

LWDP

LANCASHIRE WORKFORCE
DEVELOPMENT PARTNERSHIP
improving care together

ISSUE 1
September 2006

www.lwdp.org.uk

Welcome to the first LWDP newsletter – we are planning to send out newsletters three times a year to keep you updated on your LWDP membership.

We have to start with a goodbye, Mark Wiggin who has chaired the Management group of the LWDP since its inception in 2002. Mark has moved on to Catholic Caring Services in Leeds where he is to be the Director. Mark who brought boundless enthusiasm and encouragement to the group along with a wealth of experience of working both within Social Care and Lancashire will be missed by all his colleagues at the LWDP all of whom wish him the very best with his new post and thank him for all his efforts with the LWDP over the last 3 years.



Paul Simic – New Chair LWDP Management Group

This is a 'hello' from me to those who don't know me, or don't know me in this new role of Chair of the LWDP Management Group. I'm pleased to take up the role which Mark Wiggin has so assiduously carried thus far. I'm Chief Exec of Lancashire Care Association and am one of the original group who (supported by County Council and Skills for Care) wanted to take the committee model we were operating, discussing training and workforce issues, one step further by setting up a working partnership that would, while addressing issues of due process, fairness, and audit be characterised by initiative and enthusiasm for making a real impact.

“The main outcome in question here is a better trained and rewarded workforce delivering better care, however and wherever it happens.”

The LWDP was born out of this intention, to focus on product, and it has that 'leading-edge' character. I'm back at school for some of my time, doing a course at Birmingham Uni on 'Social Care Leadership', and the difference between 'leadership' and 'management' is something I'm constantly mulling over. I think, with the other partners around the LWDP table, we are succeeding in genuinely taking a lead with training and workforce issues.

This is a time to be bold. The challenge is massive, given, nationally, a million-strong workforce that is still too often characterised by high turnover, low morale and low pay. We can't have the 'world class workforce' that has been such a feature of recent policy rhetoric without taking on this challenge. LWDP as an effective body, with some real funds to hand, and the necessary drive and initiative, and shape, to move things on.

We have good people: we have a committed group at the full forum and in the Management Group, we have an excellent Development Manager, with good support staff, in place at LWDP offices, and we have skilled and able network staff in place - all these individuals and the teams from the partner organisations will feature in this and future issues; we have the right vision around supporting and developing existing networks; we have funds; and we have a structure in place which we need to consolidate.

I've taken the opportunity of my first piece in this role to do a bit of a keynote speech (it strikes me now I've finished it). I hope you don't mind. I won't go on at such length in future, I promise!

LWDP Staff

Katie Burgess – HR Training Manager (P/T)

Sam Frankland – Admin (P/T)

Dymphna Knowles – Development Manager

Leeann Smith – Admin (P/T)

We can all be contacted on telephone number

01772 761855 and would be pleased to help in any way we can.

Marian House

The new LWDP HQ has been refurbished and is now ready for use, in addition to offices there is a fully equipped training and conference suite which can hold up to 50 delegates. This facility will be used for the Preston based LWDP HR training events. It is also available for hire, the cost of hiring the venue is £100 for a full day and £50 for either the morning or afternoon session contact Leeann Smith or Sam Frankland at the LWDP on 01772 761855 for further details/bookings.



LWDP TRAINING OPPORTUNITIES

HR Training

Training Opportunities in Human Resource Development



As Training Co-ordinator for the LWDP I look forward to working with social care partners in providing a suite of training activities specifically tailored to meet the needs of supervisors and middle managers in the independent social care sector. You may have already taken part in some of the training opportunities made available since the beginning of April 2006. A list of forthcoming events is enclosed which I hope will be interesting to you and beneficial for first line managers and supervisors. These will be available at subsidised rates and are aimed at improving staff management through personal development. All programmes are of one or two day's duration. Suggestions for courses will always be welcomed. Please feel free to contact me, Katie Burgess, HR Training Co-ordinator on 01772 761855 or refer to the list of up to date titles on LancashirePlan. Course outlines available upon request.

Have you had your say!

The list of current training is available and has been planned in response to the requests members have made for specific topics. See the questionnaire included with this newsletter or contact Katie Burgess HR Training Co-ordinator on 01772 761855 or visit the LWDP website www.lwdp.org.uk.

We have been able to negotiate with LCC that when they are running training courses and have spaces available that these spaces will be offered to the independent sector.

The courses with dates and details will always be advertised on the LWDP website.

We are going to pilot a system for administering this which requires you to register with us an interest in being allocated a space on an individual forthcoming event in advance – info@lwdp.org.uk marking the subject box **LCC courses expression of interest**. We will keep these expressions of interest on file and when we are informed of any vacancies we will inform you. This will be done on a first come first served basis.

Although the courses are free of charge non - attendance will be charged at £25 per person per missed event.

The first courses available are of interest to team managers, community support workers in day and domiciliary services who work with people who have learning disabilities. The titles are:

- **Support People with Autistic Spectrum Disorder** 21st & 22nd February 2007
- **Assess and Manage Risk** 30th & 31st January 2007
- **Enable Service Users to Participate in Community Life** 20th & 21st March 2007
- **Enable People To Make Informed Choices** 9th & 10th January 2007
- **Develop Anti-Oppressive Practice** 8th & 9th February 2007

NVQ and Short Course Training

Have you accessed funding for training for your staff through LWDP?

This year to date 276 organisations have and as a result 3,319 individuals have obtained funding to complete qualifications in care.

Funding available for NVQ's (2-4) Induction/Foundation training and short-course training.

Further details about levels of funding and the application process is available on the website.

There is still funding left for this year – contact Bev Chesworth or Paula Kane on 01772 679006.

Already Qualified?

There is also funding available for post-qualification training.

Are you a Social Worker or Nurse working in Social care? Wanting to do a post qualification course?

There may be funding available to help you – contact www.lwdp.org.uk or ring Bev on tel: 01772 679006.

LWDP INFORMATION

Previous Events

LancashirePlan Information Events:

The first of these events took place at the end of August and the enjoyment and enthusiasm of those who attended has made us realise it's something we should repeat. The next opportunity for you to come along and meet us and find out about your LWDP membership is **THURSDAY 9th NOVEMBER 2006** if you would like to book

Some of the feedback from the event: "LancashirePlan very helpful something to look forward to doing" "Will be going online with LWDP" "Good opportunity for networking and seeking clarity on things" "Very valuable, lots of valuable information" "Very useful, very informative, cannot wait to get onto the website" "Excellent I'm glad I cam"

Medications Training - 6th September 2006 at LWDP Marian House, Conference Room:



Thirty-nine care staff attended the first event on 6th September 2006 at Marian House, Conference Room.

The training sessions address; *what is a medicine, different classes of medicines, types of formulation of medicines, medicines and the Law, CSCI levels of support, administering medicines, waste and storage of medicines.*

LWDP/LLDC Recruitment & Retention Workshop – 8th September 2006 at the Tabor Centre:

The LWDP and the LLDC hosted an event on the 8th September for care providers working with people with Learning Disabilities and Mental Health problems.

Richard Marshall, external consultant, presented the findings from his survey into recruitment and retention issues affecting the sectors and then people were asked for their opinions:

- about the work of the LWDP and what, specifically, was needed by the two sectors
- about the findings from the survey and what should happen next.

The findings from the day will serve as the basis for the 'what to do next session'. Full Recruitment & Retention Report available on LWDP Website.



What is happening September – December 2006?

LancashirePlan Information Events:

Dates for these events will be advertised on the LWDP website.

Meetings with LCC Preferred Providers

These meetings are planned to consult with preferred providers about the use of LancashirePlan.

Medication Training for Domiciliary Care Workers:

The aim of this training is to "raise awareness, identify risks and empower a range of people with knowledge", including frontline staff, carers and older people. This training will ensure that they can delivery quality, effective and appropriate care around medicines related issues. Forthcoming dates:

6th September 2006, 20th September 2006, 25th October 2006, 9th November 2006, 28th November 2006

See booking details on LWDP Website: www.lwdp.org.uk.

Launch of the Innovative Grants Programme

The LWDP will be launching this programme later this year and information will be available on the Website www.lwdp.org.uk. It will involve organisations being able to apply for grants to support HR development in the care sector.

LancashirePlan

“Have you entered your information on LancashirePlan yet?”

If the answer to this question is yes – thank you.

If no:

Perhaps we could help you:

- We have Networkers who will visit your organisation and demonstrate the system to you. Contact Jack Moorehead on 01772 455574
- We have a series of LancashirePlan information events around the County Planned if you are interested in attending one of these please contact Sam Frankland on 01772 761855
- We have technical support available in the form of Stuart Grice, he is available on 01524 389841

Why is LancashirePlan important?

- The LWDP is committed to being able to provide accurate workforce planning data
- Training funding from Central Government is allocated depending upon the size of the workforce
- The system is the administrative tool for tracking of funding

What advantages are there for you in the system?

- It will make booking training simple
- It will produce training records for all of your staff
- It will produce reports for CSCI and LCC inspections
- It will assist you in providing your information to Skills for Care for the National Minimum Data Set – Social Care. (NMDS-SC)

SCILS is here

The LWDP has signed up to the www.scils.co.uk website which gives unlimited access at no cost for all LWDP members.

Social Care Information and Learning Services (SCILS) provides high quality training materials and support mechanisms for staff working in Health and Social Care. All the information is available on the www.scils.co.uk and www.eils.co.uk websites.

The websites provide underpinning knowledge for staff undertaking the Health and Social Care Awards, Common Induction Standards, Registered Manager's Award, Learning Disability Award Framework etc.

The key facilities on the website are:

- Individual Learning Materials for you to work alone or on a one to one basis and either work on-line or download the materials
- Group Learning Materials for those staff with training responsibilities to run sessions with groups of staff
- A News Desk which keeps you up to date weekly with changes in Legislation, Policies, Research etc
- A Discussions Board where you can have a discussion on a national level with many different types of workers, e.g. Inspectors, Trainers, Assessors, Support Workers, Care Managers, College staff etc.
- A Question and Answer facility which enables you to ask questions related to Health and Social Care and we guarantee an answer within 48 working hours.

HR Support Services are coming

The LWDP management group have invited three of the leading companies in this field of work to present in early October with a view to contracting with one of them to provide these services to LWDP members who wish to participate. More news to follow....

www.lwdp.org.uk

LWDP is a partnership between:

Lancashire Care Association, Lancashire County Council, Lancashire Independent Network of Children's Services, Voluntary Organisations in Health and Social Care Education, Lancashire Disability Consortium, Learning Skills Council, Business Link, Skills for Care and United Kingdom Home Care Association

LWDP is hosted by Catholic Caring Services – Company No: 1596400 Charity No: 326021

