




WORKFORCE DEVELOPMENT

Regional Priority / Outcome as identified in the Population Needs Assessment:

- To promote health and social care sector career opportunities and retain and improve support to existing workforce.
- To continue to develop the College Consortium in the region to promote and recruit students to sector.

HOW WILL WE MEASURE SUCCESS? Our Population level indicators.

		
Increase number of student placements across health and social care partners	Ensure workplace training and qualifications through SCWDP grant	Increased promotion of health and social care recruitment through We Care campaign

The Regional **Workforce Board will develop, co-ordinate and monitor delivery of this plan on behalf of the Regional Partnership Board. A market position summary was undertaken as part of the Population Needs Assessment and actions identified across other population themes**

1. The WF Board will ensure workforce development is prioritised across other strategic partnerships and coordinate and monitor actions to reduce duplication, effectively overseeing development across the region.
2. The WF Board will work with key partners and stakeholders to deliver the vision of the national integrated workforce strategy for health and social care
3. The WF Board will build a skilled and valued workforce, developing the skills and talents of those within our local communities to provide high quality services.
4. The WF Board will ensure the workforce is equipped to deliver and record care through the medium of Welsh, meeting our statutory duty under the Welsh Government's 'Active Offer.'

(WHAT we are doing) Action	(WHO) Partner Agencies	(HOW) will we deliver	(WHEN) Timescales/ Milestones	Progress Measures <i>How much and how well have we delivered? What is the difference made?</i>
Oversee the delivery of Social Care Workforce Development programme	5 Gwent LAs ABUHB SCW RSLs	Continue to ensure regional engagement arrangements mirror the Social Services and Well-being (Wales) Act implementation arrangements and ensuring health and social care workforce have necessary skills Meeting the key workforce development priorities identified in the SCWWDP 2023/24 including effective training course, opportunities to improve qualifications and professional development	Bi monthly meeting	Increase number of practitioners completing training. Increase number of qualified workforces.
Coordinate and promote careers in health and social care through College Consortium	Coleg Gwent USW 5 Gwent LAs ABUHB RSLs	Continue to facilitate regular meetings with partners through College Consortium. Develop a framework to facilitate student placements within LA social care and ABUHB care teams. Adding value to learning through ongoing engagement with local health and social care sectors, its workforce and local recruitment initiatives.	Regular meeting	Increase number of student applications. Increase number of student placements. Increase number of student apprenticeships. 'Placement to Progression' events facilitated with LAs and local providers.

<p>Ensure workforce issues identified by Strategic Partnerships and Integrated Wellbeing Networks are coordinated across the region.</p>	<p>5 Gwent LAs ABUHB SCW</p>	<p>Establish a mechanism for feedback regarding workforce issues from the strategic partnerships as a first step.</p> <p>Include standing item at WF meeting to review ISPB and NCN plans to identify workforce requirements and opportunities.</p> <p>Support workforce integration and transformation through Integrated Hub model.</p>	<p>Bi monthly meeting</p>	<p>Increase joint workforce and transformation training and awareness developing Integrated Hubs.</p>
<p>Ensure alignment with the 7 key themes and ambitions of HEIW's and SCW's: A Healthier Wales, Workforce Strategy for Health and Social Care</p>	<p>5 Gwent LAs ABUHB SCW</p>	<p>Develop a workforce strategic framework for Gwent creating a seamless health and social care service across the region.</p> <p>Deliver joint health and social care workforce plan for mental health services.</p> <p>Increased recruitment of volunteers to support workforce as both a means to enhance capacity and as means as a pathway to employment.</p>	<p>Bi monthly meeting</p>	<p>WFB Terms of Reference, aligns with themes and ambitions of the national strategy.</p> <p>Increased understanding of mental health.</p> <p>Increase volunteers supporting health and social care sector.</p>
<p>Oversee and monitor delivery of Regional Integrated Funding delivery models of care where it relates to WF</p>	<p>5 Gwent LAs ABUHB SCW</p>	<ul style="list-style-type: none"> • The Board will oversee and review progress of all RIF funded projects through a standing item update at each meeting. • A complete list of related projects will be shared with members to determine the schedule of meeting/presentations • Projects will use a standard PowerPoint presentation setting out objectives, progress, barriers, and next steps, in delivering against the Area Plan 	<p>Standing item at monthly meetings.</p>	<p>Individual measures included in project briefs</p>

		<ul style="list-style-type: none"> • Following the presentation, the Chair with partners will update a risk register for the Chair to update Leadership group and share a partnership report card. • The Chair will include an overview of RIF delivery as part of annual presentation to RPB. 		
Support workforce attraction, recruitment and retention to Gwent's Health and Social Care sectors.	5 Gwent LAs ABUHB SCW Coleg Gwent USW RSLs	<p>Establish a specific sub-group to scope:</p> <ul style="list-style-type: none"> • Collaborative approach to recruitment/marketing. • Tempering competition for staff between LAs, ABUHB and commissioned providers. • Consider solutions to support staff with personal wellbeing. 	Established Nov 22.	Development of a 'recruitment bus' and regional enquiry form pilot
Review other local, regional and national plans to identify areas of collaboration and alignment of resources.	ISPB NCN LAs ABUHB PSB	<p>Review and identify areas of collaboration</p> <ul style="list-style-type: none"> • ABUHB IMTP • ISPB, NCN • Local Authority Corporate Improvement Plans • PSB regional Wellbeing Plan and delivery Marmot principles <p>Identify how work contributes and deliver National Outcome Framework</p>	Quarterly	<p>Maximise resources Single work programmes</p> <p>Identify opportunities for joint commissioning</p>