

## ROTHERHAM BOROUGH COUNCIL – REPORT TO MEMBERS

1	<b>Meeting:</b>	<b>Cabinet Member for Adult Social Care</b>
2	<b>Date:</b>	<b>22nd October, 2012</b>
3	<b>Title:</b>	<b>Wider-workforce Skills Development Funding Application Scheme</b>
4	<b>Directorate:</b>	<b>Neighbourhoods and Adult Services</b>

### 5 Summary

5.1 This paper proposes an innovative approach to adult social care workforce commissioning with the aim of releasing capacity in communities to help maintain independence, prevent dependency, and unlock the potential of local support networks to reduce isolation and vulnerability of Rotherham people. It contributes to the *Prevention and Early Intervention* and *Dependence to Independence* strands of Rotherham's Joint Health and Wellbeing Strategy to help improve care services, support people in new ways, and give people power and control to take responsibility for their own lives and daily living.

5.2 The approach involves the skills development of the wider workforce identified in Skills for Care's Workforce Development Strategy (2011) using a funded application scheme. The scheme would be piloted in 2013/2014, with a small budget, aimed at informing future support for workforce planning and development of a wider workforce that is confident, appropriately trained, and qualified to support self-care, provide truly person-centred care and high quality social care services.

### 6 Recommendations

- **Cabinet Members approve the piloting of a Wider-workforce Skills Development Funding Application Scheme in 2013-14.**

## 7 Proposals and details

### 7.1 Objective

7.1.1 A pilot funding application scheme is proposed for the mainly unpaid adult social care 'workforce' in Rotherham to continue to improve workforce development support provision from the Director of Adult Social Services (DASS). The scheme would:

- Support workforce commissioning, planning and development to meet the vision and priorities in adult social care
- Equip a capable, confident and skilled workforce with the right skills to deliver safe and high quality services
- Complement the Directorate's existing Workforce Development Funding Application Scheme that operates for the independent sector Organisational Employers and Personal Employers.

### 7.2 The Scheme

7.2.1 If approved, the pilot scheme would be introduced in 2013-14 and be known as the Wider-workforce Skills Development Funding Application Scheme. Its purpose would be to offer funding to support the development of the mainly unpaid adult social care workforce across Rotherham, as detailed in *Capable, Confident, Skilled - A workforce development strategy for people working, supporting and caring in adult social care* (SfC, May 2011).

7.2.2 The scheme would bolster existing arrangements to develop skills and is not intended as a replacement funding stream for skills development activities already in place and funded. It would cover the skills development needs of following workforce groups or 'assets', detailed in the *Workforce Development Strategy* that support the provision of high quality adult social care:

- User-led and carer-led organisations
- Volunteers
- Neighbourhoods
- Circles of support (neighbours, trades, family/relatives)
- Carers.

7.2.3 The scheme would be accessed directly by these groups or, on their behalf, by organisations (public or private), community groups or educational providers. Organisations and groups would need to be based in Rotherham and training providers would need to be based within the South Yorkshire sub-region to ensure the pilot was manageable and controlled.

7.2.4 The scheme would specifically target key skills development areas identified in the *Workforce Development Strategy*; namely:

- Recruiting, inducting, training and supporting volunteers to add value to services and provide support in local neighbourhoods
- Producing neighbourhood learning opportunities
- Developing community skills to enable those undertaking informal support roles in their community to have access to the knowledge, skills and capacity they need.

7.2.5 The scheme would be launched in April 2013 with skills development activities running between July to December 2013 and the evaluation and impact assessment taking place between January to March 2014.

7.2.6 The scheme would be robustly administered by the Learning and Development Team.

7.2.7 Examples of how the scheme might operate are:

Example 1

*A group of people with learning disabilities wish to set up a small social enterprise offering a visitors farm with animals and birds, with play facilities for toddlers, and café/restaurant facilities. The café would provide a local community meeting facility where people can access affordable meals and socialise, alongside a play area for children and families and an educational facility promoting adult education. The enterprise provides employment for people with learning disabilities and secures the farm's future. People with learning disabilities may apply to the fund to support food hygiene training and catering qualifications and apprenticeships.*

Example 2

*A recognised local mental health carer-led group identifies the need for increased support for Rotherham people to help reduce social isolation of supporting family members with substance misuse issues. The group wish to set-up a free voluntary peer befriending scheme to operate across the borough. The group applies directly to the fund to support up to six members to gain the knowledge and skills needed to plan and organise a befriending scheme and train up to six of its members to:*

- ✓ *Give information, advice and coaching on what support is viable*
- ✓ *Improve access to local facilities and services*
- ✓ *Share experiences and carry out activities together*
- ✓ *Develop community connections and support stronger supportive friendships.*

*Also, the befriender's self-esteem increases as a result of their involvement in the scheme, and with increased confidence they embark on a return to work scheme with a guaranteed health and social care Apprenticeship.*

*Alternatively, local authority commissioners' market facilitation activities recognise the need for this support for Carers. The commissioners apply directly to the fund.*

## **8 Finance**

- 8.1 A budget of £20,000 is proposed to operate this pilot scheme; this represents approximately 3% of the total available budget for training in 2013-14 based on current year funding.
- 8.2 The scheme would permit a maximum of one application, per applicant, with a limit of £1,000. This would enable 20 organisations to be supported, assuming the maximum funding value is submitted. Applicants would be responsible for their own procurement and contracting of goods or services detailed in their application, which would be reclaimable from the Council.

## **9 Risks and Uncertainties**

- 9.1 As the landscape of adult social care changes linked to Government Policy on adult social care, so too will the types of workforce skills development provision required to support a new emerging unpaid workforce both in the short, medium and longer terms. This new training provision will require funding and for many groups 'seed' funding by the Council.
- 9.2 There is however no new money available to fund this scheme; it must be met from existing workforce development budgets held by the Directorate. The introduction of the scheme would necessitate a reappraisal of current training and development provision resulting in some disinvestment and/or re-provision of the 2013-14 workforce development plan for the adult social care workforce. The level of funding of the scheme has therefore been set at a level that is expected to be manageable with only minimal impact on current levels of service delivery.

## **10 Policy and Performance Agenda Implications**

- 10.1 The DASS is responsible for the professional leadership of the entire adult social care workforce in Rotherham including workforce planning arrangements (DH, 2006). This includes the outcomes of a workforce with the required competencies to deliver services to both national and local standards. The proposed scheme builds on the well established core provision of the DASS to support the adult social care workforce. It ensures workforce development funding supports workforce agendas of

Think Local Act Personal and The Big Society with the increased use of Personal Assistants, volunteers and communities in playing an important role in delivering personalised self-directed care and support.

- 10.2 Most importantly this initiative will support priority strands within Rotherham's Joint Health and Wellbeing Strategy 2012-2015. It will contribute to *Prevention and Early Intervention* outcome - so that Rotherham people get early help to stay healthy and increase their independence – and *Dependence to Independence* outcome – so that people increasingly identify their own needs and choose solutions that meet their personal circumstances. Collectively, Rotherham people would be empowered to have greater choice and control over their care and support and reduce their dependence on public services and/or others.
- 10.3 Deprived communities may also gain from this initiative via its community capacity building, growing social capital and its social return on investment benefits. Members of communities receiving training, gaining qualifications and skills will improve their employment opportunities within the adult social care sector and may gain confidence to seek employment in other sectors.

## 11 Background Papers and Consultation

- Department of Health (2006) *Best practice guidance on the role of Director of Adult Social Services*
- Skills for Care (2011) *Capable, Confident, Skilled - A workforce development strategy for people working, supporting and caring in adult social care*
- Rotherham Borough *Joint Health and Wellbeing Strategy 2012-15*

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