



## Welcome!

Welcome to our first new-look Brokerage newsletter. Published quarterly, we aim to highlight matters of interest and importance to you in the development of social care sector employees.

You'll find news about training events, seminars, conferences, and information from Skills for Care that will enable you to make informed decisions about development activities.



## New Brokerage website launched

The Cambridgeshire and Peterborough Care Brokerage has a new home, with Cambridgeshire County Council, and it also has a new website at <http://www.campetcare.org.uk>

### High quality service

We'll be improving and adding to the site over the coming months, but you're still able to access the same high quality service you've come to expect, with information and expert impartial guidance to help you find the

training and development opportunities that are the right match for your employees' needs.

### It's your service

so if you have any comments or suggestions on what you'd like to see, or how we could improve Brokerage services, please let us know!

### The Brokerage Team

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## 'Massive step forward' in developing the skills of nearly 1.4 million social care workers

The Skills Academy, supported by Skills for Care, will be established as an independent organisation on March 30 2009 and will support training and development for nearly 1.4 million social care staff across England.

### Delivering high quality support

'There's no doubt that this is a massive step forward in making sure we have a skills academy that can deliver high quality support to 38,000 social care employers and nearly 1.4 million

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social care workers,' says Skills for Care CEO Andrea Rowe.

### **Raising the status of social care**

'Skills for Care is committed to supporting the Skills Academy through initiatives like our hugely successful Care Ambassadors programme which is raising the status of social care and our Leadership and Management strategy that will inform this important part of the academy's work.

### **A huge driving force**

'Social care is a huge driving force in the British economy and we need all the resources we can get to upskill the workforce. I'm confident the Skills Academy is a wise investment that will help make sure people who use services get high quality care wherever they live.'

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## **Skills for Health**

### **Free consultation events about issues in the region**

The Association of Colleges in the Eastern Region (ACER) is working with Skills for Health to promote and administer a series of free half-day consultation events aimed at health employers and partners in the East of England.

The events will cover themes relevant to practice across the region, including:

### **Sector Qualifications Strategy 2009-2011**

Learn more about the development of the Sector Qualifications Strategy, and

influence its future direction, including revision of the national list of approved qualifications for the health sector.

### **Updating the East of England Sector Skills Agreement**

An open forum to agree the key messages and priorities in the East of England that need to be fed to partner bodies nationally and regional issues.

### **Launch of 'Health Skills East'**

Health Skills East is a new partnership of regional development agencies set up at the request of Health Sector Employers in the East of England. Its aim is to support the health sector by providing signposting and help with funding for training, recruitment and retention, service redesign, careers information, working with schools and colleges and much more.

### **Dates:**

#### **21 November**

Writtle College, Chelmsford, Essex

#### **25 November**

Shuttleworth College,  
near Biggleswade, Beds

#### **28 November**

Denny Brothers Conference  
Centre, Bury St Edmunds, Suffolk

#### **4 December**

Easton College, Norwich, Norfolk

All events are 9.30 am – 12.30 pm, followed by lunch.

For booking information, please contact Christine Stewart, email [christine@acer.ac.uk](mailto:christine@acer.ac.uk)



## Skills for Care Leadership and Management strategy

**‘Over time, people who use social care services, and their families, will increasingly shape and commission their own services. This will not require structural changes, but organisations coming together to re-design local systems around the needs of citizens.’**

— Putting People First

The aim of the government’s Putting People First policy is to ensure that people have more choice and control over the support they need to live the lives they want.

### Building on good practice

This means building on existing good practice and reaffirming the need to put people who use services, or who are carers, at the heart of service planning and delivery.

### Transforming for ‘Personalisation’

All social care organisations need to develop strong leadership and management to be successful at making the transformation to ‘personalisation’ – to deliver personalised services in all circumstances and all types of settings.

To help the sector with the changes this requires, Skills for Care have tailored a range of management products for

social care organisations of all sizes to help them achieve these aims.

Visit

<http://www.topssengland.net/view.asp?id=494> for full details of what’s available.

## Skills for Care launch their new website!

Skills for Care Eastern have a new website, which launches in early November. Check it out at: [www.skillsforcare.org.uk/eastern](http://www.skillsforcare.org.uk/eastern).



Skills for Care Eastern is one of the nine regions of Skills for Care who are responsible for the strategic development of the adult social care workforce in England.

### You can also contact Skills for Care Eastern as below:

Tel 01223 257923

Fax 01223 257808

Email [eastern@skillsforcare.org.uk](mailto:eastern@skillsforcare.org.uk)

Skills for Care, Eastern Region,  
Compass House, Vision Park  
Chivers Way, Histon,  
Cambridge CB24 9AD

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## Highlighting new types of working...

The **International New Types of Worker Conference** is a joint event being hosted by Skills for Health and Skills for Care. The event intends to highlight research, audits and projects which highlight new types of working.

### The aims of the conference are to:

- Bring together health and social care colleagues from practice and academic backgrounds from around the world to network together and debate developments which are modernising practice;
- Promote and develop knowledge in health and social care
- Facilitate collaboration in relation to research projects
- Understand better the means of developing practice in relation to new types of working and the new type of worker



The conference takes place on Thursday 22 and Friday 23 January 2009, at the Renaissance Hotel, Heathrow, London.

There will be opportunities for networking, sharing research ideas and to hear

from these keynote speakers:

Professor Sir George Castledine, Chief Executive of The Institute of Ageing and Health, Newcastle University

Professor Chris Hatton, Division of Health Research, School of Health and Medicine, Lancaster University

Professor Jon Glasby, Co-Director, Health Services Management Centre, University of Birmingham

Former Honourable Minister of Health, Professor Eyitayo Lambo of Nigeria

Dr. Joshua Tepper, Assistant Deputy Minister, Health Human Resources Strategy Division, at the Ministry of Health and Long-Term Care, Ontario, Canada

Dame Tanni Grey-Thompson, DBE and paralympic gold medallist.

The conference will showcase research around the following themes:

- Getting started with the development of new ways of working
- Integration: The health and social care perspective
- Evaluating the impact of innovation
- Teams and team working
- Engaging patients, service users and carers
- Commissioning innovation for quality

There will be poster presentations and concurrent sessions which have been received from local authority organisations, Primary Care Trusts, Acute NHS Hospitals, Universities and charitable organisations.

Submissions for the above have been received from Australia, Canada, England, Finland, Northern Ireland, Scotland, United States of America and Wales.

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### Conference fee

The conference fee of £300 includes one night's hotel accommodation and full board, including the conference dinner. If delegates require accommodation for the night before the conference commences this can be organised at a special delegate rate.

If you only wish to attend for one day there is a fee of £150.

For more information, visit:

[http://www.skillsforcare.org.uk/events/international\\_new\\_types\\_of\\_worker\\_2009.aspx](http://www.skillsforcare.org.uk/events/international_new_types_of_worker_2009.aspx)

For booking information, contact

[marie@eventprouk.com](mailto:marie@eventprouk.com)

or call 0845 838 2518.

## Strategic skills and commitment to high quality from Skills for Care's new Chair-designate



**Professor David Croisdale-Appleby has been named as Skills for Care's new Chair-designate.**

Professor Croisdale-Appleby was interviewed by a committee of Skills for Care board members as well as panels of people who use services and carers before being invited to replace Donald Hoodless OBE who is stepping

down after a three-year term.

The new Chair-designate's background is as a professional corporate strategist, and he is a strategic advisor to the boards of many UK organisations in the private and public sectors. He also holds a number of distinguished academic positions.

He is extremely active in the formulation of policy in health and social care, and has served in many roles in the NHS. He currently chairs the NICE programme creating the future national guidelines for Long-term Sickness and Incapacity. His passion for social justice is reflected in his chairing a number of public bodies and charities serving some of the most vulnerable people in society. He also works for the GMC and PMETB in quality assuring medical education across the UK.

**'We need to make sure that every one of the 1.5 million social care workers gets the chance to access high quality training to meet the needs of people who use care services.'**

— Professor Croisdale-Appleby

His appointment is subject to formal approval by the Skills for Care board in November. Skills for Care CEO Andrea Rowe said, 'this is a huge period of change in adult social care and David's vast experience of both the NHS and our sector, together with his proven ability to chair organisations like ours, will be invaluable as we help lead the way in managing those changes.'



## **How can Train to Gain help during the 'credit crunch'?**

**In times of economic challenge, it's vital that employers continue to invest in developing the skills of their workers.**

As well as increasing productivity in the short-term, we know that employers who don't train are two and a half times more likely to fail than those who do.

### **Decisive action**

The Government has taken decisive action to widen the package of support available to small and medium-sized businesses to help use training to meet the short term challenges, and to emerge stronger from this period well placed to take advantage of the new opportunities.

### **Train to Gain is helping businesses of all sizes and in all sectors**

Train to Gain is the Government's flagship skills service for helping businesses to get the support they need to increase the skills of their workforce and improve the performance of their business.

Quality-assured, impartial and independent advice from skills brokers is available to those businesses who want:

- Help to identify skills needs at all levels of their business so that they can make the right, informed choices as part of a wider business

needs analysis

- To identify and source high quality, vocational skills training, including Apprenticeships, delivered at a time and place to suit them, from a wide range of colleges and training providers.

### **A wide range of support is available**

In response to employer demand, from August 2008 Train to Gain was significantly enhanced to ensure it provided a wider range of support and more help with the cost of training. All businesses now have access to full funding for:

- Basic skills support at all levels
- First full level 2 qualifications (equivalent to five GCSEs) and
- First Level 3 (equivalent to two A-levels) for 19-25 year olds
- Some first Level 4 for 19-25 year olds who do not already have a Level 3
- Some funding for people who already have qualifications at Level 2 and 3 and would like to take another.

Shared investment between the employer and Government for:

- English for Speakers of Other Languages qualifications at all levels
- Apprenticeships
- For businesses with between ten and 250 employees, support towards the costs of leadership and management development

In addition, Train to Gain can help businesses source full cost, higher level and bespoke training support.

For more information, visit:

<http://www.lsc.gov.uk/providers/ttg/latest/>

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## **New standards to support commissioning, procuring and contracting**

### **Skills for Care have launched the first national occupational standards for commissioners**

The first ever National Occupational Standards (NOS) are designed to support managers and employers who commission services across the social care sector.

The NOS, developed with other sector skills council partners, set out the specific skills and knowledge required by commissioners and those involved in procurement and contracting.

### **Consistent benchmarks**

The standards provide consistent benchmarks and will support workers to provide positive outcomes for people who use services.

The NOS have been specifically designed for small, medium and large employers as well as direct payments employers, who can all use them to commission, procure or contract for services for their business or themselves.

### **A crucial process**

'Commissioning has been highlighted as a crucial process that can improve service delivery for people who use services and there has been a real need for specialist standards for commissioners,' says Skills for Care CEO Andrea Rowe.

'We believe the new NOS will ensure that commissioned services are of consistently high standards,



CEO Andrea Rowe

'Those managers or employers who commission, procure or contract are a vital part of making sure that people who use services and carers get the very best support to meet their needs and these NOS will support that work.'

'We've created a set of benchmarks that will make sure that everyone involved in the commissioning process understands exactly what is expected of them to ensure a more consistent approach to service provision and delivery.'

'Skills for Care intends to use the NOS to develop qualifications that will meet the real needs of the sector.'

The new NOS can be downloaded from the Skills for Care website at [www.skillsforcare.org.uk](http://www.skillsforcare.org.uk).

## **Want to make more sense of funding and resourcing?**

'Making sense of Funding and Resourcing' is an event which provides an opportunity to consider the implications of the changes in Government

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funding of Local Authorities as they affect Children and Adult's Social Care services. The event will address how we support the people who care as the sector evolves.

### **'Pushing the boundaries and making it happen'**

Following last year's successful format, the event offers an interactive experience with opportunities to hear from and work with colleagues from across the country. Key national and regional speakers will be addressing this agenda.

### **Ask your questions...**

The speakers have been invited to take part in a panel 'Question Time' session at the end of the morning and afternoon sessions addressing the issues raised from their presentations. This will be the opportunity for your individual questions to be addressed.

An executive summary of the latest Learn to Care Funding Survey will be included in the delegate packs and there will be the opportunity for questions.

For those who need to evidence their CPD/PRTL, certificates of attendance will be available at the close of the event.

Burlington Hotel, Birmingham  
Tuesday 9 December 2008

10.30 am – 4.00pm  
(registration from 9.00 am)

For more information, visit:  
<http://www.learntocare.org.uk/index.aspx?o=1023>

or email [info@learntocare.org.uk](mailto:info@learntocare.org.uk)

## **Contact us**

### **We want to hear from you!**

We hope that you've found this issue useful and informative. Please let us know what you think, or if there's anything you'd like us to feature in future issues.

### **Contacting the Brokerage**

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