# 1. Workforce Skills for Integrated Care Models

## What is the vision / scope?

- Clear understanding of the skills needed for a professional and integrated workforce

## Key Actions for 2015-16

- Create and share a directory of good practice available on the ADASS Website that describes existing models of integrated working across health and social care in the community. Incorporate the work of the NHS vanguard sites (where appropriate) in addition to examples of best practice / case studies at a local level.

- Ensure we understand and are able to contribute to the on-going mapping and development of the Frail and Elderly Care Pathway that is being directed by Health Education North West and the NHS vanguard sites.

- Determine whether or not there is an opportunity to complete a similar pathway mapping and development exercise for Long Term Conditions, based upon the principles of a “perfect week”, or if this is already being produced by Health Education North West and the NHS vanguard sites.

- Contribute to the on-going discussions regarding the development of a skills passport to support the creation of “holistic” worker roles at a GM Level. Consider core competencies across the same skill bands across health and social care, including what is unique and specific to certain roles, focusing on values and attitudes as well as skills.

## Key Deliverables:

- Directory of good practice shared on ADASS Website

- Care Pathway and Customer Journey Mapping Exercises completed for Frail Elderly and Long Term Conditions to inform more personalised, integrated care pathways and the development of new roles and responsibilities.

- Creation of Skills Passport to facilitate Holistic Worker roles across health and social care

**Regional Lead: Bev Johnson & Nicola Hallmark**
## 2. Integration, collaboration and strategic leadership

### What is the vision/ scope?

- Build visionary, ambitious and effective leadership to make the best use of political and managerial roles, in a partnership context.

- Develop a cross-sector approach to the development of leadership and management, ensuring both capacity and capability, across the sector.

### Key Actions for 2015-16

- Develop a Workforce Development Section on the ADASS website providing strategic direction and support to colleagues, connecting people across the region and nationally. At a minimum the webpages will hold; Profiles of the working group members, our Strategy on a page, workplans and good practice resources / case studies.

- Ensure leadership development is designed in a collaborative context for integrated working. Development principles to be connected to; National and Regional ADASS, ADCS and HEE developments, regional sector led improvement initiatives and local health and social care “place” based arrangements.

- Complete a Training Needs Analysis for Workforce Leads / Managers at a local level to determine whether they have the right skills.

- Use the results of the TNA to commission Skills for Care to provide learning events to improve knowledge, understanding and skills of existing and newly appointed workforce leads.

### Key Deliverables:

- Updated webpages

- Discussion paper produced for National ADASS- need more details

- Completed TNA

- Skills for Care Learning Events

**Regional Leads: Keith Power & Gill Whitehead**
### 3. Workforce market shaping (Minimum Ethical Standards)

#### What is the vision / scope?

- Develop and maintain consistent approach across the workforce through minimum ethical, value based standards to protect the dignity and quality of life for people in residential care who require homecare.

- Integrate the approach into wider community, volunteering, neighbourhood roles.

- Support commissioners to commission services based on social values, rather than simply procuring services.

- Understand the implications of the National Living Wage on the provider market

- Improve standards across domiciliary care and residential nursing

#### Key Actions for 2015-16

- Commission Market Shapers Work: Interview strategic commissioners to determine what resources they would benefit from.

- Produce a toolkit for Commissioners that supports the commissioning processes and considers social value when selecting service providers. EG Standard clauses for contracts / guidance on MPS

- Support the development of a career pathway for Commissioners, including a Level 7 Commissioning Qualification- linked to the National Project work

- Produce a toolkit for Providers to ensure they deliver and offer services that commissioners want to procure; EG Sign up pledges, support the development of holistic worker roles and apprenticeships.

- Produce a briefing paper outlining the key issues and risks within both the domiciliary care setting and residential nursing setting. Feedback the findings of the briefing paper to the Chief Executives Meeting- and ensure regular attendance at this meeting.

- Provide support and development opportunities for registered managers

- Conduct an impact assessment investigating the impact of the National Living Wage at a GM devolution level and regional level on the provider marker and commissioning cycle.

#### Key Deliverables:

- Commissioning Toolkit
- Provider Toolkit which is linked to the Registered Managers work led by Skills for Care
- Market Shapers Report
- Joint Commissioning Roles

**Regional Leads:** Christine Burkett & Penny Owen
# 4. Statutory reforms - Post Care Act

## What is the vision / scope?

- Workforce with the right skills, knowledge, attitude to comply with statutory duties under the Care Act 2014
- Professionally qualified workforce – Principal Social Workers (PCF)
- Consider the development of holistic worker roles to ensure further integration between health and social care - nursing, social care officers

## Key Actions for 2015-16

- Ensure across NW that we are continuing to develop the skills of registered social workers through the Principal Social Work Forum and the NW Social Work Strategy Group.
- Evaluate the role of registered social workers post Care Act 2014 and make recommendations
- Evaluate the role of non-registered / vocational workforce post Care Act 2014 and make recommendations.
- Commission a masterclass for Advanced Practitioners who can then become an advisory group.
- Ensure a positive and effective working relationship with the Office of the Chief Social Worker / BASW and Higher Education Institutions

## Key Deliverables:

- Chair and set agenda for the Principal Social Work Forum / NW Social Work Strategy Group
- Evaluation report of role of registered social workers Post Care Act
- Evaluation report of role of non-registered, vocational workforce post Care Act
- Masterclass / Learning Events for Advanced Practitioners

**Regional Leads: Sharon Barber & Colin Ashcroft**
## 5. Talent Management

### What is the vision /scope?

- Work with partners to recruit and retain the right workforce; address key future occupational skill shortages; promote job and career opportunities; identify, develop and motivate talent.

- Improve the image of adult social care and demonstrate its contributions to the big society to attract a diverse workforce. For example; young people, people who have the skills already- carers / volunteers/ people wanting to get back into work

- Recognise that good practice in recruitment and retention applies beyond the paid workforce and should be tailored appropriately to those providing additional support eg volunteers, community development.

- Take a proactive role in the development of apprenticeship framework / embed apprenticeships into workforce development planning

### Key Actions for 2015-16

- Profile the existing social care workforce- identifying qualifications, skills shortages, and key issues affecting service delivery. Ensure that the results of this exercise inform the development of the Skills Passport.

- Produce standard Workforce Risk Register template to be used at a local level

- Produce standard Recruitment and Retention Strategy template to be used at a local level

- Promote the use of I-Care Ambassador, which should be embedded within the workforce development strategy

- Review different models and develop guidance for the implementation of local Apprenticeship Schemes in Adult Social Care.

### Key Deliverables:

- Workforce mapping and profile exercise completed
- Standard Workforce Risk Register / Recruitment and Retention Strategy Templates produced
- Apprenticeship Schemes Models of Good Practice & Implementation Guidance

**Regional Leads: Margo Kane & Penny Owen**