

### PRIORITY AREA 3: DEVELOPING THE SKILLS & CAPACITY OF THE WORKFORCE

<b><u>Developing the Skills and Capacity of the Workforce</u></b>					
Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Ensure Council complies with induction standards for new care staff, use of new continuous professional development requirements in line with Professional Capability Framework.	H	External Inspections recognise achievements of both Children & Adults Social Care	On-going	Learning & Development Manager / Departmental HR Managers	Time and resource costs. Grants from Departments of Health and Education support this training.
Raising skills, and competence within the Private, Independent and Voluntary sector.	H	Expansion of numbers of on-line training modules available. Programme agreed and publicised	On-going  April 2013	Learning & Development Manager	Development of e-learning opportunities including Log onto Care modules  Cost of delivery of Common Induction Standards workshops (met from grant funding)
Develop support material for Time for a Change programme	M	Increased use of IT to enable flexible working	Ongoing	Chief Officer: Human Resources /Chief Officer: IT	New systems cost  Time spent away from work undertaking training
Expand the use of the Social Care Common Induction and new manager standards assessment tool.	M	Implemented with positive results	On-going	Chief Officer: Human Resources	Staff time in developing material. See note previously on grant funding.

## Developing the Skills and Capacity of the Workforce

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Developing skills of ASCH&H – end of life care, advocacy, personalisation, dementia, strokes, learning disabilities, autism, etc.	M	Staff trained and better able to support service users	Programmes up and running by December 2012	Learning & Development Manager	Time, financial resources
Developing managerial and employee skills to enable greater use of flexible working opportunities	M	E-learning packages available. Training programmes implemented	By September 2012 By October 2012	Learning & Development Manager	Time, financial resources
<i>Updating and developing the range of equality and diversity training available to employees and managers</i>	M	<i>Training programmes implemented</i>	<i>On-going</i>	<i>Learning &amp; Development Manager/Head of Community Engagement</i>	<i>Time, financial resources</i>