

Personalisation: Commissioning and delivering transformed support and care

Workshop 6

Supporting the transformation of the workforce

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“we help to improve
social care standards”

Personalisation and the workforce

Jim Thomas

Melanie Newman

NToW - The Workforce Action Learning Programme

The interim social care workforce statement

“ we are creating a
trained and qualified
workforce ”

The workforce implications of...

- Personalisation
- The Changing Roles of People Who Use Services & Family Carers
- Cross Sector Working
- The Process of Transforming & Commissioning the Adult Social Care Workforce
- Delivering New Models of Support
- Health and Well Being

“we influence strategic
planning”

The Adult Social Care Workforce Strategy – Interim Strategy

- The Strategy will address and plan for the key workforce priorities in the short and longer term to underpin and enable delivery of the personalisation agenda (workforce element of PPF) – 6 strategic priorities.
- Stakeholder Engagement: specific groups - strategic level, statutory and the independent sector and were held in London, Manchester and Birmingham respectively. Also, events for frontline staff, service users and carers.
- Timescales – The Interim Statement was published in June 2008 and launched on the Department of Health website. The full Strategy launch is will be decided following completion of the stakeholder engagement.
- Analysis of the feedback from the mailbox and workshops – clear emerging themes.

What are we learning?

- Changing the way in which people work is more than changing their job title.
- Knowing how to explain the value of social care to new recruits is fundamental.
- Innovators need to be supported by senior managers or they will fail.

“we fund the
development of social
care training”

What do we want to learn?

- As the system of support changes what does this mean for all workers?
- How will qualifications need to adapt?
- What might constitute a ‘meaningful working life?’
- How can we make sure that the learning from us all, is shared as widely as possible?

How to find out more

www.newtypesofworker.co.uk

http://www.dh.gov.uk/en/SocialCare/workforce/DH_084575

“we help employers
deliver quality social
care”

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