

FIRST DRAFT OF A CHILDREN AND YOUNG PEOPLE'S WORKFORCE DEVELOPMENT STRATEGY FOR OXFORDSHIRE

Summary of Key Issues:

- The Children's Trust Board is asked to consider a first draft of an Oxfordshire Workforce Strategy, comment on the intended process and advise on next steps. It has been considered and is being further developed by the Workforce Development Sub-Group.
- An introductory programme, open to all people working with children in Oxfordshire, covering the Common Core of skills and knowledge, is being introduced in the near future – the Trust is asked to endorse this.

Workforce Development Strategy

The Children's Trust is required to develop a workforce strategy by March 2011 at the latest. The Oxfordshire's Children and Young People's Trust Board may wish to do so in advance of the final deadline.

The workforce development sub-group has discussed an initial draft for the strategy and their initial suggestions and comments have been incorporated into the version now presented (still at this very early stage) to the Children's Trust Board. The Trust has previously expressed its wish for an agreed strategy to further develop integrated working development, in order to seek better outcomes for all children and young people in Oxfordshire. This is built into the CYPP and reflects the vision and three priorities of the Plan. This draft strategy is a first step towards stimulating the knowledge, understanding, discussion and consultation essential to this process for a jointly agreed strategy and the accompanying delivery plan to put the vision and strategy into action. For the information of members of the Trust Board, the early draft also includes a number of annexes with relevant national and local information, which may not all form part of the consultative document in due course.

The Children's Workforce Development officers would be delighted to offer a workshop session on the local workforce strategy from the starting point of this first draft with the Trust Board members and invited colleagues – at a time and date convenient to Board members.

Common Core Induction Programme

Meanwhile operational work is underway, as in the CYPP workforce delivery plan, to establish an introductory programme for all people working with children in Oxfordshire, including those in the voluntary/third sector, especially front-line workers. It will cover the Common Core of skills and knowledge, through a blended approach of training, learning and development. The programme will be available flexibly on an area and locality basis. The outline plans for this will be presented to the Trust Board members for their comments and their endorsement is requested.

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