



## Introduction from the Chair

Since the publication of the *2020 Children and Young People's Workforce Strategy*, all the national agencies involved in delivering workforce reform have been under review. The strategy declared the intention of simplifying the spaghetti of agencies, to make it easier for everyone in the workforce to understand where they can go for support and leadership. But we all know that it is never easy to make things easy!

Nothing is remaining the same. The job roles covered by each of the sector skills councils are being reviewed by the Commission on Employment and Skills, with the results due in the summer. The Department for Children, Families and Schools is reviewing the remits of the 5 workforce reform bodies that it sponsors. The Department of Health is doing the same with their sponsored social care bodies. A new National Partnership for the Children and Young People's Workforce is being set up, to bring these bodies alongside the unions and government departments. In turn, once the dust settles from all these changes, we in the Children's Workforce Network will decide what it all means for our future role and membership.

Meanwhile our work programme for this year remains ambitious and wide-ranging. The Youth Workforce Reform programme is accelerating, with work commencing on leadership, and on third sector support. The process of reviewing and refreshing the Common Core is getting started, led by CWDC. The work on developing the Integrated Qualifications Framework (IQF) gathers pace, as does the development of joined-up approaches to induction. Work continues in rolling out the new Diploma programme, which provides a new route of entry to the children's workforce through the Diploma in Society, Health and Development. In April we agreed to collaborate on developing a strategy

for apprenticeships across all the sector skills councils – to explore the potential to develop apprenticeships which look across the children's workforce, and to strengthen the links between the existing apprenticeships on offer.

CWN's previous work on leadership has been adopted and accelerated by the National College of School Leadership, whose remit and name are changing to take on the development of Children's Services leadership. Their approach is building on the best leadership work across the whole sector, and involves consulting with leaders across the country, and engaging Directors of Children's Services and others in the co-production of future training courses.

And the eventual publication of the Child Health Strategy signals the next steps in integrating the child health workforce. The Department of Health is reviewing health visiting, to take account of the new multi-agency world in which health visitors operate, and to consider whether the role, skill mix, and training system remain fit for purpose for tomorrow's needs. There will be more to come – the training of GPs is under review, and school health services should follow soon.

At a time of change, it is ever more important to keep close to those delivering real change locally. Each of the member agencies of CWN is continuing to deliver support on the ground; together, we aim to reshape the world of workforce development, to reflect the needs of an integrated workforce delivering integrated services. We will keep you in touch with how we get on.

Paul Ennals  
Chair, CWN

## Apprenticeships

In April 2009, CWN agreed to collaborate on developing a strategy for apprenticeships across all the sector skills councils.

Apprenticeships allow young people to follow work-based learning routes. The current *Apprenticeship Blueprint* sets out the requirement that each apprenticeship framework must comprise the following:

- a competence based element
- a knowledge based element
- transferable, or 'key', skills
- employment rights and responsibilities

A [DIUS consultation on the Specification of Apprenticeship Standards for England \(SASE\)](#) is currently taking place, with a closing date of 29 May 2009.

The SASE will replace the existing non-statutory 'Blueprint' for Apprenticeships and is in response to the commitments set out in *World Class Apprenticeships*, published in January 2008.

### Apprenticeship support and commitment

- a report by the Skills Commission, *Progression into Apprenticeships* (Feb 09), calls for a greater proportion of apprentices to progress to higher levels of learning with progression routes for people who complete an apprenticeship in an advanced apprenticeship, diploma or foundation degree
- ministers are keen for universities to offer high-level vocational courses to meet the needs of students who have come through vocational routes
- the government is committed to incorporating apprenticeship frameworks into the UCAS tariff to make it simpler to go to university after an apprenticeship
- the government sets out that by 2013 every



suitably qualified young person who wants to take up an apprenticeship place will be able to do so with a plan to increase the number of 16–18 apprentices significantly by 2013 [*World-class Apprenticeships: Unlocking Talent, Building Skills for All - The Government's strategy for the future of Apprenticeships in England* [(Department for Innovation, Universities & Skills (DIUS 2008))]

- the government is looking for a 40% increase of apprenticeship places in the public sector
- the government wishes for clearer progression routes into higher education from apprenticeships - currently, apprentices can progress onto a foundation degree
- ministers will be considering a fresh form of vocational degree to benefit learners and employers alike, enabling people to receive high-level skills they need to pursue a rewarding career possibly address particular skills gaps in industry

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- the Skills Commission report recommends clearer mapping between diplomas and apprenticeships and what further qualifications they would need to complete the apprenticeship

### Current Apprenticeship activity

There is currently a variety of apprenticeship frameworks that have been or are being developed by CWN partners and are of particular interest to the children and young people's workforce. These include:

- Health and Social care
- Youth Work
- Youth Justice
- Creative Apprenticeships
- Active Learning and Leisure
- Children's Care Learning and Development

Sector Skills Councils who are CWN partners, have also developed, or are developing, a wide range of apprenticeship frameworks for their sectors. These are not specifically for the children and young people's workforce but may be of interest to the wider children's workforce. For example, these include among very many others:

- police community support officers
- pharmacy
- courts and tribunals
- learning disability

## 14-19 Diplomas

### Diploma in Sport and Active Leisure

Plans for the first teaching of the Diploma in September 2010 are progressing well. The results of applications for first teaching have been announced and so far 149 consortia are ready to proceed. This is just over 50% of those that applied and is by far the largest number of consortia approved for Phase 3. It is possible that with additional support and development, more consortia will be able to deliver in 2010, providing a stimulating and challenging learning programme for young learners.

Five awarding bodies have submitted their qualification specifications for review and approval by Ofqual so that consortia will be able to choose their preferred awarding body by September 2009. Ofqual are reviewing submissions, in consultation with the Sport and Active Leisure Project Group, and the decisions should be known by June 2009.

#### Key priorities for 2009-10 are:

- ongoing qualification development with a particular focus on developing additional/specialist components of the qualification
- continued employer engagement, particularly at regional and consortium level
- supporting the development of the teaching workforce and helping them to understand the full breadth of the Diploma in Sport and Active Leisure
- ongoing liaison with higher education
- planning for Gateway 4: reviewing consortia applications for delivery in September 2011



## Common Induction

### CWN Vision and Principles for Induction

The CWN has produced the *CWN Vision and Principles for Induction to the Children and Young People's Workforce*, which are the first step toward a common understanding and direction on induction for the children and young people's workforce.

The CWN vision of induction is that everyone who has an impact on the lives of children, young people and families through their work, whether paid or unpaid, should participate in a timely, agreed and planned

induction programme in line with the Common Core of Skills and Knowledge for the Children's Workforce.

The CWN Vision and Principles for Induction are now available in a handy booklet and an interactive tool - the induction 'wheel' - which can be used as a reminder of key points of what good practice in induction should look like. They are both useful for any organisation who is looking to develop or review their existing induction programmes and for staff who want to know what they can expect from good induction.



Over the coming year, the CWN will carry out further work to promote and embed the Vision and Principles of Induction. Copies of the induction booklet and wheel are available through CWN member organisations or visit [www.childrensworkforce.org.uk/induction](http://www.childrensworkforce.org.uk/induction).

## Common Core Refresh

CWDC has been tasked by DCSF with carrying out a refresh of the Common Core of Skills and Knowledge for the children and young people's workforce. It is clear that such an undertaking relies for its success on the collaboration of the members of the CWN.

It is proposed that the remit of the CWN Common Induction project be expanded to incorporate the Common Core Refresh. The group responsible for the Common Core Induction will:

- provide expert advice
- quality assure products
- lead in partnership with CWDC
- support the consultation process

The review will cover the following key issues:

- a review of content, including in relation to working with parents and carers

- identifying key gaps, and measures to address them
- identifying those parts of the children and young people's workforce that currently make no use of the Common Core and proposing how best to move towards universal usage
- identifying how best to fully embed the Common Core in initial training (such as initial teacher training and the social work degree routes)
- identifying how far the Common Core supports models of joint partnership and Integrated Working across the whole children and young people's workforce
- identifying whether the Common Core could or should incorporate the Children's Workforce Network's Statement of Values for the Children's Workforce

## Integrated Qualifications Framework (IQF)

### Sector wide commitment to the IQF

Following the recommendations of the PricewaterhouseCooper evaluation of the IQF, CWN members have agreed an action plan to embed the IQF across the network. The action plan has been signed by Chief Executives and sector specific implementation plans are being drawn up to ensure that all partners are able to embed the IQF in their work and qualifications systems.

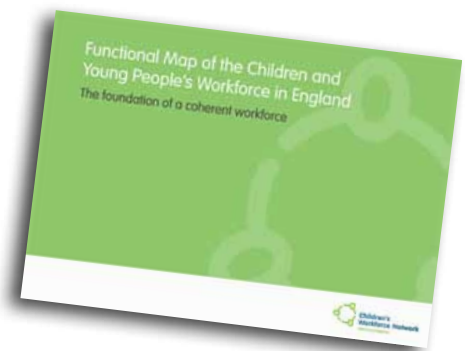
The sign up demonstrates sector wide commitment to the IQF and increasing

progression, continuing professional development and the mobility of the workforce through approved qualifications.

### Functional Map of the children's workforce now available

The *Functional Map of the Children and Young People's Workforce in England: The foundation of a coherent workforce* has now been completed. The map is a visual representation of the core activities undertaken by the workforce, covering all sectors. It provides an understanding of what qualifications the sector needs for career choices, progression and mobility.

The **Functional Map** is available from the [CWN website](#).



### Want to find out more?

For more information about the IQF please visit [www.IQF.org.uk](http://www.IQF.org.uk) on the CWN website or email [IQF@cwdcouncil.org.uk](mailto:IQF@cwdcouncil.org.uk).

## Youth Workforce Reform

### Leadership and Management

265 strategic leaders within youth work began the Leadership Enhancement Programme (LEP) on 23rd March. Over 3000 front line managers have enrolled onto the Management Development Programme, commencing from 5th May 2009.

### Regional consultation events/online consultation

CWDC would like to hear views on two projects within the young people's workforce programme - Skills Development Framework and Youth Professional Status. Consultation will involve 11 regional events, plus an online questionnaire between 29 April - 23 June. Supporting materials including leaflets on these projects will also be available.

For more details or to book your place on an event please visit [www.cwdcouncil.org.uk/yps-consultation](http://www.cwdcouncil.org.uk/yps-consultation)



## National Council for Voluntary Youth Services

### Free workforce development resources

#### Workforce Development Health Check Tool

NCVYS has launched the tool which consists of a set of probing questions and prompts. This will help specialist (children and young people) workforce development staff within local infrastructure organisations conduct a workforce development health check with a voluntary and community (VCS) organisation. Download the [Workforce Development Health Check Tool](#) free of charge from the National Council for Voluntary Youth Services website.

#### Workforce development and career resources flyer

NCVYS has produced a flyer to promote its wide range of information sheets and resources. Resource examples include a [Funding Guide to Workforce Development, Why Workforce Reform?](#) and [Qualifications in Youth Work](#) which can be downloaded free of charge from the NCVYS website at [www.ncvys.org.uk](http://www.ncvys.org.uk) under [publications](#).

To request copies of the flyer, email [yokeu@ncvys.org.uk](mailto:yokeu@ncvys.org.uk)

## Getting involved

### How does CWN work?

CWN activity is guided by an annual business plan. CWN members come together in bimonthly Board meetings and Policy Groups covering 14 -19 Diplomas, Apprenticeships, Common Induction, Common Core Refresh, Integrated Qualifications Framework and Youth Workforce Reform. Approved minutes of CWN Board meetings and the annual business plan are available on the CWN website [www.childrensworkforce.org.uk](http://www.childrensworkforce.org.uk)

Paul Ennals, Chief Executive of National Children's Bureau, is the independent Chair of CWN.

### Circulation of the CWN eBulletin

Please feel free to forward the CWN eBulletin to others who may be interested in its contents. If you have colleagues who would like to be added to the core circulation of the CWN eBulletin, please send their email address to: [info@childrensworkforce.org.uk](mailto:info@childrensworkforce.org.uk)

### National Reference Group

The CWN National Reference Group brings together agencies and organisations interested in the development of the children's services workforce. It is a channel for sharing information and dialogue. It has no decision making role in CWN.

If your organisation would like to join the CWN National Reference Group, please email: [info@childrensworkforce.org.uk](mailto:info@childrensworkforce.org.uk) for further details.

### Please note

Views expressed in the CWN eBulletin are those of the individual contributors and not necessarily those of CWN.

## Who makes up CWN?

CWN brings together 12 key national agencies charged with developing different parts of the children's workforce:



Children's Workforce Development Council (CWDC)



Creative & Cultural Skills (CCSkills)



General Social Care Council (GSCC)



General Teaching Council for England (GTC)



Improvement & Development Agency (IDeA)



Lifelong Learning UK (LLUK)



National College for School Leadership (NCSL)



Nursing & Midwifery Council (NMC) - representing the health regulators



SkillsActive



Skills for Health



Skills for Justice



Training & Development Agency for Schools (TDA)

## What has brought the agencies together?

CWN members recognise that collaboration will help them achieve the more effective implementation of their individual and joint roles. Network members share a vision of a children's workforce that:

- helps them achieve the more effective implementation of their individual and joint roles
- supports integrated and coherent services for children, young people and families
- remains stable and appropriately staffed, whilst exhibiting flexibility and responsiveness
- is trusted and accountable, and therefore valued
- demonstrates high skills, productivity and effectiveness
- exhibits strong leadership, management and supervision

## Contributing to the eBulletin

This eBulletin is published every two months. Its success depends on CWN members and National Reference Group members contributing news and views. Copy for the next issues, including images and graphics, should be sent to the editor at: [info@childrensworkforce.org.uk](mailto:info@childrensworkforce.org.uk)

The 2009 deadlines for copy are:

- 19 June Issue 17 (July-August)
- 14 September Issue 18 (September-October)
- 23 October Issue 19 (November-December)