

## SOCIAL CARE

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National Skills Academies are networks of “employer-led world-class centres of excellence delivering the skills required by each sector of the economy.” The Skills Academy for Social Care was accepted for National Academy status on 7 October 2008 and will be established independently by 30 March 2009.

### Vision and purpose: Care for its own reward – care for others to succeed

The National Skills Academy for Social Care is intended to offer **learning leadership** and **learning for leadership** through employers large and small to enable the transformation of adult social care in England. It will encourage, support, promote and celebrate excellence in learning and working for people and social care organisations.

The new Academy is a partnership of employers and employer led organisations, who have not only a wealth of expertise and experience in social care, but real aspirations for the sector. People who use services, and carers, are involved in all aspects of the Academy’s development. The Academy will not replicate the work of others. It will be the information and reference source for individuals and care providers to disseminate good practice wherever it is found. It will champion innovative solutions to the ways in which training and learning can be delivered and assessed, as closely as possible to the places in which people work.

### Products and services

The key products proposed during its first three years of operation are described below.

#### Personalised care programmes

- A new **small employer programme** – employers of personal assistants and small employers, including those controlled by users, wanting to offer **innovative solutions** and models of delivery to individual requirements – based on the business skills required to be a responsible employer.
- New **commissioning** programmes at national level available regionally to ensure that employers are able to contribute to and respond to community and individual needs effectively and efficiently. These will be for the public sector concerned with community level commissioning and for individuals/family networks/brokers who would like to develop commissioning skills for themselves.

#### Leadership programmes

- A new **trainee scheme** intended to have equal status with local government, central government and health schemes. Intended to identify future leaders in any setting and give entrants a rounded experience of different types of employment.
- Identification and where appropriate commissioning, providing or accrediting programmes to inspire and develop the **supervision, management and leadership skills** of all levels of the workforce.
- A national programme for the most **senior managers** in social care, including Directors of Adult Services and those aspiring to the role. This would be achieved partly through the reshaping of the current multi-agency leadership programme.

### Quality assurance and kite-marking programmes

- A new national scheme to encourage quality in training provision through **an accreditation scheme for associations and providers of training.**
- A complementary national scheme to identify and **assure quality in trainers** to support the drive to improve teaching and learning, inside and outside the workplace.
- A new programme of encouragement and support for employers who wish to have their **in-house training accredited to national standards.**
- **Identification and accreditation of materials** offering distance learning support through a variety of media, including potentially Social Care TV.
- New programme to **evaluate the effectiveness of training and learning** as components of good practice and contributors to positive outcomes.

### Career development and workforce retention programmes

- A new programme with training providers building on work already piloted and part-evaluated through QCA to **embed key skills development and assessment in level 2 care awards.** This would reduce the assessment burden for employers and learners, and enable key skills deficits to be sensitively identified and resolved.
- **Progression** schemes to enable care staff to progress into professional roles.
- Signposting the **funding available for training** and for staff and leadership development.

### Recruitment and broadening the workforce programmes

- A new recruitment and development programme '**Men who care**'. This will be a national campaign to encourage men into social care.
- **Care Ambassadors Plus.** This will be an extension of the current scheme developed by Skills for Care. We will extend the scheme to promote take up of 14-19 diplomas and apprenticeships through encouraging careers in social care.

### Steering group members

Chair: David Sherlock – Director of Beyond Standards Limited

Programme Director: Jennifer Bernard

Peter Beresford OBE - Shaping Our Lives and Centre for Citizen Participation

Jo Cleary – ADASS – Director of Adult Services

Andrew Cozens CBE - Improvement and Development Agency for local government

Martin Green - English Community Care Association

Julie Jones – Social Care Institute for Excellence

Des Kelly - National Care Forum

Glen Mason - Department of Health

Ian McIntock - ACEVO

Michael Preston-Shoot - Joint University Council Social Work Education Committee

Andrea Rowe - Skills for Care

Sheila Scott - National Care Association

Jerry Garrett – NVQUK

James Clegg - BUPA

### Further information

[www.skillsacademyforsocialcare.org.uk](http://www.skillsacademyforsocialcare.org.uk)

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