

# Skills for Care & Development Sgiliau Gofal a Datblygu

SfC&D Newsletter Autumn/ Winter 2011  
Email: [sscinfo@skillsforcareanddevelopment.org.uk](mailto:sscinfo@skillsforcareanddevelopment.org.uk)  
Website: [www.skillsforcareanddevelopment.org.uk](http://www.skillsforcareanddevelopment.org.uk)

*Dear All*

Welcome to the latest SfC&D newsletter, which aims to give you a flavour of the latest developments within your workforce, and how we as your SSC are addressing issues and finding solutions to meet your needs. We also have a new website, which we hope is a rich source of such information too. Please do visit it at [www.skillsforcareanddevelopment.org.uk](http://www.skillsforcareanddevelopment.org.uk)

As always, if you would like more information on any of this, or our other work, please don't hesitate to get in touch via [sscinfo@skillsforcareanddevelopment.org.uk](mailto:sscinfo@skillsforcareanddevelopment.org.uk)  
We hope you find this newsletter informative. All the best!

*Best wishes, SfC&D UK team*

## **SfC&D and employers secure investment for the social work, care and children's workforce**

We are delighted to announce that SfC&D has secured £2.2million to invest in employer initiatives to continue the development of this very important, highly skilled workforce. This funding has been awarded by the UK Commission for Employment and Skills following a competitive bid for funding from the Employer Investment Fund (EIF).

Social work, care and children's services are required in every single community, supporting (often vulnerable) families, and providing many more people with work. This work is invaluable to the whole population. Quality services in early years, for example, help to give children the best start possible. Every day the dedicated and skilled workers in our workforce give 5 million people in the UK support, keeping them safe and promoting independence and participation in employment and communities.

For crucial continued investment in the social work and care sector, we worked with employers across the UK to develop and submit high quality proposals for tools, solutions and developments needed by the sector. Contributions were made by key stakeholders representing more than 6,210 employers (over 10% of employers in our sector).

Professor David Croisdale–Appleby OBE, Chair of SfC&D said:

"This funding is a testament to the recognition of the pivotal importance of the sector in the UK economy. A high functioning and skilled social care, social work and children's services' sector is a vital support to the economic growth and high quality services we need in the UK"

Sarah McCarty, Executive Director of SfC&D said:

"We are very pleased to announce that we have been successful in securing investment for the delivery of



# Skills for Care & Development Sgiliau Gofal a Datblygu

four innovative initiatives to help develop our workforce. This was made possible by dynamic engagement with, and commitment from our employers to identify and develop the winning proposals.”

Our ambition, which we share with employers in this sector, is for a world class workforce; a high impact, progressive workforce that contributes to the UK’s economic growth. It will sustain communities, support people’s ability to work longer, live in mainstream society and have a higher quality of life, less diminished by health and social conditions. It will increase public confidence and trust in the services provided across the UK.

## A new website for SfC&D

We have recently undertaken a complete redevelopment of our website. The aim was to create a space which was user friendly, in which we could keep you, our stakeholders up to date with developments within your workforce, and how we as your SSC are addressing issues and finding solutions to meet your needs. Feedback to date has indicated that we have achieved this. We would, however, welcome your feedback, and will be developing the site on an ongoing basis.



Please do visit it, and use the contact forms on there to tell us what you think! .....@.....

[www.skillsforcareanddevelopment.org.uk](http://www.skillsforcareanddevelopment.org.uk)

## Assessing the skills needs of the sector

The Sector Skills Assessment is an in-depth study of the sector – assessing current skills provision and predicting the industry’s future skills needs. Its findings help employers and policy makers to ensure that training provision and initiatives are informed by, and are meeting, the sector’s needs. SfC&D has produced an SSA for the past few years, and is currently gathering research, data and labour market information to inform our latest assessment. We intend for it to be available for public use, as a workforce development tool, in the early part of 2012.

## Improving Skills: Enabling a Skilled and Qualified workforce

### National Occupational Standards (NOS)

NOS describe the skills, knowledge and understanding needed to undertake a particular task or job. SfC&D has a range of these standards for the social care and early years’ sector - some jointly with the SSC for health, ‘Skills for Health’. For further information about NOS across all job roles and sectors, please visit <http://www.ukstandards.org.uk/>. SfC&D’s NOS plan is available via <http://www.skillsforcareanddevelopment.org.uk/view.aspx?id=50>

### Setting standards for those working in Social Work

The revised and improved social work NOS have been approved. Thanks to the several hundred stakeholders who contributed to their review. They will be available for public use, in English and Welsh shortly.

# Skills for Care & Development

## Sgiliau Gofal a Datblygu

### Review of Standards in child care and social care

Children's Care, Learning & Development (CCLD) NOS are the authoritative National Occupational Standards for people who work with children (and their families) in settings or services whose main purpose is children's care, learning and development across the UK. Health and Social Care (HSC) NOS are the authoritative Standards for people who work in health and social care settings with adults and/or children across the UK. Both of these 'suites' of standards are currently being reviewed. The review of the CCLD is being managed by Sfc&D. The HSC NOS review is the joint work of Sfc&D and Skills for Health, as those standards cover workers in both the social care and health sectors.

Revisions are being made to the NOS in the light of feedback from surveys and events held in May and June this year. We have been working with the sector to check that the revisions by inviting feedback on a sample of the revised NOS via online surveys. Feedback is being analysed and considered in December and January, and the revised standards should be available for you to use by March 2012.

For more information about our NOS, please contact [philip.underdown@skillsforcareanddevelopment.org.uk](mailto:philip.underdown@skillsforcareanddevelopment.org.uk)

### Engaging with you, our stakeholders

As well as engaging with the sector on specific pieces of work, such as the NOS reviews, Sfc&D has many strategic networks you can be involved in – on both a regional, and UK basis. They will give you an opportunity and channels through which you can inform our work and contribute to our ambition to develop a world class workforce. Recently, our UK stakeholder panel has helped us to shape how we conduct our research ethically and professionally, and reviewed our new website as key users. If you would like to get involved in this UK stakeholder panel, or a regional network where you are, please contact [hanna.buchheit@skillsforcareanddevelopment.org.uk](mailto:hanna.buchheit@skillsforcareanddevelopment.org.uk).

The Sfc&D UK Board maintains a 'hands on' approach when it comes to stakeholder engagement. With at least two members representing each country on the Board, they have regular and direct contact with key stakeholders.

All Board Members like to use Board seminar events, held twice a year to engage with key players in the workforce, and in workforce development to learn from policy and practice in each country, sharing issues and solutions.

The latest such event was held in Belfast, hosted by our partners at NISCC. Key players from the sector in Northern Ireland were invited. The speakers were Sir Michael Gould, Assistant Director, Skills & Industry Division from the Department of Employment and Learning (DEL NI) who spoke on the skills landscape in Northern Ireland, and Christine Smyth, Deputy Chief Social Services Officer from the Office of Social Services DHSSPS who spoke about the Office of Social Services drivers which lead skills in Social Work and Social Care both now and for the future. Both talks provoked lively discussion and debate, which will be used to inform the way we approach our work in the other nations and across the UK as a whole. A seminar report and key messages from the board meeting which followed are available on the Sfc&D website.



# Skills for Care & Development Sgiliau Gofal a Datblygu

## **Awarding our best care workers**

Following Accolade award events earlier in the year in Wales and Scotland, nominations are now open for the Health and Social Care Board (HSCB) Regional Social Work Awards 2012 in Northern Ireland. The closing date for entries is Friday 20 January 2012

These awards are about recognising the best work in the profession, raising awareness of the challenging and diverse work that goes on and improving the reputation of social workers. Please circulate this information to your contacts to ensure that the commitment and contribution of social workers and social work teams providing excellent service for the people of Northern Ireland can be recognised.

The Awards are to promote and celebrate excellence in social work. There are six Awards – four Team Awards and two Individual Awards. An Overall Winner will be selected from each of the Award winners. The Awards will be presented on Friday 8 June 2012 at Belfast City Hall (by kind permission of Belfast City Council). Social Workers working with children or adults; in education, or for a Trust, a charity, voluntary or private sector organisation can be considered for an Award. Nominations can be made by social workers, managers, social care workers, HSC colleagues, education/training providers or members of the public. The Awards Information Pack can be downloaded from the NISCC website [www.niscc.info](http://www.niscc.info) Entries will be submitted in electronic form to [susie.nelson@nisocialcarecouncil.org.uk](mailto:susie.nelson@nisocialcarecouncil.org.uk)

SfC&D is gathering information from all the Accolade winners in previous years across the UK. We will use this to share case studies with you about the winners, so other workers across the sector can learn from the best practice which is showcased and awarded through these very successful award ceremonies. Keep an eye out for these on our website!



**Overall winners (HSCB) Regional Social Work Awards 2011 - Oncology and Haematology Social Work BHST**

## **Apprenticeships rise by a half in England, data shows**

The number of people starting apprenticeships in England this year has risen by more than 50% on last year, official figures show. There were 442,700 apprenticeship starts in the academic year 2010-11 compared with 279,000 the previous year. Of these 175,000 were aged over 25, 138,900 aged 19 to 24 and 128,300 aged under 19. News recently has suggested more young people are considering an apprenticeship as an alternative to university, but also that there has been a dramatic rise in people aged over 60 taking them up.

Set within this context, we have had positive reports of almost 51,000 starts for the 2010-11 academic year, for the Joint health and social care framework in England - which facilitates all social care apprentices as well as discrete roles from health care. This health and social care framework now has the highest number of starts for any framework except Customer Services.

To find out more about how apprentices can help your business, or to take an apprenticeship, please visit <http://www.apprenticeships.org.uk>

# Skills for Care & Development Sgiliau Gofal a Datblygu

## Supporting a workforce that is 'able to act' and adaptable

### A Guardian Public Services Award: Innovation and progress in skills development



We were delighted to learn that the SSSC, our delivery partner in Scotland has won a very esteemed Guardian public service award. The prize was awarded for their innovative e-learning model, which relies on Sony PlayStation Portable (PSP) consoles to give on-the-spot training.

Keith Quinn, SSSC senior education and workforce development adviser (shown here with the tool) credited a 19th-century German psychologist's work with the inspiration for a novel e-learning model. He cites Professor Hermann Ebbinghaus's retention of learning curve from 1885, which showed that "in two days, you've lost 80% of everything you've learned".



In a pilot it ran in conjunction with Glasgow city council's social services department, around 35 workers due for training in violence, aggression and personal safety were split into a classroom-based control group and those using the PSPs. Quinn says the PSP group retained more detailed information "and because [the training] was available around the clock, it meant they could allocate time across the week, rather than taking one day out, so it was less disruptive". The PSP technology was also well received and acknowledged as 'very accessible' by a wide range of managers and staff. The SSSC is now testing the augmented reality training approach with a Scottish charity where icons are placed in situ, for instance, on complex lifting equipment. The e learning tool works when the user points the PSP at such an icon. This prompts a video on how to use the device.

Over the next two years, this groundbreaking work will be built upon, with pilots held across the UK by SfC&D and its partners, as it is incorporated in one of our winning EIF bids; 'Mobile knowledge and learning solutions' - which will include the development of a range of learning resources and services designed for delivery on mobile devices. The intention is to provide freely available learning products for use across a range of devices including, Smartphones, 'tablet computers' (such as iPad) and other readily available handheld consoles., providing more employers with situated learning opportunities removing the need for employees to leave the workplace to learn.

## Other news

This is just a flavour of the extensive work going on within our SSC, and other work which may impact our sector. For more detailed information about work in your country, please visit our website at this link:[http://www.skillsforcareanddevelopment.org.uk/Newsandevents/latest\\_news.aspx](http://www.skillsforcareanddevelopment.org.uk/Newsandevents/latest_news.aspx)