

## WORKFORCE DEVELOPMENT SUB-GROUP

### Summary of Key Issues

Members are requested to:

- Note the progress made by the Workforce Development Sub Group.
- Endorse the proposal to set up a short life sub group of the Workforce Development subgroup to complete a mapping of training related to core competencies.

### Background

Developing a skilled, integrated and flexible workforce that focuses on improved outcomes for Children Young People and Families is part of national children's workforce strategy. It is essential to improving the outcomes for Children Young People and Families. The 2020 Childrens and Young Peoples Workforce Strategy (2008) aims to embed a "common core of skills and knowledge". Board members will be aware from an earlier report that a key element of Oxfordshire's Strategy was identified as follows:

*To further develop multi-agency training*

This report provides a review of progress against this priority area, discusses barriers for implementing it in full and recommends the resources required to implement it further.

### Review of Progress

Through ongoing dialogue between an increased and wider represented membership of the sub group and Shared Services, the concept and detail of the workforce strategy has been enhanced with a view to achieving the following workforce objectives:

- Training

The sub group addressed the possibility of relaunching the Children's Induction Standards Workbook across agencies making it available to all those joining the children's workforce. A range of Common Induction Standards have already been identified by the Children's Workforce Development Council which are deemed suitable for application in a range of settings across the One Children's Workforce. The standards indicate a common basic level that everyone in the workforce needs to reach. As part of the drive to embed a common set of skills and knowledge throughout the One Children's Workforce

Oxfordshire's NHS Primary Care Trust were piloting the Workbook. It was felt that the workbook despite being mapped to the relevant Health and Social Care National Vocational Qualification did not quite meet the needs of Childrens Services in the PCT.

The child health strategy "Healthy Lives, Brighter Futures" published in February 2009 mentions "a wider children's and young people's workforce that has core competencies in supporting healthy child development and fulfilling child protection and safeguarding responsibilities".

Having reviewed the workbook the sub group decided that it was not meeting the concept of a "single" children's workforce and it would not be used any further for some sectors of the workforce.

Instead an exercise would be undertaken to map what training relating to the core competencies is already being delivered, in order to identify where there may be gaps or overlap as well as opportunities to deliver on a multi-agency basis. Although there is already multi-agency training taking place in the county, most notably training on the Common Assessment Framework and training provided through the Safeguarding Board, this is only a small strand of the plethora of training that is being delivered by a variety of partners in pockets throughout Oxfordshire.

A short life task and finish group will be set up as a sub group of the Workforce Development sub group to focus on the development with a view to identifying a programme of multi-agency training including induction which addresses specific needs related to the integrated services agenda and multi agency working.

## **Recommendations**

Members are requested to note the progress made by the Workforce Development Sub Group to date.

Members are requested to endorse the proposal to set up a short life task and finish sub group to complete a mapping exercise to identify training related to core competencies.

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