

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

<u>Developing the Skills and Capacity of the Workforce</u>					
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