

Skills for Care Update

July 2019





Five Year Business Plan

April 2019 – March 2024

- **Workforce for Integration**
- **Prevention and Well Being**
- **Recruitment and Retention**
- **Improvement**

www.skillsforcare.org.uk/business-plan





Workforce for Integration

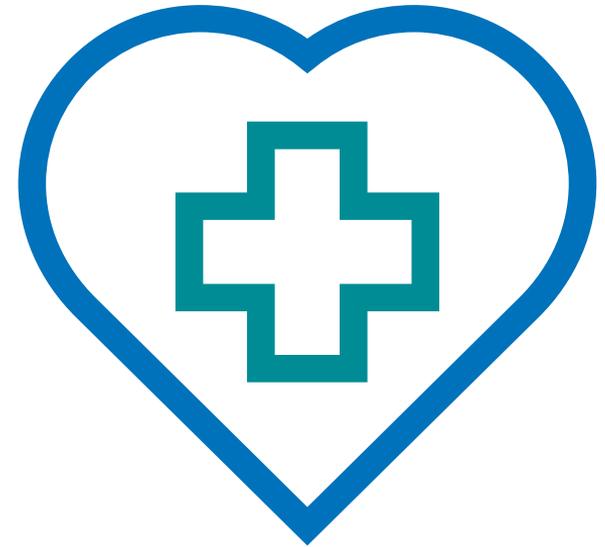
- Addressing barriers to engagement; improving manner and frequency of employer engagement with us and each other, including direct engagement with social care workforce
- Support for development of Integrated Care Systems
- Nursing and nursing associate roles
- Promoting social care's person-centred approach with health
- Building on child and family Assessed and Supported Year in Employment (ASYE) programme with the Department for Education (DfE)





Prevention and Wellbeing

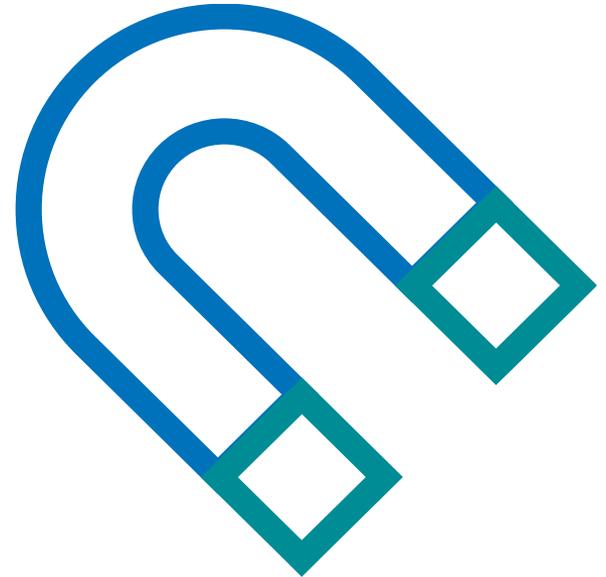
- Working with stakeholders to support work focusing on prevention and wellbeing
- Project work
- Supporting registered managers to improve skills to meet the changing legislation in the mental health landscape
- Learning and Development in relation to Liberty Protection Safeguards (LPS)
- Supporting commissioners as models of care change





Recruitment and Retention

- DHSC Recruitment campaign
- Continuing work on values-based recruitment (VBR)
- By 2024 we want to see shift away from R and R as main concern to employers, replaced by consensus on importance of strong leadership and management cultures
- Helping sector achieve parity of value and esteem with NHS, by helping change public perception of social care workforce
- We will work to enhance support for social workers, OTs and other regulated professionals with focus on best practice and retention and multi-disciplinary working
- Support individual employers to exercise choice and control to lead the lives they want to





Improvement

- Work towards achieving ambition of creation of a professional body to support registered managers
- Alongside this introduce qualifications, curriculum, and registration so it is recognised as a valid profession equivalent to nurses, social workers and OTs.
- Lead debate about having a body of knowledge and regulate a career pathway for social care employers and their workforce.
- Support innovation and share examples of best practice
- Underpinning all – culture and leadership





ASC- WDS (Adult Social Care – Workforce Data Set (formerly NMDS – SC))

- We're expecting to migrate everyone's data by mid/end July

Local Authority 2019 mandatory data return

- We do not yet have the full detail about BUDI codes - this is being worked on now and will be available soon. BUDI guidance will be updated as soon as it is available and this will be communicated to all LAs.
- Changes for LAs are minimal.
- Feedback during user research has been very positive –LAs have been involved in the user research and testing.
- Process remains the same as every year. The data items remain largely the same.
- Local authorities should begin their preparation early and not to leave their uploading until the last couple of weeks before the end of the window.

“The look of the service may be different, but the task and data items remain largely the same.”



Digital Social Care website launched

- <https://www.digitalsocialcare.co.uk/>
 - Launched on 27th June 19
 - Digital Social Care is a partnership project between Skills for Care, members of the Care Provider Alliance and NHS Digital. The project aims to support social care providers with technology, data protection and appropriate information sharing with health and local authority partners.
 - Run by social care providers for social care providers.
 - Digital Social Care is a dedicated space to provide advice and support to the sector on technology and data protection.
-



Social Work Apprenticeships

- Lincoln University small number of apprentices signed.
- Leicester City working with Warwickshire University – first cohort started March.
- Challenge to release staff .
- Lincoln's Children and Families Apprenticeships have started.
- Derby Uni working with Derby Council.
- Consensus that interviewing apprentices twice (LA and HEI) was undesirable.
- Anticipated start dates: Nottingham- January '20; Derby – September; Nottingham Trent University – September/October



Nursing Associates – Community Of Practice event – 5 August Hinckley

- Answer questions about the NA role and how it fits into social care
- Identify ways to overcome issues
- Build networks and relationships
- Help develop resources and communications
- Identify case studies that will help others
- Check out ideas to help inform policy and developments at a national level.

<https://events.skillsforcare.org.uk/skillsforcare/frontend/reg/thome.csp?pageID=215935&eventID=695&CSPCHD=002001000000ajwTCPAnil526QGvX30uyFD2DIDvrLIsFX9KZA>



Getting started with values and behaviours-based recruitment

Wednesday 11 September 2019

13:00-16:30

Venue: Urban Leisure Hotel, Grantham

- [https://events.skillsforcare.org.uk/skillsforcare/frontend/reg/home.csp?pageID=221940&eventID=715&CSPCHD=004001000000jiW6XL11froCNDGiw\\$MNDxTBQJo21QPw9hUIEb](https://events.skillsforcare.org.uk/skillsforcare/frontend/reg/home.csp?pageID=221940&eventID=715&CSPCHD=004001000000jiW6XL11froCNDGiw$MNDxTBQJo21QPw9hUIEb)



Developing managers

Our June/July campaign on developing managers includes:

- the launch of a **new online guide for developing new managers and deputies**, with practical examples, checklists and case studies
- information on the 19-20 Workforce Development Fund, with **enhanced funding allocated for developing managers**
- **succession planning** in your service
- the importance of **continuing professional development**
- valuing peer support through **networking** and **membership**.

Follow the campaign at www.skillsforcare.org.uk/developingmanagers
and on Twitter [#DevelopingManagers](https://twitter.com/DevelopingManagers)



Retention is key

To support your retention, we've produced handy key cards which build on our top five tips where employers can make a difference.

1. **Supportive induction**
2. **A positive place to work**
3. **Learning and development**
4. **Good working conditions**
5. **Rewards and recognition**



Order your free copy by emailing marketing@skillsforcare.org.uk



www.skillsforcare.org.uk

