



Social Care Reform

Revisioning the social care workforce: How do we get there together?

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Social Care Reform



Objectives

Northern Ireland



The department set the following deliverables:



Qualification Based Register (QBR)

Develop and deliver to the Office of Social Services (OSS) a proposal for the introduction of a QBR for the social care workforce register.

Career Structure/Pathway for Social Care

Reporting to the OSS the Social Care Council (SCC) will develop and deliver a career structure/pathway framework for the registered social care workforce in Northern Ireland.

Continuous Learning Framework

Develop and deliver a continuous professional learning and development framework for the registered social care workforce, aligned to the SCC registration requirements.

1. Discover

2. Define

3. Develop

4. Deliver

● Human-centred

● Solution based

● Creative

● Collaborative

● Flexible

● Iterative



Re-visioning your social care career and learning development - how we get there together

The vision

A thriving and resilient social care workforce (SCW), continuous evolving, to provide the best care and support now and in the future.

2021/2022 Challenges

Design
Explore
Reflect

Qualification Based Register (QBR)

Outline health and safety practice certificate.

Develop content for HSPC.

Work with reference groups and the sector.

Engage with sector including SCW regarding content.

Care in Practice (CIP)

SCC proposals to continuous learning framework for social care leading to a qualifications based register and CIP are promoted to sector.

Develop a targeted engagement strategy on CIP and QBR taking account of intelligence gathered in year two to test and develop clear definition and understanding across sector.

Consult with sector on induction/entry level, enhanced level roles - to define what these roles involve and how to recognise this learning and prior learning.

Hybrid Model

Develop mentoring and support for sector.

Facilitate Impact network and recruitment of network participants around value-based recruitment and retention and engagement with network.

Current Activities

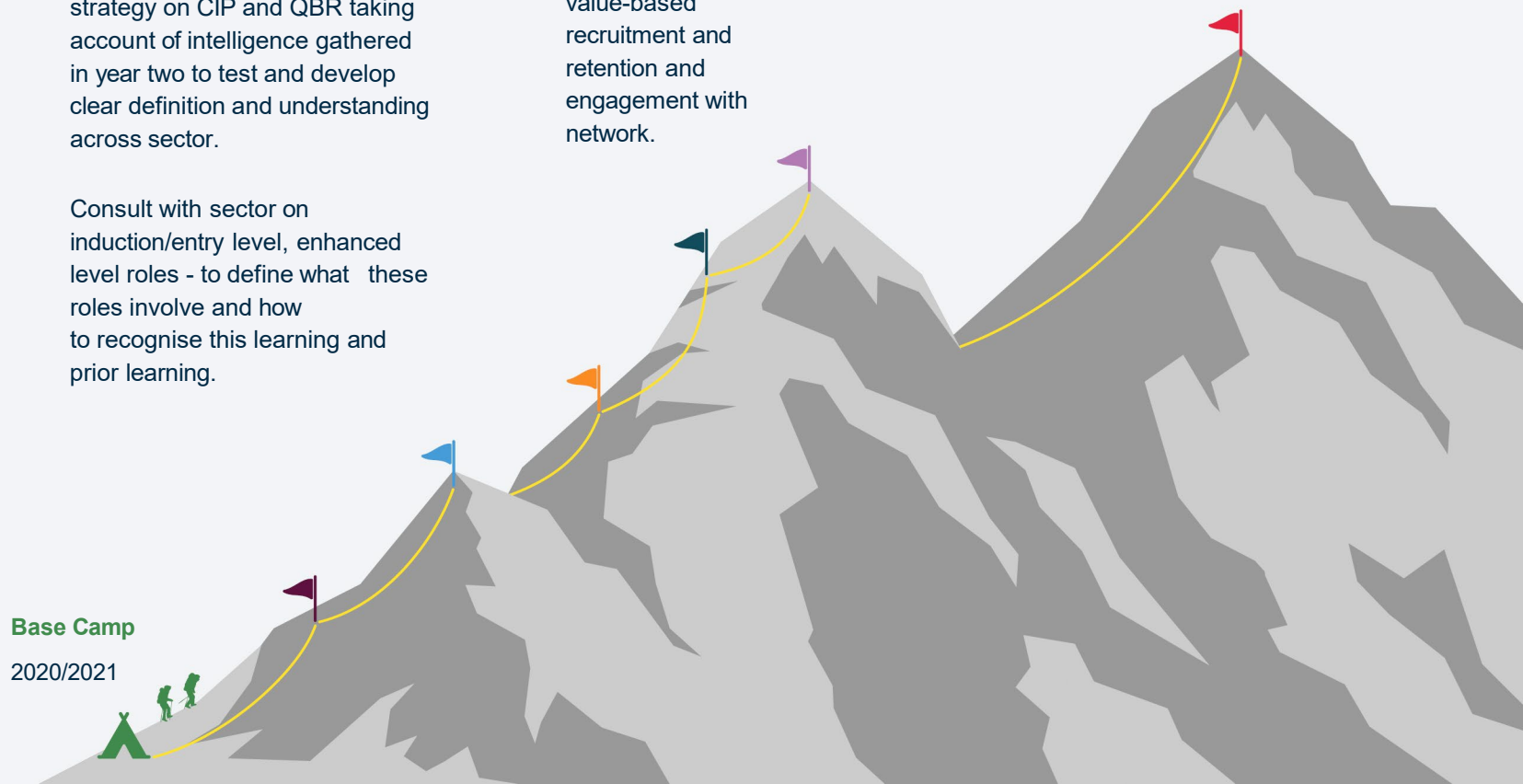
Analysing content of discovery workshops for key themes and next steps evaluation of funded accredited training.

2022/2023

Identify work themes.

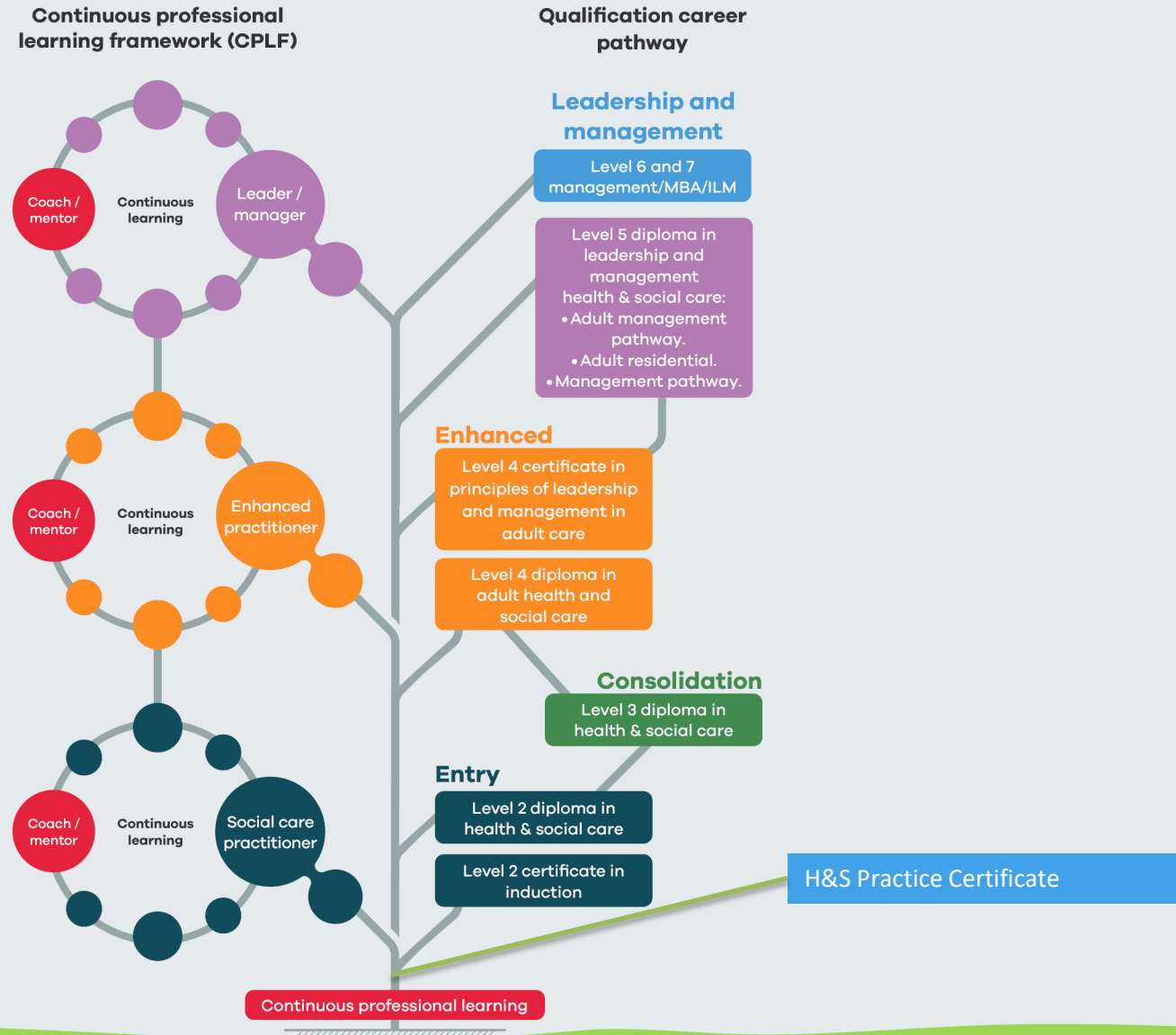
Base Camp

2020/2021



Care in Practice (CIP)

Northern Ireland



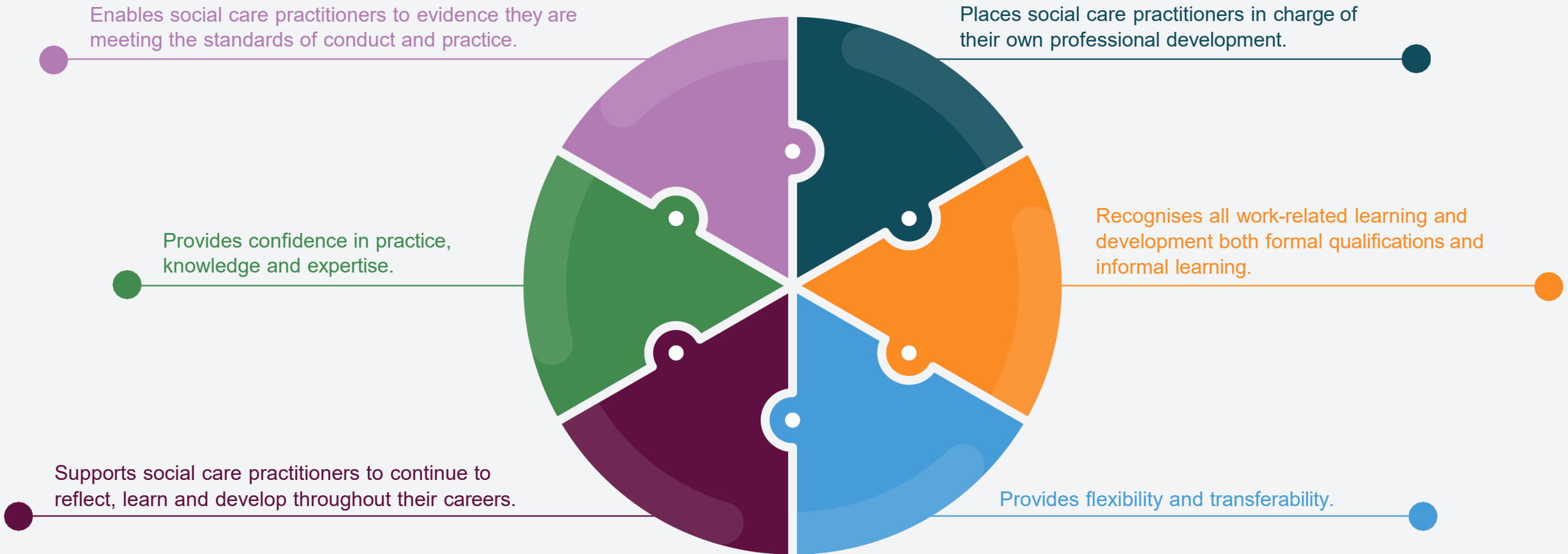
A thriving, resilient social care workforce continuously evolving to provide the best care and support to service users now and in the future.

Care in Practice (CIP)

Northern Ireland



The care in practice (CIP) framework is designed to enable social care practitioners to engage in career long learning and development using their practice experience, knowledge and skills to work across complex environments at different levels within the health and social care system.





“

Fire training - You have to do it every six months. So every six months, we are getting the same presentation. What have we learned from having the same presentation every six months?

”

“

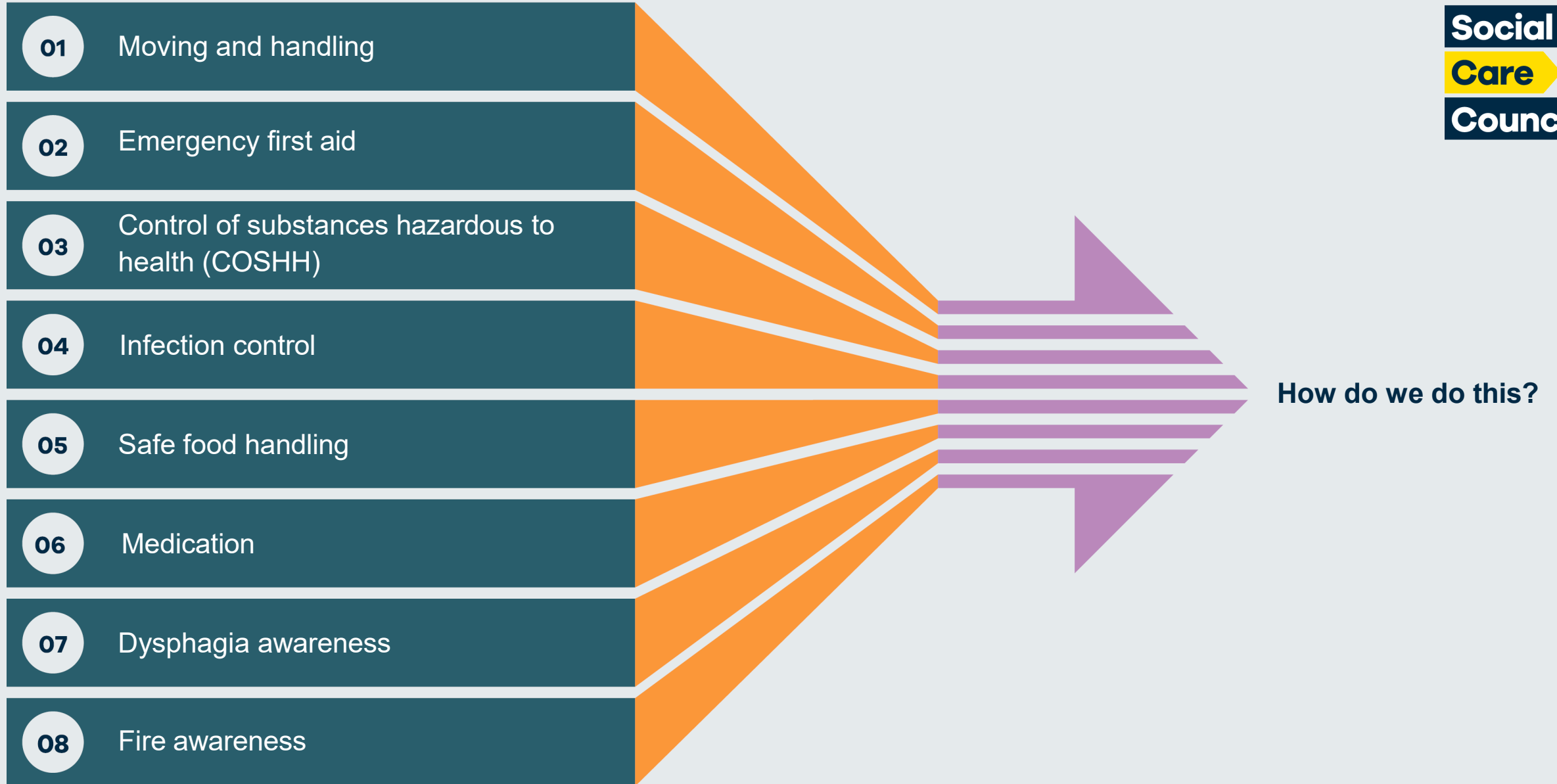
Don't torture people doing "What is communication?" "five times".

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Health and safety practice certificate - subjects

Northern Ireland



01

Stand alone health and safety practice certificate

- Qualification
- Open Badge – how competence assessed
- How is it refreshed/time scales?
- Cost
- Transferability
- Credibility

02

New level two diploma

- How are the health and safety elements refreshed/time scales?
- Cost
- Transferability
- Credibility

03

Leave as is



- To support a range of qualifications across the social care sector to include support for managers to access leadership and management training.



- Social care qualifications at level 3 from previous applications.



- Funding mentoring and support arrangements to support completion of qualifications currently undertaken and new entrants



- 1) Do you think this enables a career structured /pathway for Social Care & will it deliver Continuous Professional Development (CPD)/CPLF?**
- 2) What do you think of the concept of the Health & Social Care Practice Certificate (H&SCP)?**
- 3) Is there anything that should be included?**