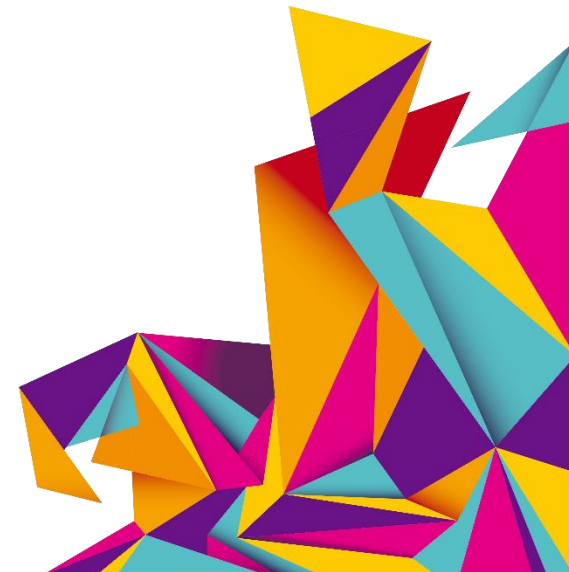




Learning & Development Planning

Colin Smith

Assistant Director of Organisational Development



Social Care Workers did not have a Learning & Development plan*

Social Care Workers frequently face challenges in obtaining the necessary support and guidance to engage in basic training.

[Post Registration Training and Learning-
Continuous Learning & Development Standards](#)

"I have no career plan"

"I don't know where to go to to develop my career"

"I have no idea how to pursue a higher level in H&SC, how do I move from the bottom?"

"I have no career goals - no opportunities have presented [themselves]"

"You neglect bettering yourself because you're focused on the residents"

20.9% of survey respondents stated that they had no support in progressing their role.

16.2% of survey respondents stated that they did not know about any learning and development opportunities.

**When discussing learning and development, no Social Care Workers mentioned having a learning and development plan*

L&D as a System

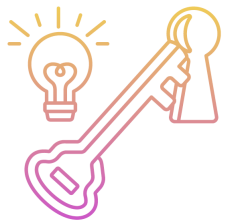


Training Needs

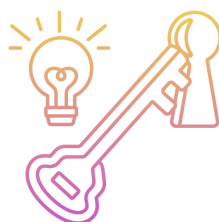
Service Level

Organisational /
Divisional Level

Staff Member
Level



• **Leader**



• **Contributor**



• **Enabler**

Training Planning

Local Service
Planning

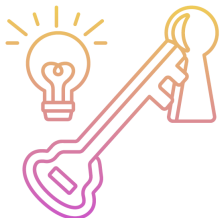
Rota Plans
Local Comms

Centralised
Planning

HR System
LMS
Local Comms

Staff Member
Planning

My Development
Journey



- Support SCWs to navigate and understand

Deployment, Evaluation & Reporting

By OD

At Service

By Individual

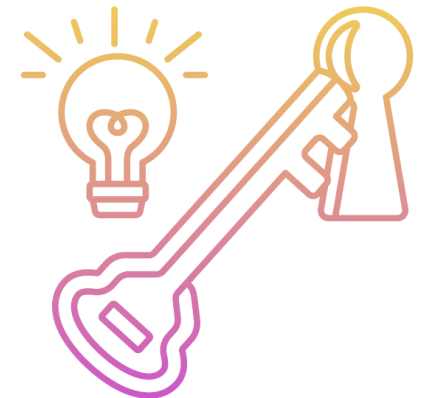


Key Challenges

- Changing Needs
- Changing Regulatory Landscape
- Complexity of Systems
- Balance between central control and service-level and individual autonomy
- Time available to SCMs and SCWs to engage fully in the whole cycle from needs analysis, through planning and deployment, to evaluation and reporting
- The accurate sharing of information and records

Role of the Social Care Manager

- To **support, lead** and **enable** the identification of training needs at organisational, service and staff member levels.
- To **plan** and **deploy** local level Learning & Development activities.
- To **engage** in the people systems that are in place to bring this to life for their staff (Supervision, Appraisals, ...)
- To **support** Social Care Workers to understand the Learning & Development Plans that are in place for them.
- To make time for them and to **encourage** them to attend Learning & Development activities.



Thank You

