

**HR and OD Service
Workforce Development**

**Social Care
Workforce Development
Local Plan**

2020/21



The Social Care Workforce Development Partnership (SCWDP)

The Council has established a joint Social Care Workforce Development Partnership whose membership and function is identified in our communication plan:-

http://www.wrexham.gov.uk/assets/pdfs/social_services/workforce_strategy/communication_plan.pdf

The Partnership is structured without formal representation as it is open to all registered providers in Wrexham.

The overarching priorities of the partnership are:-

“To work together in partnership in order to provide high quality, care sector services for the people of Wrexham”

The key objectives are:-

- To raise the profile of the care sector, internally and externally.
- To co-ordinate training and development opportunities.
- To share good practice e.g. around recruitment and retention.
- To increase access to training funds.
- To identify the specific workforce issues for Wrexham – short/medium and long term.
- To share information/provide co-ordinated response to consultation papers.
- To respond to workforce initiatives.

We analysed the Welsh Government Workforce Data Survey and local providers training needs analysis returns, the Partnership continue to identify access to qualifications and short courses as a priority. We will continue to invest in the provision of training and Health and Social Care qualifications to support the sector.

Social Care Workforce Development Plan

The local plan has been developed using the information gathered from annual Training Needs Analysis (TNA) from the Partnership. Please see Appendix A (Adults) and Appendix B (Children’s). On approval the Plan will be circulated to all members of the Partnership.

A brochure detailing training events is produced and sent to all members electronically. This and the plan will also be published on the website:-

http://www.wrexham.gov.uk/english/council/social_services/workforce_strategy/index.htm

http://www.wrexham.gov.uk/assets/pdfs/social_services/workforce_strategy/workforce_training_brochure.pdf

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Resources

The Council has a Workforce Development Service for its social services function. The delivery of the SCWDP is part of the remit for this service. Wrexham County Borough Council continues to invest in the training and development of the workforce as they see this as a priority area. This links to the ‘Organisation’ element of the Council Plan “to build an efficient and effective organisation that can best support local well-being”.

The indicative training support programme from the Welsh Government is **£441,696**. This includes the **£309,187** Grant and also a local authority contribution of **£132,509**. Wrexham is one of the few Local Authorities who continue to invest significant resources to support the grant over and above its mandatory 30%.

Collaborative Working Arrangements – See Regional Plan for detail

As the Council re shapes its services to respond to financial pressures and changing needs there are opportunities to improve efficiencies and explore further collaboration in workforce development across North Wales.

The social care sector is a diverse sector and local needs may vary. Training delivery needs to be able to respond to this and consider what can be done locally, regionally and sub-regionally.

It is necessary to take account of the following in developing the appropriate delivery model:-

- Embedding the Social Services and Well-Being (Wales) Act 2014.
- Regulation and Inspection of Social Care (Wales) Act 2016.
- Regional/sub regional services and their access to Workforce Development.
- The provision of specialist training to small groups including Social Workers.
- Response to government policy initiatives or new legislation.
- Efficiencies using the purchasing power of several Local Authorities.
- Partnerships with other training providers in particular Coleg Cambria and Glyndŵr.
- The Council Plan and priorities *“to build an efficient and effective organisation that can best support local well-being”*.
- The Corporate Organisational Development Workforce Strategy (ODWS).

Partnership Working – Collaboration depends on the needs of the workforce. In Wrexham our focus has been to support the sector with delivery of the All Wales Induction Framework and to prepare managers for the introduction of the new Health & Social Care qualifications. Having primarily targeted domiciliary providers, we are also encompassing the residential services, to prepare them for mandatory registration in March 2022. We continue to arrange information events and face-to-face meetings with sector managers, to identify the support and guidance they and their teams require, and to discuss the development and training needs of their staff. Our intention is to support the further development of work-based Learning and Development Representatives across all services, for them to lead on the delivery and coordination of staff training and development within their own teams.

Autism – We are working as part of the Welsh Government Workforce Stakeholders consulting on the Code of Practice on the Delivery of Autism Services (Section 3 - Training) to develop a clear guidance and define responsibilities of Local Authorities and Health Boards regarding understanding, knowledge and skills of the people they employ. We have developed Autism training following feedback and collaborative working with Autistic individuals and those who support Autistic individuals in the Wrexham area. We intend to hold a pilot session early in 2020 and hope to deliver this course throughout 2020/21.

Communities at Work – We intend to continue working in collaboration with Communities at Work to deliver “Introduction to a career in Health and Social Care” courses to unemployed people in Wrexham, thereby supporting them to gain employment in the social care sector. Our partners within local residential and domiciliary settings continue to offer short term placements to the people undertaking the course and in so doing; we are supporting recruitment in the social care sector. We have adapted the programme in line with new qualification and All Wales Induction Framework set out by Social Care Wales.

Six Steps to Success Palliative and End of Life Care training programme – It is our aim to continue supporting the four cohorts who have completed the programme, to help sustain the quality end of life care and embed this practice in their care settings. This will include facilitation of Six Steps Champion Forums twice yearly. We are intending to continue working in collaboration with Nurses from Betsi Cadwaladr University Health Board (BCUHB) Macmillan to begin jointly delivering this programme to domiciliary care agencies as part of the Bevan Adopt and Spread programme. We have updated the Six Steps programme to reflect the changes in legislative guidance and standards.

Wrexham invests in the **Social Work Degree Partnership** by employing a Staff Development and Training Officer whose responsibilities include co-ordination of Practice Learning Opportunities. This is seen as a partnership responsibility, creating opportunities for a sub-regional approach to meet students' needs.

Flintshire, Denbighshire and Wrexham collaborate to provide workshops to support post qualifying learning for Social Workers studying within the CPEL framework.

WCBC is part of a partnership with Chester University to provide Specialist Mental Health training and qualifications alongside other North Wales Local Authorities (LA).

The six leads for each North Wales LA meet regularly to discuss SW education across the whole sector to ensure a consistent approach, share good practice and respond to identified regional need. We have successfully worked with Bangor and Glyndŵr Universities to develop local (i.e. North Wales) provision for Practice Educator qualifications which will replace the current provision in 2020.

Other informal Partnership working includes:-

- Exploration of training for Informal Carers with Association of Voluntary Organisations in Wrexham (AVOW).
- Joint delivery of training utilising in-house expertise.
- Delivery of specialist training via Betsi Cadwaladr University Health Board (BCUHB) health colleagues e.g. Community Nurses.
- Commissioning local providers to tailor training to meet sector need.
- Other departments such as Housing, Environmental Health and Health and Safety.

Emerging Effective Practice

Autism – Following a pilot in early 2020 we are planning to deliver a Autism course during 2020/21 which has been developed alongside Autistic individuals and those involved in their care following needs being identified in parts of the sector. The training is person centred by default and looks at the individuals, their likes and dislikes while promoting an understanding and empathy for reactions to the world in which we live. The training has been developed to assist attendees to look for and review strategies that will help minimise the impact of the world on individuals, thereby minimising or hopefully eradicating any unnecessary stress and anxiety. We hope to develop this further in future.

Learning and Development Representatives – Having facilitated two accredited 'Introduction to Trainer Skills' courses for the adult residential sector, the next steps will be to use the Train the Trainer approach to introduce the Learning and Development Representatives (L&D Reps) to a range of training programmes. This will prepare them for delivery of induction and refresher training to their workforce. We will ensure that the Learning and Development Representatives have access to our training programmes and resources, which will be regularly reviewed and updated, to reflect current standards and practices. We will undertake quality monitoring of delivery at regular intervals, to monitor the delivery of

training and review evidence of the L&D Reps continuous professional development, to support good standards. It is our intention to offer the same opportunity to domiciliary providers. This approach will reduce the demand for training from the Local Authority and other external training providers, and support a learning culture within services. Provider services will be better able to meet many of their training requirements, at a time when they need it. The long term benefits will see reduced training costs for service providers, with less cause to release staff to attend external training events.

The implementation of the All Wales Induction Framework and Registration of the Workforce - Workforce Development have used a number of avenues to support in-house and external services with the implementation of the All Wales Induction Framework (AWIF). This has included facilitation of workshops and information sessions. A "Guidance for Managers" document has been developed by the team and circulated to the sector. The document provides an overview of the AWIF and the new Health and Social Care Levels 2 and 3 qualifications. Assessors within the team have individually met with managers from a range of services, to introduce the document and provide advice and guidance around induction processes and the routes to registration. Moving forward, we aim to provide a similar level of support to the residential sector, thereby preparing the way for registration of the adult residential workforce.

We have a representative on the "We Care" group, promoting the Social Care Wales (SCW) project which aims to improve recruitment and retention across the Social Care sector. We have actively participated in the national media "bursts" to promote the project, and will continue to do so.

The "Best Practice in Dementia Care" project with care homes in Wrexham continues to be successful, with increasing numbers of care homes continuing with the programme this year, led by their accredited facilitators.

e-Learning – We have an extensive catalogue of social care training modules including safeguarding, medication awareness and health and safety awareness to offer the sector. These modules can be used as refreshers or as part of a blended approach to learning, providing some knowledge on legislation and theory before undertaking more practical face to face learning.

Community Care Inform (Adults and Children's) is now available as an electronic resource to all those employed within the Council's Social Care Department.

We continue to support social workers across the sector to access qualifications, with particular emphasis on the Graduate Certificate in Social Work Practice, which is now a mandatory requirement of ongoing registration. We have facilitated a "First Year in Practice" group to support newly qualified staff, as part of our commitment to SCW. "The First Three Years in Practice" Framework. We have been part of the development of a regional approach to common learning outcomes for this group of staff.

Evaluation and Performance Management

The outcome and effectiveness of training provided

The achievement of QCF qualifications and Health and Social Care Qualifications by staff across the sector demonstrates that those individuals are able to deliver a service at a quality recognised by National Occupational Standards.

The immediate outcome and effectiveness of training offered is assessed by course evaluation completed by participants.

- Management training – meetings are held with the candidates’ managers to establish/ evaluate how their practice has developed.
- Health & Social Care Qualification – Candidates complete evaluation and feedback forms. They also have an opportunity to meet with the internal and external Quality Assurance Coordinator. The candidates’ managers are also asked to provide feedback on the form, regarding staff development and the assessment process.
- Number of Health & Social Care Qualifications achieved each year within provider services (annual workforce survey).
- Numbers and quality of Practice Learning Opportunities for Social Work Students (Reports to Senior Management) and to Social Care Wales.
- Post Qualification surveys.
- Feedback from Social Care Wales via Annual Monitoring Reviews of all partnership programmes.

In the longer term, underpinning knowledge is evidenced as part of the assessment process. Individuals are able to deliver a service at a quality and standard recognised by National Occupational Standards.

The annual workforce data collection provides information on numbers of qualified staff within the sector. Managers also provide information on training needs within their service, often linking to specialist training to meet individual need.

The Contracts Monitoring team undertake providers’ performance reviews. They interview staff, individuals in receipt of services and their carers. Workers provide feedback on their management support, development opportunities and service delivery. Individuals, their carers and families are asked for feedback on the workforce and quality service delivery.

The effectiveness and achievements of the partnership

The annual workforce data survey evidences increased levels of qualifications across the sector. In previous years this has been mainly due to the Council’s support with assessment.

Attendance statistics show high levels of attendance at training days from the independent and wider sector with over 50%.

Strategic Direction

- The **Wales Data Unit annual survey** showed that although there are increased levels of qualifications, further support is needed to develop the social care workforce without the appropriate qualification.
- **The Regulation and Inspection of Social Care (Wales) Act 2016** will have implications for the sector. We will continue to support registered providers to increase their levels of qualified staff by offering training and assessment opportunities. Domiciliary Care has been the priority so far, this will now incorporate residential care in the lead up to mandatory registration in April 2022.
- We will continue to support the implementation of the reviewed/new **Health and Social Care Induction Framework**.
- The standards for the Social Work Degree, Consolidation Programme and CPEL framework have been reviewed following wide and ongoing consultation with all stakeholders. The CPEL programmes, i.e. Experienced, Senior and Consultant Practice

Work programmes, are no longer available in their current form. An identified priority is to explore how to address the qualification gap that has developed as a result of this review.

- A regional approach to learning outcomes to support the first three years in practice document has been designed and agreed by Heads of Service across North Wales.
- We will continue to support staff in Social Care Assessor roles to gain the appropriate and recommended qualification.
- We will look to develop a framework and career structure to encourage development that encompasses these support roles.
- We will support the sector with recruitment and retention.
- We will maintain the links to the Well-being outcomes in the council Plan and the priorities in the Organisational Development Workforce Strategy (ODWS).
- Support the Regional Rolling Action Plan to deliver the priorities of the North Wales Workforce Strategy.

Local Priorities

- Promote and support opportunities for employees to achieve specialist Mental Health qualifications Approved Mental Health Practitioner (AMHP).
- To reinvest in opportunities for current employees to gain professional qualifications alongside identified need to retain Social Work staff.
- To continue to invest in the Social Services Practitioner qualification.
- Respond to the Workforce Survey Training Needs Analysis returns (detailed on the calendar) which include coaching skills for managers, positive risk taking, dementia care and support with qualifications.
- Respond to development need linking to HMP Berwyn.
- To equip social care staff to undertake improved Life Journey Work in response to National Framework.
- To strengthen the use of reflection in supervision in response to inspection reports.
- To promote e-Learning as a blended approach to workforce development.
- To support developments with the National Fostering Framework Post Approval Learning and Development for Foster Carers both to enhance social workers' skills in supporting this and direct work with foster carers.
- To promote the importance of Life Story Work to enhance self-esteem in our Looked After Children.
- We are working with the North Wales Safeguarding Board to build social workers' capacity to work alongside the Police in Achieving Best Evidence (ABE).
- To support developments with the Liberty Protection Safeguards agenda for staff and managers and with the new qualifications.
- Our career-progression framework for social workers is under review, and we, alongside HR, are heavily involved in supporting senior managers to develop a structure that is fit for purpose as part of our wider recruitment and retention strategy.

- To continue to develop understanding of risk and analysis when making decisions to safeguard children.
- To increase capacity for specialist assessments in Harmful Sexual Behaviour and parenting capacity of those with a recognised learning disability through use of Parent Assessment Manual Software (PAMS).

Support skills for frontline social care workers

- (a) We will continue to offer e-Learning as a blended approach and expand its availability to the sector.
- (b) Care Inspectorate Wales (CIW) inspection reports identify training gaps across the sector. We will continue to respond to this need.
- (c) We will continue to share our training materials with registered managers to assist them to develop staff knowledge during team meetings and development days.

We will continue to offer access to qualifications via the Council's own assessment centre. We will explore a regional approach to this investment.

Other qualifications will be achieved by employers' direct relationships with other assessment centres. All social care sector workers have access to the Social Care Workforce Development Partnership training courses providing underpinning knowledge.

Welsh Language Provision

This will continue to be a priority in Wrexham. We have provided training on the "More than just words" strategic framework for Welsh language services in Health & Social Care and specific Welsh language skills training for direct care staff.

Occupational Therapist Training

All Occupational Therapy (OT) staff will have access to a range of professional courses e.g. Adapting Homes Specialist Training, Housing Conference, National Association of Paediatric OT Conference, Back Exchange Conference. OTs have completed the Train the Trainer certificate in Moving and Handling (essential training for all qualified Occupational Therapists with a refresher every two years) – this qualification will continue to be maintained.

As the benefits of single handed care are being recognised it is important to promote it within services. Occupational Therapists and Manual Handling Trainers will be developed to ensure that they are confident in applying correct techniques and have knowledge appropriate equipment to effectively implement single handed care. Training for the OT team will include:-

- Moving & Handling Passport and Key Trainers.
- Trusted Assessor or BTEC in provision of community equipment.
- Challenging Behaviour/ Breakaway Training (Annual Refresher).
- Edge Train the Trainer Moving & Handling (refresher every two years).
- Single Handed Care/Care with Dignity
- Adaptations – ramps, bathrooms, understanding plans, kitchen design, and design for children with challenging behaviours etc.
- Practice Education (was APPLE now being done by each University (ie Glyndŵr in this area).
- ILM level 2/3 as this level will be supervising SCA staff.

- Coaching and Mentoring.
- Health and Social Care qualifications.
- Managers within OT will require a higher level of ILM and more research based professional development.

Management Training Qualification Targets

We will continue to offer management development to the social care sector.

Team Manager Development Programme (TMDP)

We continue to invest in this qualification for operational managers and need to monitor retention in this area. Interest in Middle Management programmes has been less successful.

Social Work Qualifying Training Plan & Social Work Post Qualifying Training

Social Work Qualifying Training - Social Work Degree – Supported Employees

Three employees (two fully sponsored, one supported with practice experience as an “open” student) will be completing their training to qualify in December. All will be allocated social work roles in Adults Social Care and have been “matched” with appropriate practice learning opportunities. They are contracted to remain in their allocated roles for a two-year period.

The Council has committed spend in excess of £30k to support this training. The costs include University fees and related expenses, as well as financial support for staff replacement. The scheme will be reviewed with both Children’s and Adults services, but we hope to sponsor at least one individual to commence training in October 2020. Consideration will be given to support individuals currently engaged with the Degree as “Open” students (i.e. non sponsored).

Employees in Children’s Social Care who are accessing training from other universities are being supported with the offer of Practice Learning Opportunities within Wrexham.

Other Social Work Degree training – “Hosted” Students and Practice Learning

The Council continues to be committed to high quality Practice Learning Opportunities for Social Work students, and continues to support up to 45 “hosted” students across each level of training under partnership arrangements with Glyndŵr University. Interest in relevant Practice Assessment qualifications remains steady with applications from the independent and voluntary sector contributing to the range and breadth of learning opportunities available for students. Ongoing commitment to this process promotes skills development for employees, and gives opportunities for practitioners to gain currency in relation to National Occupational Standards, Codes of Professional Practice and theoretical perspectives. It also creates a network of experienced practitioners able to support and assess others for the range of post qualification awards.

Recruitment of newly qualified staff to permanent and “sessional” positions remains steady, and HR Workforce Officers are linking in with hosted students at each level to promote the council as an employer.

Social Work Post Qualifying Training

Practice Educating Awards – We have maintained the funding available to train Social Workers employed by either the Local Authority or other Social Work/Social Care agencies, to undertake Practice Education Qualifications. An award has been developed in partnership

with Bangor and Glyndŵr University, currently running as a “pilot” alongside our current provision from the University of South Wales. It is anticipated that the provision next academic year will be delivered by this new partnership.

Consolidation/First 3 Years in Practice – The Council has formalised the process for access to consolidation awards, in line with Social Care Wales (SCW) “First 3 Years in Practice” document.

The “Porth Agored” Graduate Certificate in Consolidation of Social Work Practice – Developed with the University of Wales Trinity St David’s has been available since May 2013, with cohort 15 registering in February 2020. Partners have been made aware of the formal link with Registration. There are currently 24 Social Workers actively engaged with the programme across two cohorts, with further 8-10 registrations anticipated for 2020/21. Workshops delivered locally to support learning at this level are designed in the context of the regionally agreed learning outcomes for the first three years in practice as well as Social Care Wales learning outcomes.

Mental Health and Best Interest Assessor (BIA) – The Council continues to engage with the Cheshire Approved Mental Health Practitioner (AMHP) Partnership for the Mental Health Award at Chester University. Two employees have commenced the January 2020 programme and three have successfully completed. Interest in the “pre AMHP” module remains healthy, and we intend to support up to 2 people with a view to commencing AMHP training in January 2021. One individual has been supported to undertake the BIA qualification pending the development, design and implementation of future qualifications under the new Liberty Protection Safeguards.

CPEL – The retendering process for these programmes is now completed, and we are awaiting advice and further instruction from SCW regarding their future. They are no longer available in their current form.

***This plan and the training brochure is available on the Internet at:
http://www.wrexham.gov.uk/english/council/social_services/workforce_strategy/index.htm
by the end of February and will replace the 2019/20 plan and brochure which are currently posted there.***

Appendices

Social Care Workforce Development Programme 2020/21

Appendix A **Planned Summary Calendar (Adults) 2020/21**

Appendix B **Planned Summary Calendar (Children's) 2020/21**

PLANNED SUMMARY CALENDER (ADULTS) 2020/21

APPENDIX A

	Course Title / Area	No of Days	Approx. No of Places per course	Approx. Attendance
SAFEGUARDING				
	Safeguarding Basic Awareness (Children's & Adults)	12	18	216
	Safeguarding for Professionals	6	18	108
	Modern Slavery (half days)	1	15	15
	The role of the manager of care and support services	2	18	36
	Multi agency working to handle individual cases	2	18	36
	Violence Against Women, Domestic Abuse and Sexual Violence (VAWDASV) tool box talks and / or e-Learning	TBC		
	Domestic Abuse (Older People) Awareness (half days)	1	15	15
	MCA, Human Rights and Liberty Protection Safeguards (Implications for practice)	2	25	50
	Liberty Protection Safeguards for Providers – Direct care staff (2 x half days)	1	12	12
	Subtotals	27	139	488
GENERAL & SPECIALIST				
	Reporting & Recording Skills (half day)	1.5	12	18
	Outcome Focussed Care Practice	2	15	30
	Coaching Skills for managers / supervisors	2	15	30
	Positive Risk Taking	1	20	20
	Autism Awareness	5	15	75
	Dual Sensory Loss (half day)	1	12	12
	Managing Loss & Change (half day)	1	12	12
	Person Centred Dementia Care	6	15	90
	Mindfulness (half day)	1.5	12	18
	Handling Medication	8	15	120
	Six Steps – End of Life Care	TBC		
	Welfare Rights various courses	8	8	64
	Understanding Behaviour / Communication	1.5	12	18
	Mental Health First Aid	4	12	48
	Working with people who hoard	2	15	30
	Regulation & Inspection Act	2	12	24
	Doorstop crime and Scams awareness	2	20	40
	"Better Conversations" in Information, Advice & Assistance	2	10	20
	Subtotals	50.5	232	669
SOCIAL WORK SPECIFIC				
	Porth Agored – Consolidation Workshops	5	5	25
	AMHP	18	2	36
	AMHP Maintaining Competence	4	5	20
	Practice Educator Qualification	6	5	30
	Practice Educator Workshops	3	5	15
	Continuing Health Care (CHC) Adults	TBC		
	Reflective Supervision	2	20	40
	MCA, LPS and the Role of the AMCP	3	15	45
	Dealing with Conflict	TBC		
	1 x Specialist Social Work	1	15	15
	Community Care Inform Promotion workshops	TBC		
	Mental Health First Aid	1	15	15
	Subtotals	43	87	241

	Course Title / Area	No of Days	No of Places per course	Total Attendance
HEALTH & SAFETY				
	Moving & Handling Passport (2 day)	10	8	80
	Emergency First Aid at Work	28	12	336
	Moving and Handling Refresher (1 day)	2	8	16
	Food Safety (CIEH 1 day)	4	14	56
	Moving & Handling Loads (3 x half days)	1.5	12	18
	Moving & Handling Key Trainer (3 day)	6	10	60
	Moving & Handling Key Trainer Refresher (1 day)	6	10	60
	Health & Safety Awareness	3	15	45
	Moving & Handling (OT specific)	2	8	16
	Health & Safety including Infection Control	3	15	45
	Accident Investigation, Risk Assessment & Monitoring (1.5 days)	6	12	72
	Risk Assessment (3 x half days)	1.5	15	22.5
	First Aid at Work (3 day qualifier)	4	8	32
	First Aid at Work (2 day re qualifier)	3	8	24
	Paediatric Emergency First Aid at Work	6	12	72
	Subtotals	86	167	954.5
GRAND TOTAL				
		206.5	625	2352.5

	Course Title / Area	No of Days	No of Places per course	Total Attendance
SAFEGUARDING				
	Safeguarding training for professionals (half day)	2	20	80
	Safeguarding children with disabilities	2	20	40
	Child Sexual Exploitation	2	20	40
	Child Criminal Exploitation	2	20	40
	Trafficked Children (half day)	2	20	80
	Subtotals	10	100	280
GENERAL				
	Working with resistant families	2	20	40
	Life Story Work	3	15	45
	MAKATON Beginners	4	12	48
	MAKATON - intermediate	4	12	48
	MCA and LPS for young people	2	20	40
	Personal safety	2	6	12
	Mental health for managers	1	12	12
	Coaching skills for managers	1	12	12
	Embedding outcomes	2	15	30
	Autism: Working with young people with autistic traits	1	20	20
	Attachment	2	20	40
	Conferences & Core Groups	2	15	30
	Understanding addiction – causes, effects, recovery	1	20	20
	Drugs Now – new substances, new trends, new issues	1	20	20
	Subtotals	28	219	417
SOCIAL WORK SPECIFIC				
	PAMS – Assessing parents with learning difficulties	4	3	12
	AIMS – HSB Assessment	6	3	18
	Risk Assessment and Analysis for Social Workers	4	12	32
	Reflective Supervision	2	15	30
	Chronologies (half day)	2	12	36
	Subtotals	18	45	128
COLLABORATIVE WORKING/NATIONAL & REGIONAL INITIATIVES				
	Joint Investigation Training	3	6	18
	Achieving Best Evidence	5	2	10
	Post Approval Learning & Development for Foster Carers	3	6	18
	Subtotals	11	14	46
HEALTH & SAFETY (all e-Learning and class-based*)				
	Administration and Safe Handling of Medication			
	Food Safety			
	Health & Safety Awareness/Infection Control			
	Car Seat Safety training			
	*Paediatric Emergency First Aid at Work	6	12	72
	Subtotals	6	12	72

	Course Title / Area	No of Days	No of Places per course	Total Attendance
FOSTERING SERVICE				
	Recording, presenting and information sharing (half day)	1	10	20
	Solihull Approach for Foster Carers	2	12	24
	Working with Birth Families and Contact	2	12	24
	Safeguarding including allegations	2	12	24
	Supporting Education and Development	2	12	24
	Paediatric Emergency First Aid at Work	3	12	36
	Subtotals	12	70	152
INTEGRATED FAMILY SUPPORT SERVICE				
	Enhancing Motivation	2	15	30
	Goal Centred Interventions	2	15	30
	Engaging Behavioural Change	2	15	30
	Subtotals	6	45	90
TOGETHER ACHIEVING CHANGE & FAMILIES FIRST				
	Introduction to TAC x 2 (half day)	1	18	18
	TAC Skill build	2	18	36
	Subtotals	3	36	54
YOUTH JUSTICE SERVICE				
	Participation training	2	15	30
	Safeguarding training for volunteers	2	15	30
	Subtotals	4	30	60
POST QUALIFYING SOCIAL WORKER				
	Porth Agored – Consolidation Workshops	5	5	25
	Practice Educator Qualification	6	5	30
	Practice Educator Workshops	3	5	15
	Continuing Health Care (CHC) Children	TBC		
	Reflective Supervision	2	20	40
	MCA & LPS – Role of the AMCP	TBC		
	Subtotals	16	35	110
	CARE DIRECTOR/WCCIS (65 half days)	Subtotals	32.5	6
				195
	GRAND TOTAL	146.5	612	1604