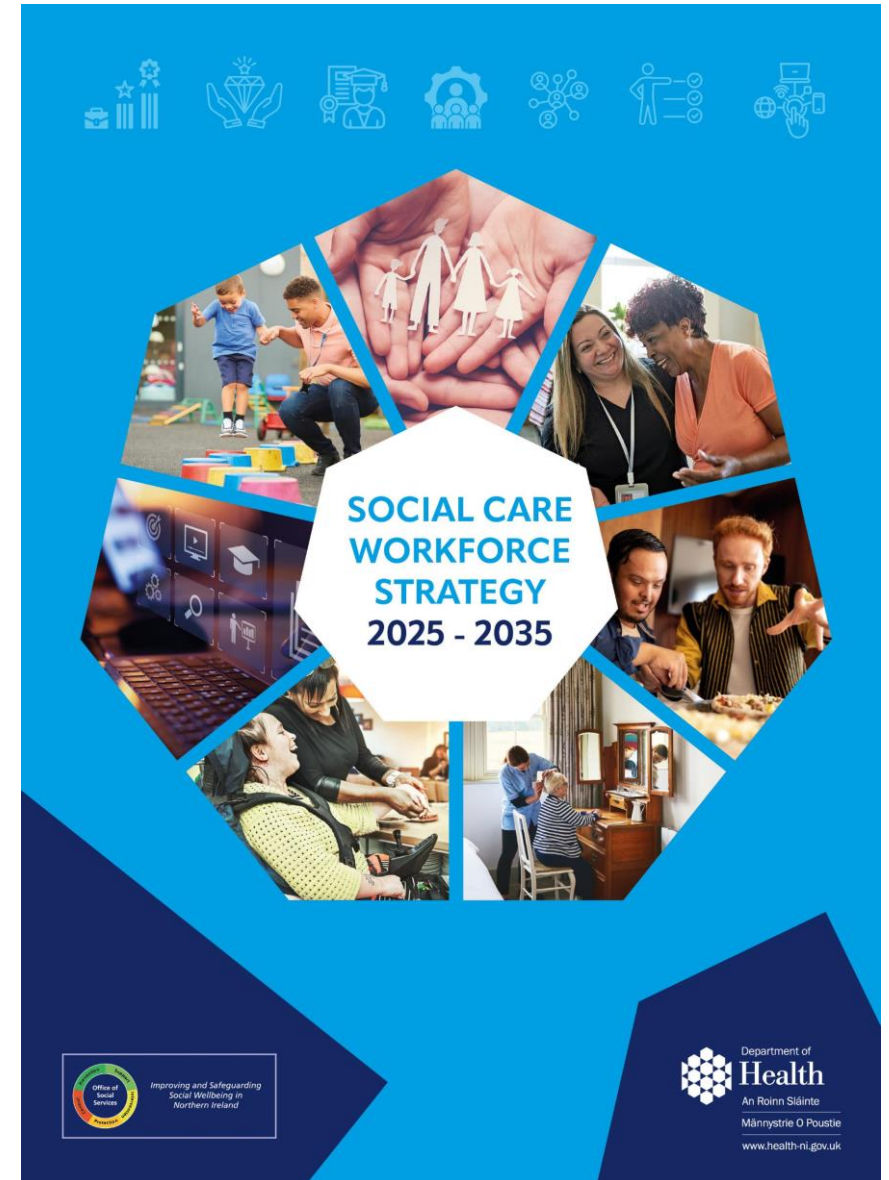


# The Social Care Workforce Strategy 2025-2035

---

The importance of Learning and Development for social care



## The Vision

To develop a highly motivated, skilled, confident and value driven social care workforce that is recognised and feels valued for the contribution it makes to service users and to society.





## STRATEGIC PRIORITY 3

**Social Care Practitioners Will Have Access to Qualifications and Opportunities to Develop and Progress Through On-Going Learning Relevant to Their Role and Function**



- ▶ Resilience
- ▶ Learning
- ▶ Development
- ▶ Knowledge
- ▶ Training
- ▶ Skills





# What we need to do

- **Create a learning culture** in which social care practitioners can continuously improve their practice by developing their skills and knowledge
- Ensure social care practitioners can **access training and qualifications** tailored to individual circumstances

# Key Actions:

1

Develop and implement the Care in Practice (CiP) Framework

2

Implement the Level 2 Certificate in Safe and Effective Practice

3

Ensure Personal Assistants of Direct Payments have relevant skills and training

## **STRATEGIC PRIORITY 4**

**Social Care Services Will Be Led by Effective and Compassionate Leaders and Managers**





# What we need to do

## **Develop leaders and managers to:**

- Foster a culture of empathy and compassion
- Lead across the wider system
- Identify training needs and implement programmes of learning and development
- Develop capability in the application of quality improvement methodologies



# Key Actions

---

1

Registered managers will have Leadership and Management Level 5 qualification (or equivalent learning and development) in addition to any requirement for a professional qualification

2

Review management qualifications within children's social care services

3

Leaders and managers will have access to qualifications at Level 6 and above that reflect the needs of social care

4

Support the development of a learning culture



# Year 1: 2025 to 2026

- Develop an implementation plan for all 22 actions within the strategy
- Further Develop the Care in Practice Framework with a particular focus for children social care services
- Support the implementation of the Level 2 Certificate in Safe and Effective Practice
- Increase awareness of the social care workforce strategy
- Ongoing collaboration and engagement with other key stakeholders



Thank you for listening