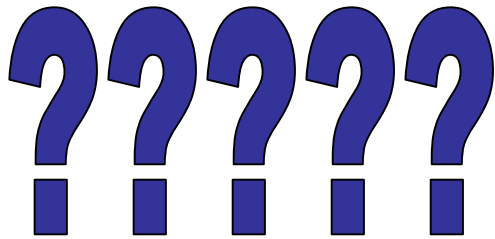


Workforce Plan – What is happening

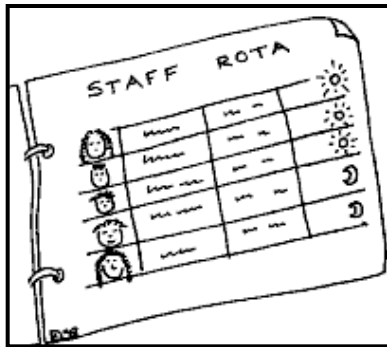
**Learning Disabilities
Partnership Board
March 2008**

Background

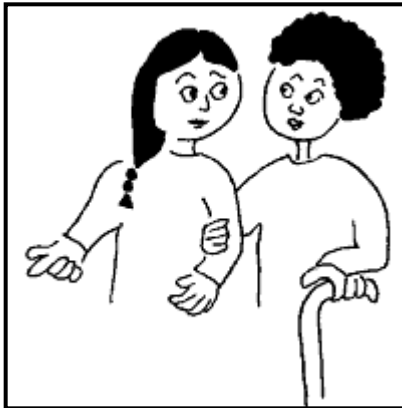


- Need to think seriously about workforce planning again happened in 2006
- Post Cornwall
- Self directed support
- Local plan and Regional plan

Who is the plan about?



- People who directly work with people with learning disabilities BUT



- not just about paid staff - volunteers, carers and peers too

Approach



- Started by asking people who use services
- All aspects of process - value base, recruitment , retention
- Think also about changing needs – stages of life

Approach



- Local services for local people
- Changing policies
 - Self Directed Support
 - Agenda for Change
 - Post Cornwall etc

Outcomes for people with learning disabilities



- People will choose their own staff
- People have staff who can work flexibly
- People will have staff trained to support them in the lives that they want

Outcomes for people with learning disabilities



- People with learning disabilities having full opportunities to contribute and where appropriate **lead** training for staff



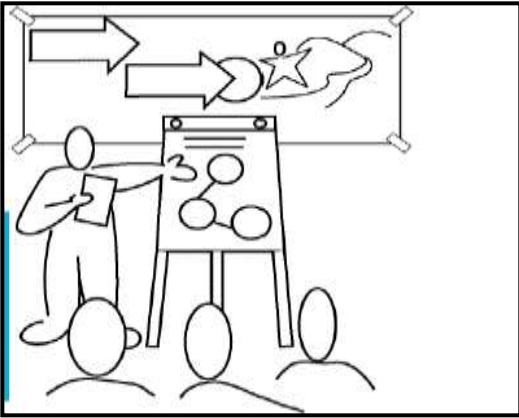
- There will be suitable staff available to enable people to live in Newcastle rather than to go elsewhere to have their needs supported

Outcomes for staff



- There will be a clear and consistent and person centred values base
- Staff have skills they can transfer between roles and jobs and so develop their careers

Outcomes for staff



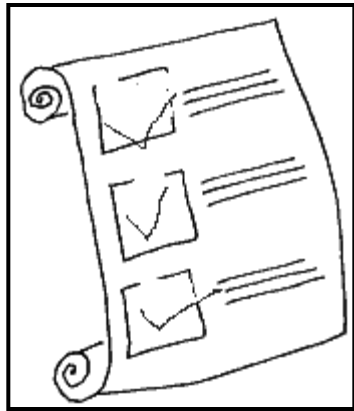
- Staff education and training will match and promote values
- Staff have clear opportunities for career development

Outcomes for organisations



- Common clear standards to be met by all members of the workforce
- Common framework for workforce development
- Common training standards
- Common way of seeing how staff develop
- Health and social care careers will attract more people
- Local expertise

How do we get there?



- Say what skills, attitudes and training we **want** across health and social care
- See what skills, attitudes and training we **have** across health and social care
- See what are the gaps between these
- Say what education and training , recruitment and retention processes would best fill these gaps

How do we get there?



- Look to see how we can build up career pathways across sectors using the framework



- Design and buy the training we need

How will we know what we want?



- From what people have said they want staff to be
- How using individual budgets mean different ways of working
- What happens when peoples needs change like when they get older

What next



- Find the time to do it
- Widen members involved
- Get everybody to sign up
- Make it real for people
- Get the information together