19</li> <li>2. Have in place a workforce/training matrix - shared across providers.</li> <li>3. Support take up of QCF's across the social care sector in Conwy.</li> <li>4. Develop a underpinning learning programme to support the implementation of the new All Wales HSCIF</li> <li>5. Design and implement a new enablement learning programme aligned to outcome based delivery of services.</li> </ol>	<p><i>Meet the requirements of the SCWDP.</i></p> <p><i>Ensure consistency in workforce development &amp; learning reporting.</i></p> <p><i>Consistent programme of learning will support the sector in implementing the new HSCIF</i></p> <p><i>Will ensure the delivery of services by social care workers meets the requirements of providers to deliver outcome based services.</i></p>	<p><i>RISCA</i></p> <p><i>Regional Workforce Strategy</i></p> <p><i>SSWB Act</i></p> <p><i>RISCA</i></p>	<p><i>Agreed and submitted as part of the 2018-2019 SCW grant application.</i></p> <p><i>Internal &amp; commissioned providers – High Education providers and 3 rd sector.</i></p>	<ol style="list-style-type: none"> <li>1. <i>Regional grant application submitted.</i></li> <li>2. <i>Completed</i></li> <li>3. <i>Budgeted for as part of the 2018 SCW grant application.</i></li> <li>4. <i>In progress expected completion for commissioning May 2018.</i></li> <li>5. <i>In progress - task group established including social care providers. New programme to be commissioned by summer 2018.</i></li> </ol>	<ol style="list-style-type: none"> <li>1. <i>Funding is available to support the delivery of learning against national/regional/local priorities.</i></li> <li>2. <i>Consistency in recording of learning and development across the sector- this includes number of staff who are welsh speaking.</i></li> <li>3. <i>% qualified workforce on the register increase from 52% to 64%</i></li> <li>4 <i>Consistent approach to the induction of new social care workers is in place.</i></li> <li>5 <i>Re- Enablement learning is line with the RISCA regulations.</i></li> </ol>

**PRIORITY: Support the training, development and qualification of social care managers.**

Actions	Rationale	Strategic Links	Partners Involved	Progress	Outcomes (end of year report only)
<p>6. Design and deliver a management learning programme to build upon the registered qualification.</p> <p>7. Support new managers to undertake the registered qualification</p>	<p>To equip social care managers with the necessary leadership/management skills to manage their workforce.</p>	<p>RISCA</p> <p>RISCA</p>	<p><i>Internal &amp; commissioned providers – High Education providers and 3<sup>rd</sup> sector</i></p>	<p>6. Quality Module (level 6) commissioned ends July 2018.</p> <p>7. 2018-2019 SCW grant application budgeted for financing 10 QCF level 5 qualifications.</p>	<p>6. Care Managers have a greater understanding of what 'quality' in social care is.</p> <p>7. Registered Managers in Conwy have access to level 5 qualifications.</p>

**PRIORITY: Safeguarding Training including safe recruitment.**

Actions	Rationale	Strategic Links	Partners Involved	Progress	Outcomes (end of year report only)
<p>8. Ensure a safe recruitment training programme is available for all staff involved in the recruitment of social care workers in Conwy.</p> <p>9. Ensure a safeguarding training programme is in place to meet the</p>	<p>North Wales Safeguarding Boards is committed to ensuring the social care sector is suitably trained.</p>	<p>RISCA</p> <p>SSWB Act</p> <p>RISCA/SSWB ACT</p>	<p><i>Internal &amp; commissioned providers – High Education providers and 3<sup>rd</sup> sector</i></p>	<p>8. Safer Recruitment training to be delivered by Conwy Corporate Human resources to social care managers commencing September 2018</p> <p>9. Monthly 1 day Safeguarding Basic Awareness commissioned for the next 12 months. A safeguarding for</p>	<p>8. Those involved in the recruitment process are compliant with legislation and statutory requirements.</p> <p>Care staff have access to the appropriate level of safeguarding training.</p>

roles/responsibilities of the social care workforce in Conwy.				Professionals training programme is required.	% of staff suitably trained.
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**PRIORITY: Working collaboratively support the recruitment of social care workers to the sector in Conwy.**

<b>Actions</b>	<b>Rationale</b>	<b>Strategic Links</b>	<b>Partners Involved</b>	<b>Progress</b>	<b>Outcomes</b> (end of year report only)
10. Develop a Conwy work experience placement scheme. 11. Develop publicity materials to support attendance at job fairs. 12.	The sector faces considerable challenges in attracting new recruits.	North Wales Workforce Strategy.	<i>Internal &amp; commissioned providers – High Education providers and 3<sup>rd</sup> sector</i>	10 .Task group established -first meeting of the group April 2018. Options paper to be presented to June 2018 Partnership meeting.  11 Budget of £5000 allocated to the partnership from the 2018 Social Care Wales grant.	10. Conwy has in place a whole social care sector work experience programme. 11. Increased profile of the social care sector at career fairs.