

**Exception Report: Workforce Development Programme
Regional Implementation Plan**

Summary of the Project	<p>The implementation of the Social Services and Wellbeing Act and other recent national policy and legislation is having a significant impact on the whole health and social care workforce, requiring new approaches to practice and shifts in internal culture.</p> <p>The West Wales Care Partnership has identified a priority for 2017 to develop an integrated workforce strategy for the sector. The strategy will support the workforce through these changes, and will address questions of recruitment, retention and staff development across the region.</p> <p>The Institute of Public Care at Oxford Brookes University has undertaken the first phase of the project for the Partnership. This initial scoping exercise has identified several areas for improvement, crystallised into key recommendations to be carried forwards which will probably form sub-projects to sit beneath the wider workforce strategy development project.</p> <p>Development of the Strategy will sit alongside delivery of programmes supported by the Social Care Wales Facilitation Grant and Social Care Workforce Development Programme (SCWDP) which provide resources to support improved recruitment and retention to the sector and an integrated approach to workforce development.</p>
Period covered by the Report	Quarter 4 Dec – Mar 2018
Summary of overall status	The programme has begun to progress well with a reasonable level of regional buy-in although the ongoing national risks and regional programme dependencies are placing the overall status as amber.
Key Risks	<ul style="list-style-type: none"> • Lack of accurate and relevant workforce data across the sector • Different data sets between organisations • Short timescales • Implementation of Registration and Inspection of Social Care Act • Recruitment & Retention of Social Care Staff • Localised engagement issues
Key Issues	Workforce data for analysis and planning purposes is largely inconsistent and overall poor and prevents wider planning across the region.

	<p>The population assessment needs development to give a detailed analysis of workforce challenges across the region.</p> <p>Impending RISCA and associated workforce development issues</p> <p>Transition from local social care workforce development programme to social care Wales regional workforce development programme</p>
Key Milestones	<p>Action learning for domiciliary care staff to help equip them for the challenges of the Care at Home strategy, led to further coaching skills training for dom care managers</p> <p>Home carers trained to deliver nutritional support to older people in the community</p> <p>RISCA awareness sessions and masterclasses delivered</p> <p>Data collection and analysis completed</p> <p>First regional SCWWDP application submitted on time [previously localised]</p>
Milestones achieved/Outputs (deliverables) completed in last period	<p>Quarter 4 Facilitation grant funded projects implemented:</p> <ul style="list-style-type: none"> • Collaborative promotion of care and support as a career choice • Upskilling of domiciliary care workers to deliver nutritional support to older people in the community • Action learning for domiciliary care staff to help equip them for the challenges of the Care at Home strategy • Cross-sector training on the implications of the Regulation and Inspection of Social Care (Wales) Act • Analysis and feedback of workforce data • Workforce strategy group to consider next steps for strategy development
Shortfalls/Non-completions in last period	<p>Workforce governance review not completed – set back pending wider governance review</p>
Forecast for next period	<p>Deliver workforce data analysis feedback to strategy group</p> <p>Plan workforce strategy next steps</p> <p>Plan and scope initiatives to support regional SCWWDP priorities</p> <p>Plan 18/19 facilitation grant spend:</p> <p>Core Facilitation: facilitate engagement, communication and joint working across the whole sector, particularly with provider organisations, and with relevant others to deliver national priorities within these specific areas:</p> <ul style="list-style-type: none"> • Work collaboratively with SCW in the planning, coordination and facilitation of regionally based Registered Managers Forum.

	<ul style="list-style-type: none"> • Share information and inform the developments of tools and resources which respond to the learning needs of the sector. • Raise awareness of the registration requirements for the domiciliary care workforce • Enable Social Care Wales to access existing regional networks such as citizen panels, workforce groups and provider forums in order to contribute to national areas of work. <p>Project Specific Grant – National Workstreams Care and Support at Home</p> <ul style="list-style-type: none"> • Undertake a benchmarking exercise to understand how individuals and carer’s voices are heard and how they have the ability to influence policy, commissioning and service improvement. <p>All Wales Induction Framework for Health and Social Care</p> <ul style="list-style-type: none"> • To support the roll out and implementation of the All Wales Induction Framework for Health and Social Care <p>Developing a Workforce Strategy</p> <ul style="list-style-type: none"> • Support sector engagement and consultation for the all Wales workforce strategy <p>Carers</p> <ul style="list-style-type: none"> • Support the roll out of the Social Care Wales carer awareness e-learning resource and its evaluation
Financial status	2018-19 budget to be finalised