

## Introduction from the Chair

It is a privilege and challenge taking on the CWN Chair even in an interim capacity. Paul Ennals has been inspirational in his leadership of the network, developing the workforce to develop common approaches for children and young people.

The last three months have been very busy for the network as reflected in the range of reports in this edition and my thanks go to members who have worked hard to continue our work together. I would especially encourage you to contribute to the Common Core Refresh consultation.

Recently several reports have been published which will influence the children's workforce. Two that will directly impact on how we work are:

- The Social Work Task Force's interim report which recommends a substantial emphasis on the improvement of social work education with clearer career routes and better resources to ensure social workers can be effective;
- The White Paper Your Child, Your School, Our Future: Building a 21st Century Schools System which emphasises the importance of early intervention for children with health, social or education issues and ensuring every child

has an education that prepares them for the challenges of the 21st century. The paper places the workforce at the heart of achieving these ambitions.

These two developments need to be aligned to foster cross sector professional training and development that starts from the needs and aspirations of the child and helps practitioners to develop a shared understanding about priorities, thresholds and ways of working.

The Cabinet Office report Power in People's Hands; Learning from the World's Best Public Services, places people at the heart of reform and emphasises the importance of "unlocking the creativity and professionalism of front line professionals". For the children's workforce this needs us collectively to understand what children and families want, work in more collaborative ways that focus on improving quality and innovation and find out if we are making a difference. The related report Building Britain's Future describes reform in terms of a shift away from targets and central direction to a system where individuals have entitlements and guarantees. Implementing this reform will need us to be prepared to change our practice and challenge our current behaviours and beliefs.

# Introduction from the Chair continued...

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So as always the one certainty we have is that things are changing and as Paul says in his message, this is true for CWN. In the last bulletin Paul mentioned the reviews of the national workforce agencies and of the sector skills councils and these reports are imminent. Already changes are underway: DCSF has established a Workforce Directorate, the National Partnership for the Children and Young Peoples' Workforce has met twice; and NCSL is working collaboratively to develop leadership provision for DCSs and other senior leaders.

We will work with members at the CWN meeting in September to understand how CWN needs to develop so that we continue to make an effective contribution, with other partners, to the development of a coherent, skilled and effective children's workforce. We will keep you in touch with future plans.



Hilary Emery

Interim Chair, CWN

# Outgoing message from Sir Paul Ennals

Having had the honour to chair CWN since its inception 4 years ago, I have now stepped down. My term was due to end this September, but in July I was appointed Chair of the Children's Workforce Development Council (CWDC). I brought forward my resignation, since the role of CWN Chair is essentially independent of each of the member organisations, and am delighted to hand over to Hilary Emery from TDA.

I am proud to have supported CWN through years of real success. We were created to develop partnership working across the children's workforce; to break down barriers between the agencies, and to promote genuine joined-up working. Today the strength and depth of joint working is infinitely greater, and we have paved the way for many of the changes to organisational roles and priorities which are now emerging. The emergence of the new National Partnership; the 2020 workforce strategy; the Integrated Qualifications Framework; the youth workforce reform programme - these and many other changes nationally can be sourced to our work. And on the ground, where staff from all backgrounds increasingly work as partners in integrated teams, we can see evidence of the partnership that we have modelled. CWN itself is now on the point of major change - having achieved many of its objectives, CWN member agencies are reconsidering what kind of future structure their partnership working still requires. I wish you all success, whatever the future shape of partnership may be.



Paul Ennals

Chair of CWN 2005 - July 2009

# 14-19 Diplomas

## Diploma in Society, Health and Development

### Workshops

The Society, Health and Development Diploma team will be delivering the following workshops for Higher Education providers and teachers:

#### Higher Education, Providers and Teachers

The aim on this workshop is to raise awareness of the diploma and promote the progression pathways for students from Level 3.

25th November, London

#### Teachers

The aim of this workshop is to engage with teachers and identify the variety of ways applied learning can take place within the classroom.

3rd November, Manchester United Football Club

12th November, London

18th November, Bristol

To confirm dates please check the website

[www.Skillsforhealth.org.uk/diploma](http://www.Skillsforhealth.org.uk/diploma)



### Learner Evaluation

SkillsActive commissioned research into the experiences of the first learners on the Diploma in Society Health and Development in January 2009, the objective was to evaluate the first learners' experiences of the Diploma producing insights into:

- The quality and presentation of the Children and Young People's Workforce elements of the Diploma from the perspective of learners.
- Learners' motivation for choosing the Diploma and their expectations of the course before and during their studies.
- How learners opinions and attitudes about the Diploma have changed as the course has progressed, investigating some of the possible causes of this.
- A snapshot of the first year of the Diploma teaching.

The findings from the research has been positive. There is still some work to do to in recruiting employer champions from the Children and Young People's Workforce.

A downloadable version of the research will be available shortly to access this go to

[www.Skillsforhealth.org.uk/diploma](http://www.Skillsforhealth.org.uk/diploma)

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# Diploma in Sport and Active Leisure

The Diploma in Sport and Active Leisure (SAL) continues to make good progress towards the launch of first teaching in September 2010. Five awarding bodies have submitted their final qualifications to Qualifications and Curriculum Authority (QCA) for approval. QCA, working closely with the Diploma Development Partnership (DDP) have reviewed all the submissions and have made their report to Ofqual, the qualifications regulator, for their final decision. The Ofqual decision should be made public in the first week in July. We are optimistic that there will be several

awarding bodies approved which will give consortia a choice of awarding body to work with.

147 consortia have been approved to offer the Diploma in SAL in 2010. Others that have been referred will have an opportunity to provide evidence that they have met all the conditions for approval in the autumn. We expect that the number of consortia that will start teaching in 2010 will be in excess of 300.

We continue to make good progress with employer

engagement and with gaining the commitment of Higher Education Institutions (HEIs) to the Diploma in SAL. More work will be carried out at consortium level to support individual consortia to engage with local employers and their local HEIs.

We have 2 Higher Education based projects beginning in September to help development – a sandwich year student working on marketing and a final year student undertaking research around Diplomas and mentoring

**For more information on the progress of the Diploma in SAL, please visit the web site: [www.skillsactive.com/sal diploma](http://www.skillsactive.com/sal diploma)**



# Common Core Refresh

## Have Your Say And Make A Difference Take Part In The Common Core Consultation

A refreshed version of the Common Core will be published in March 2010 and you can help shape it by taking part in the Common Core consultation. There is a 10-15 minute questionnaire where you share your views on how we can help you improve the lives of children and young people.

For more information and to take part go to [http://www.childrensworkforce.org.uk/news/155\\_have-your-say-and-make-a-difference-take-part-in-the-common-core-consultation](http://www.childrensworkforce.org.uk/news/155_have-your-say-and-make-a-difference-take-part-in-the-common-core-consultation)



**Take part now**

Click through to the  
online questionnaire

## Common Induction

### CWN Vision and Principles of Induction

In the last edition of the eBulletin (Issue 16) the CWN Vision and Principles for Induction were introduced.

For further information on how to use the marketing tools please follow this link - <http://www.childrensworkforce.org.uk/induction/induction-tools>



# IQF Integrated Qualifications Framework

## Progress being made on the IQF

With the launch date of next April drawing ever nearer the IQF project is progressing well and is on target to deliver a forest of approved qualifications for the children and young people's sector. All CWN partners are actively working together to develop qualifications that will be fit for purpose and contain the Common Core of Skills and Knowledge.

## Key qualifications on the IQF

A number of qualifications are being developed for inclusion on the IQF. These qualifications include the Level 3 Children and Young People's Workforce Diploma.

This will be based on shared core units that have 3 pathways reflecting the key areas of CWDC's work: Learning Development and Support Services (LDSS), Early Years and Children's Social Care. Partners in the CWN are collaborating with this development to ensure transferability of the core units into qualifications across the children and young people's sectors.

The IQF will also contain Higher Education qualifications. One example of a qualification being piloted for inclusion is the Graduate Diploma in Playwork, offered by the University of Gloucestershire. This qualification aims to enable those graduates from

different disciplines who are working in playwork to have an opportunity to study this subject at a higher level. It is anticipated that the programme will be one of the first to be promoted through the IQF when it is launched.

## IQF Website Development

The main tool for the IQF is the website which is currently being developed. The website will be the focus of IQF communications from April 2010 as this will be the place where both learners and employers can search for recognised qualifications for the children and young people's workforce.



# Youth Workforce Reform

## Skills Development Framework/ Youth Professional Status

The regional and online consultation on two key projects - the Skills Development Framework and Youth Professional Status finished at the end of June. Two consultation events to obtain young people's views on these projects took place in July in Leeds and Birmingham. Analysis of the results from the consultation will be considered by the Programme Board at the end of the July.

For more info please contact [sophie.chambers@cwdcouncil.org.uk](mailto:sophie.chambers@cwdcouncil.org.uk)

## Connexions Personal Advisers Postcard Competition

Young people who work with Connexions Personal Advisers were asked to design cards to depict how a personal advisor helps. The entries were judged regionally and the three best entries from the two age categories of 13-16 and 17-19 were sent to CWDC to be judged by a group of young people in Leeds. The winners of the competition were announced in May and you can view them by following this link <http://www.cwdcouncil.org.uk/ldss/news>.



## Leadership and Management

The Leadership Enhancement Programme and the Management Development Programme are proving successful, with widespread uptake across the workforce.

The Leadership Development Programme, aimed at senior managers in the young people's workforce is now in the design and development stages - further details will be available in the autumn. Those recruited to this course will be expected to take on formal leadership roles in Integrated Youth Support Serv

## Induction Training

CWDC are supporting a common approach to induction. One mechanism to demonstrate people have met the induction standards is CWDC's generic induction training programme. In response to requests from the field, CWDC have developed and field tested generic level 1 & 2 induction which is available on the website <http://www.cwdcouncil.org.uk/ldss/induction>

**Coming Soon**  
**Role specific modules for educational welfare**



# Health Workforce Priorities for Children, Young People and their Families

Following a review exploring stakeholder's opinions of the key children and young people's health workforce priorities, Skills for Health will be adding the areas listed below to their stakeholder engagement plans – an element of a work programme agreed between Skills for Health and the Children's Workforce Development Council.

The review highlighted huge areas for development across all priority health and health workforce issues for children and young people and it is intended that support will additionally be given to other workforce development priorities identified in the review.

- Development of Advanced and Assistant Practitioner roles in Children's Community Services, building on current Skills for Health work and applying it to children and young people's community services workforce.
- Linking the children and young people's participation agenda with Skills for Health public and patient involvement programme.
- Supporting children and young people with therapy needs, by working with an ongoing project in Derby to develop an accredited training programme for school support staff and SENCOs to enhance the provision of therapy to schools.
- Postural care (Body Shape protection), a new project development aimed at families and Allied Health Professionals.

If you would like further information about this work please  
contact [pam.truman@skillsforhealth.org.uk](mailto:pam.truman@skillsforhealth.org.uk)



## Further Reading

### Extended Services

### Disadvantage Subsidy

By 2010, all schools are expected to provide access to a 'core offer' of extended services – including a range of activities out of school hours.

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## Further Reading

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The extended services disadvantage subsidy is part of the Government's commitment to extended services in and around schools.

The funding is designed to subsidise access to extended services activities for economically disadvantaged children and young people and children in care. In doing so, the subsidy aims to improve well-being, raise attainment and narrow the attainment gap.

To read more follow this link

[www.tda.gov.uk/subsidy](http://www.tda.gov.uk/subsidy)

## 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 (representing the health regulators) (NMC)
- 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

# Getting involved

## 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:

- 14 September Issue 18 (September-October)
- 23 October Issue 19 (November-December)

## Circulation of the eBulletin

Please feel free to forward this 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 eBulletin, please send their email address to: [info@childrensworkforce.org.uk](mailto:info@childrensworkforce.org.uk)

## How does CWN work?

CWN activity is guided by an Business plan. CWN members come together in bimonthly Board meetings and four Policy Groups covering integrated qualifications, encouraging mobility/pathways for progression within the workforce, youth workforce and 14-19 Diploma. 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)

## 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 are those of the individual contributors and not necessarily those of CWN.