

**Social Care
Workforce Development
Local Plan for Wrexham
2024 / 2025**

**HR & OD Service
Workforce Development**



The Social Care Workforce Development Partnership (SCWDP)

The Council has established a joint Social Care Workforce Development Partnership whose membership and function is identified in our communication plan:

[Workforce development | Wrexham County Borough Council](#)

The Partnership is structured without formal representation as it is open to all registered providers in Wrexham.

The overarching priorities of the partnership are:

“To work together in partnership in order to provide high quality, care sector services for the people of Wrexham.”

The key objectives are:

- To raise the profile of the care sector, internally and externally.
- To co-ordinate training, development and qualification opportunities.
- To share good practice, e.g. around recruitment and retention.
- To increase access to training funds.
- To identify the specific workforce issues for Wrexham – short/medium and long term.
- To share information/provide co-ordinated response to consultation papers.
- To respond to National, Regional and Local workforce initiatives.

The Partnership continue to identify access to qualifications, short courses and e-Learning as a priority. We will continue to invest in the provision of training and Health and Social Care qualifications to support the sector.

Social Care Workforce Development Plan

The local plan has been developed using the information gathered from annual Training Needs Analysis (TNA) from the Partnership. We have established relationships with local providers and gathered information via our Contracts and Commissioning Team.

Please see Appendix A (Adults) and Appendix B (Children’s) for planned training.

The Plan is published on the website: [Workforce development | Wrexham County Borough Council](#)

Lead Contact for SCWDP

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Resources

The Council has a Workforce Development Service for its social services function. The delivery of the SCWDP is part of the remit for this service. Wrexham County Borough Council continues to invest in the training and development of the workforce as they see this as a priority area.

The indicative training support programme from Social Care Wales is **£472,012**. Wrexham is one of the few Local Authorities who continue to invest additional resources to support the grant over and above its mandatory 30%.

Strategic Direction and Local Priorities

- Align workforce development with **A Healthier Wales – workforce strategy for health and social care**, working with partners to coproduce implementation/delivery plans designed around the key themes.
 - Build a digitally ready workforce
 - Excellent education and learning
 - Provision of qualifying and post qualifying social work training
 - Leadership and succession
 - Workforce shape and supply
- **The Regulation and Inspection of Social Care (Wales) Act 2016** – We will continue to support registered providers to increase levels of qualified staff by offering training and assessment opportunities.
- We will continue to support the implementation of the **Health and Social Care All Wales Induction Framework and Social Care Managers Induction Framework**.
- Respond to **CIW feedback** and provide training on prevention, outcome focused and strengths based practice.
- Training on **carer** assessments and review our offer of training available for unpaid carers.
- Social Care Wales has allocated funding for Local Authorities to increase their numbers of sponsored social work students, supporting the “**Grow our own**” scheme. In Wrexham we will continue to support up to eight OU social work students and up to four Occupational Therapy traineeships in partnership with Wrexham University.
- The regional approach to learning outcomes to support the **first three years in practice** will continue to be delivered locally.
- We will continue to support staff in **Social Care Assessor** roles to gain the appropriate and recommended qualification.
- We will implement the **National Safeguarding Training Framework** for Wales and deliver training to support this.
- We will support the sector with **recruitment and retention** including Job Fairs.
- We will maintain the links to the **well-being outcomes in the Council Plan** and the priorities in the new People Strategy.
- Deliver the Regional Rolling Action Plan.
- Deliver training to support DoLs and MCA training.
- Promote and support opportunities for employees to achieve specialist **Mental Health** qualifications.
- To continue to monitor progress of the Social Services Practitioner qualification and invest in **K102 and KZW123**.
- Respond to development needs linking to the social care team based at HMP Berwyn.
- To strengthen the use of management oversight; use of chronologies; assessment; working with parents; and child-focused outcomes in response to inspection reports.
- To strengthen the use of **reflection in supervision** in response to inspection reports.
- To promote e-Learning and other **digital methods** as a blended approach to workforce development.
- Continue to invest in training on **Positive Behaviour Support (PBS)** and **Non-restrictive practice** for provider services.

- To support developments with the National Fostering Framework Post Approval Learning and Development for **Foster Carers** both to enhance social workers' skills in supporting this and direct work with foster carers.
- To promote the importance of **Life Story Work** and **Trauma Informed** practice to enhance self-esteem in our Looked after Children.
- We are working with the North Wales Safeguarding Board to build social workers' capacity to work alongside the Police in **Achieving Best Evidence (ABE)**.
- Support our career-progression framework for social workers alongside HR&OD and senior managers as part of our wider recruitment and retention strategy.
- To continue to develop understanding of risk and analysis when making decisions to **safeguard children**.
- Arrange joint training to support the implementation of the reviewed **Continuing Healthcare (CHC)** Framework.
- To increase capacity for specialist assessments in Harmful Sexual Behaviour and parenting capacity of those with a recognised learning disability through use of Parent Assessment Manual Software (PAMS).
- **Welsh Language Provision** – will continue to be a priority in Wrexham. We have provided training on the “More than just words” strategic framework for Welsh language services in Health & Social Care and specific Welsh language skills training for direct care staff. We work in partnership with our Local FE College to deliver Welsh Language training.
- **ILM & Digital Skills Training** – continue to support individuals undertaking the ILM Leadership and Management, ECDL and Excel qualifications.
- To continue supporting BCUHB with the **Six Steps** to Success (End of Life Care) Programme, including assessment of portfolios, sustainability checks and the introduction of short programmes of learning.
- Work with providers to embed **single handed care** in relation to moving and handling training. Support the sector to continue the key trainer model.
- To support the involvement of key people to support learners undertaking **vocational qualifications**, by providing workshops on reflective practice, mentoring and the role of the expert witness.
- To offer Core Health & Social Care Qualification workshops to the wider Social Care sector via our Training & Assessment Centre, as a route to refresher training and to promote peer learning.
- Explore and embed a new **Social Work model** within Children's Social Care based on Trauma informed / strengthen families approach.
- Continue to develop our Adults Social Work model embedding an outcome focussed, strengths based approach.
- **Care Closer to Home** – we have opened three new Children's Homes to support looked after children in Wrexham. This will require a specialist training plan, including mentors within teams. A further two homes are to be opened in 2024.
- Continue to support the implementation of the **Autism and Dementia** training framework and code of practice.

Occupational Therapist Training

The Occupational Therapy (OT) team will have access to a range of professional courses.

We will continue to deliver 'Grow our Own' OT qualification programme this year in partnership with Wrexham University.

Training for the OT team will include:

- Moving & Handling Passport and Key Trainers
- Complex Paediatric Seating
- Complex Paediatric Moving and Handling Training
- Trusted Assessor or BTEC in provision of community equipment
- Single Handed Care/Care with Dignity
- Adaptations Training
- Coaching and Mentoring
- Health and Social Care qualifications
- Training to enable a career pathway
- Non-Abusive Psychological and Physical Intervention

Management training / qualifications – We will continue to offer management development to the social care sector based on compassionate and collaborative leadership SCW.

Team Manager Development Programme (TMDP) – We continue to invest in this qualification for operational managers and need to monitor retention in this area.

Social Work Qualifying Training – Social Work Degree – Supported Employees

Grow our Own Programme: We continue to sponsor and support 12 existing employees/students with their second and third years of study via the Open University Social Work Degree. Up to six employees will begin the OU Degree in Social Work this year following a very successful recruitment process.

We meet regularly with all sponsored employees to offer support and to enable the employees to gain peer support whilst they complete their studies. We also arrange and coordinate Practice Learning Opportunity placements for the second and third year students.

Other Social Work Degree training – “Hosted” Students and Practice Learning

The Council continues to be committed to high quality Practice Learning Opportunities for Social Work students, and continues to support up to 45 “hosted” students across each level of training under partnership arrangements with Wrexham University. Despite the challenges experienced by the workforce this year, interest in relevant Practice Assessment qualifications has increased. These all contribute to the range and breadth of learning opportunities available for students.

Social Work Post Qualifying Training

Practice Educating Awards – We have funding available to train Social Workers employed by either the Local Authority or other Social Work/Social Care agencies, to undertake Practice Education Qualifications. We have invested heavily in this training this year, which has supported us to meet our partnership responsibilities.

First 3 Years in Practice – The Council has formalised the process for access to consolidation award, in line with Social Care Wales (SCW) “First 3 Years in Practice” document. In order to support the newly qualified workforce with the challenges of this year, our “1st year in Practice” Group continues to meet regularly.

The “Porth Agored” Graduate Certificate in Consolidation of Social Work Practice – Developed with the University of Wales Trinity St David’s, has been available since May 2013. Partners have been made aware of the formal link with Registration. There are currently over 30 Social Workers engaged with the programme.

Mental Health and Best Interest Assessor (BIA) – The Council continues to engage with the Cheshire Approved Mental Health Practitioner (AMHP) Partnership for the Mental Health Award at Chester University.

The plan is available on the Internet at: [Workforce development | Wrexham County Borough Council](#)

WREXHAM SCWWDP Local plan

Rolling Action Plan – 2023/24

Table 1 – PRIORITY: Build a digitally ready workforce (actions 15-17)

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
Continue to develop a range of e-Learning modules (adding to the Social Care catalogue from Learning Pool).	Easily accessible learning sector wide Can develop to meet changing need.	BCUHB Other LA's Independent and 3rd sector.	Measure completions. Survey to sector.	To be assessed
Continue to deliver interactive sessions via Zoom, Skype and Teams across the workforce.	Easily accessible learning sector wide.	SCW Commissioned Trainers FE, HIE	To be assessed	To be assessed
Explore WULF Funding and share access to digital skills learning.	Improve digital skills.	Unions	To be assessed	To be assessed
Work with Digital Communities Wales to deliver learning.	Easily accessible learning sector wide. Improve skills	To be assessed	To be assessed	To be assessed
Meet learners using digital platforms. Deliver qualifications/training via digital platforms.	Improve digital literacy. MWOW	Sector wide.	Evaluation. Completion stats.	To be assessed

Table 2 – PRIORITY: Excellent education and learning (actions 18-24)

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
Continue to develop a range of e-Learning modules (adding to the Social Care catalogue from Learning Pool).	Accessible, flexible learning.	Other LA, wider sector.	To be assessed	To be assessed
Calendar of Training events including Safeguarding, Health & Safety, skills development and specialisms.	Improve knowledge & skills. Support qualifications.	SCW Local Training Providers FE, HIE	To be assessed	To be assessed
Collaboration with Health (training brochures and accessing training as/when required).	Improve knowledge on health conditions.	BCUHB Wider sector	To be assessed	To be assessed
Promote SCW Resources via the Local Partnership.	Embed consistent approach/trusted resources.	To be assessed	To be assessed	To be assessed
CHC – collaborative working. Co-deliver training Health & Social Care.	To be assessed	To be assessed	To be assessed	To be assessed
Deliver MCA training.	To be assessed	To be assessed	To be assessed	To be assessed
PBS training and practice within in-house providers.	Improves skills and confidence of workforce supporting people with complex needs.	To be assessed	To be assessed	To be assessed
Implement a developing training plan for the new LA Children’s Homes.	Support CCTH. Ensure staff teams can meet complex needs of LAC.	Other LA Commissioned Trainers Health HOS/Commissioners	To be assessed	To be assessed
Facilitate AWIF training for Managers and Senior Support Staff. Qualifications: <ul style="list-style-type: none"> • Core – Predicted completions 40 • Practice 2 – Predicted completions 10 • Practice 3 – Predicted completions 8 • Level 4 – Predicted completions 11 • Level 5 – Predicted completions 3 	To be assessed	To be assessed	To be assessed	To be assessed
Deliver: <ul style="list-style-type: none"> • Introduction to Training Award. • TAQA – Current support a learner from independent sector to complete their qualification with College Cambria, they are supporting learners registered with our centre. 	To be assessed	To be assessed	To be assessed	To be assessed

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
<ul style="list-style-type: none"> • Learning and Development Rep programme. <p>Core qualification will be opened out to the sector to support training and development, maintain current practices.</p>	To be assessed	To be assessed	To be assessed	To be assessed

Table 3 – PRIORITY: Provision of qualifying and post qualifying social work training

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
<p>Continue to support:</p> <ul style="list-style-type: none"> • First Three Years in Practice including Porth Agored • AMHP • PE Award • Hosted students • OU 'Grow our own' • Progression 	<p>Support workers to qualify as Social Workers.</p> <p>Support and develop existing Social Workers.</p>	To be assessed	To be assessed	To be assessed

Table 4 – PRIORITY: Leadership and succession (actions 25-27)

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
<p>Deliver management qualifications in Health & Social Care. Support the sector with L4 and 5 qualifications. This training will be offered as a blended learning both Face to face and virtual platforms to meet the sectors requirements.</p>	<p>Support wellbeing.</p> <p>Resilience and career progression.</p> <p>Peer support.</p>	<p>SCW, FE, HIE, Commissioned Local trainers</p>	To be assessed	To be assessed
<p>Access ILM management courses.</p>	<p>Support wellbeing.</p> <p>Resilience and career progression.</p> <p>Peer support.</p>	<p>SCW, FE, HIE, Commissioned Local trainers</p>	To be assessed	To be assessed
<p>Promote compassionate and collaborative leadership via SCW.</p>	<p>Support wellbeing.</p> <p>Resilience and career progression.</p> <p>Peer support.</p>	<p>SCW, FE, HIE, Commissioned Local trainers</p>	To be assessed	To be assessed

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
Offer Coaching and Mentoring training and qualifications.	Support wellbeing. Resilience and career progression. Peer support.	SCW, FE, HIE, Commissioned Local trainers	To be assessed	To be assessed
Embed SCW Managers Induction as requested by managers offering support and guidance for induction and registration with SCW.	Support wellbeing. Resilience and career progression. Peer support.	SCW, FE, HIE, Commissioned Local trainers	To be assessed	To be assessed
RM Forums and peers support groups.	Support wellbeing. Resilience and career progression. Peer support.	SCW, FE, HIE, Commissioned Local trainers	To be assessed	To be assessed

Table 5 – PRIORITY: Workforce shape and supply (actions 28-32)

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
Promote Welsh language skills training. Self-learning taster courses, where learners can go at their own pace and complete various levels. Tutor led courses: Entry 1 Foundation 1 Intermediate 1 Advanced 1 Proficiency	Embed 'working Welsh'. Increase language skills. Active offer.	FE – Coleg Cambria	To be assessed	To be assessed
Promote ILM and Digital skills training.	Embed 'working Welsh'. Increase language skills. Active offer.	FE – Coleg Cambria	To be assessed	To be assessed
ILM Leadership and Management ECDL EXCEL	Embed 'working Welsh'. Increase language skills. Active offer.	FE – Coleg Cambria	To be assessed	To be assessed
Support and make links to SCW Health & Social Care Wellbeing Strategy.	To be assessed	To be assessed	To be assessed	To be assessed
Unpaid Carers – access to training. Peer Support groups via MH and wellbeing Champion approach.	To be assessed	To be assessed	To be assessed	To be assessed
Support SCW annual data collection through maintained relationships with local partnership.	To be assessed	To be assessed	To be assessed	To be assessed

Table 6 – PRIORITY: Attraction and Recruitment – Theme 2

We Care -

Support Step Into Work Project. Support National Events.

Commissioning & Contracts Forums:

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
Grow in-house Domiciliary Care.	To be assessed	To be assessed	To be assessed	To be assessed
Review application process and value based recruitment.	To be assessed	To be assessed	To be assessed	To be assessed
Integrated Health & Social Care Training and Recruitment.	To be assessed	To be assessed	To be assessed	To be assessed
Supporting Communication strategy press releases/posting on social media.	To be assessed	To be assessed	To be assessed	To be assessed
Sustainable and affordable care provision: Looking at commissioning practice.	To be assessed	To be assessed	To be assessed	To be assessed
Improving job retention.	To be assessed	To be assessed	To be assessed	To be assessed
Coordinate targeted and ongoing marketing campaign.	To be assessed	To be assessed	To be assessed	To be assessed
Communities for work 'Induction to Social Care'.	To be assessed	To be assessed	To be assessed	To be assessed
Promote jobs portal Jobs - WeCare	To be assessed	To be assessed	To be assessed	To be assessed

Table 7 - PRIORITY: Increasing the number of sponsored social work students hosted by each local authority

Actions	Planned Outcomes / Impact	Partners Involved	Progress (mid-year report only)	Outcomes (end of year report only)
Support 6 SW Students	Grow our Own to support with recruitment and retention Resilience within SW	Glyndwr OU Bangor University	To be assessed	To be assessed
Support 4 OT Students	Grow our Own to support with recruitment and retention Resilience within SW	Glyndwr OU Bangor University	To be assessed	To be assessed

APPEDIX A: CALENDAR (ADULTS) 2024/25

Course Title/Area

SAFEGUARDING

Safeguarding virtual Learning events (Children's & Adults) Groups A & B & C (E & F on SAM)
Safeguarding Adults – Group B
The Role of the Lead Practitioner (Adults) Group C
Safeguarding Adults at Risk – SSWB Act Group D
Safeguarding Children Group B
Children Act 1989 section 47
Case Conference and Core Groups Group C
Safeguarding Children at Risk – SSWB Act Group D
Violence Against Women, Domestic Abuse (VAWDASV) Ask & Act (Group 2)
Operation Repeat – Training on Doorstep Crime & Scams Awareness group C
Gambling harm prevention for professionals group C
Drug & Alcohol (Adferiad)
DoLS and MCA

GENERAL & SPECIALIST

Reporting & Recording Skills / Making Effective Records
Positive Behavioural Support (PBS) training and Btec qualification
Autism Awareness
Sensory Loss
Mental Health Awareness
Person Centred Dementia Care
Mindfulness
NAPPI/PBS Levels 1-3 and Train the Trainer
Positive Behavioural Support (PBS)
Safe handling of Medication
Six Steps – End of Life Care
Understanding Behaviour / Communication
Mental Health First Aid
Working with people who hoard
Coaching skills
Epilepsy Awareness (Health)
Better Conversations
Level 4 Preparing for Leadership and Management learning and development programme
Core H&SC Qualification workshops Adults, Children and Young People
Principles and Values of Health and Social Care – 7 workshops
Health and Well-being – 15 workshops
Professional Practice as a Health and Social Care Worker – 6 workshops
Safeguarding Individuals – 3 workshops
Health and Safety in Health and Social Care – 4 workshops

SOCIAL WORK SPECIFIC

Porth Agored – Consolidation Workshops
AMHP
AMHP Maintaining Competence
Practice Educator Qualification
Practice Educator Workshops
Continuing Health Care (CHC)
Reflective Supervision
Dealing with Conflict / Difficult Conversations

HEALTH & SAFETY

Moving & Handling Passport (2 day)
Emergency First Aid at Work
Moving and Handling Refresher (1 day)
Food Safety (CIEH 1 day)
Moving & Handling Loads (e-Learning)
Moving & Handling Key Trainer (3 day)
Moving & Handling Key Trainer Refresher (1 day)
Health & Safety Awareness
Managing Health & Safety
Moving & Handling (OT specific)
Health & Safety including Infection Control (e-Learning)
Accident Investigation, Risk Assessment & Monitoring
Risk Assessment
First Aid at Work (3 day qualifier)
First Aid at Work (2 day re qualifier)
Paediatric Emergency First Aid at Work
Responsible Officer (RO)
Personal Safety

APPEDIX B: CALENDAR (CHILDREN'S) 2024/25

Course Title/Area

SAFEGUARDING

Safeguarding training for partner agencies
Safeguarding children with disabilities Group B
Child Criminal Exploitation Group B
Preventing Child Sexual Abuse Group B
Harmful Sexual Behaviour Group B
Digital Resilience Group B
Conferences & Core Groups Group C

GENERAL

Life Story Work
MAKATON Beginners & MAKATON - intermediate
Mental Capacity Act and DoLS for young people
Personal Safety
Trauma Informed Practice
PACE
Positive Behavioural Support
Strengthen Families
Autism: Working with young people with autistic traits

SOCIAL WORK SPECIFIC

Parent Assess
Risk Assessment and Analysis for Social Workers
Reflective Supervision
Chronologies

COLLABORATIVE WORKING/NATIONAL & REGIONAL INITIATIVES

Joint Investigation Training
Achieving Best Evidence
Post Approval Learning & Development for Foster Carers

HEALTH & SAFETY (all e-Learning and class-based)

Administration and Safe Handling of Medication
Food Safety
Health & Safety Awareness/Infection Control
Car Seat Safety training
Paediatric Emergency First Aid at Work

FOSTERING SERVICE

Recording, presenting and information sharing (half day)
Working with Birth Families and Contact
Safeguarding including allegations
Supporting Education and Development
Paediatric Emergency First Aid at Work

INTEGRATED FAMILY SUPPORT SERVICE

Enhancing Motivation
Goal Centred Interventions
Engaging Behavioural Change

POST QUALIFYING SOCIAL WORKER

Porth Agored – Consolidation Workshops
Practice Educator Qualification
Practice Educator Workshops
Continuing Health Care (CHC)
Reflective Supervision
Mental Capacity Act & LPS – Role of the AMCP

We have a range of e-Learning modules available to the whole social care sector, carers and volunteers. For more information please contact workforcedevelopment@wrexham.gov.uk