

## Introduction from the Chair

This is the last edition of the CWN e-bulletin. As you will see from this edition there is a wealth of work going on to support the training, qualifications and development of integrated working across the workforce for children. Going forward Sector Skills Councils and bodies will be represented at the National Children and Young People's Partnership by Steve Studd (Skills Active).

The last meeting of CWN is on 17 December and we will review all the CWN programmes to ensure that satisfactory transition arrangements have been put in place and get feedback on risks and issues that we need to manage. We will share these with CWDC, the National Partnership and DCSF Workforce Group so that there is no loss of momentum or continuity.

We are undertaking an evaluation of the achievements of the network and the lessons learnt that can inform future working which will be published and circulated to network members.

Members are committed to continued partnership working with one another and DCSF and recognise how the agenda has developed since CWN was established and giving thought to what is needed going forward. For example Chief Executives of Regulatory organisations

have now scheduled six monthly meetings together. These include partners outside CWN membership.

We have consulted with members and they have identified transition issues that need to be addressed by all of us.

These include ensuring:

- that collaborative working continues;
- a voice for employers via Sector Skills bodies to support the implementation of the 2020 C&YP workforce strategy;
- Sector Skills representation on the National Children and Young People's Workforce Partnership gives the opportunity to facilitate partnership working across the children's workforce.

We anticipate early in the new year contacting all reference group members to inform them of future information sources from DCSF and CWDC and to give the option of their data being transferred. We will also communicate where CWN produced resources will be hosted post March 2010 and how we will communicate the outcomes of the research on vision and principles for Common Induction.

Next June/July we will review with CWN members how the transition has worked and if there

# Introduction from the Chair continued...

are outstanding concerns or opportunities that are being missed and decide how these can be addressed.

My thanks to everyone for their contribution to ensuring a smooth transition. Particular thanks to the CWN team of Veronica Wellington, Vicky Witter and Fiona Murray and to the CWN project leads for their commitment and to Paul Ennals for his leadership .

The Children's Workforce Network has been a powerful force for change, it has done its job well and built a strong foundation for future. It is a great achievement to have established CWN, worked hard to implement initiatives such as the common values, an integrated qualification framework, common principles and approaches to induction, the 14-19 diploma and young people's workforce reform and then to have recognised that the task in its current form has been completed. Thank you all for the support you have given to one another and to the joint endeavour – a job well done and a baton securely passed on.




Best wishes for a peaceful and happy Christmas and to our new ways of partnership working in 2010.

Best wishes Hilary

Hilary.Emery@tda.gov.uk

Hilary Emery

Interim Chair, CWN

A handwritten signature in black ink, which appears to read "Hilary Emery". The signature is written in a cursive style with a long, sweeping underline.

# Young People's Workforce Reform

**O**n November 5th, the Rt Hon Dawn Primarolo MP, Minister of State for Children, Young People and Families, officially launched the Young People's Workforce Reform Programme.



**T**he event saw more than 150 senior leaders and managers come together at the Southbank Centre, London for a day filled with high profile speeches and networking opportunities.

The event was a great success with good geographical and workforce representation. Young people themselves were central to the proceedings.

The plenary session started with a powerful theatrical sketch by a young group of people which really set the scene.



This was followed by a ministerial address by Rt. Hon Dawn Primarolo MP who officially launched the programme. It was an informative and inspirational day, which equipped delegates with the knowledge, understanding and drive to help put these reforms into action.

Feedback has been excellent and podcasts of the speeches and also vox pops filmed on the day are available on our website. Please visit:

[www.cwdcouncil.org.uk/young-peoples-workforce-reform-programme/launch-of-the-young-peoples-workforce-reform-programme](http://www.cwdcouncil.org.uk/young-peoples-workforce-reform-programme/launch-of-the-young-peoples-workforce-reform-programme)



Other materials including a guide to the programme and DVD on the launch are also available

please email: [youngpeoplesworkforce@cwdcouncil.org.uk](mailto:youngpeoplesworkforce@cwdcouncil.org.uk) for copies.

To date the reform programme has provided training to over 2,000 senior leaders and managers from local authorities and the third sector helping them work together more closely. A further 2,000 are either currently in training or have signed up for future tranches.

We will also be shortly publishing the first ever State of the Young People's Workforce report setting out data on the workforce.

**L**ooking ahead in the New Year, we will be commencing the delivery of specific additional training to support the invaluable contribution of the third sector as well as introducing a Skills Development Framework that will describe skills and competences for working in integrated settings and will help bring greater unity to the workforce. Further development work is also taking place on Youth Professional Status standards, to recognise the highest levels of practice within the workforce.

## Skills for Health relicensed

Skills for Health has been relicensed by the government as the Sector Skills Council for the UK healthcare sector following its assessment by the UK Commission for Employment and Skills (UKCES) and the National Audit Office (NAO).

## Core Standards for Assistant Practitioners

Skills for Health has published new core standards for Assistant Practitioners, developed in response to employers and commissioners concerns around variations in the responsibilities, education and training of staff employed in the role.

## Nationally Transferable Roles

Skills for Health has developed templates to help in the development of nationally transferable roles with several Regions across England starting to use the methodology.

## Skills Passport for Health

The pilot phase of the Skills for Health Skills Passport is currently in progress across 13 sites in England and Wales with 500 participants. It is anticipated that the Skills Passport will offer benefits for training and recruitment for both individuals and employers.

Further information is available on the Skills for Health website:

[www.skillsforhealth.org.uk](http://www.skillsforhealth.org.uk)

or please email Pam Truman

[pam.truman@skillsforhealth.org.uk](mailto:pam.truman@skillsforhealth.org.uk)

## Common Induction

The Pathways for Progression Policy Group was set up by the CWN to look at routes into and within the children and young people's workforce as an aid to the recruitment, development and retention of capable and committed staff.

Over the past four years the Policy Group has completed a number of projects to fulfil this aim. From identifying enablers and barriers to career progression to research into the strategic issues that affect mobility across the workforce, the Policy Group has contributed to the knowledge of what the workforce looks like.

The Policy Group is particularly proud of its work on common induction which started off with a series of case studies that showcased good induction practices. The CWN then asked the Policy Group to develop a statement on induction which resulted in the Vision and Principles for Induction. Referenced in the 2020 Children and Young People's Workforce Strategy, the Vision and Principles gives the workforce a picture of what good induction should include and is a huge step forward in developing the concept of a common induction for all of the children and young people's workforce.

Skills for Justice has valued undertaking the role of chair of the Pathways for Progression Policy Group and the work has clearly taken forward joint working between the CWN partners.

More information about the work of the Policy Group and links to the induction Vision and Principles and case studies can be found at:

<http://www.childrensworkforce.org.uk/workstreams/pathways-for-progression>

# CWN Vision and Principles for Induction - **The next steps**

Following the development of the Children's Workforce Network's Vision and Principles for Induction, the Pathways for Progression Policy Group is conducting research to explore how well the Vision and Principles are used across the Children and Young People's Workforce.

We are currently in the first phase of the project and a series of consultations will be held throughout December and January. An online consultation will be available in the first week of December and four workshops will take place in the New Year.

The first workshop will be held in Bristol on 12 January 2010 and the second will be held in Leeds on 21 January 2010. The workshops will bring together a range of representatives of the children's workforce in both HR and Workforce Development roles, managers and front line staff.

The criteria for participation are given below. They are sufficiently broad to allow us to understand the impact of the Vision and Principles from different perspectives:

## **HR / Workforce development responsible**

- Actively involved in the design, development and implementation of induction programmes and activities
- Aware of the CWN Vision and Principles for Induction.
- A mix of those who are already using the Vision and Principles and those planning to
- Use the Vision and Principles – so that we can understand different perspectives on adoption
- A spread of sector involvement across the Children's and Young People's Workforce – we need to understand different perspectives on the issues.

## **Managers/ Front line staff**

- A mix of people working in management and front line job roles
- All to have had recent – past year – experience of either delivery or receipt of induction of some kind.
- Spread of sector involvement across the Children and Young People's Workforce – so that different perspectives can be explored
- All to be aware of the Vision and Principles for Induction – at least its existence.

We will also be talking to young people and their families for their views on induction for the professionals they come into contact with.

If you would like to know more about the project or would like attend one of the events please contact the Project Manager, Rebecca Morgan at [rebecca.morgan@skillsforjustice.com](mailto:rebecca.morgan@skillsforjustice.com) or on 0114 2317252.

# Improving skills, knowledge and standards for the Children's Workforce

Skills for Justice have launched an extensive project which will develop National Occupational Standards (NOS) and qualifications based on core competencies for all those working with Children and Young People.

This work will have a significant impact on the lives of children and young people by ensuring that all those working with children, young people and their families have the best possible training, qualifications and services so that they can work together to place the child at the centre of all services.

The project is being funded by the Children's Workforce Development Council (CWDC) and we are developing a suite of NOS and qualifications that will directly affect all professions and occupations that provide services for children, young people and their families. The new NOS will be directly related to the refreshed Common Core of Skills and Knowledge for Working with Children and Young People.

Due to the scale of this project and the amount of employers that fall into the remit, we intend to conduct an extensive consultation across a wide range of stakeholder organisations.

We are currently in the first phase of the project and are due to hold the first steering group meeting on 14th December 2009. We are now recruiting working groups and will be holding the first workshop on 13 January 2010 in London and the second on 20 January 2010 in York. We would like to invite professionals, practitioners in all the sectors who feel they can contribute to this important piece of work and be part of the project.

If you would like to know more about the project or would like to be a member of the working group please contact the Project Manager Rebecca Morgan at [rebecca.morgan@skillsforjustice.com](mailto:rebecca.morgan@skillsforjustice.com) or call 0114 2317252.



## Vulnerable Young People Workers' Awards Pilot

Skills for Justice is pleased to announce that a pilot of the qualifications for vulnerable young people's workers awards is about to commence in the Bristol area. Working with Bristol Youth Offending Team, the pilot is looking to recruit candidates from across the children and young people's workforce including those based in Children's Services, the Third Sector, justice, health, sport and museums/libraries. The pilot is suitable for people who are currently working with vulnerable young people.

The first pilot steering group will be held in the near future and if you are interested in taking part, please contact [sue.mcfarlane@skillsforjustice.com](mailto:sue.mcfarlane@skillsforjustice.com) or 01142 317393.

## **P**rogressing TDA Higher Education Institutional (HEI) Endorsement Pilot

The Training and Development Agency for Schools (TDA) is currently piloting an endorsement process for including higher education (HE) qualifications for school support staff on the Integrated Qualifications Framework (IQF). The Agency has recruited and trained endorsement consultants who are familiar with HE practice and/or have sector specific knowledge.

The TDA endorsement process has been devised to allow HEIs to demonstrate their programmes have been developed in alignment with the principles of the IQF and meet employer and student needs for school support staff training and development. Successfully endorsed institutions will be able to propose programmes for school support staff to be included on the IQF via the TDA.

Further information is available at:

<http://www.tda.gov.uk/partners/>



## **Diploma in Society, Health and Development**

### **Changes to Lead Personnel**

Skills for Health have appointed a new Lead, Janet Glover, to manage the project until 31st March 2010. Janet has previously worked for Skills for Health and is currently a member of the Cambridge Education team carrying out the Gateway 4 review of submissions for 2011 teaching.

### **Provider Workshops**

The Diploma Development Partnership for SHD in partnership with the Specialist Schools and Academies trust hosted a series of provider workshops. The workshops were aimed at those teaching the diploma to have the knowledge and skills to ensure effective and engaging learning.

The workshops were a great success and took place at:

- 3rd November: Manchester United Football Club
- 12th November: Park Inn, Russell Square, London
- 18th November: Grand thistle Hotel, Bristol.

### **Higher Education Conference**

A Higher Education conference took place on Wednesday 25th November in London.

# Skills for Health/Children's Workforce Development Council Work Programme

In addition to the ongoing project development work supporting current CWDC work strands two new initiatives supported through the Skills for Health/CWDC joint post are in progress following stakeholder consultation around the health workforce priorities for children and young people.

A new project initiative supporting the disability agenda is underway. The project is a one year training programme for the workforce supporting the needs of children and young people with complex and continuing healthcare needs. It is delivered in partnership with Postural Care Community Interest Company and is due to start January 2010. The programme is being piloted across England with participating PCTs providing one person to be trained as a licensed postural care trainer who will cascade awareness session training to individuals and families within their PCT locality.

Further information is available on the Postural Care CIC website [www.posturalcareskills.com](http://www.posturalcareskills.com)

A second initiative is supporting learners with therapy needs. A pathway has been developed for educational support staff and Teaching Assistants working with learners with learning disabilities and difficulties to enable them to support and deliver therapy objectives under the direction of a qualified Occupational Therapist, Physiotherapist and Speech and Language Therapist. The programme has been developed through Derbyshire County PCT, Derbyshire County Council, Derby City Council and the University of Northampton and runs for the second time in the New Year.

If anyone would like further information about either of these work programmes please contact [pam.truman@skillsforhealth.org.uk](mailto:pam.truman@skillsforhealth.org.uk)



# Transforming the Young People's Workforce

Senior level policy-makers and practitioners will be gathering in London to discuss reform and development of the young people's workforce at the 'Transforming the Young People's Workforce' conference, taking place Thursday 28 January 2010 at Kingsway Hall, London WC2.

CWDC is lead partner on the event, and it is being supported by DCSF, UK Youth, and the National Connexions Network (NCN).

The conference will carry the key messages that those working in and with the young people's workforce will need to understand in order to drive forward the Young People's Workforce Reform Programme at local level.

## Speakers include:

- Jane Haywood, Chief Executive, Children's Workforce Development Council (CWDC)
- Steve Munby, Chief Executive, National College for Leadership of Schools and Children's Services
- Kevin Ford, Chief Executive, FPM Training
- Leora Cruddas, Deputy Director, Children and Young People's Services, London Borough of Waltham Forest

Please use the following link to access the conference brochure -

[http://www.neilstewartassociates.com/kd180/downloads/kd180brochure\\_WEB.pdf](http://www.neilstewartassociates.com/kd180/downloads/kd180brochure_WEB.pdf)

Register your place at [www.neilstewartassociates.com/kd180](http://www.neilstewartassociates.com/kd180)

**CWDC are offering 15 free places for Third Sector organisations who can demonstrate that attendance at the conference will improve their capacity to deliver services to young people.**

In you are interested in applying for one of these places please email [youngpeoplesworkforce@cwdcouncil.org.uk](mailto:youngpeoplesworkforce@cwdcouncil.org.uk) by Friday 15 January with your contact details and a short supporting statement of no more than 150 words, outlining why being offered a free place at the conference will improve your organisations capacity to deliver services to young people.

The first 15 organisations to meet the above criteria will receive a free place. Places are limited to one representative per organisation and successful applicants will be notified by 20 January 2010. We would particularly welcome applications from small Third Sector organisations, with a small budget who would not normally be able to

# New information, advice and guidance resources available

Reforms to the 14–19 curriculum are creating greater choices and opening up new progression pathways for young people. This means, they will have the flexibility to combine qualifications and tailor learning programmes to meet their specific needs and interests.

For students to make informed choices, they must receive accurate and impartial information, advice and guidance (IAG). With this in mind, the Training and Development Agency for Schools (TDA) has commissioned a range of resources to help teachers and schools provide career-related IAG.

We have developed several online continuing professional development (CPD) resources that clarify the recent 14-19 reforms and identify sources of specialist IAG to help support students. The resources explain how learning routes through the 14-19 phase have expanded. They are designed to help teachers provide accurate information and talk through students' choices with them. Sections include helping teachers to embed IAG within subject delivery, teacher and school responsibilities with regard to IAG, the benefits of IAG for students and an introduction to IAG for trainees in initial teacher training. There are also case studies and CPD session materials to help teachers deliver IAG. The resources are all available from the TDA's new IAG web pages please follow this link: <http://www.tda.gov.uk/teachers/iag/ceg.aspx>

We have also commissioned three subject associations from English, history and modern foreign languages to develop a series of online resources to help teachers introduce a careers dimension within key stage 3 and 4 subject delivery. These resources aim to provide practical career-related activities linked with elements of the English, history and modern languages curricula. The languages and history resources are now available on the careers related subject resources pages of the TDA website please follow this link: <http://www.tda.gov.uk/teachers/iag/subjectresources.aspx> The English resources will be available shortly.

Finally, we have supported a range of small-scale projects across the country. These were designed to enhance the coordination and delivery of careers-related IAG within and between schools. Led by careers coordinators, the projects involve school-based activities which explore ways of improving IAG delivery. A report on the project findings highlights transferable learning from the activities, using examples of effective and innovative practices in careers-related IAG delivery in the project schools. You can access the report, please follow this link: <http://www.tda.gov.uk/teachers/iag/planning.aspx>

If you require any further information please contact the TDA's IAG Team:

[14-19@tda.gov.uk](mailto:14-19@tda.gov.uk)

# 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
- 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