

Care as a Career

Overview and Scrutiny Performance Board 6 January, 2021

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Context

- Worcestershire County Council wishes to maintain a strong, motivated workforce within the care sector
- March 2020, Scrutiny Task Group reported on a review of the sector to explore how the Council could promote and improve recruitment and career prospects for front-line care workers and better support and celebrate the current care workforce”.
- A series of recommendations falling into the following categories was made:
 - Promotion of the Care Worker Role
 - Recruitment and Retention of Care Work Staff
 - Development of the Care Worker role
 - Supporting and Celebrating the Existing Workforce
 - Liaison with education and training providers
 - Evidence of what works well elsewhere

progress to date

The management of Covid-19 has disrupted some of Council's ability to address the recommendations but this does not mean that some significant progress has not been made:

- A project team and project plan has been established
- A budget to promote care work as a career has been established
- The Council has signed up to the I Care Ambassadors scheme and is successfully recruiting Ambassadors
- Work has commenced to build stronger working relations with Skills for Care
- Commissioners are beginning to consider how the terms and conditions of care workers may be enhanced through the commissioning process looking ahead
- A project team specific to the development of careers in care through apprenticeships has been established
- Work to strengthen links and partnerships with education/training providers is on-going and has secured a grant from HEE to develop the Nursing Associate role
- There has been significant discussion with the Bridge Project at Shropshire and with our own IT/digital colleagues to explore how information can support the skills/career of care workers in the county

Opportunities for discussion

- Consideration as to whether the project direction is line with expectations:
 - Progress to date
 - Proposals outlined

- Consideration of the specific project recommendation that development of links with Shropshire Council (Bridge Project) are considered in the wider context of Worcestershire's digital transformation programme and digital strategy

Thank you