



One Sector, One Workforce  
Un Sector, Un Gweithlu

# Merthyr Tydfil Social Care Workforce Development Partnership

## Grant Application 2014/2015



**MERTHYR TYDFIL**  
County Borough Council  
Cyngor Bwrdeistref Sirol  
**MERTHYR TUDFUL**

July 2014

## The Partnership

### A. Partnership Summary

The Social Care Workforce Development Partnership in Merthyr has made every effort to ensure that the plan for 2014 -2015 is reflective of the needs of the social work and social care workforce as identified through the sector wide training needs analysis undertaken at the beginning of 2014

The partnership is in its 3<sup>rd</sup> year of its 5 year strategy and the progress made is illustrated in Appendix 1. The strategy was the result of wide spread consultation and development with the partnership and continues to be monitored in terms of progress through the relevant reporting structures of the partnership. The work proposed for 2014– 2016 has clear aims and objectives to consolidate the current achievements and introduce new areas of priorities that assist in further equipping the workforce with the skills, knowledge and values required to deliver effective social care services.

The plan for 2014 -2015 encompasses the following main areas of activity, each governed by clear and outcome focussed, targeted, objectives:

- to ensure that the work of the partnership takes account of local, regional and national drivers including the priorities identified in the Annual Council Reporting Framework (ACRF), the emerging recommendations of the Social Services and Well Being Act and continued implementation of the Family Justice System.
- to continue to offer a needs led learning and development programme to staff, service users and carers
- to continue to strengthen the qualification profile of all service areas, both regulated and non regulated
- to continue to fully support the degree in social work, both in terms of local supply and demand through the sponsored route and also in terms of the regional contribution to social work workforce planning through effective partnerships with appropriate Higher Education Institutions
- to ensure that the requirements of the emerging CPEL framework are built into the planning processes of the partnership and that robust collaborative models of delivery are developed to meet the on-going needs of the social work profession in Merthyr, particularly in relation to the Experienced Practitioner and Senior Practitioner programmes
- to continue to ensure appropriate access to the consolidation programme and maintain strong links to the existing Newly Qualified Social Work programme
- to continue to develop systems for collecting, collating and analysing workforce information across the sector and contribute to regional and national collection initiatives
- to continue the process of evaluation ensuring that intended outcomes of learning and development opportunities are realised
- to explore new opportunities for collaboration and strengthen areas of collaboration already in place

All of these activities will be undertaken with the full engagement of the partnership and will reflect the needs identified by the sector on an ongoing basis through the year.

**Giovanni Isingrini**  
**Director of Community Services**

**Jonathan Day**  
**Chair of the Merthyr Tydfil Social  
Care Workforce Development  
Partnership**



Merthyr Tydfil Social Care Workforce Development Partnership



## B. The SCWDP Partnership

There is, as part of the learning and development strategy, 7 key aims which the partnership has agreed and signed off with a view to steering the work of the sector in relation to learning and development

- Aim 1:** Achieve a coordinated approach to the collection and analysis of the social care workforce within both individual organisations and across the partnership.
- Aim 2:** Merthyr Tydfil will exceed all current regulatory targets for the social care workforce
- Aim 3:** A learning and development framework will be developed which will identify the needs of the individual, the service/departments and organisations and any inspection or report outcomes
- Aim 4:** To ensure the provision of a needs based learning and development framework for Service Users and Carers across Merthyr
- Aim 5:** To evaluate the efficiency and effectiveness of all learning and development services provided
- Aim 6:** An holistic quality framework will be designed and implemented to ensure learning and development makes a positive contribution to service improvement including local regional and national initiatives
- Aim 7:** Merthyr Tydfil Social Care Workforce Development Partnership will actively manage the partnership agenda on learning and development

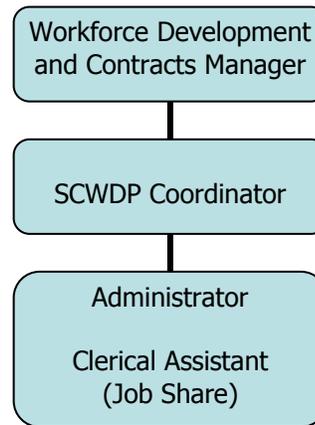
Within these key aims, Aim 7 is specific to the responsibilities of the partnership and the detail of this and the other 6 key aims can be seen in appendix 1 as can the progress made against them in year 3 of the strategies existence.

In relation to the resources, the main commitment from the ring fenced £20,000 is for the provision of a Social Care Workforce Development Partnership Coordinator who provides an essential link between the work of the training and development team and the partnership.

In addition to this post, the remaining resources identified in the budget plan, are for the servicing and resourcing of the partnership in terms of meetings, events and website management.

## C. Resources

The following indicates the essential staffing infrastructure that is the driving force behind the partnership and critical to its success



The partnership is keen to work with the Training Managers Network and the Welsh Government in establishing the ongoing resource commitment to ensure that the sector is equipped locally to provide quality and robust social care services. It will play an active part in the work between now and October 2014 being undertaken to scope this ongoing commitment.

## D. Collaborative working arrangements

The range of partnership working with other local authorities is illustrated below

	Social Work Degree	Practice Learning	Post-Qualifying Social Work	First Year in Practice	Children's Services Training	Adult Services Training
Blaenau Gwent		√	√		√	√
Bridgend			√			
Cardiff		√	√			
Caerphilly			√		√	√
Monmouth		√	√		√	√
Newport			√		√	√
Powys		√				
RCT	√	√	√	√	√	√
NPT		√				
Torfaen			√		√	√
Vale of Glamorgan			√			

As can be seen by the table above, significant collaborative work already takes place with RCT as our natural partner in terms of LHB boundaries and this has been reflected in the work undertaken around the development and delivery of a shared CTSCB training function for 2014/2015. Work will continue with RCT in exploring new opportunities for meaningful collaborative work both on a formal and informal basis to build on the examples illustrated below:

- Continued delivery of a joint CTSCB training function
- Links to Newly Qualified Social Worker First Year in Practice Programmes
- Programme governance for the degree in Social Work with the University of South Wales
- Programme governance of post qualifying awards with the University of South Wales
- Delivery of joint Mental Health CPD programmes across Cwm Taf to include health partners

The partnership continues to extend its working arrangements beyond the existing county borough boundaries with a view to ensuring that it continues to access the widest training and development opportunities, particularly for specialist training which in the past has not been financially viable due to low numbers requiring the training. This especially applies to continued professional development for Social Workers and Community Occupational Therapists which has been previously dealt with through the Gwent Joint Arrangements training programme. This approach will be continued into 2014/2015 to ensure best value and appropriate opportunities for CPD purposes. Discussions are ongoing with the remaining 4 Local Authorities in South East Wales with a view to adopting a more comprehensive South East Wales approach where appropriate.

The partnership is represented on the training sub group of the Carers Measure Steering Group which covers the Cwm Taf area and is led by Health colleagues in respect of its implementation. The partnership is working closely with the Carers Champion in Merthyr to ensure that the rollout of the training at awareness raising level is effective and efficient in its delivery via an on line learning programme

The partnership has set itself a specific objective around collaborative working in relation to the provision of joint learning and development opportunities as indicated from the extract from aim 5 of the service plan for 2014/2015 below.

Service Objective	Target	Outcome
Explore, develop and implement collaborative approaches to learning and development.	Deliver collaborative services with a minimum of 5 other local authorities and 3 other agencies on annual basis supporting a minimum of 50 shared training courses per year	Improved efficiencies in terms of meeting common need and improved value for money

Whilst the previous examples of collaborative working have emerged due to a pragmatic approach to providing effective and efficient learning and development interventions across a range of geographical footprints, there are several key “operational” changes taking place and emerging that will need to be considered in terms of workforce development and planning. These include:

- The merger of the Youth Offending Services in Merthyr and RCT, with a proposed start date of July 2014
- The development of a Multi Agency Safeguarding Hub (MASH) across the Cwm Taf area
- The development of an Intermediate Care Service across the Cwm Taf area
- The development of the regional adoption collaborative as part of the national Adoption Service for Wales

Each of these will have distinct workforce needs and discussions are ongoing on how these are to be accommodated including the collection and dissemination of workforce information linked to the staff involved in those service areas.

## E. Emerging Effective Practice

Overall progress against the objectives of the 5 year learning and development strategy is illustrated in Appendix 1 with the key achievements of 2013/2014 illustrated below:

- Continued progress has been made against all targets within the National Minimum Standards (NMS) in Local Authority services. Resources have continued to be allocated to the achievement of the relevant QCF awards for staff within Day Services which has seen a significant increase in its qualified profile. All regulated services are above minimum benchmark in the local authority as indicated below and indeed protected against any significant turnover of qualified staff. 12/13 figures are in brackets

Domiciliary Care Managers	100% (100%)
Domiciliary Care Workers	100% (97%)
Residential Care Homes for Adults Managers	100% (100%)
Residential Care Homes for Adults Care Workers	97% (91%)
Foster Carers	51% (42%)
Day Service Workers	100% (89%)

- During 2014/2015 there will be a minimum of 8 members of Local Authority staff working towards QCF awards in regulated and non regulated services (excluding Social Work Post Qualifying Awards).
- During 2013/2014, 11 Local Authority based staff achieved a QCF award relevant to their post, across regulated and non regulated services.
- During 2014/2015 there will be 10 members of the partnership working towards the social work degree with recruitment to the programme for an October 2014 start taking place in the spring of 2014 to a maximum of 2 places.
- During 2013/2014, three members of the partnership graduated from the social work degree and 2 secured employment within social work teams of Merthyr Tydfil County Borough Council. The remaining graduate had been sponsored from the wider partnership and was successful in obtaining a post with Bridgend. In addition 3 hosted students were offered positions in social work teams in Merthyr Tydfil County Borough Council.
- During 2014/2015 there will be a minimum of 18 social workers working towards post qualifying awards. This represents approximately 33% of the total social work workforce eligible for the current CPEL framework.
- During 2013/2014, 8 social workers successfully completed a post qualifying award
- The partnership has access to a range of opportunities through work based learning organisations and currently has 1 staff with a work based learning organisation for the delivery of Level 3 Management QCF awards, 1 working towards a Team Leader Award and 2 places with another work based learning organisation for the delivery of Level 2/3 Business and Administration QCF awards.
- A training needs analysis has again been conducted across the whole of the partnership. This involved a series of face-to-face meetings across the whole partnership to establish exactly what the training needs were for the forthcoming year to which a 100% response was achieved. The partnership has offered 3856 training places during the 2013/2014 training year. The training calendar that is in place for the first six months of the 2014/2015 training year is once again a reflection of the training needs analysis process.
- Workforce information was collected across the sector in 2013 /2014 and for the fifth year running a 100% return was achieved on all commissioned services. This has facilitated the planning processes for the partnership and has contributed to the first

all Wales collection process via the Local Government Data Unit. The Chair of the Partnership was the South East Wales representative on the all Wales group that led the design and implementation of the all Wales tool.

- ✚ A service user and carer training and development programme was devised and resources ring fenced to ensure delivery. A training needs analysis has been conducted in March 2014 and an appropriate level of funding ring fenced for a 2014/2015 programme. This included a range of training events aimed at young carers.
- ✚ The partnership has continued undertaking impact evaluations for learning events which is aimed at establishing the impact that learning and development has had 6 months on from the original event.
- ✚ Work continued in developing and sustaining partnership working with other local authorities around the provision of practice learning opportunities. Joint working arrangements have been maintained with Powys, and Rhondda, Cynon, Taff. In addition, work has continued with the Third Sector within Merthyr Tydfil to create quality practice learning opportunities. This has helped resolve some of the pressure in finding practice placement opportunities that the department faces year on year.
- ✚ The partnership continued to be actively involved in the management of both the degree programmes it has partnership agreements with i.e. University of Glamorgan and The Open University, including attendance at programme management committees, recruitment and selection events, practice assessment panels and a contribution to the lecturing and teaching elements of the programme. The partnership has successfully supported and hosted 20 social work degree students during 2013 /2014.
- ✚ The partnership currently provides one of the co-chairs for the practice assessment panel of the Open University and provides the vice chair of the practice assessment panel of the University of Glamorgan. The partnership also sits on the UK programme management committee of the Open University.
- ✚ Extensive work has been undertaken in developing a PQ consolidation programme across the 10 south east Wales local authorities and Cardiff Metropolitan University and the University of South Wales. The first cohorts onto this programme enrolled in September 2013.
- ✚ The partnership provides the Chair for the Consolidation Practice Assessment Panel and is also a member of the All Wales Practice Learning group with the Open University
- ✚ Whilst the partnership has continued to be an active partner with the University of Glamorgan, it has also given formal notice that it will no longer be a partner once the last remaining students have completed their studies. The partnership has given guarantees that it will meet its obligation to the existing students that it currently hosts, through to their graduation. It is anticipated that the existing arrangements will cease in June 2014.
- ✚ Continued support has been provided to partner agencies in accessing the degree and also in terms of building up assessment capacity to support the provision of practice learning opportunities, with one member of the Third Sector graduating in January 2014 and securing a post within a social work team in the borough of Bridgend. This is the third person from the Third Sector to have graduated from the sponsorship programme in the last 6 years.
- ✚ Work has continued to maintain meaningful partnership with other local agencies and other local authorities in developing joint solutions to learning and development needs. The partnership has worked with RCT, Blaenau Gwent, Torfaen, Newport, Monmouth, and Caerphilly in developing and accessing joint training programmes and events.
- ✚ A joint calendar has been developed with RCT and Cwm Taf LHB to deliver a range of safeguarding children training for a second year.
- ✚ The Chair of the Partnership is Vice Chair of the Cwm Taf Children's Safeguarding Board Training Sub Group.

- ✚ The partnership has funded and delivered a series of dementia drop in sessions within community settings aimed at raising awareness of the general public.
- ✚ The partnership ran a series of events in Carers week.
- ✚ The partnership has continued its links with the family support service, early years and child care to ensure overlaps in training are reduced and greater efficiency is achieved through collaborative working.
- ✚ Support has continued to be given to the Local Voluntary Council in developing and delivering training programmes to support the management of volunteers.
- ✚ The partnership has been represented on a national task group which developed a system for the collection of national core data sets on the social care workforce.
- ✚ A training framework was introduced in April 2013 as a preferred provider list for all core training in line with state aid requirements in terms of testing the market.
- ✚ The partnership sits on the training sub group of a Cwm Taf Carers Measure group.
- ✚ The partnership has begun the process of rolling out its online booking system.
- ✚ The partnership has funded a series of places on the regional Public Law Outline training programme.

## F. Evaluation and Performance Management

For 2014/15 the following evaluation process will be implemented.

1. The agreed objectives will be evaluated through the monitoring process of the Merthyr Tydfil Social Care Workforce Partnership Meetings as a standard agenda item and revised accordingly in light of achievements or reprioritising as necessary. Business reporting will continue through the normal Local Authority structures including operational planning and service management board reports
2. All courses coordinated by the partnership carry individual evaluation forms that question whether the outcomes of the training have been achieved. This process will continue and the information will be collated and processed to give the information required for any evaluation.
3. Impact assessments were introduced in 2011/2012 which involved individuals and managers evaluating the impact of training on work practice 6 months after the initial learning and development opportunity was accessed. This approach will be continued through 2014/2015.
4. Systems have been established to monitor the attendance rates at training events and produce regular data in relation to cost per course, cost per head and attendance and non attendance rates
5. A progress report will be produced twice yearly for the partnership and the internal Service Management Boards.

### Evaluation of the Annual Plan

As the Local Authority has lead responsibility for the Merthyr Tydfil Social Care Workforce Development Partnership, the Chairperson has traditionally been the Workforce Development and Contracts Manager.

The Local Authority lead allows for the minutes and the updated progress on the Merthyr Tydfil Social Care Workforce Development Partnership Plan to be fed back to the Senior Management Team and responsible line managers. This is in addition to the reporting required on the activities of the partnership through the Executive Board and the Elected Committee structures.

The operational plan reflects the relevant key performance indicators that are in the partnership strategy.

From an operational perspective, evaluation takes place at several levels:

- ✚ All courses, whether for staff, volunteers, or service users/carers are evaluated and composite evaluations are reviewed on a monthly basis
- ✚ Impact evaluations are issued to individuals and line managers, 6 months after the initial event with a view to assessing the impact on work practice
- ✚ Annual meetings with all services across the partnership are held to not only address data collation around the workforce but also to undertake a training needs analysis.
- ✚ The training needs analysis process has led to the development of a range of new and additional courses being introduced to reflect service needs
- ✚ A task group is in place representative of service user and carer groups in Merthyr and this has led to numerous initiatives being undertaken within the borough.

The department strives to retain strong and robust dialogue with service areas, service users and carers, with a view to providing access to learning opportunities that are relevant and timely but most of all are owned by those requiring the intervention

## G. SCWDP Partnership Governance

**The Merthyr Tydfil Social Workforce Partnership** comprises of the following membership:

- ✚ Local Authority across Community Services and the associated support services
- ✚ 7 Third Sector organisations
- ✚ 11 private sector organisations
- ✚ Local Health Board
- ✚ Further Education College

Members of the partnership are also members of the following forums:

Cwm Taf Safeguarding Children's Board  
Cwm Taf Adult Safeguarding Board  
Social Care in Partnership (South East)  
Social Work Education and Training Group

The plan was developed using the following process:

- All services across the sector were met in the autumn/winter of 2013/2014 to conduct a training needs analysis and also to collect workforce information
- The information was collated into organisational spreadsheets
- A draft plan including revised targets against aims and objectives was developed
- Consultation on the plan took place both within a local authority context through meetings with the senior managers and wider partnership via email distribution
- A revised plan was developed in line with the consultation feedback
- The Director of Community Services signed off the plan prior to its submission to the Welsh Assembly Government
- The agreed plan was then circulated to the wider partnership

The partnership will meet 2 times during 2014/2015 as follows

- September 2014
- February 2015

Each meeting will have time allocated to review the objectives on an ongoing basis, measure progress against the specified and report on specific projects that are linked to the work of the partnership.

The work of the Partnership is also monitored through the local authority as follows:

- ✚ Community Services Management Board
- ✚ Annual Council Reporting Framework
- ✚ Twice Yearly to the partnership
- ✚ Quarterly updates

A dedicated partnership website to communicate the plan and its updates, collect workforce data and allow on-line training booking is in place. This is the main communication portal between the department and the partnership and can be found at <http://scws.merthyr.gov.uk/>. In addition the training plan is on the SCiP (SE) web page <http://www.ssiacymru.org.uk/index.cfm?articleid=636>. The whole of the partnership receive an e-version of the calendar in order for them to access preferred training events

## H. Contact Details

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## The Plan

### **I. Context of strategic local needs and priorities**

Merthyr Tydfil is the most compact local authority in Wales with an area of around 11,100 hectares. However, the County Borough possesses a key strategic role at the centre of the Heads of the Valleys region. It is situated between the larger County Boroughs of Rhondda Cynon Taf and Caerphilly and stretches 20 kilometers along the A470 from a northerly point, located within the Brecon Beacons National Park, to a southerly point at the intersection of the A472/A4059 road links at Abercynon. The principal town, Merthyr Tydfil, accounts for nearly two thirds of the total Borough population. The remaining population is dispersed among a number of small former mining villages.

Social Services in Merthyr Tydfil continue to provide for the needs of the community, achieving the Council's vision and strategic aims for the future. The needs of the population are changing and Social Services will continue to modernise to deliver this vision in line with the Welsh Assembly Government's modernisation agenda, the wishes of the customer.

The pressure on adult services continues to increase with the numbers of elderly rising and becoming a larger proportion of the overall population. This will inevitably result in an increase in demand for social services as around a third of all men and half of all women will develop the need for long-term care and support at some stage after the age of 65. Services will continue to address these pressures by moving toward the type of social (and health) care envisaged in the strategic plans currently in place for service delivery. Service development include the opening of an "Extra Care" Service and the development of a Health Park which accommodates both health and social services including day services for learning disabilities and mental health as well as the multi disciplinary intake and assessment team. In addition to this investment, two state of the art, residential homes for older people, one in the south and one in the north of the borough, opened in the autumn of 2013. Following on from previous years, there has been a continued increase in the outsourcing domiciliary care provision.

Children's Services have continued to experience high levels of demand for services, reflecting the levels of disadvantage and the challenges faced by a significant number of families living in the County Borough. The consequences are higher than the Wales average numbers of children on the child protection register and those who are looked after. There have been increased levels of investment in Children's Social Services in recent years and the commitment continues into the future. Whilst the main focus for Children's Services is to provide the best possible services for looked after children and those on the child protection register, services for the broader group of children in need are being provided, with the development of a Children in Need service. Where children and young people are offenders or at risk of offending, the Youth Offending Service has established recognised effective statutory and preventative services.

The wider sector is made up of a mix of Third Sector and private care providers who provide a range of residential, domiciliary and day services to the people of Merthyr Tydfil however there are no residential services for children in the borough.

In terms of workforce, based on submitted returns there are 411 employees in direct care services within the Local Authority and 604 employees in direct care services in the wider sector. This requires continued consideration of the partnership in terms of how the wider sector as the majority provider continue to influence the direction of the learning and development strategy.



The drivers for service delivery, in principle, include:

- responding to local, regional and national initiatives with relevance to workforce development including, the Corporate Plan and the Single Integrated Plan.
- meeting the learning and development needs of the Social Care Sector in Merthyr based on need identified formally through the annual training needs analysis process and informally through the ongoing narrative with the partnership;
- findings from the ACRF process and subsequent action plan;
- findings from self assessment linked to the Cwm Taf Safeguarding Adults Board and the Cwm Taf Safeguarding Childrens Board
- findings from inspection visits e.g. CSSIW, Health and Safety Executive, etc.;
- findings from internal contract monitoring processes including regulation 27 visits;
- conclusions from the data being produced as a result of the All Wales Data Collection Model for planning numbers of Social Worker training places;
- responding to the workforce data produced through the partnership on an annual basis;
- responding appropriately to the qualification profile of the Social Care Sector in Merthyr Tydfil against identified national targets;
- facilitating the qualification and post-qualifying training for Social Workers
- responding to relevant guidance and legislation that has a direct impact on the delivery of social care and social work services e.g. the emerging Social Services and Well Being Act.
- responding to the workforce development requirements emerging from the Family Justice review
- responding to the workforce development requirements emerging from the Carers Measure
- take account of the emerging work around Social Worker Career pathways and Continued Professional Education and Learning (CPEL) framework
- responding to the emerging needs of the family support services
- take account of regional and national joint working particularly around the emergence of potential models of shared services

The initial **service priorities** for workforce development emerging from the DRAFT 2014/2015 ACRF report include:

- Continue to work together to make sure that all staff are properly trained and understand their responsibilities for safeguarding vulnerable people;
- To continue to improve how all agencies work to ensure that adults and children at risk from significant harm are protected and kept safe.
- Improve integrated support to older adults together with key partners across Local Government, Health and Third sector.
- The continued development of integrated health and social care services so that services are delivered in a joined up way;
- Commissioning a range of services that help people remain as independent as possible;
- Continue to develop cost effective specialist services to meet complex need.
- Ongoing development of the Outcomes Framework.
- Progressing projects for collaborative service delivery.

The partnership will need to consider these priorities in terms of the contribution that learning and development can make to their achievement and ensure that programmes reflect the needs that emerge as these priorities take effect.

A workforce data collection exercise was conducted through the winter of 2013/14, collecting 13 data sets on 1015 employees. This included the addition of two new data sets compared to previous years including ethnicity and disability. These were introduced as part of the

national initiative to collect workforce data on the private and Third Sector commissioned services.

The data collected around the workforce indicated that turnover across parts of the sector is inconsistent. The Local Authorities turnover continues to be affected by efficiencies and the increased number of voluntary early and age retirements. Natural turnover remains extremely low. However the private and Third Sector shows mixed findings in as much as some organisations have experienced low or no turnover but some organisations have experienced high levels of turnover. More people were recruited to the wider sector that had the required qualification than those that left with the required qualification. (65 to 43 respectively)

Total leavers within the Local Authority within regulated settings were 16 (of which 11 had the required qualification) compared to 164 in the wider sector of which 43 had the required qualification. Little or no recruitment took place in the Local Authority due to the rationalisation of services as part of the homes for life strategy and also the efficiencies agenda but 159 were recruited in the wider sector, more or less matching the numbers who left.

A further more detailed report around the trends emerging from the latest round of workforce data collected will be presented to the SCWD partnership in a meeting in September 2014 showing comparison between the Local Authority and the wider partnership and also between the particular service areas e.g. residential as opposed to domiciliary care, etc.

The **training needs analysis** conducted at the beginning of 2014 indicated the following:

- continuation of the provision of the range of core training but with a distinct reduction in volumes
- a move towards a more specialist range of training especially within children services as they develop early intervention approaches
- qualification priorities around Approved Mental Health Practitioners, Team Manager Development Programme and further Post Qualifying awards and modules especially consolidation
- QCF Diplomas at Level 2 and Level 3 for care staff have reached a plateau in as much as the internal services of the local authority have high qualification levels therefore demand is low. The partnership does not offer QCF Diplomas to the wider sector.
- There is a continued albeit low demand from Foster Carers for Level 3 Diplomas as the partnership strengthens its qualification base in this particular service area

A list of learning and development needs identified, over and above core training is shown below in Table 1

**Table 1 Training Needs Analysis for 2014/2015**

<b>Adult Services</b>	<b>Children Services</b>
Mental Health Act – legal update	Neglect Assessment Tool
CBT with health	Assessment Tools inc. Timelines, Genograms, Ecomaps, Chronologies, Risk Analysis, resilience – vulnerability matrix
Motivational Interviewing	Permanence from day 1
Recovery Model	Critical Analysis of assessment evidence
Accredited University courses in Dementia	Court Skills
Court Skills	Section 47
Social Care Law	Permanence
CHC	Attachment (and it links to permanence)

Tribunal Work	Preparation for MASH
NCI training	Professional Judgement including critical reflective thinking
Ordinary Residence	Analytical Skills based on assessment information
Supervision Skills	Sexual Exploitation
Managing Challenging Behaviours	Supervision Skills
Positive Response training	Court Skills for NQSW's
Sensory Training	Time Management
Active Support	Parents with a learning disability
Person Centred Planning	Life Journey Work
Advanced Moving and Handling	Direct Work
Bariatric Training	Internet Safety
Managing Performance	Withdrawal from Substance Misuse (illegal and prescribed medications)
Finance Management	Contact with birth families and sibling relationships
	Autism and ADHD

<b>Wider Partnership</b>	
Managing volunteers	Mindfulness
Assessment and planning care for senior carers	Motivational Interviewing
NEETS	CBT
Attachment 0 - 16	Acquired brain injury
Active Support	Cerebral Palsy
Managing Change	

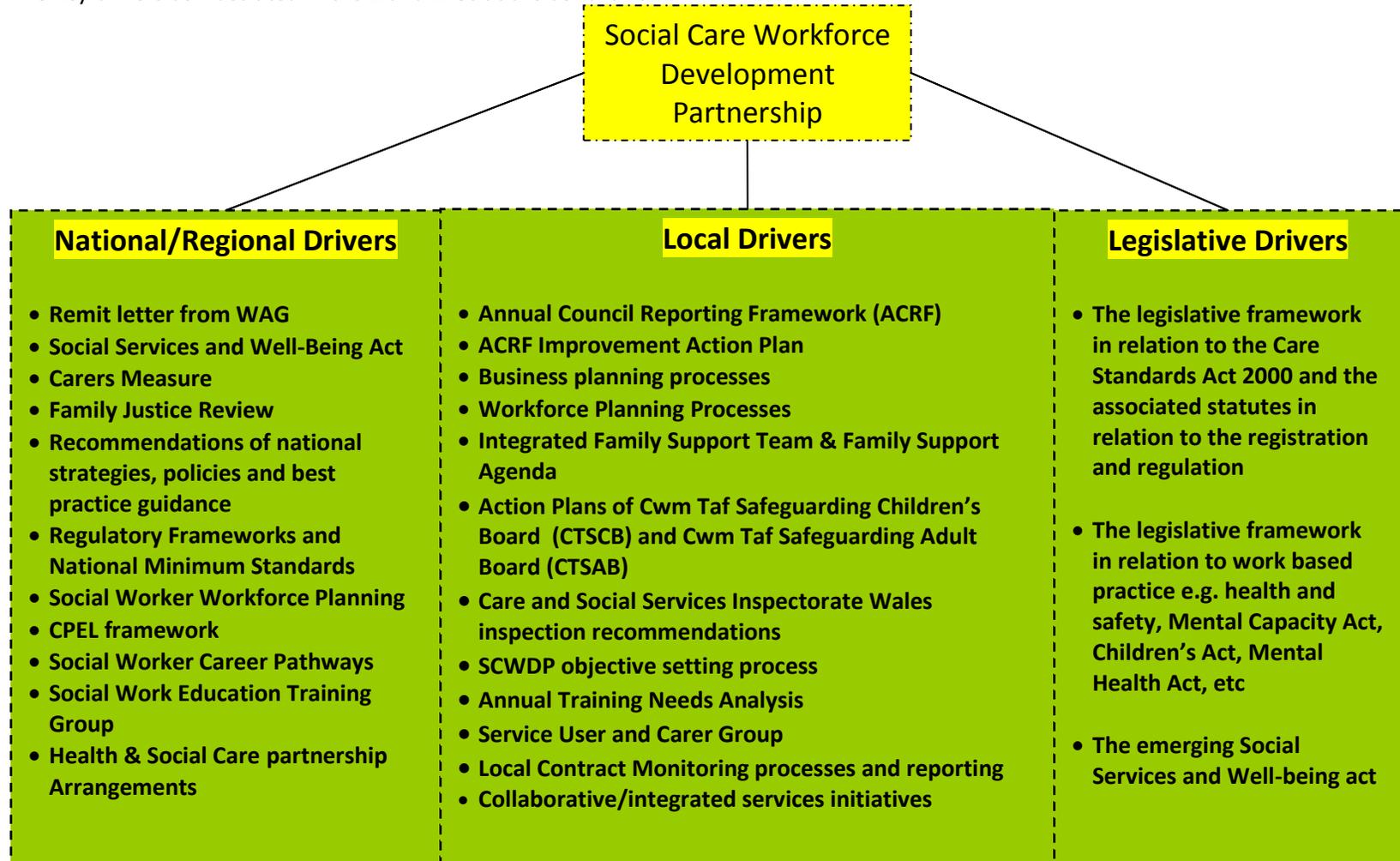
There has been a continued levelling off of core training and more demand for more specialist training in relation to family support and early intervention and cognitive style approaches.

A copy of the first 6 months training calendar on offer to the partnership is available at Merthyr SCWDP website <http://scws.merthyr.gov.uk/> and it is also available via the SCiP (SE) website <http://www.ssiacymru.org.uk/index.cfm?articleid=636> This will be complimented through out the year with additional courses as commissioned and a range of bespoke specialist learning opportunities as and when developed.

**J. Strategic Direction**

Summary of the strategy and direction of travel for workforce development over the next 3 years, including priority training areas, covering all areas of the workforce and outcomes of training (three pages of text maximum - plus diagrams/charts).

The key drivers as illustrated in the L and D Strat are as follows:



The 7 core aims identified within the strategy, which form the basis of the annual service plan are as follows

- Aim 1:** Achieve a coordinated approach to the collection and analysis of the social care workforce within both individual organisations and across the partnership.
- Aim 2:** Merthyr Tydfil will exceed all current regulatory targets for the social care workforce
- Aim 3:** A learning and development framework will be developed which will identify the needs of the individual, the service/departments and organisations and any inspection or report outcomes
- Aim 4:** To ensure the provision of a needs based learning and development framework for Service Users and Carers across Merthyr
- Aim 5:** To evaluate the efficiency and effectiveness of all learning and development services provided
- Aim 6:** An holistic quality framework will be designed and implemented to ensure learning and development makes a positive contribution to service improvement including local regional and national initiatives
- Aim 7:** Merthyr Tydfil Social Care Workforce Development Partnership will actively manage the partnership agenda on learning and development

Each of these aims then has a series of objectives that will be monitored and measured by the partnership. The detailed objectives linked to the above aims are in appendix 1 with a progress against each of these for year also included and the key areas of training identified as the priorities for the forthcoming period are identified on page 13.

## K. Current Priorities

The planning process for the partnership is such that it takes place over the winter months to include not just a training needs analysis but also the collection and collation of workforce information of all commissioned services, not only to assist in the planning of the workforce development plans but to provide other prompts in relation to the workforce development plan.

However it is recognised that the circular will also provide prompts as to the focus required throughout the year as well. One emerging consideration is that of the Social Services and Well-being Act and as and when there is clarity around both the key messages from the Act and the **specific** learning and development needs emerging from the implementation of the Act then the partnership will allocate sufficient resources to meet the emerging priorities.

Having said that, the partnership already has in place, sound learning and development intervention that respond to key aspects of the Act including; the strengthening of the qualification base within the social care and social work profession in the form of qualifying and post qualifying awards; providing robust responses to both local and sub regional approaches to safeguarding children and adults in the form of consistent training delivery across the Cwm Taf area for front line staff and teams and the localised training of Designated Lead Managers and Non Criminal Investigators to build capacity and support the Safeguarding Team; the provision of a series of preventative, bespoke learning and development solutions such as cognitive behaviour therapy, dialectic behaviour therapy, motivational interviewing and parent nurturing programmes; and a strong and robust service user and carer group that plans, develops and evaluates a range of learning and development programmes aimed at meeting the needs of this group. In addition it has, to date, responded effectively to requirements of the Public Law Outline and the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Bill

and has partnership representation on the group considering the latter and continues to have dialogue with the various agencies and groups on both a local and regional level as to the continued responses to these important legislative drivers.

One area of recognised development linked to the act will be the equipping of prevention and early intervention services with skills and knowledge linked to the overall well being of service users.

In addition the requirements of the **integrated assessment, planning and review arrangements for older people** are being implemented and documentation for an integrated assessment has been agreed by the partners and is now being implemented across the Cwm Taf region, including its alignment and incorporation into the local information technology systems that house the core data sets linked to assessment. Further work on the guidance is being taken forward by a project group, again across the Cwm Taf region.

The priorities as identified by the partnership are illustrated through the objectives contained in Appendix 1. These objectives have been agreed by the partnership and will be the focus for the foreseeable future so as to promote further effective practice. However a review process is in place so that the current objectives can be considered and modernised and if necessary new objectives introduced.

As part of the training needs analysis, a 6 month training calendar has been produced and distributed reflect the requirements of the partnership. At the present time in the absence of a local partnership website the calendar is currently advertised on line at the Merthyr SCWDP website <http://scws.merthyr.gov.uk/> and it is also available via the SCiP (SE) website <http://www.ssiacymru.org.uk/index.cfm?articleid=636> in addition to being circulated via email to all partners

Additional learning and development identified by the partnership that needs consideration for 2014/2015 are referred to on page 13

Over the year the following is anticipated in terms of activity levels linked to learning, development and qualification:

Planned training events	- in excess of 300
Planned training places	- in excess of 3600
Planned training days	- in excess of 3400

### **Qualifications proposed for 2014/2015**

Degree in Social Work	- 12 sponsored places (10 existing and 2 new)
Approved Mental Health Practitioners Award	- 1 awards (1 continuing)
Team Manger Development Programme	- 7 awards (5 existing and 2 new)
Best Interest Assessor PQ Award	- 1 award (1 continuing)
Consolidation PQ awards	- 6 new awards
QCF Diploma in Team Leading	- 1 carried forward from 2013/2014
QCF Diploma in Children and Young People Level 3	- 4 (3 carried forward from 2013/2014 and 1 new)
QCF Diploma in Management Level 3	- 1 carried forward from 2013/2014
QCF Diploma in Business and Administration Level 3	- 2 carried forward from 2013/2014

In addition, the key areas of work for 2014/2015 are to:

- ✚ continue to strengthen partnership working with other local authorities to ensure access to specialist training and the sharing of practice learning opportunities especially in relation to the Cwm Taf boundaries and Rhondda Cynon Taf
- ✚ further strengthen the links with RCT in relation to the delivery of adult and children safeguarding learning and development
- ✚ introduce learning pathways for **all** staff taking account of local need and national initiatives e.g. Career Pathways for Social Workers
- ✚ respond to the workforce development needs emerging from national and regional initiatives e.g. the Social Services and Well-being Bill, Carers Measure, Family Justice Review and the continued work from the Care Council for Wales around social worker career pathways and CPEL
- ✚ deliver a consolidation programme in line with the CPEL framework that is based on regional collaboration both in terms of employers and Higher Education
- ✚ respond to the workforce development actions that arise from the ACRF
- ✚ respond to the workforce development needs emerging from service remodelling or systems change e.g. reablement approaches, family support, etc.
- ✚ respond to the workforce development needs emerging from the Integrated Family Support service
- ✚ respond to the workforce development actions arising from the range of CSSIW inspections that are due to take place;
- ✚ respond to the workforce development findings of the contracts and commissioning team internal monitoring reports including regulation 27 visits
- ✚ respond to the workforce development actions emerging from the self assessment processes of the Cwm Taf Safeguarding Adult Board and the Cwm Taf Safeguarding Children Board
- ✚ continue to increase the numbers of foster carers holding recognised target qualifications from 51% to 55%
- ✚ conduct the annual training needs analysis for the whole sector to inform future learning and development provision;
- ✚ deliver a six-monthly calendar of learning and development based on the training needs analysis conducted during the early part of 2014;
- ✚ continue to deliver a dedicated service user and carer training programme including strengthening the provision to young carers;
- ✚ continue to contribute to the population of a meaningful All Wales Data Collection Model for planning numbers of Social Worker training places;
- ✚ continue to contribute to the All Wales data collection process for the independent sector
- ✚ continue to deliver effective qualifying and post-qualifying programmes for Social Work, including the development of a wide range of practice learning opportunities to support programme delivery
- ✚ strengthen partnership arrangements with the Open University qualifying programme and finalise the smooth withdrawal from the University of Glamorgan
- ✚ continue to identify and strengthen partnership working within a local authority context, particularly in relation to the wider learning, education and development agenda, Local Service Board plans and strategies;

## L. Commitment to the bilingual provision of services

*This should set out the mechanisms in place (and those being developed and implemented) to ensure the **whole** social care workforce is able to offer full bilingual service provision in order to meet service user needs, in particular **evidencing the outcomes for service users**.*

The evaluation processes take account of the changes in trends in workforce data particularly around the use of the Welsh Language. At present, the cross sector workforce information indicates that there are extremely low levels of the workforce who have a command of the Welsh Language (19 members of the workforce acknowledge any use of the Welsh language, 16 of which are in the Local Authority) and this is reflected in the absence of demand for training and development opportunities through the medium of Welsh. The number of those having any command of the Welsh Language has remained static over the last couple of years. There is a commitment from the partnership, that where such demand emerges then sufficient resources will be afforded to ensure that the needs of the workforce are met.

The Degree in Social Work is available through the medium of Welsh through the Open University although again uptake for this from Merthyr has been nil and low across the whole of Wales.

The partnership has in the past and will in the future support those accessing Welsh Language lessons at a variety of levels that are on offer in the borough.

## M. Social Work Qualifying Training Plan and Social Work Post Qualifying Training

The plan for supporting employees to gain a social work qualification is under constant review. The context of the review is to establish how the current service level can continue to maintain 'Practice Learning Opportunities' with sufficient accredited practice assessors that can support these learners balanced against the workforce planning data that is starting to emerge in terms of demand and supply for newly qualified social workers. The partnership has been actively involved in the debate around the supply and demand of social workers over the last 5 years both at a regional and national level. It will continue to contribute to this debate and the annual data collection model that emerged in 2008.

### Secondments Schemes

Merthyr Tydfil Social Services has, since Local Government Reorganisation in 1996, recruited and seconded staff members to become qualified social workers. Over the last 5 years the authority has sponsored on average three students per year, but actually hosted or supported 20 students during 2013/2014 academic year.

In terms of sponsored students the following indicates the areas from which they have been recruited for those currently on programme:

- 2011/2012** 2 from adult services  
3 from children services
- 2012/2013** 1 from children services  
1 from adult services  
1 from support services
- 2013/2014** 1 from adult services

As can be seen from the split, all areas, including the wider partnership, are invited to express an interest in pursuing the degree. A robust recruitment process is in place to ensure that the limited sponsorship opportunities that exist are offered fairly and transparently.

**The procedure for the recruitment of sponsored social work students is as follows:**

- The Local Authority issues an expression of interest on an annual basis to all staff within the Community Services Directorate of the Local Authority and the Social Care Workforce Development Partnerships. All individuals who express an interest must be endorsed by their line manager (Local Authority) or the organisation (Partnership) to ensure that there is support to undertake what is a demanding programme of study
- An information session is held to provide an opportunity for face to face discussion with relevant people so that those that are interested can be better informed prior to formally expressing an interest
- Each individual who expresses an interest supported by the line manager or employing organisation is then issued with an application pack based on the model of recruitment adopted by the Open University, which requires the completion of a 1000 word statement and a generic application form.
- Short listing then takes places against the following essential criteria:
  - ✚ minimum educational requirements (or the ability to meet the requirements before study commences;
  - ✚ intention to practise as a social worker;
  - ✚ suitable point within their career progression; and
  - ✚ evidence of career and learning progression.

The short listing panel comprises of a Principal Manager, a representative of the training and development department, a member of the partnership and a service user

- Those that are successful at the short listing stage are invited to attend an interview which also involves an unseen written exercise undertaken in exam conditions. Those that are not shortlisted are given comprehensive feedback and offered development opportunities to meet any shortfall against the essential criteria.
- The interview process then determines the students that will be put forward to the relevant institution for application for a place on the degree programme.

**The Degree in Social Work – priorities for 2014 /2015**

Significant work has been undertaken on addressing a series of real challenges that the local authority faced over the last couple of years especially with volume of students requiring placements within the Borough and the pressure that brings for services and organisations in terms of capacity both in terms of accommodating placements but also providing sufficient and suitable practice assessment. In the last two years, because of this investment, the borough will see its numbers of students requiring placement, fall from nearly 30 to a predicted maximum of 15. This has allowed a re-direction of resources into the emerging CPEL framework. However, despite this reduction, a few recurring challenges remain and these are illustrated below:

- **Partnership working (statutory)**

Due to the relatively low number of social work teams in Merthyr compared to the number of social work students requiring statutory placements at any one time, the department has in the past relied on its partnership working with other local authorities to meet its placement

opportunity obligations. Although this demand from others has reduced, dialogue is ongoing with all relevant partners including the Third Sector, to ensure this collaboration is maintained and strengthened and to this end the department is represented on the practice learning network which is a sub group of the Social Work Education and Training Group comprising the 10 local authorities in the South East Wales region

- **The continued emphasis on workforce planning.**

The Welsh Assembly Government and the Association of Directors of Social Services (ADSS) led on the development of a social worker data model to facilitate the prediction of demand for newly qualified social workers. This process is into its sixth year and the partnership is committed to a continued contribution to this process.

- **Evaluation of placement opportunities**

All practice placements are evaluated and it is essential that all students, practice assessors and placement links provide this important feedback on every placement. The information obtained through this process is essential in ensuring that the placements on offer provide the highest quality experience for all concerned. In light of this, great emphasis is placed on the return of the evaluation forms.

- **Withdrawal from the University of Glamorgan**

As part of a business case developed in 2010, a decision was reached to withdraw from the partnership agreement with the University of Glamorgan and strengthen the arrangements with Open University. Autumn 2011 was the last time that the SCWDP supported new entrants at Level 1 and the partnership agreement was altered to reflect this for 2012. During 2013/2014 the SCWDP has continued its commitment to honour the students currently hosted through to their completion which at this stage will be the summer of 2014. Equally the SCWDP has given its assurance that it will continue to fully support and contribute to the governance processes associated with being a partner until the summer of 2014. This has been built into the resource planning of the SCWDP accordingly

- **Long term financial planning**

In light of the informal announcement that the grant will cease in its current format in March 2016 and in the absence of information that indicates what, if any, funding stream will replace the current grant, the partnership has sought assurance from the Director of Community Services, that the Local Authority will meet any costs incurred for the delivery of the degree between April 2016 and December 2017. This assurance has been provided. The reason for seeking this assurance is that whilst this application is for the financial year 2014/2015, decisions to second and host social work degree students that enter at Level 1 in 2014/2015, by default, impacts on resources required to continue to meet the partnerships commitment to these students beyond March 2016.

## **Social Work Post Qualifying Programme – priorities for 2014 /2015**

- **First Year in Practice.**

A new approach to first year in practice was adopted in 2012/2013 and this has now direct links with progression onto the agreed consolidation process. Partnerships are being forged with RCT to meet the limited requirements the borough faces for first year in practice.

- **Consolidation Programme.**

During 2013/2014, the partnership had been involved in a collaborative approach to develop a consolidation programme in line with the CPEL requirements as published by the Care Council for Wales. This collaboration was with the 10 south east Wales local authorities and the University of South Wales and Cardiff Metropolitan University. The programme ran its first 3 cohorts between September 2013 and March 2014 and the borough supported 5 over these 3 cohorts. Indicative numbers for 2014/2015 are 6 new learners.

- **Best Interest Assessor Module**

During 2013/2014, the partnership has been involved with the University of Glamorgan in developing a post qualifying module around Best Interest Assessment. However due to timing issues and local demand, the partnership was unable to support any sponsorship on this first cohort and instead had to use Bournemouth University. It is unclear at this stage, the likely demand for this award in 2014/2015. 2 people achieved the award and 1 will continue to progress towards completion during 2014.

- **Team Manager Development Programme**

During 2013/2014, the partnership supported 8 people to begin the TMDP with 3 achieving and 1 withdrawing. The remaining 5 will continue their studies into 2014 with a further 2 people being supported to begin the programme in 2014/2015

- **Practice Assessment**

A key aspect of the sustainability of the Social Work Degree is building the capacity of the sector in terms of practice assessment to compliment the range of practice learning opportunities. During 2013/2014 2 people qualified through the University of South Wales and 1 further person was supported to access the practice assessment module with the University of South Wales but unfortunately had to withdraw prior to commencing for personal reasons. It is unclear at this stage the level of demand for this award in 2014/2015 due to the emerging CPEL framework and the possible requirement of the award at Level 7.

- **CPEL Framework**

Whilst the consolidation is the first aspect of the CPEL framework to emerge, the remainder of the CPEL framework is currently under development. The partnership has contributed fully to the consultation and ongoing development work associated with the framework, both through attendance at the relevant stakeholder meetings but also by making regular contributions to the papers distributed through the CPEL framework steering group. It is anticipated at this stage that the partnership will access both of its free places.

Whilst there appear to be significant challenges within the partnership in relation to continued delivery of the qualifying and post qualifying education in social work, particularly in terms of the increasing resource demands, particularly financial required, the partnership has, to date, appropriately resourced the function to meet these challenges. It has the right skill mix, strong partnership relationships with the relevant programme, i.e. University of South Wales and the Open University, and also strengthening partnerships with other local authorities and agencies to drive this agenda forward for both qualifying and post qualifying programmes for social workers. The projected allocation of resources for this area is illustrated below – this may be subject to change for a range of reasons including: uncertainty as to actual numbers being recruited to the social work degree both as sponsored students and as non sponsored students with the Open University; precise numbers entering the CPEL framework and the associated practice assessment costs of this provision as it is unclear at this stage:

<b>Area of Resource</b>	<b>SCWDP contribution</b>	<b>Local Authority contribution</b>
Practice Facilitation of hosted and sponsored students	£23,550	£8,100
Fees for degree for sponsored students	£13,350	£4,140
Support for hosted students from mainstream HEI's	£2,500	0
Replacement costs for sponsored students	0	£43,834
Fees for building practice assessment capacity	£800	£400
Resources to support CPEL awards	£11,500	£4,160

## Appendix 1 Aims and Objectives from the 5 Year Learning and Development Strategy

<b>Aim 1: We will achieve a coordinated approach to the collection and analysis of the social care workforce within both individual organisations and across the partnership.</b>			
<b>Objective</b>	<b>Target</b>	<b>Progress 13/14</b>	<b>Target 14/15</b>
1.1 Enable partners to utilise electronic systems for workforce data	100% of services trained	4 services (13%) accessed the on line service	100% in 2014/2015
1.2 Provide systems support to all partner agencies on an ongoing basis	100% return of workforce information on an annual basis	100% return achieved	100%
1.3 Individual organisations utilise electronic MIS system to identify own workforce needs	100% of partners using reports function	4 services (13%) accessed the on line service	100% in 2014/2015
1.4 To electronically collect workforce information annually	100% return from all partner agencies and services annually	Target date of Jan 2015	Annually from Jan 2015
1.5 Analyse and report on workforce data	Twice yearly analysis report produced	Achieved	March 2015
1.6 Distribute workforce information amongst SCWDP	100% of services receive report	Achieved	May 2015
1.7 Review support service needs after implementation of electronic data collection methods	Produce a needs analysis and annually thereafter	Achieved	Upon completion of full rollout

<b>Aim 2: Merthyr Tydfil will exceed all current regulatory targets for the social care workforce</b>			
<b>Objective</b>	<b>Target</b>	<b>Progress 13/14</b>	<b>Target 14/15</b>
2.1 Ensure provision of relevant work based qualifications for regulated service:	Domiciliary care to increase from 69% to 82% by 2016 Foster Carers from 29% to 38% by 2016 Residential Care Workers from 74% to 89% by 2016	Domiciliary Care 100%  Foster Care 51%  Residential Care Workers 97%	NA  55%  NA
2.2 Encourage take up of work based qualifications to meet local need in non regulatory provision	Meet 100% demand for work based qualifications based on agreed outcome of annual training needs analysis  Annually report on uptake of work based qualifications by partners	100% achieved	100%
2.3 Provide a route to professional qualifications for those within the social care sector within the borough	A maximum of 3 sponsored places per year	1 sponsored place offered	2 places
2.4 Ensure the provision of post qualifying learning and development opportunities	Achievement of a maximum of 3 post qualifying awards per year	8 PQ awards achieved	18 PQ awards

**Aim 3: A learning and development framework will be developed which will identify the needs of the individual, the service/departments and organisations and any inspection or report outcomes**

Objective	Target	Progress 13/14	Target 14/15
3.1 Undertake an annual training needs analysis with social care workforce.	100% return from all partner agencies and services	100% achieved	100%
3.2 Consult on the needs of the services, with managers, to establish priority areas for learning and development	100% of services/organisations consulted	100%	100%
3.3 Analyse consultation information and report on the outcome priorities	Evaluation report	Completed and reflected in grant submission	Include in grant submission
3.4 Provide a learning and development programme reflective of identified need	Twice a year programme published	2 programmes produced and delivered	Twice annually
	Annually meeting 85% of needs identified	91% of need met	85%
	Annually meeting 100% of service priorities	100%	100%
3.5 Reduce non attendance at learning and development events	At least 3% decrease annually	Non attendance increased by 4%	5%

**Aim 3: A learning and development framework will be developed which will identify the needs of the individual, the service/departments and organisations and any inspection or report outcomes**

Objective	Target	Progress 13/14	Target 14/15
3.6 Evaluate the impact of learning and development programmes provided	<p>At least 95% evaluation of all events as satisfactory or above</p> <p>All services/organisations to contribute to impact assessments in relation to learning and development opportunities accessed</p>	<p>97%</p> <p>In place since May 2011</p>	<p>95%</p> <p>Continue to evaluate impact of learning and development events</p>
3.7 Provide reliable management information on learning and development activities	Twice a year report on learning and development activities	2 reports completed and circulated	Twice annually

<b>Aim 4: To ensure the provision of a needs based learning and development framework for Service Users and Carers across Merthyr</b>			
<b>Objective</b>	<b>Target</b>	<b>Progress 13/14</b>	<b>Target 14/15</b>
4.1 Undertake an annual training needs analysis for service users and carers.	100% return from all service user and carers groups	100%	Annually from 2014
4.2 Provide a learning and development programme reflective of identified need for service users and carers	Twice a year programme published  12 courses for users and carers annually (120 people)  Meeting at least 85 % of needs identified	Two programme produced and delivered  26 courses delivered (213 people)  91% of need met	Twice annually  12 courses for users and carers annually (120 people)  Meeting at least 85 % of needs identified
4.3 Evaluate the impact of the learning and development programmes for service users and carers	At least 95% evaluation of all events as satisfactory or above  Impact assessment on 25% of all participants	99%  Not implemented	95%  25%
4.4 Provide reliable management information on learning and development activities	Twice a year report on learning and development activities	2 reports completed and circulated	Twice annually

**Aim 5: To evaluate the efficiency and effectiveness of all learning and development services provided**

Objective	Target	Progress 13/14	Target 14/15
5.1 Explore, develop and implement collaborative approaches to learning and development.	Deliver collaborative services with a minimum of 5 other local authorities and 3 other agencies on annual basis supporting a minimum of 50 shared training courses per year	65 course delivered with 6 other local authorities and 5 other organisations	50 courses with 5 other local authorities and 3 other organisations
5.2 To identify social care workforce learning and development requirements within the CTSCB and LSAB agenda	Evaluation Report	Achieved	Built into grant submission

**Aim 6: An holistic quality framework will be designed and implemented to ensure learning and development makes a positive contribution to service improvement including local regional and national initiatives**

Objective	Target	Progress 13/14	Target 14/15
6.1 To review inspections, assessments and serious case reviews	100% of reports reviewed, learning and development implications identified and reported to director of Community Services	100%	100%
6.2 To respond to the social care learning and development needs identified within ACRF review	100% of critical social care learning and development needs identified in ACRF are met	100%	100%
6.3 Merthyr Tydfil to contribute towards the national development of strategic policies	100% of policy documents responded to within given timescales and distributed	CPEL consultation via Network Meetings	100%

**Aim 7: Merthyr Tydfil Social Care Workforce Development Partnership will actively manage the partnership agenda on learning and development**

Objective	Target	Progress 13/14	Target 14/15
7.1 Facilitate quarterly meetings of the SCWDP	2 meetings per year	Not achieved	2 meetings
7.2 Ensure social care partnership makes an effective contribution to the ACRF evaluation process	ACRF report reviewed and commented on by partners	Circulated to commissioner network for comment	Annually
7.3 To promote and develop best practice amongst providers,	At least 1 joint event annually	Dementia workshops held in community settings	Annually
7.4 To twice annually report to the partnership on progress against objectives	Twice Annual analysis /report on progress	2 reports completed and circulated	Annually
7.5 To monitor and review progress of the SCWDP Strategy	Annual Evaluation	Completed	Annually
	Mid Strategy Review of Objectives	Completed October 2013	Annually
	Production of joint Objectives for 2016 strategy	Consultation as part of the grant submission for 14/15	Annually
7.6 To annually report to SCWDP on the intended learning and development plan and associated spend allocation	The SCWDP to agree and endorse learning and development plan prior to submission to WAG	Draft submission circulated prior to sign off by the Director of Community Services	Annually