

# WIRRAL CHILDREN'S TRUST BOARD – 21 JANUARY 2013

## Wirral Children's Trust Workforce Development Strategy 2012 – 2015

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### 1.0 Background

1.1 Children's Workforce Development Strategy Group has been established as a priority area for the Children's Trust. It is recognised that working in a coordinated way, with common visions, goals and protocols will help to deliver better outcomes for Children and Young People.

1.2 In line with the aims of the Children's Workforce Development Strategy Group; the key priorities for the development of the children's workforce have been identified and a strategy has been developed around those priorities which are to:

- a. Develop our leaders and managers
- b. Develop a strategic approach to recruitment
- c. Create a single children and young people's workforce
- d. Develop integrated working
- e. Put safeguarding at the forefront of workforce development
- f. Develop a workforce knowledge bank

### 2.0 Introduction

2.1 The purpose of this report is to provide an update to the Children's Trust on the progress of the Wirral Children's Trust Workforce Development Strategy 2012 – 2015, in particular

- The Training Needs Analysis reflecting the core competencies required for staff/volunteers working with children, young people and families.
- To provide a preliminary analysis of the survey findings.

### 3.0 Current Position

3.1 The Children's Workforce Development Strategy Group have developed an online training needs analysis framework, which is envisaged to provide the Children's Trust with a detailed breakdown on competency – knowledge and skills gaps, and in addition will provide workforce planning data to inform future training requirement.

### 4.0 Progress

4.1 The group have reviewed progress against the Children's Workforce Development Action Plan 2012-2015 and as such the Training Needs Analysis (1.3, see Appendix One) has been distributed and the Strategy group are in a position to share the preliminary findings.

## 5.0 Findings

- In total 443 surveys have been completed.
- In terms of areas of work and response rate, initial analysis has found that responses were predominantly from Children's Centres. There was a positive response from School's and evidently the communication through WESCOM performed, however it was felt that on the basis that there are over 6000 staff in Schools and only 50 completed the survey, improved communication could be explored to promote a more quantitative response. Furthermore, it was found that there were minimal responses from Merseyside Fire and Rescue, Merseyside Police and Merseyside Ambulance Service which is a cause for concern.
- From the survey there is a good representation of all levels of worker i.e. from frontline staff to strategic managers. This will support the next steps in terms of identifying if a specific level of worker requires specific targeted training.
- 58.5% of respondents work within a specific area on the Borough, whereas 41.5% of respondents work Wirral wide.
- The majority of respondents work either with children under the age of 5 or with children, young people and families collectively. This is expected given that the majority of responses were from Children's Centres.
- 79% of respondents work Monday to Friday's only, and interestingly no respondents work night shifts.
- In terms of professional and academic qualifications it was evident that a large number of individuals held more than one qualification. Furthermore, it was evident that a substantial number of respondents held qualifications to degree level and above, however it was not established through the survey if the level of qualification held is a requirement of specific job roles.
- When asked what their highest level of qualification held was, 47 respondents did not answer. It was felt that this question could be amended to encourage a higher response if the survey is to be further targeted at specific services.
- 50% of respondents spent between 1 and 5 days training over the past 12 months. However, 28 respondents had received no training in the past 12 months.
- There was a positive response in terms of barriers to attending training in that 38% of respondents had not experienced barriers to attending training. However, there was a range of barriers which could be explored and potentially challenged, for example course location and booking processes.

The key findings from the next section of the survey have been demonstrated in Appendix Two. These findings relate to the levels of confidence in dealing with the common work requirements faced by the Children's Workforce. The requirements reflect the skill set outlined in the Common Core of Skills and Knowledge, a document that sets out the basic skills and knowledge needed by all people whose work brings them into regular contact with children and young people.

## 6.0 Finance

**6.1** If specific financial resources are identified as a result of completing the training needs analysis, the group will seek authority from the children's trust prior to undertaking any activity.

## **7.0 Recommendations:**

**7.1** Wirral Children's Trust to approve a review of low participation areas and to strongly encourage full participation from all staff/volunteers engaged in working with children and young people in Wirral, to complete the training needs analysis. The Chair of the Children's Trust Workforce Development Strategy Group defines a revised deadline for the completion of the survey and issue reminders to low participating areas.

**7.2** Wirral Children's Trust Board to approve reports to specific service areas highlighting the key findings from specific service areas.

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## **Appendices:**

**Appendix One:** Children's Trust Workforce Development Strategy Action Plan 2012-2015

**Appendix Two:** Training Needs Analysis Survey Results