

WORKFORCE DEVELOPMENT SUB-GROUP FEEDBACK

Summary of Key Issue:

- To agree to receive the refreshed Children's Workforce Strategy at the July meeting.

The Sub-Group has recently expanded to include representatives from the voluntary and independent sector. Our work is currently focusing on:

- Workforce Strategy and Action Plan
- Children and Young People's Plan (CYPP)
- Training and Development including mapping exercise.

Both the Workforce strategy and action plan are being refreshed to bring them in line with new requirements. In particular, the recent recommendations following the Lamming enquiry and the developments of the CYPP2. As part of this work, a short life group has been established to specifically focus on newly qualified social workers.

The Children's Workforce Development Council (CWDC) and colleagues will also be facilitating an analysis workshop in June.

The Children and Young People's Plan guidance states that this plan should be underpinned by a strategy for support and development of the local children and young people's workforce. This strategy should cover all partners and stakeholders and should be developed by taking into account the DCSF 2020 Workforce Strategy.

Oxfordshire's workforce strategy and action plan must be aligned with the Children and Young People's Plan and promote real clarity about CYPP objectives and the long term vision for children and young people. It is proposed that the Workforce Sub-Group will be the key strategic group ensuring this outcome.

Work has begun on the mapping exercise agreed at the last Board meeting. We are particularly focusing on analysing the results against CWDC competencies which are provided by the CWDC One Children's Workforce Framework "the rainbow". (See diagram). This will allow us on behalf of the Board to establish the progress we are making in developing an integrated workforce.



CWDC One Workforce Framework

The mapping exercise is identifying against each training event:

- Which professionals are being targeted;
- What key competencies are being targeted;
- Who the lead organisation is / service responsibility for the training;
- How we evaluate impact;
- Where / what are the gaps and how do we address them, including the process for commissioning and resourcing training.

A more detailed report with recommendations will come to the Board at its July meeting and will, once agreed, form the basis of the workforce development element of the CYPP2.

Next Steps

- Analysis workshop with CWDC in 1 June 2009.
- Completion of mapping exercise.

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