



# Workforce Development Group

NI?	Action	Details & outcomes	Who does it	when	How we will know	April 2010 Update	in delivery plan?
<b>Chapter 1: Including Everyone</b>							
	LDDF project re: Intensive Interaction	Further development of Intensive Interaction for people with autism and high needs. working with Workforce Dev group on this	PCA + Workforce via Intensive Interactions Group	2009/10	Number of staff trained and number of people benefitting from Intensive Interaction	Project is finished - final report submitted	N
<b>VPN: 1e, 1f, 1k CS: 5a</b>	write an action plan re: people on autistic spectrum.			2010/11	plan to help people with autism	working with PCA group on this plan	N
<b>Chapter 2: Personalisation</b>							
<b>Chapter 3: Having a Life - Better Health</b>							
<b>Chapter 3: Having a Life - A home of your own</b>							
<b>Chapter 3: Having a Life - Work, education and getting a life &amp; relationships and having a family</b>							
<b>VPN: CS:</b>	Training is provided as part of the Sexuality Policy			ongoing	teach staff to help people have relationships		N
<b>Chapter 4: People As Citizens - Advocacy</b>							
<b>Chapter 4: People As Citizens - Transport &amp; Access to leisure services and recreational activities</b>							
<b>Chapter 4: People As Citizens - Being Safe at home and when you are out &amp; Access to Justice and redress</b>							
<b>Chapter 5: Making it happen</b>							
<b>VPN: CS:</b>	(SP1a) Promote apprenticeships with young people	<b>Measure</b> - Number of apprenticeships in LD services increases		Sep-11			N

(SP1a) Open up work experience for	<b>Measure</b> - Number of students on year 10 work experinec increases		Sep-11			N
(SP1b) Audit & Promote use of <i>Choo</i>	June '10 - survey via Survey Monkey. Aug ' 10 - expression of interst to undertake project <b>Measure</b> - Rates of involvement of pwld in choosing their staff increase		June '10			N
(SP1c) Collate information on recruit	Turnover of staff in first year with service falls		Jul-11			N
(SP1d) Collate & develop information	Link with ASC Workforce Strategy		Jul-11			N
(SP1d) Development of and promotio	(SP1d) Promote info & liaise with local employment partnerneship, appreneeship co-ordinator, BHCC recruitment coordinator,connexions & schools IVS sector representation. Link with ASC Workforce Strategy. <b>Measure</b> - event(s) to dissmeminate info, meure knowledge before & after event		Jul-11			N
(SP1e) Development of and promotion of best practice in induction	<b>Measure</b> - (1) Initial questionnaire on induction (2) Number of distributions of guidance (3) Follow up questionnaire 3 months after distribution		May-11			N
(SP1f) Continue to offer supervision training courses	<b>Measure</b> - number of places taken on supervision courses		Ongoing			N
(SP2a) An event to demonstrate the range odf assisstive technology and daily living equipment avialble	Attendees report increased awareness of equipment and how it can be accessed.		Mar-11			N
(SP2b) Options paper on meeting development needs of PAs and their employers	Approach to meeting development needs agreed and resourced	Kevin Murphy	Jan-11			N
(SP2c) Personalisation	SDS briefing sessions. Person centered approaches sessions. Action learning sets & possible further actions; <b>Measure</b> - increased awareness of personalisation in staff in learning disability services. Action learning sets to include this is a measure		Ongoing			N
(SP3a) Liaise with Healthy lives Sub Group	Development needs for a) health staff supporting PWLD , (b) social care staff supporting PWLD with health needs are identified. Agree how to meet these		Sep-10			N
(SP3c) Autism Strategy	Monitor development s of ASC Strategy (Fulfilling Lives). Current development offer for Adult social Care is in line with strategy. Work with partners to promote workforce development aims of the strategy		Commence May 2010			N

(SP3d) Complex needs	To be confirmed. Need to establish what the barriers are and how the workforce can help overcome these. If necessary develop workforce accordingly.		Commence June 2010			N
(SP3e) Through SVA training sub group identify development issues from Hate Crime Project	<b>Measure:</b> Action plan in place		Aug-10			N
(SP 3h) Intensive Interaction LDDF Project	Increase in numbers trained in Intensive Interaction					N
(SP3h) Improve ability of workforce to communicate with people with learning disabilities	Initially establish links with communication sub group. Through that group & SALTs ensure that development needs are met to support communications pledge. <b>Measure</b> (1) Number of organisations signing communications pledge. (2) Links established with signees of pledge re development needs (3) Actions implemented to meet development needs	Total Communications Group & WFD colleagues	Ongoing			N
(SP3i) Excluded groups	To be confirmed. Need to establish what the barriers are and how the workforce can help overcome these. If necessary develop workforce accordingly.		Commence June 2010			N
(SP3j) Work with Work & Skills and Taking Part Sub Groups to develop skills of workforce to support pwld into work	Pwld are more able to access support to gain employment					N
(SP4a) Commissioning	Support for masters in commissioning - <b>Measure</b> - positive evaluation of course and continuing strategic support for people to undertake the qualification.	Lindsey Pearce	Ongoing			N
(SP4b) Action learning sets for managers and leaders	<b>Measure</b> - evaluation of sets		Jan-10			N
(SP5a) ALS themed on changed	<b>Measure</b> - increased awareness of change on pre & post intervention questionnaires	Tim Wilson	April '10			N
(SP6a) Partnership Working	Sessions for ASC & CYPT staff on transitions, personalistaion and VPN vision	Helen Corcoran	Apr-10			N
(SP 6b) Local Authority Workforce Development Progarmme to include the voice of plwd on courses	This is now one of the criteria for commissioning & design of courses. <b>Measure</b> - increased rating that voice of the service user is represented in learning interventions		Ongoing			N

(SP 6c) Request workforce data on Brighton & Hove from David cubey. To include vacancy rate, turnover rates	Establish baseline data		Dec-10			N
(SP6c) Establish number of aprentees in LD services	Establish baseline data		Apr-11			N
(SP6c) Establish number of year 10 students in Ld services on work experience	Establish baseline data		Apr-11			N
(SP6d) Write to organisations through PB to identify l&d leads in partner organisations			Jan-10			N
(SP6d) Through PB enquire of partner organisations how they are adrtesing VPN agenda			Mar-10			N
(SP3i) Establish data on ethnicity & disability of people in receipt of care or personal budgets	Establish baseline data		Nov-10			N