

The changing landscape of learning and development

The Managers Conference
Tuesday 11 March 2025

Today's session



Eliza McConnell

**Central Engagement
Lead, Skills for Care**



Debbie McNally

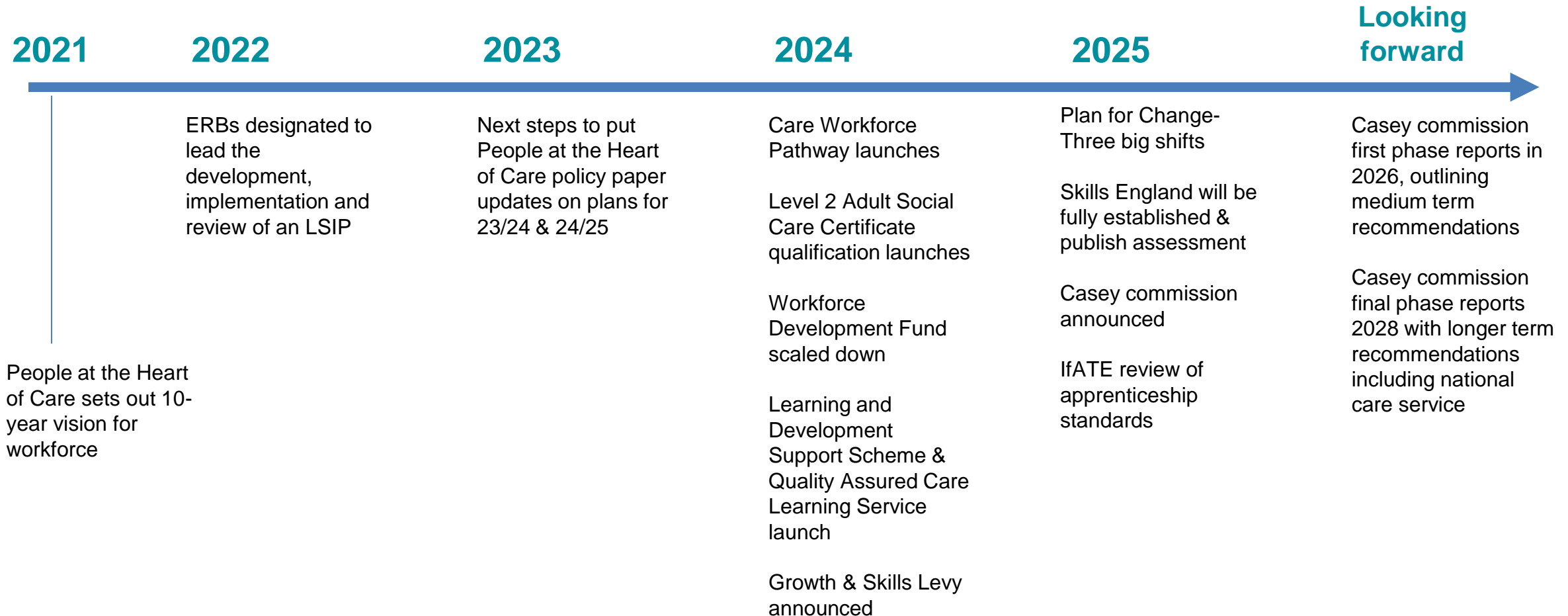
**Leadership
Development
Co-ordinator, Brandon
Trust**



**Beccy Incledon-
Blevin**

**Community Services
Manager, Parkhaven
Trust**

Government influence on learning and development



Care workforce pathway

Provides a shared vision for the workforce

Role categories describe:



Behaviours



Knowledge
& skills



Learning and
development
options

Universal values



- Kind, compassionate and empathetic
- Honest, trustworthy and reliable
- Respect
- Courageous and principled
- See the whole person
- Flexible, open and learning
- Proud and positive

Care workforce pathway

Role categories

- New to Care
- Care or Support Worker
- Enhanced care worker
- Personal Assistant
- Supervisor or leader
- Practice Leader
- Deputy Manager
- Registered Manager

How do I use it?

- Cross reference your values
- Map your roles to the pathway categories
- Update job descriptions
- Have career conversations with staff
- To plan learning and development
- **Supporting resources coming soon...**

Level 2 Adult Social Care Certificate Qualification

- ✓ Provides consistency, standardisation & professionalises workforce
- ✓ Based on the 15 Care Certificate standards
- ✓ Ofqual regulated
- ✓ 6-8 months to complete
- ✓ Eligible for funding



Learning and Development Support Scheme



Now accepting claims for courses and qualifications delivered internally

Quality Assured Care Learning Service

Service assesses both the training provider and the course content.



Ensures care providers get value for money and high-quality, relevant training.



List of approved courses and training providers on Skills for Care website.



Long term ambition to fund only learning that has been assessed.

Digital Skills

There's an increase in use of tech/digital and your staff's skills will need to keep up

- Adult Social Care Digital Skills Framework launched in 2023. Key themes
 - 1: Using technology to support person-centred care
 - 2: Technical skills for using technology
 - 3: Communicating through technology
 - 4: Using and managing data
 - 5: Being safe and secure online
 - 6: Ethical use of technology
 - 7: Digital learning, development, and wellbeing
- Skills for Care developments
 - Digital Skills Framework Self-Assessment
 - What Good Looks Like Self-Assessment
 - Digital Skills eLearning Modules
 - Leading through digital change programme

Statutory & mandatory training guidance

Updated August 2024

- Based on a review of legislation, guidelines, statutory guidance, standards and recommendations
- Updated to save time, money and reduce burden on providers
- Recommend checking how your learning and development aligns





Previous guidelines were quite rigid, including around 20 or more courses, repeated on a cycle, which were not necessarily relevant to the needs of the individuals living at PLUS. With the new guidelines, the quantity of optional learning has increased, and the more general courses decreased, enabling us to focus more on providing learning and development which is targeted to individual needs. It's given us increased autonomy and enabled us to introduce ideas we have long wanted to, with the ultimate aim of providing a more person-centred service.

Jody McGill, Training Manager at PLUS

In conversation with care providers

Debbie & Beccy tell us about their
experiences



Key takeaways

What should I do now?

- ✓ Familiarise yourself with **Care Workforce Pathway** role categories and look out for supporting resources (April).
- ✓ Consider the **Level 2 Adult Social Care Certificate Qualification** for your staff.
- ✓ Final claims for **Learning and Development Support Scheme** (21 March) and plan what you might use next year.
- ✓ Use **Digital Skills assessments** when live (March), to fill any gaps in learning and development.
- ✓ Check against the **Statutory and Mandatory training guidance** for any efficiencies you can make.
- ✓ Sign up to **Skills for Care's e-news** to receive the latest updates and releases.

More information



Follow the QR code for links to more information

<https://bit.ly/4i4MZ3z>

Do you feel better informed about the topics covered today? Please vote on your way out.

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Links to more information

Care Workforce Pathway

- <https://www.skillsforcare.org.uk/Developing-your-workforce/Care-workforce-pathway/Care-workforce-pathway-for-adult-social-care.aspx>
<https://www.gov.uk/government/publications/care-workforce-pathway-for-adult-social-care>

Level 2 Adult Social Care Certificate Qualification

- www.skillsforcare.org.uk/CareCertificateQual

Learning and Development Support Scheme

- <https://www.gov.uk/government/publications/adult-social-care-learning-and-development-support-scheme>

Quality Assured Care Learning Service

- <https://www.skillsforcare.org.uk/Developing-your-workforce/Quality-assurance/Quality-assured-training-and-courses.aspx>

Digital Skills Framework

- <https://www.skillsforcare.org.uk/Support-for-leaders-and-managers/Managing-a-service/Digital-technology-and-social-care/Digital-Skills-Framework.aspx>

Statutory & mandatory training guidance

- <https://www.skillsforcare.org.uk/Developing-your-workforce/Guide-to-developing-your-staff/Statutory-and-mandatory-training.aspx>