



Social Care Wales Workforce Development Programme



Contents

• The Partnership.....	2
• SCWWDP Partnership Governance.....	2
• Lead Local Authority.....	2
• Full Sector Engagement.....	3
• West Wales Care Partnership Workforce Programme Board Membership.....	5
• Meeting timescale and engagements for SCWWDP/Workforce Board for 2021/2022.....	6
• Resources.....	7
• Innovative Practice.....	11
• Rolling Action Plan.....	15
• Grant Application Endorsement Form (Appendix A).....	28

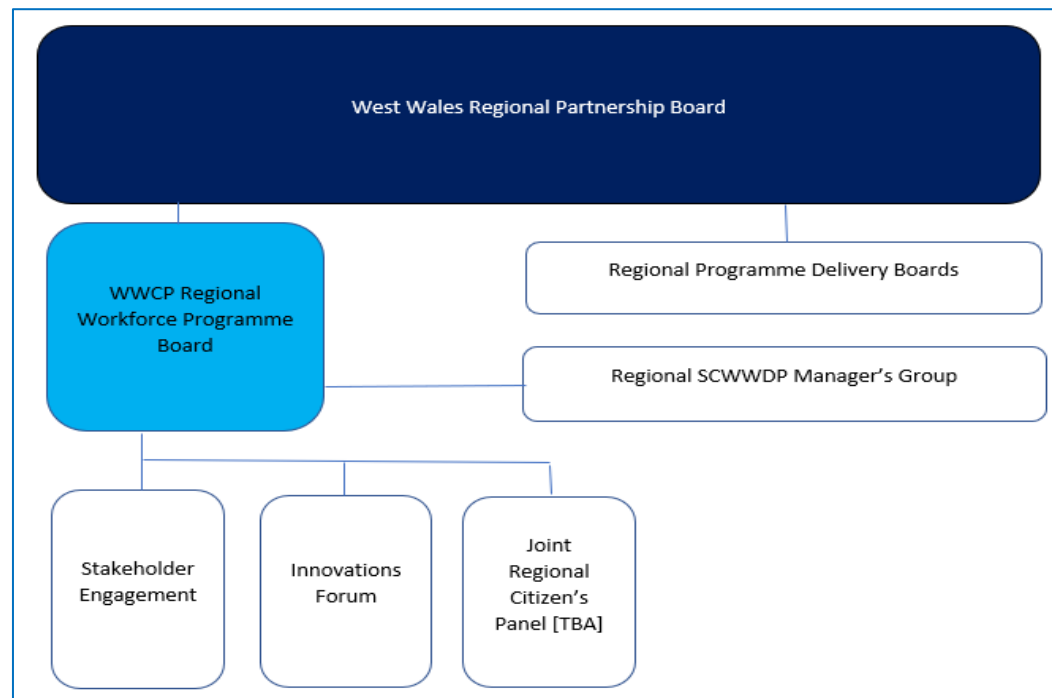
The Partnership

A. SCWWDP Partnership Governance

1. Lead Local Authority

In West Wales [WW] the SCWWDP lead workforce manager is based within Carmarthenshire County Council with the financial lead in 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 2021/22 with specific projects to deliver outlined in more detail below. These projects are a continuation of work commenced in 2019/20 and supports the delivery of the National Workforce Strategy. A regional strategy is planned for this year which will also align closely to the national strategy and its actions.

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 2020-21, a range of regional and local engagement initiatives were undertaken across the sector by SCWWDP teams and training needs analysis was undertaken by the SCWWDP teams to develop the plan for 2021-22. There has been rapid rethinking of SCWWDP plans and delivery as teams have supported urgent training required following the pandemic. We have engaged, consulted, and undertaken significant partnership working, contributing to key projects many of which will continue into 2022, for example:

- Working with the Regional Safeguarding board to deliver and promote the sessions against the training plan.
- The delivery of joint Health & Social Care Induction training for care support workers, ongoing work to move from the pilot into practice.
- Work in partnership with higher education establishments to deliver quality practice learning for social workers in the region.
- Rapid digitalisation of key core skills training for the sector.
- Developing a training framework for joint delivery of autism training.
- Contributing to national projects for infection prevention and control national training, mental health national training framework;
- A significant contribution to a rapid recruitment pilot to provide care skills training to people identified by the We Care Wales campaign.

The RWPB has established its new membership and 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 and allows timely engagement to take place.

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 which continues to expand.
- 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.
- Joint groups to take forward workforce initiatives arising from the £12m transformation programme within the West Wales region.

Workstreams have been set up to deliver the work outlined in the above areas and plans are in place for the implementation of the work for 2020/21. All groups are working together effectively with excellent engagement across health and social care.

An inaugural session of the Innovations Forum scheduled for April 2020 was postponed due to the outbreak of Covid-19. There are plans for a rescheduled meeting in the late spring/early summer, pending lifting of restrictions. This will provide an opportunity to consider how the forum might facilitate sharing between providers of learning from the pandemic, for example in relation to workforce and community support, and support partners in addressing a range of resulting challenges over the coming period.

RWPB 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

Cathy Evans, Interim Head of HR, Pembrokeshire County Council

Paul Thomas, Assistant Chief Executive, 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 2021/2022

The dates set for Workforce board meetings are as follows:

20th April 1-3

20th May 11 – 1

18th June 2-4

20th July 10-12

21st Sept 10-12

21st Oct 10-12

23rd Nov 2-4

10th Dec 11.30 – 1.30

25th Jan 2.30 – 4.30

18th Feb 2 – 4

18th March 2-4

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>

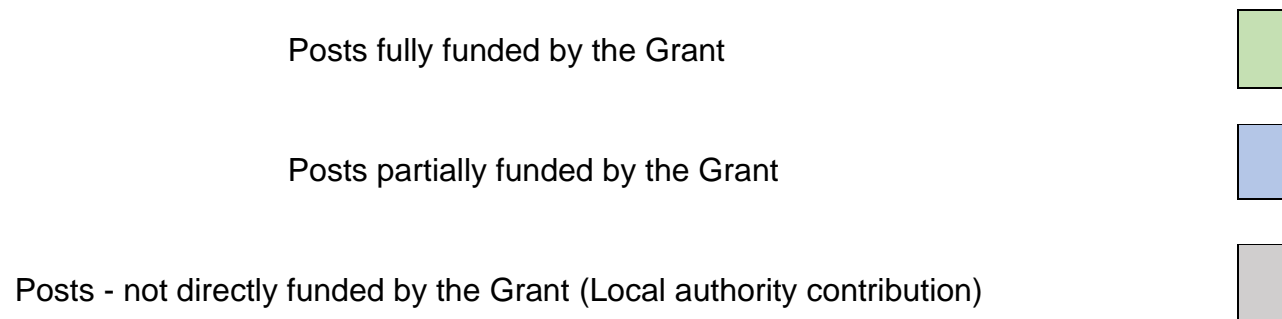
Pembrokeshire:

<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:



Pembrokeshire

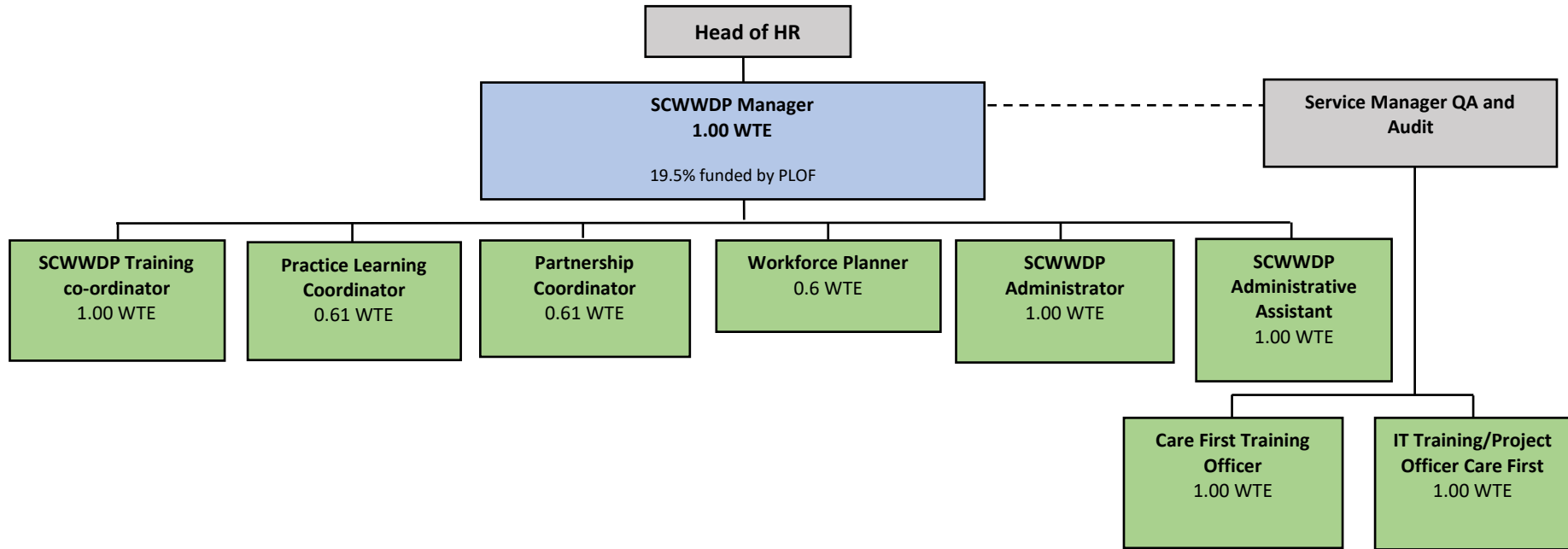
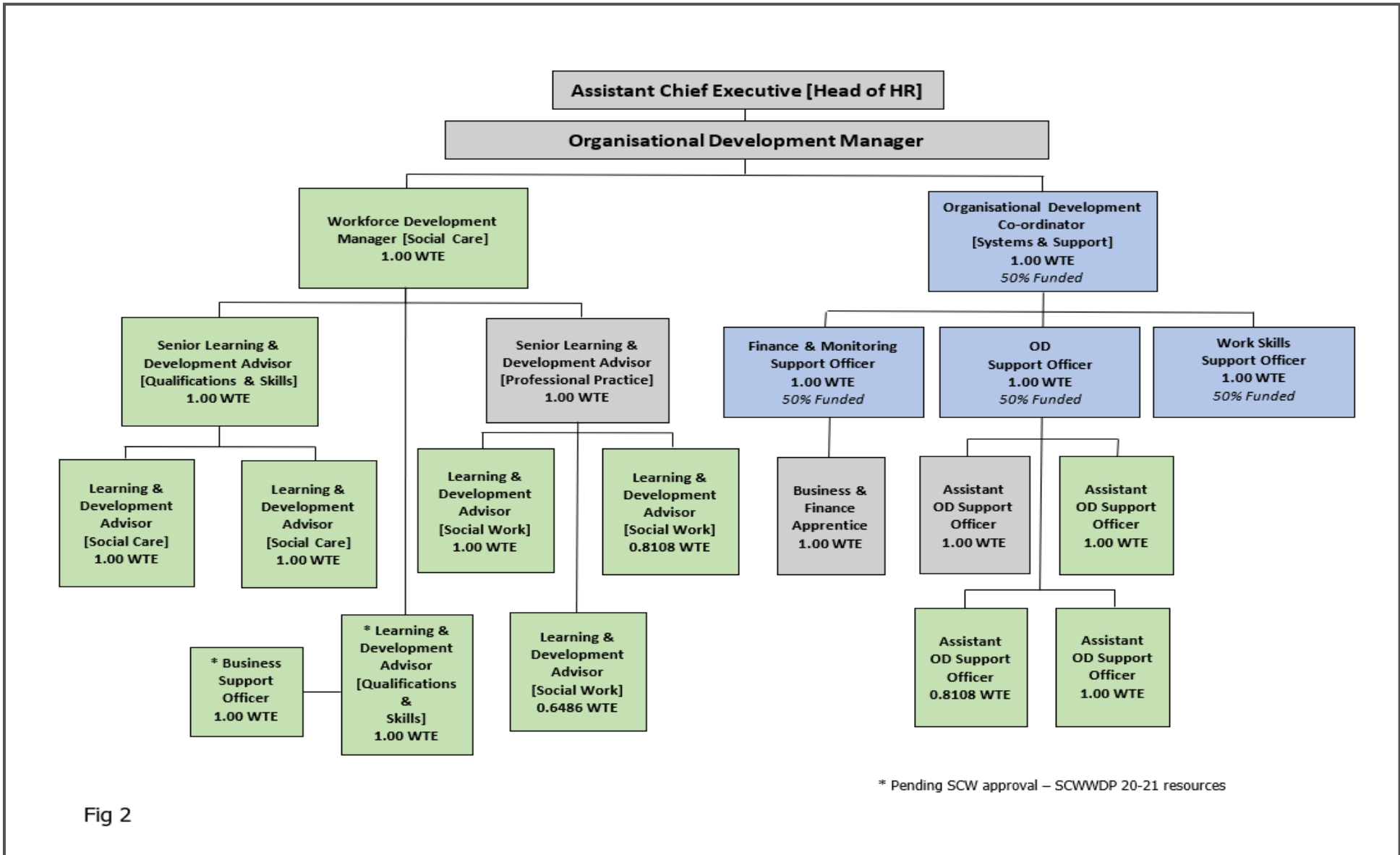


Fig.1

Carmarthenshire



* Pending SCW approval – SCWWDP 20-21 resources

Fig 2

Ceredigion

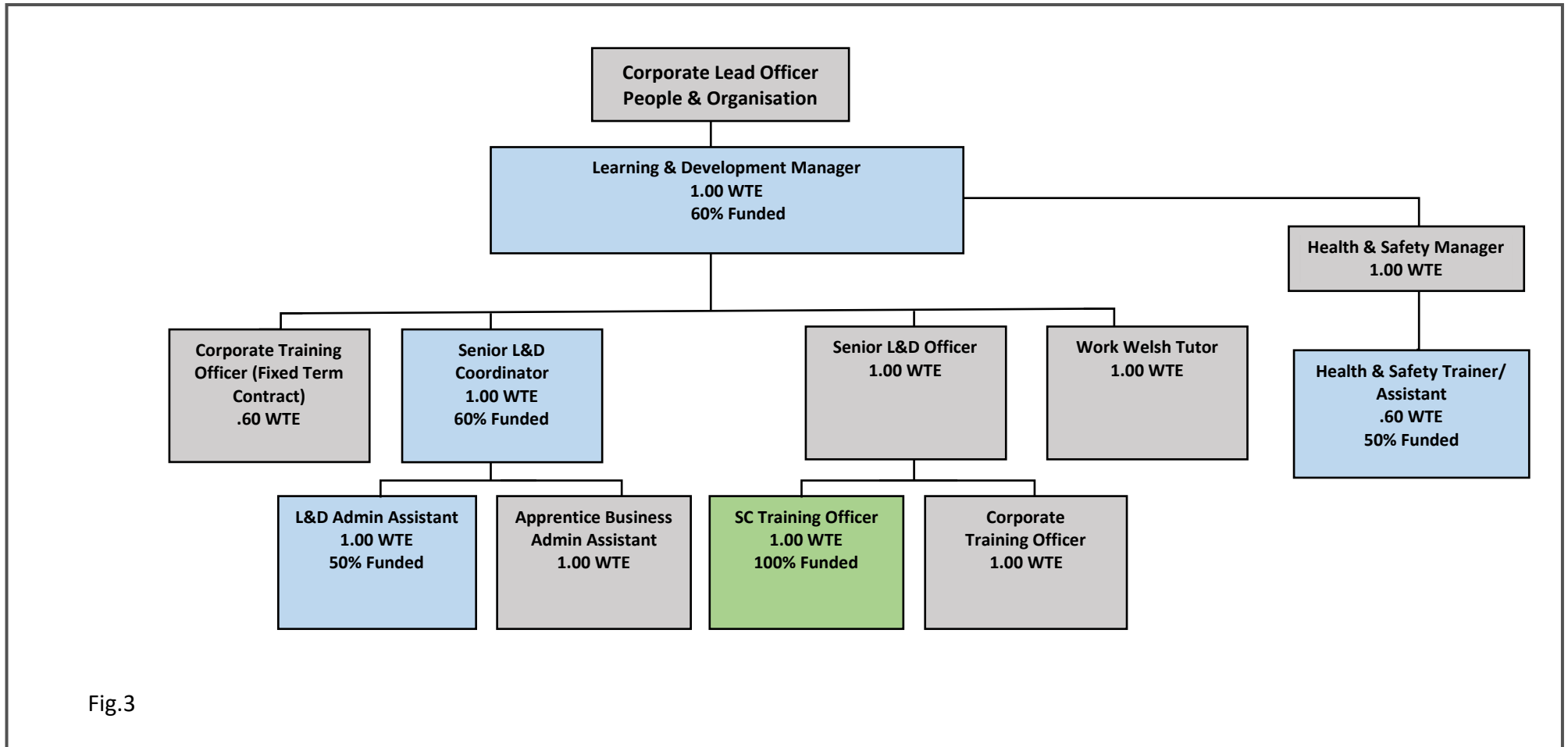


Fig.3

C. Innovative Practice

Challenge Faced	Approach Taken	Outcomes Achieved	Lessons Learnt
<p>Development of new Through Age and Wellbeing delivery model for social care services. Model is based upon the integration of all social work/care services, wellbeing centres, early help, youth services and community learning. Aligned with SSWBA, it is based upon early intervention and prevention. Model will require social workers to work on a through age basis with adults and children. Managers responsible for developing and implementing the model required support and upskilling.</p>	<p>Commissioned and worked with IPC to develop bespoke programme of workshops and 1-1 coaching sessions for 14 Corporate Managers responsible for developing model, organisational and team structures, new policies, systems, and the processes required to implement new delivery model.</p>	<p>New team of Corporate Managers established. New managers provided with strategic support, tools & upskilling to support their new roles & responsibilities.</p>	<p>This programme was initially designed for face-to-face delivery however like all other training delivery due to COVID it was adapted for online delivery. Online delivery has widened access and participation in training compared to previous years face to face delivery. One to one coaching for managers means those who are new to management roles and those with previous managerial experience can benefit according to their individual needs.</p>
<p>Engagement with external social care providers and recruitment to social care roles.</p>	<p>Learning & Development Team held meet & greet sessions for external providers to gather training needs information. Ceredigion Council careers website also now advertises social care vacancies within external social care providers/organisations</p>	<p>Positive working relationships and contacts established with external social care providers who welcomed the opportunity to meet the team. Support provided to overcome recruitment challenges in wider sector.</p>	<p>External social care providers welcome the opportunity for dialogue about their support and training needs.</p>
<p>Delivery of online training and upskilling of L&D team trainers</p>	<p>L&D trainers attended upskilling sessions which they then delivered to other staff.</p>	<p>L&D team now able to deliver training online using variety of tools/platforms.</p>	<p>This has changed how we will deliver training in the future. We will continue to deliver training online reserving face to face training for a limited number of specific courses.</p>

Challenge Faced	Approach Taken	Outcomes Achieved	Lessons Learnt
	Ceredigion made available a session on the use of Articulate software to all LAs in Wales.	Several new e learning programmes developed & made available to social care staff to support COVID response.	
Emergency recruitment and fast track training of care workers into domiciliary roles and care settings to fill a workforce shortage gap during the first lockdown at the start of the Covid19 pandemic.	Working effectively with colleagues across the Authority, a fast-track essential training plan and Induction Checklist was identified and implemented for new temporary recruits and for PCC staff being redeployed into short-term emergency care roles. Vital training provision was effectively adapted and converted to online learning. An Induction Handbook including webcasts and links to resources was quickly developed to provide ongoing support for temporary care workers working in domiciliary and residential care settings as part of the emergency response.	New recruits and redeployed staff provided with access to the essential training and support necessary for them to fulfil temporary emergency care roles. A successful recruitment campaign resulted in 24 staff being recruited in total with 15 going on to permanent employment in PCC care settings. The Induction Handbook was adopted for ongoing use to support new permanent recruits. 10 PCC staff were successfully redeployed into care roles.	A high number of PCC employees to be trained for redeployed to care roles withdrew from the process. Out of the 30 employees who fully completed the training, 10 were successfully redeployed into essential care roles via a responsive Provider Supply Hub. A full debrief identified improvements to the process. Essentially it was key to have ongoing engagement with those successfully redeployed staff throughout their induction period and beyond in order to support them fully to step into their new roles.
Ensuring staff have skills & knowledge to step into critical roles required	The greatest and most innovative change has been required due to the Covid-19 Pandemic. Prior to lockdown in March, Carmarthenshire SCWWDP started to develop a package of digital learning to support recruitment and redeployment of staff into care and critical services. We used this as a	New digital learning is hosted openly on our website and we have also signposted some existing published resources, to bring a suite of learning for key subject areas all in one place. It has been used widely across independent providers, charities, other local authorities as well as our internal services for the wider	We still have a long way to go to develop our capacity to develop and deliver engaging learning tools. Moving away from challenging log- in systems and previous methodology in e-learning has been a positive step, allowing people to re-read learning and move back and fore through digital learning materials

Challenge Faced	Approach Taken	Outcomes Achieved	Lessons Learnt
	<p>means of supporting induction into care and critical roles for covid. Peoples' knowledge following the learning was checked by SCWWDP advisors holding a discussion with them. Practical skills competency assessments were developed, and a process put in place for these to be undertaken in the workplace. This proved a robust rapid process to move people into social care roles whilst ensuring supportive, safe, quality practice. We have also shared access to resources with the independent sector, publishing them on our external website and removing all log-in systems to ease administration for access to the training. Training records are uploaded afterwards into LA records using an upload of submitted spreadsheets following knowledge checks.</p> <p>Using digital tools to support remote learning, included rapid upskilling our SCWWDP team, both advisors and support staff, in the use of new digital technology for learning, including Flip-Snack, Vyond, Rise,</p>	<p>Local authority workforce. The digital training is bilingual and includes the following subject areas:</p> <ul style="list-style-type: none"> • Manual handling • Personal care • Dementia • End of life • Infection control & use of Face coverings • Returning to the workplace • Communication/managing conflict • Enhanced cleaning. <p>There have been 3321 combined internal & external hits on the Care and Critical skills digital training developed since March 2020. 241 local authority staff have used most of the aspects of the digital training to support them as they have volunteered into critical roles.</p>	<p>The whole team including administration staff are now involved in direct delivery, developing new digital learning resources, and supporting webinar delivery.</p>

Challenge Faced	Approach Taken	Outcomes Achieved	Lessons Learnt
	cameras & editing software, and greater use of Microsoft Teams and Zoom.		
Best use of resources to deliver autism training against the new national framework	Following a regional autism meeting in early 2020 a working group with representatives from each county in West Wales was formed. The autism practitioners and SCWWDP L&D advisors have mapped out a plan against the National Training Framework. Gaps in our training content have been identified and the group have worked to create an introductory level training course and are planning joint delivery of more advanced level sessions	A new digital learning resource is currently being created and digital resources will be brought together into one piece of learning that will be promoted across the region. There is now an agreed training plan which will steer the training needs and what is developed in the coming year for the region.	There are still gaps in provision, but pooling resources will mean a more cost-effective approach to delivering the plan and future learning tools and sessions will be consistent across the region

Appendix D

Rolling Action Plan – 2021/2022

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
Provide support and access for workforce to undertake qualifications to meet regulatory and registration requirements.	Requirements of regulatory and qualification framework	R&I Act National Qualification Framework SSWBA Workforce strategy for H&SC	SCW, Training providers, Managers, Owners/SC Providers Commissioning services FE colleges
Support specialist sessions for CPD of Responsible Individuals	Ensure our RI's have opportunities to support their development	R&I Act	SCW, Training providers, Owners/SC Providers RI
Joint H&S care delivery working with Hywel Dda Provide access for staff to complete All Wales Induction Framework	To ensure consistent induction for new staff Requirements of regulatory and qualification framework	R&I Act National Qualification Framework SSWBA Workforce strategy for H&SC	SCW, HEIW, Hywel Dda, H&SCIF project FE colleges
PRIORITY: Support the training, development and qualification of social care managers			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Identify & support social care managers and aspiring managers to undertake	Support workforce to meet the registration requirements	SSWBA R&I Act	SCW Qualification providers

leadership & management qualifications: TMDP, MMDP including new Level 4 & 5 qualifications when available	Succession planning, career development and continuous professional development for management roles	National qualification framework	
Provide bespoke development programme for managers to support transformation and implementation of 'Through Age & Wellbeing programme.'	Local delivery in Ceredigion to support transformation programme.	SSWBA	IPC, Training providers Senior managers, L&D Team
Provide leadership & management development programmes (Managing for the First time, Supervision skills, Managing change, Resilience for managers, Managing remote teams, Managing induction of new team members in virtual world, Chairing virtual meetings)	Support development of core management skills and new digital ways of working due to Covid	Corporate Local Authority policies, practice & procedures Leadership & management frameworks	SCW Training providers Local L&D teams Managers
PRIORITY: Outcome Focused Care and Support Practice			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved

Provide support & training to embed Signs of Safety and systemic practice frameworks	SOS is a chosen practice framework within the 3 local authorities. (Local collaborative delivery)	SSWBA	Resolutions Consultancy Local SCWWDP Teams Children's & Adults LA services
Provide a range of training to support practitioners to deliver high quality outcome focused care e.g., Outcome Focussed Care Planning, SSWBA Assessing & meeting needs, Codes of Professional practice, Understanding loss & bereavement, De-escalation skills, Continuing Health Care.	New emphasis on supporting staff to deal with the impact of COVID. Local delivery	SCW SWWBA	Local training providers LA Children's & Adult services SC providers across sector
Support staff to prepare for implementation of new Liberty Protection Safeguards. Develop and maintain knowledge & skills in relation to implementing the MCA.	Amendment to Mental Capacity Act (2019) Statutory requirement	Workforce strategy SCW	Training providers
PRIORITY: Qualifying and post-qualifying programmes for Social Work			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved

Recruit & support Trainee SWs to undertake SW qualifying training	Local & national workforce succession planning (Local delivery)	Local workforce strategies & plans National H&SC workforce strategy	Open University
Provide SW placement learning opportunities for existing secondees & hosted SW Degree & MSc students	Local & national workforce succession planning to ensure adequate supply of qualified SWs to meet statutory requirements of service delivery (Collaborative local delivery)	Local workforce strategies & plans National H&SC workforce strategy	Local authorities Swansea University, Open University, Bridgend College & other HE providers as capacity allows
Recruit & support staff to undertake sponsored route to qualifying as SWs	To provide alternative career pathway into SW qualifying training National priority	National Workforce strategy SCW priority	Open University Swansea University
Identify & support staff to undertake Cert HE & SSP Award	To provide career pathways and route into SW qualifying training & promote practice standards within social care	Local & National workforce strategies	Open University Local Authorities SSP Training providers
Identify & support qualified SWs to undertake post qualifying programmes: Grad Cert, Practice Educator, AMHP, BIA/LPS, Assessing decision making capacity	Continuing professional development of SWs & development of specialist subject knowledge & expertise. Ensure adequate supply of AMHPs to meet statutory requirements	CPD/RTPL registration requirements SCW First 3 years in practice Mental Health Act Amendment 2019	UWTSD, Porth Agored Partnership, IPC, Swansea University, Bristol University SCW
Provide a suite of training programmes for newly qualified SWs to support	SCW First 3 years in practice. Registration RTPL requirements.	SSWBA SCW First 3 years in practice	Local Authority L&D Teams Training providers

effective SW practice across specialisms.	To offer additional support to any newly qualified SWs who may have further development needs owing to impact of COVID upon final practice placements		
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
Provide wellbeing support and sessions which promote resilience for frontline SC workers in residential homes, day centres and care providers including Personal resilience	Additional wellbeing support required to support frontline workers in response to COVID	SSWBA Workforce strategy	Corporate wellbeing support officers/teams SCWWD Advisors Training providers
Provide specialist input/training on specific health care skills e.g., Infection prevention & control, PPE TTP, Clinical conditions, loss & bereavement/End of life care, Vaccinations, Mental Health Awareness during COVID, Dementia Awareness	Focus on skills to support continuing COVID response To support Dementia Good Practice Framework & local service needs	SSWBA Local & national workforce strategies Coronavirus Act 2020 Dementia Good Work framework	Training providers Hywel Dda Internal trainers
Develop a regional plan and delivery of a range of Autism	Regional collaborative delivery	SCW Regional L&D work stream of Regional Workforce Board	Local Authorities Training providers Autism expert team

training (e learning, Advanced & Expert)		National Autism training framework	
Provide Behaviour Support training e.g., PBM/PBS & trainer re-accreditation as required	Equip SC workforce with knowledge & skills to work with challenging behaviour	SSWBA	Internal Trainers British Institute for LD Hywel Dda Swansea Bay
Provide a range of substance misuse programmes across the social care sector	Equip SC workforce with knowledge & skills to ensure best practice	SSWBA	Barod
Provide support for H&S training for social care sector, e.g., Moving & Handling of People, First Aid.	Equip SC workforce with knowledge & skills to ensure practice safely & in compliance with H&S legislation	H&S at work Act 1974	Local H&S Teams Training providers
Provide a regional mental health programme for AMHPs and mental health skills training for social care workers/practitioners & carers (MH awareness, MH First Aid and suicide prevention).	Equip SC workforce with knowledge & skills to ensure safe practice & safeguarding of vulnerable individuals	SSWBA	Regional mental health team Training providers
Support the SCW rapid recruitment pilot scheme.	Support as many people as possible to work in Adult care roles – ensure they receive induction	SCW/ WG Workways & pre-employment sector	SCW, Neath/Port Talbot, Pembrokeshire, Carmarthenshire, Swansea local

	training with the skills & knowledge to be as 'work ready' as possible		authorities and Commissioned providers
PRIORITY: Support the development of the necessary infrastructure, skills and knowledge required to move to digital solutions for the delivery of learning, development and qualifications			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Carmarthenshire is undertaking a mapping exercise based on the national framework for IT skills	To determine training needs for the sector and test approaches to supporting the delivery of IT skills. Identifying staff who have gaps in knowledge and little access to technology to learning	WWCP & NHS	OD team training providers FE providers
Provide access to digital upskilling sessions for the social care workforce	To equip social care staff with the skills needed to access online learning	SCW priority Local workforce plans	Training providers Local L&D teams FE Providers IT teams
Provide access to upskilling sessions for staff involved in digital training delivery	To enable and equip trainers to develop & deliver digital learning solutions	SCW priority Local workforce plans	Training providers Local L&D teams
Support development of digital learning, hosting platforms, software & learning management systems, digital learning & development tools.	To enable local authorities to continue and further develop digital learning solutions thus widening accessibility of training	SCW National & local workforce strategies	Providers of digital learning solutions SCWWDP & corporate L&D teams

PRIORITY: Provide learning and development to equip the workforce to work effectively alongside carers and to meet the aspirations of the SSWBW Act for carers			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Deliver training on Assessing Carer's support needs to social care staff including use of the SCW toolkit	Ensure that all carers receive a high-quality Carers needs assessment they are entitled to	SCW SWWBA	Carers unit L&D Team
Work with Carers unit to provide development & support programme for Carers/ Support Carers conferences	To develop the personal resilience of carers and provide respite from caring roles	SCW SWWBA	Carers unit L&D Team
Other Activities			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Deliver and provide access to a range of Safeguarding training (Rollout of New all Wales Safeguarding procedures training, Achieving best evidence, Wrap, Human & child trafficking, Modern slavery, VAWDASV Ask & Act)	To meet requirements of regional all age Safeguarding training strategy	New all Wales Safeguarding Procedures SSWBA M&WW Safeguarding Board	Welsh Government Regional training lead 3 rd sector providers Hywel Dda Dyfed Powys Police
Develop & deliver a bespoke training programme for workforce in	To equip staff in new delivery model to work with children and adults on a through age basis	Ceredigion workforce plan	Internal trainers IPC & other commissioned training providers

new Through Age and Wellbeing social care delivery model	(Ceredigion only)		
Support social care staff including emerging roles such as community connectors to attend a range of conferences & specialist training/qualifications	CPD and PTRL opportunities for social care workforce	SCW	Local/National training providers HE providers
Deliver a range of training to support local fostering & adoption services	To equip & retain local fostering & adoption carers	SSWBA New Fostering Regulations SCW	Fostering & adoption teams Training providers
Support More than just Words/Active Offer through provision of Welsh language training	To equip staff to deliver Active Offer/bilingual services	Welsh Language Act Welsh Language Standards	Internal Work Welsh Tutor Iaith Cyf Welsh Government Agored Cymru Adult/Community Education
Provide a regional programme for Shared Lives Carers/Adult Placement Carers	Provide consistent regional programme to meet Carers needs (Regional collaboration enabling local delivery)	SSWBA WW Population assessment priority	Regional adult placement team Training providers
Provide support to meet the regional and national commissioning & contracting aims	To support commissioning & consistency in practice	WW population assessment SSWBA 2014 WG commissioning development group NHS	WWCP Head of Joint Strategic commissioning, Local commission teams Training providers

Develop resources to support and promote research in practice Foster research in practice group for Carmarthenshire	Provide peer development & support to encourage & develop research in practice. To support & disseminate learning from those undertaking higher level qualifications & research	SCW	Higher Education WWCP
Ongoing development of SCWWDP team members	To ensure SCWWDP team have advanced skills to consult, develop design, communicate deliver and evaluate across the whole of the social care workforce.	SCW, HEIW, HIW	People management / OD
Support service redesign & workforce planning	To ensure delivery of social care development initiatives e.g. recruitment, talent management, succession planning, leadership development and supporting emerging services following COVID.	SCW, HEIW, HIW Joint Health & Social Care Workforce strategy	WWCP boards In house and Commissioned provider sectors
Integration of Intermediate Care Team (Work stream 2: Workforce and Estates).	Development and implementation of a competency and L&D Framework (Pembrokeshire only)	SSWBA Local Workforce priorities	Pembrokeshire County Council Hywel Dda 3 rd Sector

Appendix D

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 virtual meetings, roadshows, website, webinars, 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 a virtual interactive registered manager series of webinars to support outcome of current engagement activity designed to understand the needs of providers alongside national, regional, and local priorities</p>	<p>Regional virtual delivery. Intended to provide information, gather feedback, and allow virtual networking opportunities for registered managers</p>	<p>Social Care Wales ADSS Cymru Regional Workforce Programme Board Regional Learning and Skills Partnership</p>	<p>Commissioning leads Registered managers</p>

PRIORITY: Post to support attraction and recruitment campaign			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Contribution to FTE salary costs of a new post within the regional team to deliver the operational scope of the Care Career Connector function and deliver the regional recruitment and attraction action plan. Job profile to be in line with the grant circular role requirements.	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.	Social Care Wales ADSS Cymru Regional Workforce Programme Board Regional Learning and Skills Partnership	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.
PRIORITY: Collection of workforce information			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
Collection of workforce information (Social Care Workforce Data Sets).	Increase existing capacity to support local delivery of workforce data collection returns.	SCW WWCP ADSS Cymru	L&D Training Teams Local Authority HR Departments Data Cymru
PRIORITY: Increasing the number of sponsored social work students hosted by each local authority			
Actions	Rationale (including regional or local delivery)	Strategic Links	Partners Involved
To sponsor additional social work students across the	Local delivery - In response to the pump prime intention of additional funding within the grant	SCW WWCP ADSS Cymru	Swansea University Open University Cardiff Metropolitan University

<p>West Wales region as follows:</p> <p>Carmarthenshire: Planned 4 for 2021-22, this money will be used to increase to 6. Pembrokeshire: Planned 3 for 2021-22, this money will be used to increase to 4. Ceredigion: Planned 1 for 2021-22, this money will be used to increase to 2.</p> <p>Following the application sift and/or interview stage these numbers will be revisited depending on quality of applications received.</p>		Higher Education providers	
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