



Workforce Development in the Third Sector – Briefing Paper

The Every Child Matters agenda is changing the landscape of how services for children and young people are being delivered. The key action is to foster a climate of collaboration, a joined up approach between agencies to ensure that children, young people and their families are placed at the centre of provision and receive a seamless service.

Core to ensuring the best outcomes for children, young people and families is development of the workforce that deliver these services, with a number of initiatives being embarked upon by the statutory sector to improve standards and the competency of their staff. From the voluntary / community sector perspective, this is an issue we need to be engaged with, rather than be left behind, in terms of further developing our quality. This briefing paper sets out a programme of work in Hertfordshire, funded by the Children's Workforce Development Council (CWDC) designed to support 'workforce development' of staff and volunteers in our sector.

Background

In response to the 2004 Children Act and the Every Child Matters - Children's Workforce Strategy set out by the Government's vision to **create and sustain a world class children's workforce**. Hertfordshire has produced a local Children's Workforce Strategy 2006-2009 in line with the national initiative to support the Children and Young Peoples Plan

A world-class workforce is defined as one that is **confident, competent, well respected and trusted**. It is also a workforce that **people will aspire to be part of and will want to remain in**. The Children's Workforce Strategy seeks to develop and retain all parts of the workforce including volunteers, **realising that staff and volunteers are an organisations most important asset**

The four major strategic challenges that have been nationally prioritised for children's workforce development are:

- To recruit more people into the children's workforce
- To develop and retain more people in the children's workforce
- To strengthen interagency and multi-disciplinary working
- Promoting stronger leadership, management and supervision

The implementation of the strategy is a key component in delivering high quality services that meet the five Every Child Matters outcomes.

The CWDC or Children's Workforce Development Council has established to implement the workforce reforms set out in Every Child Matters. The occupational groups currently represented within the children's workforce have been identified by the CWDC through national consultation and it has been estimated that this 'footprint' amounts to around 500,000 nationally (80% employees, 20% self-employed), and at least 250,000 volunteers in the sector, though accurate estimates are hard to establish (and in conversations with CWDC officers this is thought to be a huge under estimate!!)

It is fully expected that the workforce reform initiatives of the CWDC are likely to affect all staff and volunteers working with Children, Young People and Families and are therefore **likely to form part of future commissioning arrangements**. Some like CAF have already begun to be rolled out.

WORKFORCE STRATEGY PARTNERS PROGRAMME (WSPP) 2007/10

Funding has recently been confirmed for a three year initiative to support the engagement of the Third and Private Sectors working with children, young people and families, in the ongoing workforce development agenda. Themes covered by this agenda include :

- Common Assessment Framework
- Common Induction Standards
- Common Core of Skills
- Recruitment and Retention
- Integrated Qualifications Framework IQF
- Safeguarding

To meet the major strategic challenges, listed above, Hertfordshire's CWDC Workforce Strategy Partners Programme (WSPP) has 6 milestones for 2007/08 :-

1. Provision of briefing sheets relating to the core components of Children's Workforce Development.
2. Raise awareness on training opportunities available for private and voluntary sector service providers.
3. Establish a training bursary scheme within the third sector. To aid and support training and development of Third Sector Staff and Volunteers
4. Hold four networking meetings to enable organisations to participate in, understand and shape the agenda relating to Workforce Development.
5. Contribute and keep abreast of developing local, regional and national developments relating to Workforce development and the CWDC, as well as the wider Every Child Matters agenda
6. Support increased engagement of the Private Sector in Workforce Development in Hertfordshire's Workforce Development Strategy.
7. Participate actively at a regional level to share good practice and identify areas for cross-county boundary co-operation.

Funding has just been confirmed for this initiative so please expect to hear more from us in the coming months for your input. To this end Family Matters Institute are currently working to develop an area on their website dedicated to the Children's Workforce Development and the goals that we have to meet. The pages are currently under construction, more information to follow.

If you would like to discuss this further or would like more information then please contact

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Other Useful Links;

www.everychildmatters.gov.uk/workforcereform/

<http://www.cwdcouncil.org.uk/>

<http://www.cwdcouncil.org.uk/advice/index.htm>