

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.
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 2015	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)
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.

<u>Developing the Skills and Capacity of the Workforce</u>					
Action	Priority	Outcomes	By When	Responsibility	Resource Implications
Expand the use of the Social Care Common Induction and new manager standards assessment tool, in line with the requirements of the Care Certificate.	M	Implemented with positive results	From April 2015	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 set up and running by December 2014	Learning & Development Manager	Time, financial resources