



Plan to Make it Happen

Workforce Development Sub Group



Objectives	Action	Details and measures of the action	Who does it	when
Chapter 5: Making it happen - Workforce Development				
VPN: CS:	Apprenticeships	Work with Mike Eaton and Lindsey Pearce to promote apprenticeships	TW/ KM	Oct-11
	Service user involvement in recruitment	Case study 4 large providers and use their stories and <i>Choosing My Staff</i> to promote service user involvement in recruitment	KK	August '11
	Staff recruitment & retention	(SP1c) Collate information on recruitment & retention, including that for PAs and disseminate	TW	Aug '11
	Maintain up to date information to learning disability workforce	Review & update info on Brightpart	PC	Sept '11
	Promote e-learning in line with e-learning strategy		TW/KM	Dec-11
	Maintain information on qualifications and career pathways		TW/AG	Nov-11
	(SP1e) Development of and promotion of best practice in induction	To be included in managers and staff induction handbook	Peter	
	Support adult social sector in meeting development needs			
	Knowledge of assistive technology	Promote role of Daily Living Centre		
	Personalisation	Continue to support the PA workforce. Develop support for mainstream adult social care services		Dec-11
	(SP3a) Liaise with Healthy lives Sub Group	Development needs for a) health staff supporting PWLD , (b) social care staff supporting PWLD with health needs are identified. Agree how to meet these	Partially achieved - possible health promotion session for social care staff agreed with health colleagues - to be agreed with providers	Aug-11
	(SP3c) Autism Strategy	Monitor development s of ASC Strategy (Fulfilling Lives). Current development offer for Adult social Care is in line with strategy. Work with partners to promote workforce development aims of the strategy	TW	Started - to be completed Autumn 2011
	(SP3d) Complex needs	Workforce Development Sub Group / Workforce Development Team will work with commissioning and contracts to support staff development on new services.	Ongoing - now invloved with Commissioning Group	Commence June 2010
	(SP3h) Improve ability of workforce to communicate with people with learning disabilities	Initially establish links with communication sub group. Through that group & SALTs ensure that development needs are met to support communications pledge. Measure (1) Number of organisations signing communications pledge. (2) Links established with signees of pledge re development needs (3) Actions implemented to meet development needs	Total Communications Group & WFD colleagues	Ongoing
	(SP3i) Excluded groups	To be confirmed. Need to establish what the barriers are and how the workforce can help overcome these. If necessary develop workforce accordingly. Action TW/NC raise at Make it Happen Group	Will follow recommendations of EIA on PB	Commence June 2010
	(SP3j) Work with Work & Skills and Taking Part Sub Groups to develop skills of workforce to support pwld into work	Pwld are more able to access support to gain employment	Will support events on employment	Ongoing
	(SP4a) Commissioning	Support for masters in commissioning - Measure - positive evaluation of course and continuing strategic support for people to undertake the qualification.	Lindsey Pearce	Ongoing
	Functional skills and English as a Second Language			Jan-12
	Supporting Workforce to promote independence, and encouraging resilience			Feb-12
	Mental Capacity Act	Link with MCA Monitoring & Development Group. Riase issues relating to PWLD. Identify staff competencies and development needs. Through group work to embed good practice in MCA.		ongoing