

CORE OFFER BUDGET FOR WORKFORCE DEVELOPMENT STATUTORY TRAINING

WHY DOES THE COUNCIL HAVE TO PROVIDE THIS SERVICE AND WHAT DOES IT NEED TO COVER?

The Local Authority employs social workers and is therefore required to comply with the 8 national Standards for Employers (May 2014). The standards cover:

Standard 1 - Clear Social Work Accountability Framework

Standard 2 - Effective Workforce Planning

Standard 3 - Safe Workloads and Case Allocation

Standard 4 - Managing Risks and Resources

Standard 5 - Effective and Appropriate Supervision

Standard 6 - Continuing Professional Development

Standard 7- Professional Registration

Standard 8 - Effective Partnerships

In particular, this means that we must provide induction programmes, a programme for the Assessed and Supported Year in Employment (AYSE) and continuous professional development for social workers to allow them to maintain their statutory professional registration.

HOW DOES THE CORE OFFER BUDGET MEET THE COUNCIL'S OBLIGATIONS?

The service will be delivered by the Principal Education Social Worker (a statutory post), the workforce development manager and some part-time administrative support.

The core offer will measure and analyse the impact of training impact on practice, to support service development and to contribute to improvement plans (statutory requirements).

Income is received to deliver statutory training and the team works with a range of local, regional and national partners to deliver courses which 'saves' the Local Authority £100,000 a year in potential training costs.

DOES THIS DIFFER FROM THE CURRENT SERVICE?

The council currently employs in-house trainers and will instead commission more training externally.

The service has provided training to staff which is discretionary in nature and which has helped them to do their job better rather than being essential for them to do their job. This will no longer be offered

The service has developed a coaching and mentoring programme to support staff development and to deliver best practice. This will no longer be offered.

The service has supported the introduction of new IT systems by training staff in how to get the best use out of them. Support will be maintained to train staff in the new systems currently being implemented but in future this training would have a cost or an impact on other activities.

The service receives some external funding to deliver statutory training; this funding will be expected to cover more of the staffing costs.

WHAT IS THE CORE BUDGET MADE UP OF?

2019/20 - £177,559 Staffing and training budget
£ 5,601 Overhead

£183,160 Total

Staffing and training budgets to deliver training across social care services for children and adults.