



[SCWWDP] West Wales 2020/21

Social Care Wales Workforce Development Programme



WEST WALES REGIONAL SCWWDP GRANT APPLICATION 2020/21 - 24th February 2020

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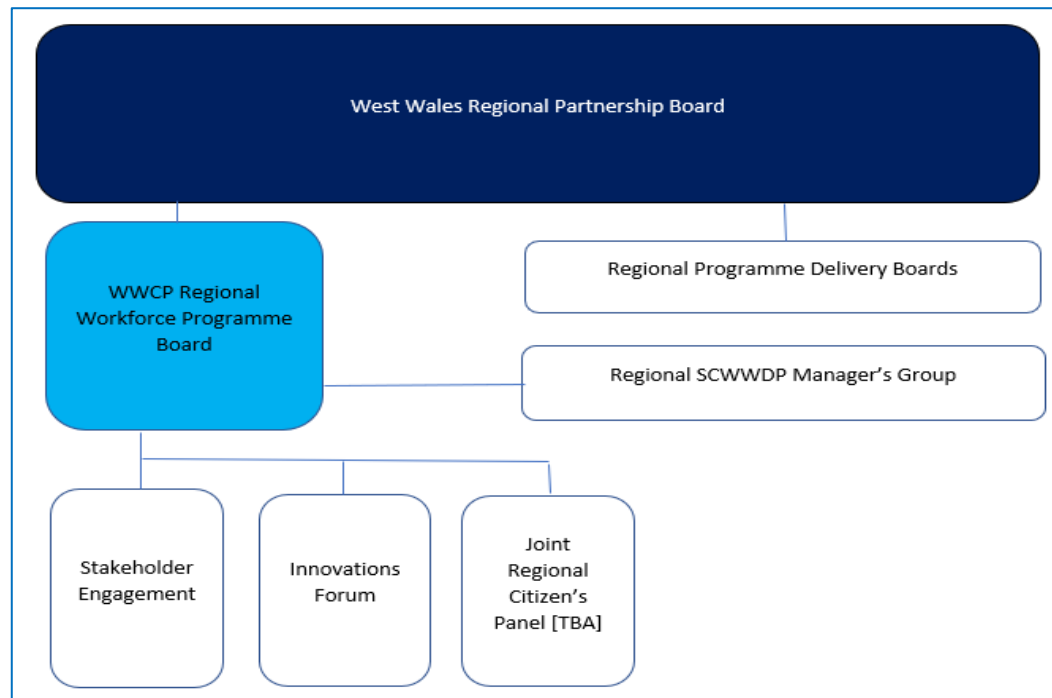
The Partnership

A. SCWWDP Partnership Governance

1. Lead Local Authority

In West Wales [WW] the lead authority for the coordination and submission of the 2020/21 application is Carmarthenshire County Council with the financial lead Ceredigion County Council. The lead social services director for Workforce in the region is based in Pembrokeshire County Council [see [Appendix A](#) endorsement form].

Illustration of the relationship between the SCWWDP/Workforce Boards and the regional partnership areas established under Part 9 of SSWBA 2014



Governance of the programme and strategic consultation with the sector is undertaken via the Regional Partnership Board the West Wales Care Partnership (WWCP). The diagram above sets out existing arrangements.

The Regional Workforce Programme Board (RWPB) has responsibility for Governance of SCWWDP, alongside a wider remit for developing and implementing the regional workforce strategy. The Regional Workforce Programme Manager also links with other programme boards in order to address workforce issues across WWCP regional programmes.

Last year, the RWPB reviewed its' objectives which included changes to the terms of reference and membership of the WSG to ensure that there is full sector engagement in SCWWDP and meets circular engagement requirements for sector wide strategic engagement. The board has a work programme for 2020/21 with specific projects to deliver outlined in more detail below.

Directors of Social Services from the three local authorities collectively sign off the SCWWDP application prior to submission. The RPB has oversight of the rolling action plan (appendix D) with selected initiatives reported on in detail throughout the year.

2. Full Sector Engagement

During 2019/20, a range of regional and local engagement initiatives were undertaken across the sector, with training needs analysis being undertaken by the SCWWDP teams to develop the plan. SCWWDP teams have engaged in significant consultation and partnership working, leading key projects, for example:

- Supporting the development and implementation of a regional safeguarding training strategy
- Undertaking a pilot for Health Education and Improvement Wales & Social Care Wales to test co delivery by Health and Social Care for the All Wales Induction Framework.
- Work in partnership with higher education establishments to deliver quality practice learning in the region
- Worked closely with Workways+ on a new Foundational Economy Challenge Fund project for training unemployed people who wish to work in social care.

The RWPB has sharpened up its membership and now involves a two-layer approach. The RWPB reports to the Regional Partnership Board comprising of key workforce stakeholders from health and social care. A group of stakeholders as outlined in the grant circular supports the work of both boards. This allows tailored and focused engagement to take place in line with specific projects.

The regional workforce board specific projects are:

- A joint apprenticeship programme across health and social care, building on the success of the current nursing apprenticeship that was launched last year;
- A joint approach to workforce planning, leading to a joint plan for the whole region; the creation of opportunities for joint learning and development initiatives;

- Continuation and building the regional aspect of the SCW Attraction and Recruitment Campaign
- A joint group to take forward workforce initiatives arising from the £12m transformation programme within the West Wales region.
- Shared learning and development opportunities across the region

Other projects are also making progress such as the development of a pool of qualified social workers to reduce agency costs and a specific pilot project in partnership with Cardiff University where those with learning disabilities enter the workforce and are accommodated with appropriate adjustments to assist in their career progression.

The regional innovations forum involves a range of stakeholders from across the sector; this forum presents opportunities to engage and feedback on a broad range of regional and national issues including:-

- Supporting specific engagement with local domiciliary care providers and commissioners, focused on Social Care Wales' attraction and recruitment campaign
- Wider issues associated with the sector including registration, induction and service transformation
- To support the Social Care Wales attraction and recruitment campaign

RPWB ensure that the range of stakeholders specified within the SCWWDP Circular, alongside health, education, housing, probation and the police are included through this mechanism. Separate arrangements remain within counties to facilitate engagement at a more local level.

3. West Wales Care Partnership Workforce Programme Board Membership

Jonathan Griffiths, Director of Social Services, Pembrokeshire County Council **[Co-Chair]**

Lisa Gostling Hywel Dda UHB, Director of Workforce & OD **[Co-Chair]**

Martyn Palfreman, Head of Regional Collaboration, West Wales Care Partnership

Rebecca A Jones, Regional Workforce Programme Manager, West Wales Care Partnership

Andrew Bell, Social Care Wales

Jeff Brattan-Wilson, Social Care Wales [nominated SCW alternative officer]

Caroline Lewis, Corporate Lead Officer, People and Organisation, Ceredigion County Council

Ceri Davies, Head of HR, Pembrokeshire County Council

Paul R Thomas, Assistant Chief Executive, [People Management] Carmarthenshire County Council

Chris Harrison, Head of Strategic Joint Commissioning, Carmarthenshire and Pembrokeshire Councils

Ruth Bowman, Workforce Development Manager [Social Care], Regional Lead SCWWDP

Jane Lewis, Regional Learning and Skills Partnership Manager

Tracy Walmsley, Senior Workforce Development Manager, Hywel Dda UHB

Cheryl Raymond, Learning and Development Manager, Hywel Dda UHB

Amanda Glanville, Senior Workforce Advisor, Hywel Dda UHB

Trish Mathias-Lloyd, HCSW Development Manager, Hywel Dda UHB

Stakeholder Engagement Group

Jina Hawkes, Hywel Dda Health Board, General Manager Community Primary Care

Sue Leonard, Chief Officer, Pembrokeshire Association of Voluntary Services

Hazel Lloyd Lubran, Chief Executive, Ceredigion Association of Voluntary Organisations

Marie Mitchell, Chief Officer, Carmarthenshire Association of Voluntary Services

Alison Harries, Chief Executive, Crossroads

Avril Bracey, Head of Learning Disabilities/Mental Health, Carmarthenshire County Council

Mandy Ifans, Head of Employment Advice, Careers Wales

Tony Sawyer, Regional Learning and Skills Partnership Chair

Matthew Walters, Unison Representative

Angie Darlington, West Wales Action for Mental Health

Melanie Minty, Care Forum Wales

Jeremy Field, Department of Work and Pensions
Alyson Phillips, Department of Work and Pensions
Matt Morden, Coleg Sir Gar
Lucy Breckon, Pembrokeshire College

4. Meeting timescale and engagements for SCWWDP/Workforce Board for 2020/2021

The regional workforce programme board will continue to meet quarterly.

Regional Workforce Strategy Group scheduled meetings for 2020/2021:

- 14/02/20 13:30 to 15:30
- 12/05/20 10:00 – 12:00
- 31/07/20 10:00 – 12:00
- 30/10/20 10:00 – 12:00
- 22/01/21 10:00 – 12:00

The **web link(s)** to the published learning and development schedule/calendars

Carmarthenshire:

<http://www.workforcedevelopmentcarmarthenshire.co.uk/>

Ceredigion:

<https://ceri.ceredigion.gov.uk/learning>




Pembrokeshire:

<https://www.pembrokeshire.gov.uk/scwwdp>

B. Resources

The following section (Fig 1, 2 and 3) illustrates the allocation of human resources supported by the grant for each Local Authority. The three SCWWDP teams are located centrally within the Human Resources/People Management departments of their respective organisations. The structure of each team reflects the organisations chosen delivery method.

The key below illustrates posts fully or partly funded and those not directly funded by the grant:

Posts fully funded by the Grant	
Posts partially funded by the Grant	
Posts - not directly funded by the Grant. (Local authority contribution)	

Pembrokeshire

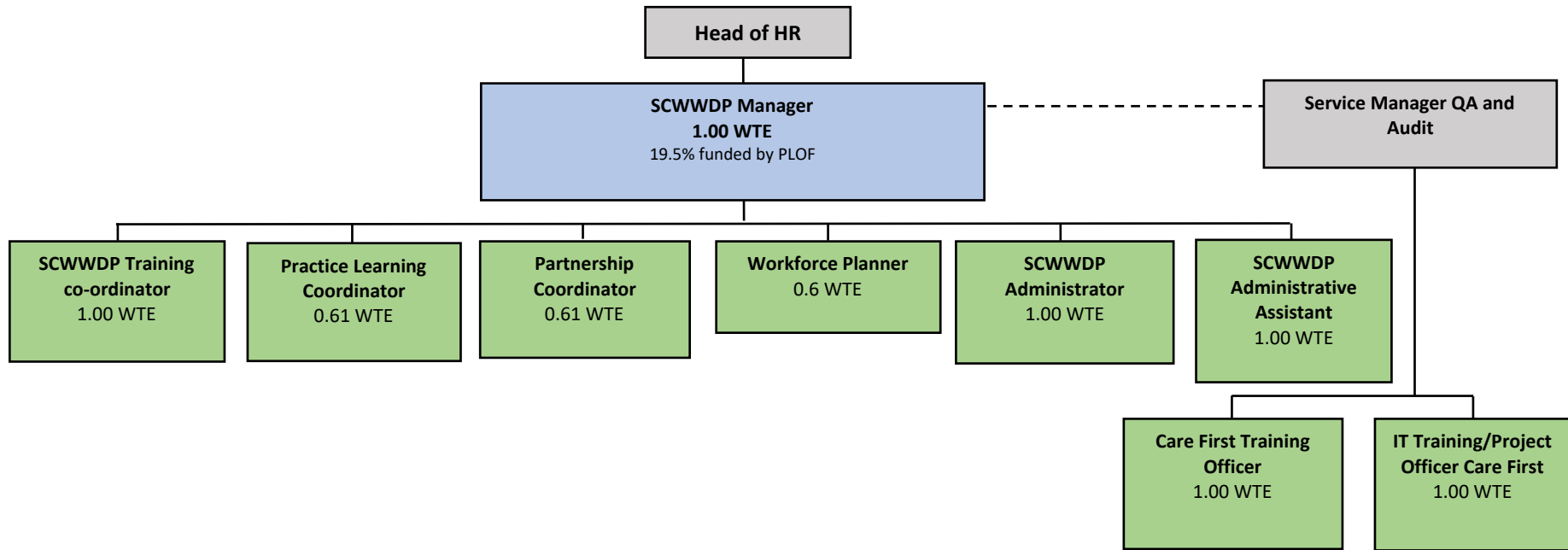
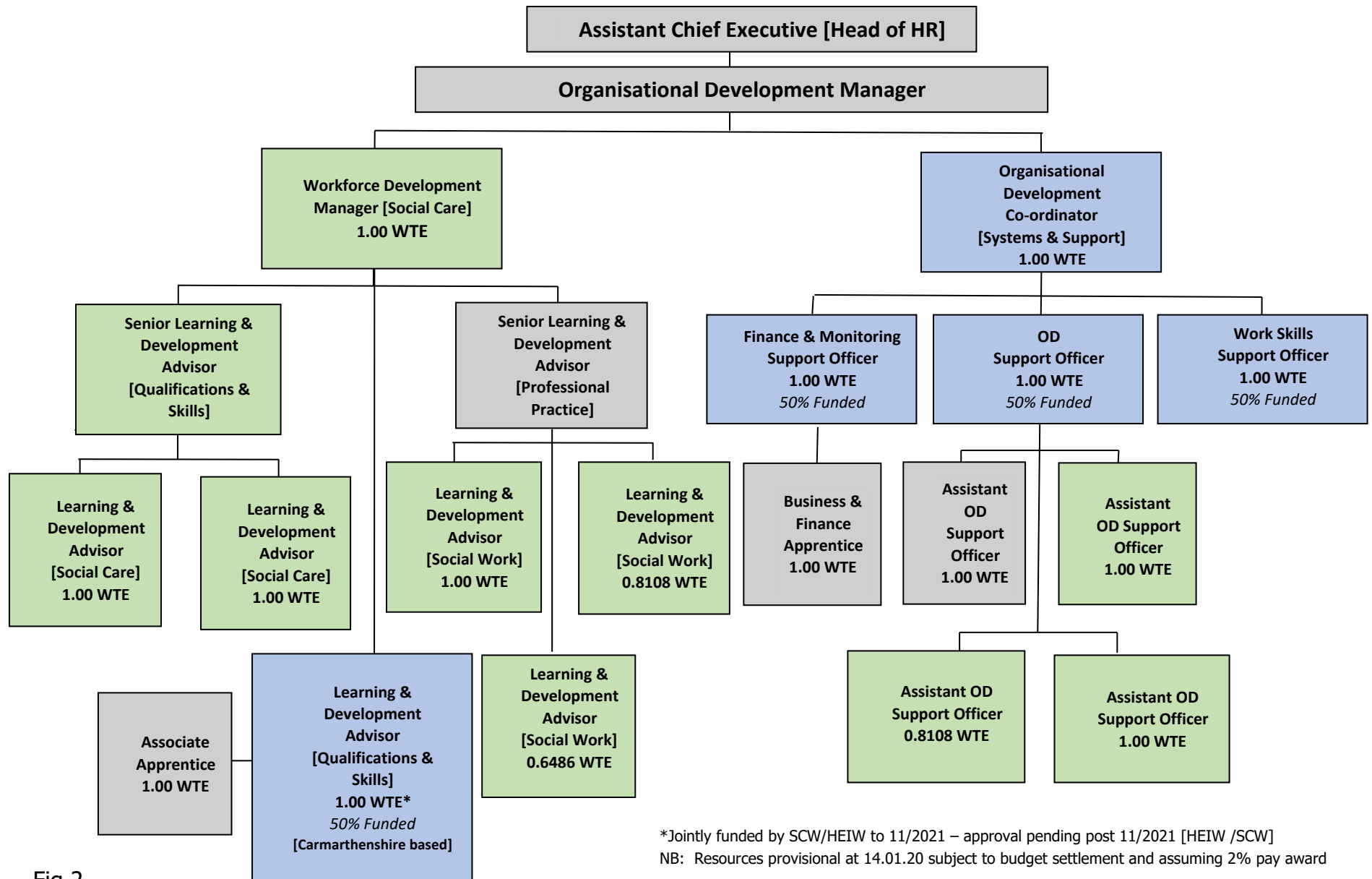


Fig.1

Carmarthenshire



*Jointly funded by SCW/HEIW to 11/2021 – approval pending post 11/2021 [HEIW /SCW]
 NB: Resources provisional at 14.01.20 subject to budget settlement and assuming 2% pay award

Fig 2

Ceredigion

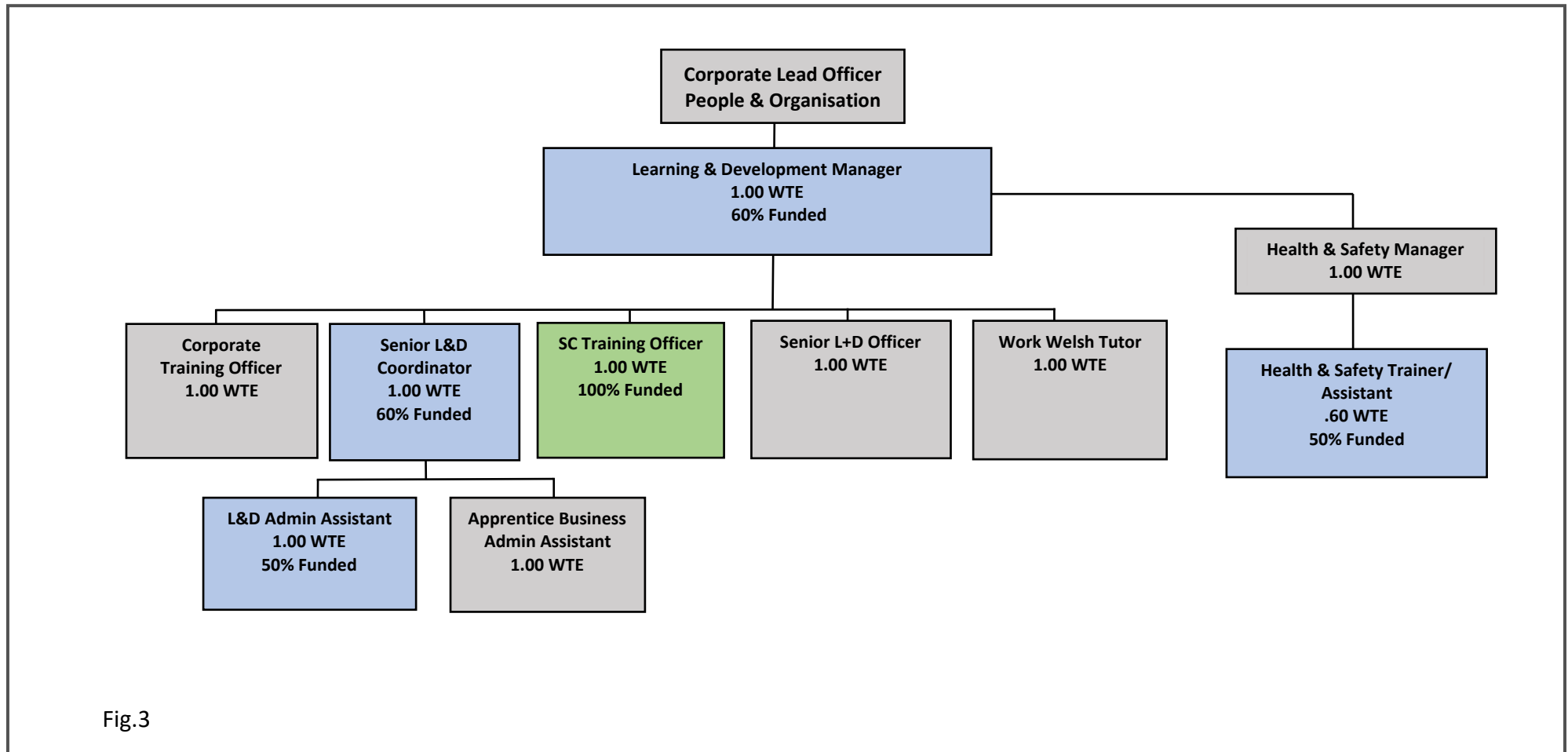


Fig.3

C. Innovative Practice

Challenge Faced	Approach Taken	Outcomes Achieved	Lessons Learnt
Promotion of employment opportunities in social care sector.	L&D team worked with young person from local school who designed a 'golden ticket'. The gold ticket was distributed to all secondary schools in Ceredigion and pupils were asked to complete it and bring to Ceredigion Council stand at Aberystwyth University careers fair in order to win an ipad. (ipad was donated by the LA's IT supplier)	<ol style="list-style-type: none"> 1. Largest number of young people visited our careers stand. This allowed us to have conversations with over 300 young people about their career choice. 2. Positive PR for council in local media coverage of ipad presentation. 3. Collaborative working with local secondary schools 	Consulting with young people about what will draw them to a careers stand is invaluable.
Attracting and retaining new workers to roles in social care.	Recruited school leaver to apprenticeship position in residential care home.	School leaver successfully completed apprenticeship and Level 2 qualification in Health & Social Care, has subsequently been employed on a permanent contract. Our apprentice contributed to and featured in the SCW Attraction & Recruitment Campaign.	<p>The need to adopt a supportive and flexible approach to the way young people are introduced to this type of work.</p> <p>Keeping them off weekend work/ evening working rotas and building up gradually will assist in retention.</p>
Stress amongst Foster Carers and supervising Social Workers	Use of classroom (bell tent), practice of skills, and use of horses to demonstrate how delegates can better manage their emotional regulation.	Pilot event to take place late February 2020 (better light levels for the outdoor elements)	Will be evaluated once pilot event has taken place

	Includes introduction to trauma, vicarious trauma, behaviour and attachment, and mindfulness. Work with the horses will be based around boundaries, and some work on breathing techniques.	Outcome – To support resilience of Foster Carers and retention of staff	
Effective delivery of the new All Wales Induction Framework for Care support workers working in all Community care and social care settings for adult & children care services across the whole region.	Partnership working – a new model of delivery ‘a joint induction course developed and delivered by H&SC practitioners’ Developed bilingual training materials and course delivery Supported by a partnership steering & working group – broad membership including Providers FE & Pre employment sectors.	3 cohorts of H&SC workers and people pre-employment who wish to work in the sector, have received the same induction programme We have employed the first joint H&SC L&D advisor working across SCWWDP & NHS training teams Sector wide, we have improved our induction programme, learning from each other H&SC have built stronger links and are committed to ongoing joint funding & delivery of this programme.	Setting up a partnership model of delivery is possible H&SC can collaborate to manage joint planning delivery, costs & budgets Learners consistently feedback the importance and value of an induction delivered by work placed experts. They value learning together and H&SC workers now receive the same training. This achieves equality in learning at the outset of their careers irrelevant of their workplace employment or work placement.
Recruitment and retention difficulties in the residential and domiciliary sector.	A collaborative approach with partners which included Workways + to submit a successful Foundational Economy Challenge Fund Bid to fund two posts (Project Manager and Administrator) to	1. A bank of relief agency work ready care workers 2. Aim to recruit unemployed/new people into the care sector whilst creating a recognised career pathway into	Maximising use of existing partnerships can support new employment opportunities. Engaging and linking with other similar communities of practice in other regions to share the learning.

	set up and manage the project.	professional roles such as social work.	The importance of working with internal stakeholders to challenge accepted models of practice and governance
Improve the support for new carers	Co-production design team formulated, comprising existing carers/JCT/PCISS/Adult care team manager to design a workshop “New to Caring – Need to Know” dovetailed alongside and complementing the existing NHS “Introduction to Looking after Me” workshop.	<ul style="list-style-type: none"> - Session plan approved - Training provider identified - Delivery to commence before 31.3.20 inviting small groups of carers to: discuss what being a carer means to them; gain the perspective from an experienced carer; and identify the support they can access. 	Involving carers at the design stage has been really positive, and their input into the development of supporting documents (such as a Carer’s log book, and “My story book” will be invaluable.

Appendix D

Rolling Action Plan – 2020/2021

PRIORITY: Enable the workforce to meet regulatory requirements for qualification and/or registration of the workforce using guidance available in the Qualification Framework including support for the role of responsible individuals			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved Progress (mid-year report only) Outcomes (end of year report only)
Identify & support the workforce including managers and RI's to undertake qualifications to enable registration and to meet the skills required for service delivery including Children & YP, Adults, Occupational Therapy, IAA	Support the sector to achieve the required qualifications for registration (Local delivery)	R&I Act National Qualification Framework	SCW, Local Training providers, Managers Owners Commissioning Services
Provide Health & Social Care All Wales Induction framework	Regulatory requirement & preparation for SCW registration National Qualifications Framework	R&I Act SCW Joint H&SC AWIF Pilot scheme	Local training providers SCWWDP teams HEIW SCW Workways/ Job Centre + Providers/ Managers/Owners

	(Local collaborative delivery)		
Deliver further registration support & workshops if required	Additional support required to enable registration with SCW (Local delivery)	R&I Act	SCW Local Training Officer Providers/ Managers Owners Commissioning Services
Provide Support sessions for Responsible Individuals as required	To ensure RI have the skills and knowledge to undertake their role (Local Delivery)	R&I Act WWCP	WWCP SCW Training providers FE providers
Provide a range of programmes to support re warranting of existing AMHP's	To maintain AMHP capacity & authorisation (Local collaboration for regional delivery)	The Mental Health (Approval of Persons to be an Approved Mental Health Professionals) (Wales) Regulations 2008	Mental Health Leads West Wales
PRIORITY: Support the training, development and qualification of social care managers			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Identify & support relevant managers to undertake Team Manager Development Programme, MMDP & Strategic Manager	Career progression for SC managers (Local Workforce planning) (National delivery)	National Qualifications framework SCW ADSS	SCW IPC Oxford Brookes WWCP Workforce Board Sector wide Managers Senior Service Managers

Leadership Programme			
Provide leadership & management programmes (Supervision skills, Recruitment & selection, Managing change, Resilience, Delegation)	To ensure Social Care managers have core management skills required and are able to support transformation agenda	Corporate Local Authority policies & procedures Leadership & management frameworks	SCW IPC Oxford Brookes WWCP Workforce Board Sector Wide Managers Senior Service Managers
PRIORITY: Outcome Focused Care and Support Practice:			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Provide support and training to enable the continued implementation of Signs of Safety practice framework	SSWBA(Wales) 2014 Adopting consistent approach to safeguarding (Local collaborative delivery)	SSWBA	Resolutions Consultancy Local SCWWDP Teams Children & Adult LA services
Provide a range of training to support practitioners to improve outcome focussed care eg, Assessment of need, care planning, systemic	National priority SSWBA (Wales) 2014 (Local delivery)	SCW	Local Authority National Training Providers Childrens & Adult LA & provider services

practice, reviews, strengths based			
PRIORITY:Qualifying programmes for Social Work:			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Recruit & support trainees to undertake SW qualifying training	Workforce succession planning (Local delivery)	Workforce Strategy & plan	Open University
Provide SW placement learning opportunities for hosted SW Degree & MSc students	Workforce succession planning to ensure adequate supply of qualified SWs to meet the needs of the service. (Local delivery)	Local/ regional Workforce Plan/ strategy	Open University Swansea University Bridgend College & other HE Providers as capacity allows
Recruit further staff onto secondment route for Social Work qualifying training and support existing seconded staff	Workforce Succession Planning to ensure adequate supply of qualified SWs to meet statutory requirements for the future. (Local delivery)	Local & Regional Workforce strategies	Open University Swansea University
Identify & support staff to undertake Cert He & SSP Award (when available)	To promote standards of practice within social care and provide career development opportunities- potential	Local & Regional Workforce strategies	Open University & training providers of SSP

	link to SW qualifying programme (Local delivery)		
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Appendix D

Rolling Action Plan – 2020/2021

PRIORITY:Post Qualifying programmes for Social Work:			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Identify & support qualified SWs to undertake PQ programmes: <ul style="list-style-type: none"> • Grad Cert • Practice Educator • Assessing Decision Making Capacity • AMHP 	Continuing professional development of SWs and development of subject specialist knowledge/ expertise To ensure there are adequate AMHPs to meet statutory requirements. (National/Local delivery)	CPEL framework CPD registration requirements SCW First 3 years in practice arrangements Mental Health Act 1983 as amended	UWTSD, Porth Agored Partnership IPC Swansea University CPEL Alliance SCW
Deliver a range of training to support the CPD of SWs including the first 3 years in practice	To meet needs of qualified SWs CPD & registration requirements and maintain currency in practice. (Local delivery)	SSWBA	SCW ADSS CPD- Registration Requirements Local training providers

Support relevant staff to undertake DOLS & BIA / Liberty Protection Safeguards and Approved Mental Capacity Professionals	To increase the pool of staff who are sufficiently skilled to undertake DOLS/Best Interest assessments/ LPS/ AMCP (Local delivery)	Mental Capacity (Deprivation of Liberty: Assessments, Standard Authorisations and Disputes about residence) (Wales) Regulations 2009 LPS/AMCP & new WG requirements	Local Providers
PRIORITY:Support frontline social care workers to develop their skills overall in relation to social care			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Delivering a suite of Dementia Training and other initiatives to meet Good Practice framework and local service needs	Equip the social care workforce with knowledge and skills to ensure best practice (Local delivery)	WW Population Assessment Priority National & Regional priority area of work	Hywel Dda Training Providers Alzheimer's Society Internal training staff
Provide specific care skills and health care skills for learning disabilities, older people and children services eg, End of life, Infection control, Skin care, pressure damage, Diabetes,	Equip social care workforce with knowledge & skills to ensure best practice (Local delivery)	SSWBA WWCP	Training providers Hywel Dda Carers and clients Internal Training staff Specialist 3 rd sector Providers & Services

clinical skills Medication training, Sensory impairment			
Provide advanced skills training for learning disabilities staff, including Autism, PBM/PBS & PBM trainer accreditation	Equip SC workforce with knowledge & skills to ensure best practice in working with challenging behaviour & safeguarding of individuals (Local delivery)	SSWBA WW population assessment priority	Internal PBM Trainers British Institute for LD Hywel Dda Swansea Bay Health Board
Provide a range of Substance misuse programmes for all social care staff	Equip social care workforce with knowledge & skills to ensure best practice (Local delivery)	SSWBA	DrugAid/Barod
Provide support for identified Health & safety training for SC workers eg, Manual Handling, First Aid, Fire awareness & Food handling	Equip the social care workforce with knowledge and skills to practice safely (Local delivery)	H&S @ Work Act 1974	Local Authority Health & Safety Teams Local Authority Training Providers External Training Providers
Provide mental health skills training for social care workers/practitioner & carers eg (MCA, suicide prevention, CBT etc)	Equip the social care workforce with knowledge and skills to ensure best practice (Local delivery)	SSWBA	Local Training Providers

Provide specialist equality training e.g. LGBT training for social care staff	Equip the social care workforce with knowledge and skills to ensure best practice (Local delivery)	SSWB [Wales] Act Equalities legislation	Commissioned Training Providers
Equip social care staff to deliver training in house by developing Trainer skills e.g Train The Trainer course / L3 EAT	Career development opportunities for workforce (Local delivery)	SCW WG	Commissioned Training Providers FE colleges
PRIORITY: Rollout of Carers E-learning programme and carers assessment training programme			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Support staff to complete e learning via delivery of supported group sessions.	Enable staff with limited digital skills or access to IT equipment to complete Carer Aware e learning (Regional commitment to local delivery)	SCW	NHS Local Authorities in West Wales Local Training Officer
Deliver training to support implementation of Carers needs assessment toolkit	Identified local need to improve quality of Carers assessments (Regional & Local delivery)	SCW West Wales Carers Development plan	NHS Internal trainers Carers Unit
Other Activities			

Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
<p>Deliver a range of Safeguarding programmes (General awareness, Managing allegations, Case Conferences, Achieving best evidence) to support New Wales Safeguarding procedures</p>	<p>To meet the requirements of the 'Regional All Age Safeguarding Training Strategy' and identified local needs Support implementation of new Safeguarding procedures (Regional & Local delivery)</p>	<p>Mid & West Wales Safeguarding Board SSWB(W) Act part 7 All Wales Safeguarding procedures</p>	<p>Hywel Dda Dyfed Powys Police Welsh Government Regional Training Leads 3rd Sector Providers</p>
<p>Support training delivery required by the national training framework of VAWDASV Act (Ask & Act etc)</p>	<p>To meet VAWDASV National Training Framework (Local delivery)</p>	<p>Mid & West Wales safeguarding board VAWDASV Strategic Board Welsh Government VAWDASV Regional Training sub-group</p>	<p>3rd Sector Providers Hywel Dda Welsh Government</p>
<p>Provide Welsh Language training to support More than just Words/Active Offer</p>	<p>Staff have knowledge & skills to apply the Welsh Language strategic framework/Active offer and deliver bilingual services (Local delivery)</p>	<p>Welsh Language Act 1993 Welsh Language Standards</p>	<p>Internal Work Welsh Tutor Iaith Cyf Welsh Government Adult/ Community Education Agored Cymru</p>

Deliver a range of training to support local fostering & adoption services	Priority need to support & retain local fostering & adoption carers (Local delivery)	SSWBA, New Fostering Regulations & training framework	Commissioned training providers WWCP Regional Fostering & Adoption Services
Support social care staff to attend a range of conferences, specialist training & to undertake specialist qualifications	To ensure bespoke L&D /professional development opportunities are available to meet service needs/service development/CPD and succession planning (Local delivery)	SSWB(W) Act SCW Wales School for Social Care Research	Local / National training suppliers Range of FE/HE providers
Provide a regional learning programme for shared lives/adult placement carers	Provide a consistent regional programme to meet Carers needs (regional collaboration enabling local delivery)	WW Population Assessment Priority SSWB (Wales) Act	Regional Adult placement Team Training providers
Deliver a range of practice development/exchange/developing service / team development events	To share best practice, support the redesign of services under the SSWB(W) Act (Local delivery)	SSWB(W)Act Directors /HOS	Local Training Providers & Department for Communities
Support a range of training for Carers eg. Carers skills	Implementation of SSWBA(W) Act (Local delivery)	SCW Carer's Forum	Carers alliance Volunteer Organisations, third sector and commissioned providers Hywel Dda

(includes Direct payment carers, carers conference)			
Project development, training support, engagement activities, website & social media development, promotional materials and development of new e learning programmes for SC staff. Social Services Management Information Systems Training (Carefirst)	To ensure we have a range of methods to deliver programmes. Sector -wide effective communication and engagement (Local & Regional delivery)	SCW WWCP Engagement forums	Local suppliers
Provide a range of training to meet a regional Commissioning & Contracting L&D plan	Provide a consistent regional programme. Regional Partnership Board Strategic Priority	WW Population Assessment Priority SSWB (Wales) Act	WWWCP, Head of Joint Strategic Commissioning, Local commissioning teams, Training Providers

Regional Facilitation Grant element




PRIORITY:Core Funding:			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
<p>Contribution to salary costs of the Regional Workforce Programme Manager</p> <p>Engagement, communication and information sharing with the whole sector via meetings, roadshows, website, webinars, action learning, facilitation</p>	Regional delivery	<p>Social Care Wales HEIW ADSS Cymru Welsh Government Regional workforce programme board and Regional Partnership Board</p>	<p>Commissioned services, statutory, third sector and private sector employers, people who use care and support carers training providers including further and higher education, commissioners, regulated and non-regulated care providers, Other local statutory partners including for example health, education, housing, the police and probation.</p>
PRIORITY:Registered Manager Forum			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
<p>Delivery of an interactive registered manager event to support outcome of current engagement activity designed to understand the needs of</p>	<p>Regional delivery. Intended to provide information, gather feedback and allow networking</p>	<p>SCW WWCP ADSS Regional workforce programme</p>	<p>Commissioning leads Registered managers</p>

providers alongside national, regional and local priorities	opportunities for registered managers	board and Regional Partnership Board	
PRIORITY:Post to support attraction and recruitment campaign			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
<p>Contribution to FTE salary costs of a new post within the regional team to deliver the operational scope of the Care Career Connector function. Job profile to be in line with the grant circular role requirements.</p> <p>Remaining funding: Careers conference, organised with key partners</p>	<p>Regional and national delivery. Regional workforce programme manager already in post with relationships established across the sector. This will allow rapid networking for the Care Connector function, enabling the post holder to become productive early in post.</p>	<p>Social Care Wales ADSS Cymru Regional Workforce Programme Board Regional Learning and Skills Partnership</p>	<p>Commissioned services, statutory, third sector and private sector employers, people who use care and support carers training providers including further and higher education, commissioners, regulated and non-regulated care providers, Other local statutory partners including for example health, education, housing, the police and probation.</p>

Atodiad A / Appendix A

Ffurflen Cymderadwyo Cais am Grant

Grant Application Endorsement Form – 2020/2021

<p>Cyfarwyddwr rhanbarthol arweiniol gwasanaethau cymdeithasol Lead regional director of social services</p>	<p>Cyfarwyddwr rhanbarthol arweiniol cyllid Lead regional director of finance</p>	<p>Rheolwr rhanbarthol arweiniol datblygu'r gweithlu Lead regional workforce development manager</p>
<p>Enw/Name: Jonathan Griffiths</p> <p>Rhif ffon/Telephone Number: 01437 775831</p> <p>E-bost/E-mail: jonathan.griffiths@pembrokeshire.gov.uk</p> <p>Llofnod/Signature:</p>  <p>Dyddiad/Date: 21/02/2020</p>	<p>Enw/Name: Stephen Johnson</p> <p>Rhif ffon/Telephone Number: 01970 633110</p> <p>E-bost/Email: Stephen.Johnson@ceredigion.gov.uk</p> <p>Llofnod/Signature:</p>  <p>Dyddiad/Date: 21/02/2020</p>	<p>Enw/Name: Ruth Bowman</p> <p>Rhif ffon/Telephone Number: 01267 246764</p> <p>E-bost/Email: RBowman@cararthenshire.gov.uk</p> <p>Llofnod/Signature:</p>  <p>Dyddiad/Date: 20/02/2020</p>