

Social Care Reform



Northern Ireland

Social

Care

Council

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 Pathway for Social Care

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

Continuous Learning Framework

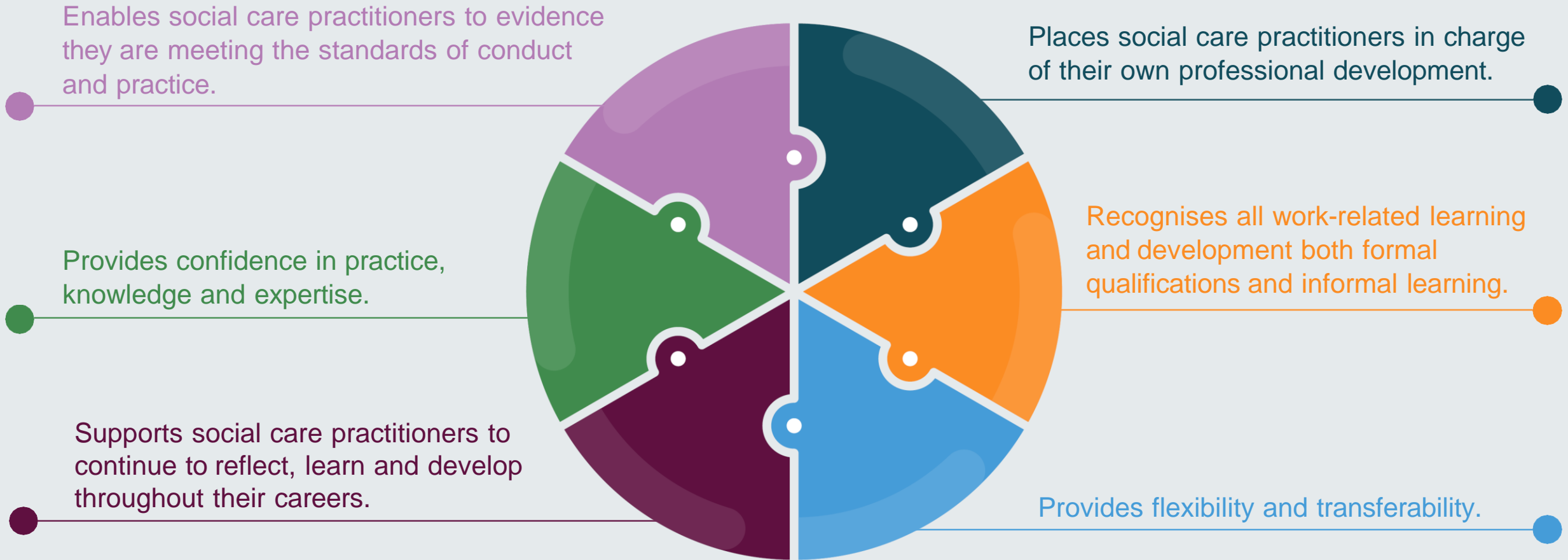
Develop and deliver a continuous professional learning and development framework for the registered social care workforce, aligned to the SCC registration requirements.

Care in Practice (CIP) - Supporting continuous learning and career development

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.



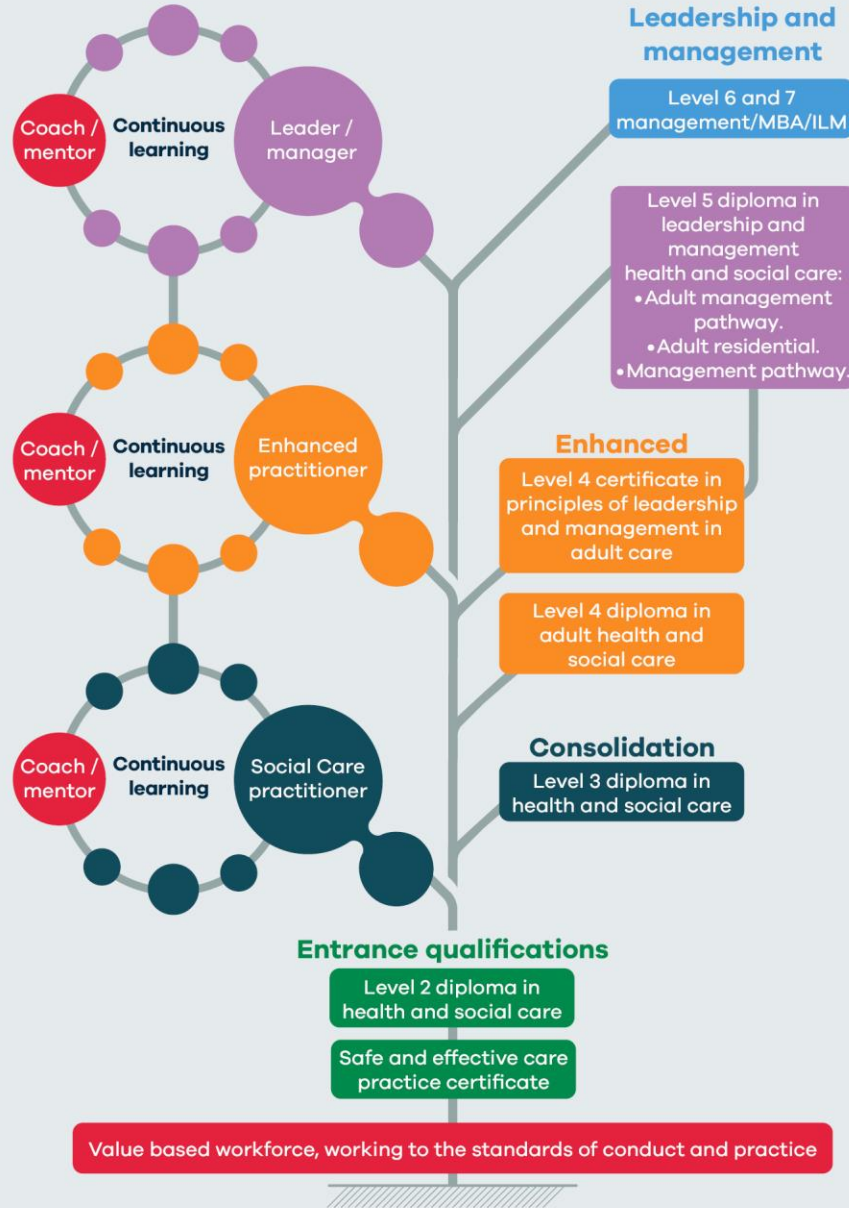
Care in Practice (CIP) –

Supporting continuous learning and
career development

Building capability and capacity

Career pathway - Continuous professional learning framework (CPLF)

Qualification career pathway



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

Work Plan - 2023/2024

Level 2 Certificate in Safe and Effective Care Practice

- 10 Content Development Work Streams with subject matter experts from across the social care sector were established to develop the qualification specification
- Work with Awarding Organisations (AO) to develop a consolidated programme that will be piloted and evaluate prior to full qualification accreditation
- Work with CCEA to ensure successful qualification accreditation
- Work with colleagues across the sector, awarding organisations, FE, & other training organisations to review diplomas in Health and Social Care (levels 2 &3).

- 01 Module on values, behaviours and person-centred practice 1st Module
- 02 Environmental safety to include: Fire awareness, infection control and control of substances hazardous to health (COSHH)
- 03 Food safety to include: Safe food handling and dysphagia awareness
- 04 Individual safety and protection two to include: Medication and emergency first aid
- 05 Individual safety and protection one to include: Safeguarding and moving and handling



How do we do this?

2021- 2022

Engage with stakeholders from trusts, social care managers and front-line workers, further education, awarding organisations and regulators

Gather information/ perspectives/ provide evidence

Inspire
&
encourage

Engagement with social care managers and organisations across the sector to gather intelligence and information to determine and test the proposals and make adjustments as required

Established series of working groups to develop the new entrance level certificate.

Engagement with commissioners, Department of Health, Department of Economy, RQIA, FE and AOs and other key stakeholders to align with CIP

Dr Shirley Boyle commissioned to undertake work with the social care sector 'making it better for social care workers' to understand learning & development needs & undertake a literature review to better understand retention issues.

Established VBR digital reference group to develop Value Based Retention digital resource.

Development of a series of podcasts and films

Worked with Princes Trust to encourage and recruit unemployed and young people into the sector.

Discovery, empathise, engage, listening, scoping

Define issues, needs and challenges

Human centred, user centred, collaborative, co designed

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Work Plan - 2023/2024

Engagement in 2022/2023 with social care front line workers has been completed. This year the focus will be to engage with managers and staff in a supervisory role to:

- Ascertain their views of the CiP framework
- Their learning and development needs.
- To ensure that what is designed and developed meets service needs
- Follow up survey to managers will progress for those who were unable to attend workshops

Work Plan - 2023/2024

- **Pilot the Safe and Effective Care Practice Certificate (S&ECPC) as an OCN-NI Endorsed Programme across voluntary, independent and statutory organisations**
- **Work with Further Education colleagues to align new Traineeship qualification with the S&EcPC**
- **Work with Sectorial Partnership to include the S&EPC onto the apprenticeship framework**

Work Plan - 2023/2024

Work with Princes Trust for the promotion of a career in Social Care supporting pipeline to the workforce:

- To work with a number of employers to access work based social care opportunities and employment through the Princes Trust Get Hired Programme:
- Target Group – Young People 18 – 30

Value Based Retention Resource

- Building on the research work in 2022/2023 to better understand what good retention looks like within social care. This work will underpin the development of a resource to support organisations in retaining their social care workforce

Building Capability & Capacity in the Social Care Workforce

From 2021 – 2023 the Department of Health funded a total of £277,154 to build capability and capacity across the social care workforce . This resulted in funding a range of qualifications across social care to support both managers and front line workers development.

Qualifications funded include

- 61 Level 5 Diploma in Leadership & Management in H&S Care
- 56 Level 4 Principles of Leadership & Management in Adult Care
- 22 Level 4 Diplomas in Adult Care
- 45 Level 3 Awards in Education & Training (Train the Trainer)
- 2 Level 3 Certificates in Assessing Vocational Achievement
- 4 Level 3 Diplomas in Health & Social Care
- 99 Level 2 Diplomas in Health & Social Care

In addition a further £10,000 funding was allocated to facilitate mentoring and support arrangements for those undertaking qualifications

Building Capability & Capacity in the Social Care Workforce

- Department of Health funding 2023/24
- To support an increase in Levels 3, 4 & 5 qualifications
- Timeline:
 - communication to Independent sector (Private and C&V)-24 November 2023
 - return date for applications-15 December 2023
 - progress of applications confirmed-22 December 2023
 - registration/commencement confirmed by employers to Social Care Council-31/01/24
 - invoices received by Social Care Council from employers- 29 February 2024
 - payment made to employers-29 March 2024
- Waiting list
- Questions: Mervyn.Bothwell@niscc.hscni.net
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