

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

| <u>Developing the Skills and Capacity of the Workforce</u> | | | | | |
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| 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. |
| Provision of adequate support for all social work staff to ensure they meet the standards expected by HCPC and the College of Social Work | 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. |
| Development of a Performance Management toolkit to enable managers to better support their teams in delivering the Council's key objectives | H | Toolkit approved by CMT and then published on BORIS | March 2014 | Learning & Development Manager / Departmental HR Manager | Time and resource costs. |
| 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 2015 | 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) |

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| Develop support material for Time for a Change programme in line with town centre redevelopment and refurbishment to town centre buildings | H | Increased use of IT to enable flexible working | Ongoing | Chief Officer: Human Resources /Chief Officer: IT | Time spent away from work undertaking training and provision of laptop clinics, guidance material |
| Develop appropriate mechanisms to nurture and develop talent through mentoring, coaching and secondments within the Council as part of the Good to Great initiative | H | Initiatives developed and implementation planned | Ongoing | Directors and Departmental Chief Officers leading on these initiatives | Staff time in developing mechanisms, implementing these and producing guidance and other material. |
| 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. |
| Continue to develop the skills of ASCH&H staff to include the provision of nationally recognised qualifications in these areas | M | Staff trained and better able to support service users | Programme s up and running by December 2014 | Learning & Development Manager | Time, financial resources |
| Updating and equality proofing the range of equality and diversity training available to employees and managers | M | Training programmes implemented | On-going | Learning & Development Manager/Head of Community Engagement | Time, financial resources |