

Speed note of the Changing Lives Workforce Development Change Programme Development Day which took place at the Highland Hotel, Stirling on 30/31 January 2008

1. The group agreed to spend sometime away reviewing their work to date and planning their work for 2008. The development event which was held in Stirling and included a residential component was facilitated by Zoe Van Zwanenberg, SLF. We began by looking back and asking ourselves the questions:

- What have we achieved and what made for this success?
- What was not achieved and what stopped us or got in our way?
- What gaps does that leave?

And then looking forward:

- What has changed or is changing that impacts on the agenda for workforce development?
- What needs to be done
 - Over the next 12 months?
 - Over the next 3 – 5 years?
- How should that work be tackled?
 - By this group or some other collection of people?
- Who should be involved?
- What should success look like?
- How would we know the work is being successful?
 - How should we and others judge outcomes?

1.2 The group identified achievements this included:

- Overseeing implementation of the National Workforce Strategy
- Providing a connection point, helping to build alliances, sharing knowledge and encouraging partnerships
- Examples of work the group has produced or supported, these include:

The Change Academy

The Continuous Learning Framework

A number of projects have been funded and undertaken by Learning Networks, UNISON, Scottish Care and Scottish Care at Home.

- 1.3 In terms of what we have done less well, we thought we could have built stronger links with the other Changing Lives Groups, communicated our progress better and been a stronger champion through better links with employers and providers.
- 1.4 In order to identify priority issues for 2008, five key gaps were considered:
- 1) Developing a vision for workforce development.
 - 2) Establishment of an evidence base.
 - 3) Establishing explicit linkages between bodies of work.
 - 4) Communications and challenging conversations.
 - 5) Developing the sector to think about size, shape, characteristics of services in ten years to inform workforce agenda.
- 1.5 The group then went on to set its agenda for the next six months:
- Setting direction for the Continuous Learning Framework
 - Ensuring linkage between the different 'product lines' of Changing Lives
 - Setting direction for future work on workforce intelligence
 - Ensuring core 'product lines' from this group are both fully developed and then taken in use by the sector including:
 - Continuous Learning Framework
 - Recruitment and Retention Strategy
 - Workforce Planning
 - Workforce Intelligence
 - Workforce of the future, new roles and new services.
 - Ensuring the 'champion' role for workforce development is not left to chance
 - Ensuring that the projects sponsored by this group achieve outcomes that can be shared
 - Communicating effectively within the sector:
 - What the group has achieved
 - What the sector now needs to do to develop and use the work
 - The nature of the strategic conversations that need to continue on the future of service design and the changing shape of the required workforce

- The conversation that needs to continue about the role of the professional social worker *vis a vis* the range of roles that new service designs are and will require

- Ensuring that the strategic conversations are started with other sectors such as health, mental health, education and early years.

1.6 This agenda and priorities were then mapped out over three meetings to be held in March, May and August 2008, with a review in the summer to look at unfinished business and agree focus for any future activity.