

“let’s talk care”

our news, your views and updates | spring 09

valuing people takes off in east midlands



Photo L-R: Sue Wilson (Valuing People Now Support Team), Amanda Platts (Self Advocate), Lesley Barcham (Valuing People Now Support Team)

Skills for Care East Midlands recently held two workforce events to focus on raising awareness of the long awaited ‘Valuing People Now’ document and Skills for Care’s workforce priorities.

The events, held in Leicester and Nottingham during February, were well attended despite the bad weather. The delegates were from a wide range of backgrounds including people who use services, health and social workforce leads, commissioners and those working in the criminal justice system. [continued on page 2](#)

“We are talking major change on how social care is delivered.”

Lesley Barcham, Valuing People Now Support Team



- 4-9 personalisation focus
- 10 qualification credit framework



continued from front cover The atmosphere was one of enthusiasm, active participation and being positive. People were genuinely interested in workforce issues and getting to grips with the proposed and ongoing changes in regards to personalisation and service delivery.

Lesley Barcham from the Regional Valuing People Now support team covered the main workforce issues in meeting the Valuing People Now recommendations including influencing the recruitment of learning and development of public service workers; preparing everyone for personalisation; participation of people with a learning disability and family carers; promoting human rights; developing qualifications and career pathways; and developing the workforce locally.

These points were picked up throughout the day and during the workshop sessions. Amanda Platts, a self-advocate, gave the audience food for thought when she described her experience in appointing a Personal Assistant, and how this has given her confidence and independence.

Future workforce events will be organised and people can take their views forward to get involved with their local learning disability partnership boards which can be found on the Valuing People Support Team and East Midlands Skills for Care (under the workforce strategy section) websites.

Great day, lots of learning and directions to take back to my area.



New ideas and values learnt, which is worth thinking about and implementing in practice.

rutland house community trust is highly commended at national learning awards

In our last issue of Let's Talk we featured the Rutland House Community Trust, based in Oakham, on reaching the finals of the national learndirect Achievement Awards. The organisation went on to achieve a Highly Commended at the national awards in the Science Museum in London.

The Rutland House Community Trust was selected from over 1,750 nominations made nationwide to be Highly Commended in the learndirect Company Award category, sponsored by Irwin Mitchell. This category recognises those organisations that have supported staff to undertake learndirect

learning and who have recognised the part that learndirect can play in supporting their objectives.

On receiving their certificate, Pauline Brown from Rutland House Community Trust said:

“We're really happy to be Highly Commended. It's great for us as a small, charitable organisation to be recognised on this scale.”

For more information about the Achievement Awards, please visit www.learndirect.co.uk/awards

working closely with the social work taskforce



Skills for Care has welcomed an invitation to join the Key Partners Group who will work closely with the new Social Work Taskforce who are reviewing the practice and development of social workers working with adults.

Skills for Care is looking forward to sharing their expertise and experience with taskforce members to make sure hard-pressed frontline social workers have the support they need to work effectively with some of the most vulnerable people in our society.

“Skills for Care knows the vast majority of social work practice is of a very high standard but we also know we need to continue to make sure that social workers can access high quality development opportunities and effective supervision which is why we regard the creation of the taskforce as a giant leap forward.”

Skills for Care CEO Andrea Rowe.

active support - the common sense approach



turning person centred planning into action



Christine Harcombe, Active Support

One of the more popular workshops at the Valuing People Now events was the introduction to the model of Active Support. Christine Harcombe who is delivering a three year lottery funded project in Active Support is extremely passionate and enthusiastic about the project's training model.

Christine: "Active Support is common sense in a training pack. There's nothing new about it. The model has been around for over 30 years. It enables teams to deliver person centred support to enabling people with learning disabilities and autism to be included in activities in the house and community supporting inclusion, independence and choice.

"Some teams will already be using the model naturally but some teams will need extra support to work in a consistent and positive way. The focus of support is very

much on the needs and abilities, and the potential abilities, of individuals. Active Support turns person centred plans into person centred action."

The overarching principle of the Active Support training model is that it changes the ethos of caring for people with a learning disability to that of enabling people. Enabling people to be involved in everyday tasks and activities it gives staff the much promoted, but often lacking, concepts of independence, inclusion and choice. The Active Support model is a concept which works not only in learning disability services but across the whole area of service delivery because it is so person centred.

"For too long many support teams and organisations have offered the 'hotel' or service led model of support where most of the daily jobs are done entirely by support staff

from opening the curtains in the morning to choosing the clothes for a person to wear to making their lunch."

"Active Support goes back to the basics and works with staff to realise that their understanding of what a person needs can be built from their own preconceptions and those of the organisation or from time constraints or barriers from risk assessments rather than the individual. We help staff to rethink the tasks that they do automatically for clients to a point where they show, teach, manage and sometimes hand over that task or activity to the service user."

Managers start looking at disengagement of service users and what staff are actually doing. Managers then support the teams to work with the client to take part in that activity for example who turns the light switch on,

could someone be supported to do that or who opens the car door, who opens the fridge door, who stirs the tea etc – all tasks can be broken down into steps so people who need more support to do a task can take part, they just need extra support. Research shows the people who need the most support get the less support from staff. (Mansell Report 2007).

“There is often resistance to giving clients the choice of active participation in tasks. This can be down to not having the time to include a client in the task, a failure to recognise their abilities, being unable to manage conflict or having a ‘we know best’ attitude.”

Giving someone with a learning disability the choice to take part in a task can be difficult for staff and this is another area where Active Support can help. Active Support looks at how to introduce new activities. How do we know someone does not enjoy doing something if they have never been given an opportunity to try it out!

The way in which tasks are performed is another fundamental part of the training. An example of this was in the way staff in one particular organisation

changed a duvet cover. A simple enough task to most but the way it was done varied enormously from one support worker to the next. Active Support shows that all staff need to do tasks the same way when introducing new tasks. A person with a learning disability may respond quicker and enjoy a task more if there are consistent actions and instructions from staff, making the whole process a lot more enjoyable for both parties.

One of the key successes to Active Support training is communication amongst staff and having everyone onboard delivering the concept. Christine: “If some members of staff aren’t committed to the Active Support training model then the approach won’t be as effective. If teams, services and organisations embrace the values of the programme then the benefits to clients and staff are proven to be life changing.”

Training alone does not necessarily work or make differences within services. It is essential that managers/ team leaders and champions practice manage Active Support which, like all training, must link into supervision and appraisal systems.



future for active support

The Active Support project is currently run by the Association for Real Change (ARC) CYMRU and funded by the National Lottery through the Big Lottery fund. Christine: “We are seeking future funding for the project and it’s hoped many organisations will take up the concept of Active Support but the availability of funding of learning disability projects is one that doesn’t quite match the needs of the sector.

“I would personally like to see the principles of Active Support training being incorporated into induction standards and knowledge sets so that staff will understand what their key role is from the very beginning of their careers and change how we approach the support of people with learning disabilities and will ultimately meet the principles of Valuing People Now.”

for more information:

Contact Christine Harcombe: Christine.harcombe@arcuk.org.uk T: 07701 099861
or visit www.arcuk.org.uk/wales and click on training

Lincolnshire is listening and putting people first

Ensuring the delivery of personalisation in Lincolnshire

Lincolnshire's 'Putting People First' (PPF) programme aims to make sure that within three years everyone in Lincolnshire that meets the eligibility criteria for support from adult social care can have a personal budget. As one of the national pilot sites for individual budgets – Lincolnshire has learnt a lot about how this approach can be made to work for people and the benefits it brings.

There are three main areas of work within the Council:

- prevention (health and well-being)
- reablement (crisis management)
- maintenance (personal budgets)

Supporting this work are projects including safeguarding and contracting that require a shift to personalisation to deliver PPF.

Skegness action learning programme launched

In December 2008, Lincolnshire County Council launched an Action Learning Programme for carrying out personalisation to run from January to March 2009. As a former Individual Budget Pilot site, Skegness offered an ideal opportunity for review and revision of services in the area.

Lincolnshire assessment and reablement service (LARS)

One of the key aspects of a more person-centred approach to social care is reablement. LARS offers a different way of looking after people by offering a short term intensive service that tries to help people recover the confidence and ability to look after themselves.

The aim is to reduce dependency and the need for services in the longer term. Lincolnshire County Council is one of 12 local authorities taking part in a large home care reablement study run by York and Kent Universities. The DoH funded study will compare the experiences of people using traditional home care support against those using a reablement service.

workforce and people strategy 2008-11- partnership in putting people first

Carrying out the workforce requirements of PPF will impact a wide range of providers across health and social care. So following on from the 'Visioning' work carried out across Lincolnshire in 2007/8, there has been extensive consultation on an overarching Workforce and People Strategy. Responses have included people who use services and carers (some of whom are employers using individual budgets or direct payments).

workforce development to support PPF

Prior to the launch of the Skegness Action Learning Programme, a three day PPF Awareness Training Programme was piloted and delivered in partnership with people who use services and carers and health and independent sector trainers.

Evaluation has informed training needs analysis and planning for further joint and/or targeted training including:

- Awareness raising
- Specific knowledge and skills training for managers and front line staff in assessment and provider services.

A project group is being established that will consider and support the development needs of personal budget employers and Personal Assistants.



Skills for Care's Common Core Principles for Self Care are being added to the learning and development programmes, and to support wider workforce development and commissioning.

In Lincolnshire people have been using the money allocated to them to live their lives to the full.

Here are some real life examples and quotes from people who have had their lives improved.

- A person from the Mablethorpe area now attends Interskill, which provides training for people with a learning disability, four days a week and has a work placement for the fifth day. This has allowed the person to buy support from Interskill directly and arrange transport separately.

“The Individual Budget has made it possible for me to believe I can be more than just a statistic in a disability ledger somewhere. By being given the choice of how I use the Individual Budget I am able to determine what form of help is best for me. I choose to use mine to pay someone to help with my physical needs, household and personal. In so doing, I am currently working towards a Degree in Fine Art.”

- One man employs a personal assistant for 20 hours a week and pays for three trips per month to his home city of Nottingham. He has also been able to attend woodwork and cooking classes, the Alive and Kicking Club in Skegness as well as occasional theatre shows.

“Without the Individual Budgets we would have struggled as the other services were not appropriate to our situation. The Individual Budget has enabled us to support mother to remain at home.”

- One man pays for transport to college and employs a personal assistant to support him socially with swimming, bowling, playing snooker and going on a supported holiday.

“It is almost a year now since I started receiving the Individual Budget and it has been an enormous help to me. I was not receiving Direct Payments or services before starting with Individual Budget... The reason behind my not receiving anything previously was that I could not have coped with the restrictions I felt would be placed on me.”

skills for care accolades



“To achieve one of our accolades proves an organisation’s success in achieving the highest standards of workforce development within social care.”

“The awards occasion not only served to recognise and celebrate the achievement of being selected as a finalist but also acknowledged the everyday activities that these organisations undertake which are essential to the development of the social care workforce.”

The national Skills for Care Accolades celebrate outstanding achievement in workforce development for the social care sector. Two organisations from the East Midlands won accolades in 2008 and the nominations are now open for the 2009 awards.

Could you be a winner in 2009?

To achieve an Accolade proves an organisation’s success in improving the lives of people who use social care services through workforce development.

Does this sound like your organisation? If you provide a high quality service and invest in training and developing your staff we want to hear from you. You can also nominate another organisation or employer that you think would be a worthy winner.

How to enter

This year, nomination forms are to be completed electronically. The nomination pack is available at www.skillsforcare.org.uk or email accolades@skillsforcare.org.uk. If you do not have internet access please call 0113 241 1295. Nomination forms must be returned by 1 May 2009. Judging will take place throughout the summer and the winners will be announced at the gala awards ceremony in December.

East Midlands Accolades Support Workshops

Over the next two months Skill for Care East Midlands will be offering you support to help you fill out your Accolade nomination forms. These will be free drop-in sessions held throughout the region - please see back page for more information.

Congratulations go to the two East Midland winners and well done to all those organisations that entered and reached the finals.

best employer under 250 employees - amber trust, derbyshire



Amber Trust works with adults who experience mental ill health requiring short or long term

practical support. Their services help people to live independently in their communities. They are committed to putting the person at the centre of their support, encouraging and empowering people to bring about change in their own lives.

Robert Chaplin receives support and says he feels that he has grown in confidence and feels better, “I like the support I receive from Amber Trust because it helps me stay independent in my own flat ... it keeps me well.”

“With the support I receive it keeps me motivated & gives me the encouragement to attend a range of activities in the community.”

“My favourite activity is the coffee afternoon, because I like meeting up with people, it's a nice atmosphere, we have a laugh and meet new people as well as different members of staff. We take part in different activities and have a chance to comment on Amber Trust policies and procedures and the business plan.”

In May 2005, Amber Trust set up a forum for the people they support. The Forum meets bi-monthly and works to ensure the views of people they support are considered in all of their work. People who attend help to review policies, develop quality assurance systems and contribute to business planning. They also discuss issues important to them, invite visiting speakers from other organisations and plan events to encourage others who use the services to get involved.

most innovative model of practice learning for social work students - enable housing association

Judges were impressed with the project which places students at the Adult Training Centre on the Maltese island of Gozo to help support adults with learning difficulties participate in a wide variety of activities.

Links have been forged with the Maltese Government through their Adult Training Centre on the Island of Gozo to build up an exchange programme for support staff, service users, parents, carers and committee members for exchange visits on an annual basis.

The headquarters, in Chesterfield, provides housing with support and day activities in a variety of locations for in excess of 300 adults with learning difficulties across Derbyshire, South Yorkshire and Nottinghamshire. The organisation was founded in 1991.

After the Maltese exchange link was developed, in 2006, Sheffield Hallam University students were invited to take part in social work placement opportunities at the centre in Gozo as part of their studies.



It was a success, so in 2007 the programme was expanded and the University of Derby was invited to take part in placing students in Gozo.

Paul Stapleton, Head of Day Services at Enable Housing Association, said: “We are delighted to win this award. I think the judges liked the international flavour of the project and the fact the students got to not only experience social work in action in two different countries, but also to compare ideas and approaches to practice in different cultures.”

other finalists from the east midlands included:

Nottinghamshire Practice Learning Unit:
most innovative model of practice learning for social work students

Nottinghamshire County Council
- **Practice Learning:** most effective practice in workforce development across partner agencies

qualification credit framework

The Qualification Credit Framework (QCF) is part of the wider reforms in the UK vocational qualifications. It is a new framework for recognising and accrediting qualifications in England, Wales and Northern Ireland. It is designed to be a simple and rational organising structure unlike the one that currently exists. It is the intention to make the system and the qualifications relevant to the needs of employers and accessible for learners.



meeting needs

Adult social care is experiencing a number of challenges and changes. The development of the personalisation agenda means that there are new skills and knowledge requirements. Employers have said that the NVQ does not always meet the needs of their workforce. There is also a lack of clarity about what is meant by 'accredited training' with awarding bodies, Council of Social Care Inspectors (CSCI) and training providers all using the term differently.

Many of the qualifications that currently exist provide good coverage of the required knowledge and skills, but there are barriers between NVQs and other qualifications, and there is a lack of specialist and contextualised knowledge around areas such as learning disabilities.

how it works

The QCF will recognise a wider range of achievement through the award of credit for units and qualifications. Credits are attached to units and qualifications, which can then be stored by learners to go towards future qualifications. Qualifications can be achieved in small steps and the qualifications on offer should be easier to understand.

The framework is flexible and provides learners with a variety of routes to gaining full qualifications.

The units and qualifications on the framework must meet the needs of the workforce in order to be accredited – hence making it responsive to employer needs.

Skills for Care will be at the heart of defining size, content and level of qualifications for adult social care. This will also include how they will be assessed.

East Midlands employers onboard with the NMDS-SC

Nearly 2,400 social care employers in the East Midlands have now inputted their details into the National Minimum Data Set for Social Care. The take up in the region is one of the highest in the country and includes almost half of region's local authorities completing all their employee records.

Ken Messenger, Programme Head for Workforce Intelligence at Skills for Care said:

“This is an outstanding achievement for the East Midlands and reflects the hard work and effective partnership working that has been established in the region.”

Almost 40,000 employee details have now been recorded onto the NMDS-SC which will generate more detailed and accurate information to use for workforce planning in the region.

For more information or to register visit: www.nmds-sc-online.org.uk

common assessment framework

The Department of Health is inviting organisations to take part in a consultation process on the Common Assessment Framework (CAF).

The CAF for Adults will need to drive and support the delivery of improved personalised outcomes for all people, but especially those with complex longer-term support needs. It aims to do so by:

- taking a person-centred approach to assessment (including self assessment), support and care planning

- helping to identify the needs of people with complex, longer-term support needs (including carers with support needs)
- supporting seamless service delivery between health and social services, and wider community support by helping to improve integrated multidisciplinary working, and
- improving the sharing of appropriate information between professionals and organisations involved in a person's care and support arrangements.

You can submit your comments online by registering at www.dh.gov.uk/caf

sector skills councils undergo relicensing

Skills for Care and Development is one of 25 Sector Skills Council in England with a remit to:

- Raise employer engagement, demand and investment in skills
- Make sure there is reliable labour market information for the sector
- Develop National Occupational Standards and make sure qualifications meet employer needs.

At present all the SSCs have been invited to relicense to tackle any underperformance and improve performance management and to enhance employer confidence and support for the SSCs.

The whole process will be completed by the end of 2009. All stakeholders and employers have the opportunity to input into the SSC relicensing process via online forms at <http://www.ukces.org.uk/Default.aspx?page=4704#1713>

care quality commission takes over april

www.csci.org.uk

From April 2009, the newly formed Care Quality Commission (CQC) will take over the functions of the Healthcare Commission, Commission for Social Care Inspection and Mental Health Act Commission.

The CQC will have responsibility for regulating health and social care and monitoring the

welfare of detained mental health patients in England.

More information is still to be made available on how the East Midlands region will be set-up but it will become separated from the Eastern region and it's expected the regional office be based in Nottingham.

learning from best practice: how does the USA support and train caregivers?

In September 2008 Alice Gregson from Nottinghamshire County Council's workforce planning team travelled to the USA for three months on a scholarship to research how they train and support carers and personal assistants.

Alice interviewed several key organisations across America in order to find out more about programs they have implemented in order to ensure that this area of the workforce have access to the support and training they need to work safely and

effectively. As one interviewee summarises:

“Informal caregivers save the government an estimated \$257 billion in paid workers annually... supporting unpaid (and paid) caregivers is not only morally right, but makes shrewd financial sense too.”

The research ties in well with the County Council's recent launch of a self-directed support task group who are



Alice Gregson, Nottinghamshire County Council

dedicated to addressing issues that may arise as a result of self-directed support. Alice will present her findings to key people across the organisation over the coming months.

bursaries available from skills for care for post-qualifying studies in social work

Did you know that the criteria for bursaries for PQ study have been extended? It is now possible to apply for a bursary if you are:

- A person who uses social care services or care for someone who does
- A social worker working for a voluntary organisation who offers social care services

If you use social care services and are contributing formally

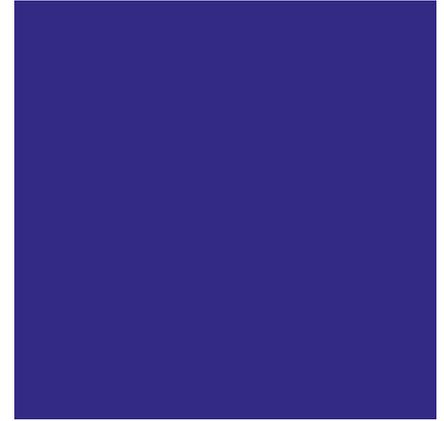
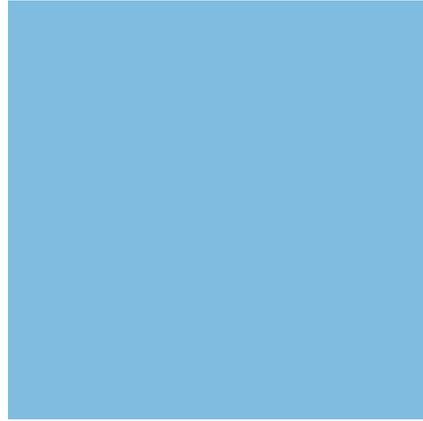
to social work education you are eligible to apply. For example, you might want to undertake the Enabling Others module that would prepare you to act as an assessor for social work degree students. You do not have to be a qualified social worker to apply for a bursary in these circumstances but the university where you would like to study will have specific entry requirements.

If you are a social worker working for a voluntary sector social care organisation employing less than 50 social workers you can apply for a bursary towards the cost of taking a PQ Award or module.

If you are a social worker working for a voluntary sector

social care organisation employing more than 50 social workers your employer may be able to receive bursary funding to support multiple applications from the organisation.

In most cases, you need to have secured a place on a PQ Award course or module before applying for a bursary. For further information please go to www.practicelearning.org.uk and click on Post Qualification near the top of the page. Here you will find links to the directory of PQ courses and to the criteria and application forms for bursaries. **If you would like further information please contact paul.rawston@skillsforcare.org.uk or telephone 01332 345270.**



success for alisha

Alisha Henry, aged 25, from Carlton in Nottingham has been a recent success story for training provider, Care Training East Midlands. A lone parent with three young children aged two, four and six, Alisha certainly had her hands full. She was originally completing a part time college course in Law in the evenings but Alisha realised she had taken on more than she could handle; she was looking after her family, trying to work towards a qualification and get a job. Alisha decided she needed some support to find a job so she could progress her career.

She had heard about the New Deal Health and Social Care course from her Jobcentre Plus adviser. Alisha wanted to find a job that would suit her busy schedule around her children. The New Deal Lone Parents course allowed Alisha to complete some vocational training within her choice of sector, get support with job applications all between childcare and school times.

During the 13 week course Alisha completed vocational training in Health and Social Care as well as Health and Safety short courses. She also completed her Numeracy up to Level 1 which is equivalent to GCSE.

Alisha was determined to find a job that would bring her opportunity and progression in her choice of career. Alisha was offered many placements during her time with Care Training. These included Osnam House, a home for girls aged 16 who have left home and need support, as well as working at a women's project.

Alisha continues to complete training and a placement every Wednesday evening working for the National Association for the Care and Resettlement of Offenders (NACRO). This is a 15 week programme, where she will complete training in youth work with a placement at the end.

Alisha has been offered a job at Annesley Lodge. She will be completing full time shifts across a variety of patterns. She will be working with people who suffer from mental illnesses and brain injuries. Alisha has recognised this opportunity she has been offered. She hopes this job will open up new doors for her and her career.

Contact: Care Training East Midlands
T: 0115 9599 544
or email rachel.knight@ctem.uk.com

derbyshire

care ambassadors

Care Ambassadors are health and social care workers who offer their time to support local schools and colleges and to promote career opportunities within health and social care.

Ambassadors in Derbyshire attended a health and social care taster event at Long Eaton school so students could gain an insight into the different types of career and work they could aspire towards.

Vocational Learning Coordinator at Long Eaton school, Sue Taylor said "The students really value hearing from health and care professionals about their work and enjoy being given the opportunity to take part in practical activities to illustrate different aspects of the ambassador's role."



Kim Thompson, Derby County Council

Students were given the opportunity to feed each other jelly and yoghurt to see how it felt to be fed by someone else.

Kim Thompson from the Intermediate Care Team at Derby County Council portrayed an elderly lady living on her own with her pet dog. Her colleague Ann Holland gave the students a case study and encouraged them to develop an appropriate care plan for her needs.

careforce

The Careforce website provides employers with a flexible, accessible and up-to-date means of tracking progress against the National Minimum Standards in training and development as well as facilitating communication, learning and sharing good practice.

Visit www.care-force.org

leicestershire

mental capacity act

200 managers attended the 11 Mental Capacity Act briefing events that took place throughout Leicestershire and Leicester in the autumn. The briefings were provided by Integritas Advocacy CIC and arranged by Leicestershire Social Care Development Group (LSCDG). In addition, 250 Care Workers attended half day workshops.

Managers who attended MCA briefings attended one day briefings on the Deprivation of Liberty Safeguards during January and February.

presentation skills

A new programme has been created to help experienced social care staff to share their knowledge and expertise with their teams. Presentation Skills are the subject of a 1½ day programme which will enable care services to provide their own training, in house, on demand.

LSCDG's popular First Steps into Management and Dementia Care programmes continue.

Promotional 'flyers' and booking forms for all of these are available on www.skillsforcare.org.uk/eastmidlands - select Leicestershire & Rutland and scroll down to the foot of the home page. Alternatively, contact T: 0116-305-7438 E: lscdg@leics.gov.uk

lincolnshire

The 'Supporting Seniors' Leadership & Management development programme was successfully delivered for the third year running. Comprising six half day sessions, in four locations around the county, the 2008 programme culminated in an upbeat 'Let's Reflect and Celebrate' event for delegates, their employers and training providers.

Delegates were congratulated and presented with certificates by Jo Mead, Head of Performance & Quality, Lincolnshire County Council Adult Social Care.



Supporting Seniors 'Let's Reflect and Celebrate' The Golf Hotel, Woodhall Spa, Lincoln on 15th January.

01933 220740 E: vmorgan@northamptonshire.gov.uk

nottinghamshire

A 'Creating the Future Social Care Workforce' event jointly organised between the Nottinghamshire County and Nottingham City Council workforce planning teams was a resounding success with over 80 people who use services, independent sector care providers and local authority staff in attendance.

The event was focused on the impact that four key areas (self-directed support, workforce planning, learning and development and commissioning/contracting) will have on the development of the future social care workforce. Communication and information sessions allowed attendees to discuss and highlight issues within these areas that require further work or investigation.

Input from participants will be vital in developing future workforce development initiatives especially where these can be achieved through continued partnership working. A significant number of attendees have already stated their willingness to become involved in these initiatives. Feedback from the event has been overwhelmingly positive.

Rolling programmes of **free training** on Dementia Care, Infection Control, the Mental Capacity Act and Risk Assessment continued throughout autumn and winter. However, a major focus of activity has been 'Putting People First' with training and workshops for the local authority and independent and voluntary sector on the Personalisation Agenda.

Partnership working enabled learning materials developed by the Council, covering basic Safeguarding Awareness and the Mental Capacity Act, to be disseminated widely across the independent and voluntary sector.

The **Care Ambassador** programme has been included within Lincolnshire's Workforce and People Strategy for recruitment and retention. Tina Begley now leads on developing the programme to be 'sector wide' and include people who use services, local authority, allied health care and independent and voluntary sector ambassadors.

northamptonshire

workforce development

350 candidates are currently funded on NVQ qualifications from Level 2 through to Level 5 Management, and a further 150 candidates from a range of services are funded on various ILM qualifications.

Our Business Skills in Care mentoring project supports managers/proprietors to plan future services. All care home Managers/proprietors have been offered free Deprivation of Liberty Safeguards training.

Over 100 managers from public, private and voluntary sector care services will attend the launch event for New Managers Induction Standards on 1st April at Kettering Conference Centre, with a keynote speech from David Leay who co-authored the standards.

care ambassadors

Northamptonshire Care Ambassadors continues to grow in strength. If you are interested in joining please contact Vickie Morgan

Launch event for Adult Social Care Managers New Induction Standards

Northampton 1st April, 10am-1pm

Kettering Conference Centre, Keynote Speaker: David Leay

Contact: Patricia Taylor T: 01933 220740

E: ptaylor@northamptonshire.gov.uk

East Midlands Accolades Support Workshops (10am-2pm)

These are free drop-in sessions to help you fill in your 2009 Accolade nomination forms.

Wednesday 25th March

Northampton Guildhall

Thursday 26th March

Nottingham Trent Vineyard

Monday 30th March

Skill for Care, Derby Office

Wednesday 22nd April

Skill for Care, Derby Office

For more information visit:

www.skillsforcare.org.uk/eastmidlands/news

t: 01332 345270 e: emrc@skillsforcare.org.uk

employer forum meetings

Derbyshire

14 May, 1pm

Skills for Care regional office, Derby

Contact: Michele Humphries

T: 01332 265971

E: Michele.humphries@skillsforcare.org.uk

Lincolnshire

21 May, 1.30pm-4.30pm

St Norberts Catholic Church Hall

52 St Thomas Road, Spalding Lincs.

PE11 2XX

Contact: Kim Hughes

E: kim.hughes@lincolnshire.gov.uk

Northamptonshire

Provisional date 8 April, 2-4 pm

Venue to be confirmed

Contact: Patricia Taylor T: 01933 220740

E: ptaylor@northamptonshire.gov.uk

Nottinghamshire

City Forum - 17th June 2009

Denewood Centre

Mansfield Forum - 18th June 2009

The Towers

Newark - 23rd June 2009

Newark Town Hall

Contact: Elaine Harison

E: Elaine.harrison@nottinghamcity.gov.uk

your future website for the east midlands

www.yourfuture-eastmidlands.co.uk

The East Midlands Development Agency (EMDA) has a useful website for up to date information on careers, qualifications and courses.

The site is divided into sections for Learners (aged 14-19), Adult Learners (aged 19 +), Practitioners and Employers.

You can view progression maps for careers, source courses and training providers, look for job opportunities and get information on qualifications and apprenticeships and access a whole host of relevant case studies. There are useful links, news and lists of events coming up across the region.

YOUR FEEDBACK

To request this publication in an alternative format or to give feedback or to make a contribution to forthcoming issues please contact the Skills for Care regional office.

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