

Workforce development, CPD and registration are inextricably linked. The Network will focus on what we can learn from each other's good practice and where collaboration will be efficient and effective.

1. INCREASE QUANTITY, QUALITY AND DIVERSITY OF PRACTICE LEARNING OPPORTUNITIES

Area of Activity	Method of Achievement	Key Milestones and Timescales	Evidence of Achievement	Completion Date	Resource Requirements
1. Establish from HEIs and SPLP details of PLOs required over next 3 years. This work has been done.	Consult with HEIs and their practice learning coordinators.	<ul style="list-style-type: none"> • Completion by November 2005. • Monitored and reviewed annually. 	<ul style="list-style-type: none"> • With HEI practice learning coordinators, PLOs to be developed. • Provision of statistical data on PLOs to SPLP. 	<ul style="list-style-type: none"> • Ongoing monitoring each year • March 2008 	Network Development Manager time plus input from HEIs and agency coordinators.
2. In partnership with HEIs and agencies and in consultation with SPLP explore new potential PLOs.	<ul style="list-style-type: none"> • In partnership with HEIs and SPLP contact agencies which do not at present provide. • Within 6 month review SLA and identify future level of need. 	<ul style="list-style-type: none"> • In conjunction with HEIs contact new agencies and explore PLOs by Jan 2006. • Achieved required number of PLOs by September 2006. 	<ul style="list-style-type: none"> • Further quality LOs to those achieved by current SLAs. • Achieved 420 approx PLOs between Aug 2005 – July 2006. 	1) Required for Jan 06 for 'bulge' of PLOs required. 2) Further work by March 2008.	<ul style="list-style-type: none"> • Continuing development time from existing coordinators in HEIs and agencies and Network Development Manager time. • Explore with current agencies the potential to expand existing level of provision

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3. Work with HEIs in induction, support and training of agencies new to practice learning	Work with and support HEIs in achieving operational management support for practice learning and offering support to newly involved organisations.	Approx 100 additional PLOs achieved by January 2006.	Sufficient additional PT/LS with an understanding of the new requirements (SIESWE/QA)	1) Required for Jan 06 for 'bulge' of PLOs required – Achieved. 2) Further work - Ongoing.	<ul style="list-style-type: none"> Continuing development time from existing coordinators in HEIs and agencies and Network Development Manager time.
4. Work with and support HEIs to influence local networks and operational managers to improve the diversity and quality of practice learning opportunities and promote individual responsibility for practice learning.	<ul style="list-style-type: none"> Support the development of local learning networks which could provide new interdisciplinary PLOs Review use of quality audit tool. Organise meetings and in partnership arrange workshops to involve wider action 	<ul style="list-style-type: none"> Development Manager to begin meeting with Operational Managers by September 2006. Development manager to carry out audit of local learning networks by December 2006 	<ul style="list-style-type: none"> Series of meetings with operational managers arranged Audit of local learning networks completed Agencies starting to use the SCIE tool 	September 2006 December 2006 March 2007	

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5. Monitor to ensure that the PLO database is accessed easily by the NoS Network and other Networks and promote greater use of e-learning facilities across the Network.	<ul style="list-style-type: none"> • Taking forward developmental work between Networks and other relevant key partners. • Develop information sharing protocols • Ensure system compatibility 	<ul style="list-style-type: none"> • Appointment of E-Learning/ Communications Manager by September 2006 • Establishment of Liaison arrangement with other E-Learning/Communications Managers. 	<ul style="list-style-type: none"> • E-Learning manager in post • Conduct audit of current systems. • Compatability with national databases. 	<p>September 2006-</p> <p>March 2007</p> <p>March 2008</p>	E-Learning/ Communications manager.
6. Involve users and carers in practice learning and assessment	<ul style="list-style-type: none"> • Audit current groups involved in practice learning • Implement NoS Strategy for involvement of service users and carers • Promote involvement of users and carers in practice learning and assessment with agencies through meetings with staff and managers (see 4 above) 	<ul style="list-style-type: none"> • Completed March 2006 • SUC representation on Executive Group by September 2006 <p>See 4 above</p>	<ul style="list-style-type: none"> • List of local, regional and national groups • SUCs represented on Executive Group • Service users and carers involved in practice learning in agencies 	<p>March 2006</p> <p>September 2006</p> <p>ongoing</p>	

2. EMBEDDING CONTINUOUS PROFESSIONAL DEVELOPMENT OF THE WORKFOCE

<u>Area of Activity</u>	<u>Method of Achievement</u>	<u>Key Milestones and Timescales</u>	<u>Evidence of Achievement</u>	<u>Completion Date</u>	<u>Resource Requirements</u>
1 Audit current position in relation to agencies Continuing Professional Development and workforce development plans in conjunction with the Sectors Skills Council.	Existing literature, other material, policies, guidelines and research into "best practice" to be surveyed. Visit key agencies/organisations.	Within 6 months of Network Development Manager being in post.	Areas on which to focus identified and agreed.	Review ongoing, as PRTL requirements extend to further groups of staff in social work and social care.	Development Manager time and travel. Time from agency training staff and HEI and FE CPD coordinators.
2. Create plan using info from (1) to engage staff across the entire workforce and employers in the development of CPD in line with the recommendations and implementation plan of Changing Lives. Support workers in the transition from student to newly qualified worker.	<ul style="list-style-type: none"> • Meetings, workshops, disseminating information, translating requirements into practical steps. • Linking activity to the developing agenda emerging from Changing Lives. 	Knowledge and awareness of CPD requirements and aspects of learning culture identifiable after 1 year.	<ul style="list-style-type: none"> • Increased awareness and involvement of agencies and individuals, furtherance of culture of CPD. • Use SCIE to measure increased awareness and involvement in CPD. 	<ul style="list-style-type: none"> • As above. • Draft plan by September 2006. • Use of SCIE tool audit in year 3. 	<ul style="list-style-type: none"> • Development Manager time and travel, support from agency training staff and HEI and FE CPD coordinators. Venues for workshops.

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3. Where gaps identified in provision of CPD opportunities, the network will plan for the development of new programmes, eg the PLQ/(SS)	Material produced and courses, seminars or other learning opportunities organised across area. HEI or FE validation, SSSC approval.	<ul style="list-style-type: none"> Some sharing of existing CPD activities could begin immediately. Audit content and discuss with Network. 	<p>Involvement of agencies whose size or location make some CPD activity uneconomic.</p> <p>Opportunities created, for example, very experienced staff who have completed easily accessible programmes.</p>	Throughout life of partnership.	Development activities could only feasibly be supplied by enhanced IT systems and therefore time of E-Learning/ Communication Manager. Also time from agency staff and HEI CPD coordinators.
4. Ensure that using the expertise of users and carers becomes a key element in the ethos of CPD.	Make wider links with user and carer groups and build on existing areas of good practice.	<ul style="list-style-type: none"> Audit achievements. Engage with users and carers. 	Integration of service users' and carers' views in all aspects of learning.	Continuing	Development Manager to make contacts. Local agency time to deliver these.
5. Develop ongoing support and training for staff supporting learning, mentoring, coaching, including enabling practice teachers to update their knowledge and practice	<ul style="list-style-type: none"> Audit current provision Identify gaps and needs Identifying and sharing best practice 	<ul style="list-style-type: none"> Begin audit by September 2006 	<ul style="list-style-type: none"> Audit completed Gaps and needs identified Best practice shared 	<ul style="list-style-type: none"> January 2007 January 2007 Ongoing 	<ul style="list-style-type: none"> Development Manager time and travel Partners time to provide on-going support and training

3. SUPPORTING REGISTRATION OF SOCIAL SERVICES STAFF

<u>Area of Activity</u>	<u>Method of Achievement</u>	<u>Key Milestones and Timescales</u>	<u>Evidence of Achievement</u>	<u>Completion Date</u>	<u>Resource Requirements</u>
1. Mapping qualification gaps across area and sectors. (See also Section 4)	Network Development Manager to seek information from range of agencies (pilot project findings available as base).	Information about shortfall in qualifications for registration of Phase II registrants to be available within 3 months.	Clear picture of areas of shortfall and of success as basis for development.	Continuing into further phases.	Network Development Manager time and travel.
2. Support agencies to help increase number of social service workers who will meet registration requirements.	Work towards formation of agency partnerships to make best use of resources. In areas of scarcity, provide additional Assessor/Internal Verifier time, if feasible and affordable. Consider use of IT equipment (hardware and software) which could increase efficiency of helping to meet requirements.	Partnership opportunities exploited by beginning negotiations immediately. Investment in training and equipment in stages.	Easier/quicker access to qualifications necessary for registration, especially for staff in small or rural agencies.	Ongoing.	Funding for IT equipment. Funding for Internal Verifier/Assessor time. E-Communications Manager time.

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<p>3. Development of systems to facilitate meeting registration requirements, including common induction and foundation skills programmes , a partnership approach to Return to Learn, workplace supervisor training and support and maximising the potential of SVQ Centres through integrating existing learning and development capacity.</p>	<p>Sharing of information, best practice, and new ideas among partners. Involvement of FE/HEIs.</p>	<p>Progress within 12 months.</p>	<p>Efficient, consistent approach for use of shared systems.</p>	<p>Ongoing.</p>	<p>FE/HEI and Agency and Network Development Manager time.</p>

4. SUPPORTING WORKFORCE PLANNING AND DEVELOPMENT

Area of Activity	<u>Method of Achievement</u>	<u>Key Milestones and Timescales</u>	<u>Evidence of Achievement</u>	<u>Completion Date</u>	<u>Resource Requirements</u>
1. Integrate the objectives of the National Workforce Group and identify those which could benefit from the Network working collaboratively.	Network Development Manager to audit current activity among members and how this matches the National Workforce Group objectives.	As part of information gathering exercise to be done on appointment, within first six months.	Increased awareness in agencies of importance of workforce planning and arrangements for partnership activity. Electronic database.	Ongoing.	Network Development Manager time and travel. IT support.
2. Share best practice and, in collaboration with the SSSC, help agencies to understand workforce planning and develop a consistent approach to training needs analysis and preparation of training plans to meet needs.	Arrange opportunities for disseminating information on helpful ways of identifying training needs and promote opportunities for partnership and inter-agency working in training plans. Collaboration with FE/HEIs, HR professionals and SFLS Champions.	Over annual cycle.	Higher profile for process of proactive analysis of training needs and innovative approach to formulation of training plans.	Ongoing.	Network Development Manager time and travel. IT support
3. . Formulate, implement and review local strategies for collaborative learning:, including identification and development of new areas for training and development in response to legal or policy requirements.	Agencies to identify areas where response needed. Network Development Manager and agency partners will develop material/programmes in partnership with HEs/FE.	As required.	New collaborative training and development opportunities created.	Ongoing.	Network Development Manager and agency time and travel.
4. Promote inter-professional	• Audit existing provision	• Begin audit by	• Audit completed	• March 2007	• Development Manager

learning	<ul style="list-style-type: none"> • Identifying gaps and needs • Identifying and sharing best practice 	December 2006	<ul style="list-style-type: none"> • Gaps and needs identified • Best practice shared 	<ul style="list-style-type: none"> • March 2007 • Ongoing 	time and travel
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All CPD development is linked to workforce development and planning and therefore needs to be undertaken in conjunction with the Sector Skills Council. It also needs to be interdisciplinary and interprofessional and is one of the key aspirations of the extension of the Network for social work/social care agencies to its collaboration with other interdisciplinary partnerships in Criminal Justice, Integrated Children's Services and Joint Futures. Shared CPD activity across agencies so that each does not re-invent the wheel.