



Supporting the learning and development of the social services workforce in Tayforth

E bulletin – March 2010

Welcome to our March 2010 e-bulletin. We aim to keep you up to date on Network news and events throughout the Tayforth area.

New Look Website

We are pleased to bring you our new look web site. We hope you find the new look refreshing and that you find the content useful and stimulating. Visit our News and Events pages to find out what is going on now and in the coming months. www.learningnetworks.org.uk

If you would like to tell us what you think of the new site, we would like to hear your views.

If this bulletin has been forwarded on to you, please register your details by contacting info@tayforthsssln.co.uk and we will send you the e-Bulletin personally. Or register online at: <http://tayforth.learningnetworks.org.uk/signup.php>

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Forthcoming Tayforth Network and Network Supported Events/Meetings

- Mar 4 4 Learning Networks and Scottish Government Bi-annual meeting, Edinburgh
- Mar 11 Continuous Learning Framework Gathering Group, Factory Skatepark, Dundee, 1.30 – 3.30pm
- Mar 11 Care Home Meaningful Activity Event, Tayside Christian Fellowship Halls, Perth, 9am – 4pm
- Mar 17 Strategic Management Board, Subud, Perth, 10am – 2.30pm
- Mar 17 National Launch of the Knowledge Management Strategy for Scotland's Social Services
- Mar 18 4 Networks Chairs & Managers meeting
- Mar 24 4 Networks and SSSC quarterly meeting, Dundee
- Mar 24 Tayforth Private Sector & Workforce Planning Project meeting, venue tbc
- Mar 31 Tayforth Leadership & Workforce Planning Group meeting, Dundee, 10-1
- April 20 Practice Development Group meeting, Factory Skatepark, Dundee, 2 – 4 pm
- April 26 4 Networks, IRISS & NES quarterly meeting
- April 27 Scottish Government National Launch of the Social Services Leadership Programme for Action,
- April 29 & 30 Tayforth online, 2 day training for those using our new online learning environment

Events Calendar

For a full range of meeting dates and Network events, please check our online Events Calendar at the web address below: <http://tayforth.learningnetworks.org.uk/events.php>

Promoting your Events

If you would like to promote your own event then please email us at: info@tayforthsssln.co.uk

Become a Network member

Complete our online membership form: <http://www.learningnetworks.org.uk>

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Tayforth News and upcoming events

Update from Network Manager, Anne Tavendale

Since the start of 2010 we have engaged with over 200 Network partners from across Tayforth through our series of workshops. Your increasing interest in attending our events continues to encourage us that we are responding to what you need to support you and your workforce. We are particularly grateful for all your detailed feedback from our workshop evaluations which inform our work priorities for the coming year.

Our project work to increase involvement and participation from the Private Sector and Early Years employers is now well underway and will be continued throughout this year. More about this in next month's ebulletin.

Tayforth and our partner Regional Learning Networks have been working in partnership with the SSSC to develop our plans for taking forward the Sector Leadership Programme for Action. The launch event on 27 April for an invited audience of senior leaders throughout the sector will set a clear direction of travel towards making a reality of the vision for leadership as set out in 'Changing Lives'. This new area of work will be central to our future plans and activities and we will be involving you in how we can best take forward this work over the next few years.

Sector Consultation

Social Care Procurement Scotland: Guidance-consultation draft- this consultation seeks comments on draft guidance on social care procurement which has been prepared by the Joint Improvement team and Scottish procurement Directorate. The closing date for this consultation is **5 April 2010**. For more information visit the **Scottish Government website at www.scotland.gov.uk/Consultations/Current** or email Alex Bell at alex.bell@scotland.gsi.gov.uk

Recent Events

Administrators Workshop – 25th February

During the Tayforth Workforce Planning Project 2008/9, it became apparent that many organisations recognized the critical role that administration processes have in contributing to effective workforce planning. This was an area identified for further development, and consequently Tayforth Learning Network organised a one day workshop to encourage further exploration of this topic. The workshop attracted over 40 administration workers and managers who have responsibility for workforce planning processes and was a first for Tayforth in reaching out to this crucial part of the workforce.

The workshop explored opportunities to:

- share examples of good practice
- explore the administration role and competences required for effective performance
- identify administration workers learning needs and the options available to meet them

- identify ways on which agencies can collaborate to meet learning needs, and to improve workforce planning administration processes across the network

Due to the demand for this event from out with the Tayforth area and weather related last minute cancellations we are likely to run another event in Spring 2010. Details will be sent to all network members so if you know of others who may be interested in attending please encourage them to sign up to our Network

Coaching and Mentoring Workshop 10th February

This event launched the findings of the Tayforth Coaching and Mentoring Project and was well attended by partners from the voluntary, private, local authority, health, FE and education sectors. Presentations from Perth & Kinross and Dundee City Council on their organisations' approach to using coaching and mentoring formed the basis for small group discussions with the evaluations indicating a strong desire for further workshops to explore how coaching and mentoring can support workforce development and leadership development. Information & presentations from the day will shortly be available on our website and we will be continuing this area of work throughout 2010.

Early Years Workshop 2nd February

This joint workshop with the SSSC to explore how the early years sector can use the Continuous Learning Framework and Early Years' Careers Toolkit uncovered a real enthusiasm amongst a wide range of early years organisations to use these workforce development tools. Gowrie Care brought the CLF to life with a presentation discussing their approach.

The Tayforth Early Years Project is continuing to support individual organisations within Tayforth to use the CLF as part of our ongoing work to support improved engagement in network activities by this part of the sector, and our Tayforth Early Years Group will be taking forward a range of activities during 2010 to support early years workforce development.

Professional Development Awards in Practice Learning (PLQSS) SCQF 10, 21st January

Tayforth Learning Network in partnership with the South East, West and North Learning Networks hosted a national event to use the findings from the Tayforth Professional Development Award evaluation

<http://tayforth.learningnetworks.org.uk/show.php?id=267> as a platform to inform future delivery of this award across Scotland.

The purpose of the event was to share with and learn from each other. Each Network presented their programme content and design, and shared their experiences and knowledge about delivering the award with each other. Presentations from across the programmes and write up of the day are available from our website, and workshop evaluations all supported future workshops to promote improved partnership working and collaboration across the 5 Scottish programmes.

Tayforth will be planning future events with the other Networks and PDA providers throughout 2010 and will also focus on the emerging Professional Development Awards in practice learning at SCQF Level 9.

News from Partners

University of Stirling CPD

There will be a new intake for the module in **Leadership and Management for First Line Managers in Social Services** starting on 24th February 2010. The course runs from February to May 2010 with ten direct teaching days based on the university campus. The module forms part of a Certificate in Management and applications are also welcome for the partner module: **Supervising, Managing or Mentoring** mentioned above. Contact Frances Patterson m.f.patterson@stir.ac.uk for more information or Mairead Cody, CPD Administrator, mairead.cody@stir.ac.uk for an application form



Free training to support voluntary and private sector

Dundee College is offering the opportunity to develop your staff free of charge (through Skills for Scotland, a European Social Funded Project).

SOFT SKILLS MANAGEMENT TRAINING

www.dundeecollege.ac.uk/Business-Services/Funding-Opportunities/Skills-for-Scotland

- Focuses on personal development through practical interactive activities and reflective practice.
- Involves individuals in gaining a greater understanding of themselves and their team with a view to enhancing performance.

Course Content includes:

- Understanding myself and my team
- Managing change
- Leadership
- Communicating effectively
- Coaching
- Motivation

Target Audience:

- New and existing first line managers and/or individuals carrying out a supervisory role
- Private sector organisations
- Tayside wide private sector organisations with 250 or less employees

SOFT SKILLS TRAINING FOR NON-MANAGERIAL STAFF

www.dundeecollege.ac.uk/Business-Services/Funding-Opportunities/Soft-Skills-Training

- Focuses on personal development through practical, interactive work based activities and reflective practice.
- Participants will identify and build on existing skills and qualities and compile a reflective log that records their own learning journey.

Course Content includes:

- Task management
- Interpersonal Skills
- Understanding myself
- Personal awareness
- Identifying skills and qualities
- Communicating effectively

Target Audience:

- New and existing employees in an operational role
- Tayside wide private sector organisations with 250 or less employees

For further details of the free training offer and other services, contact the External Relations Team, T: 01382 834874 E: workingwithbusiness@dundeecollege.ac.uk or visit <http://www.dundeecollege.ac.uk/Business-Services>

Events for Housing Support Providers

These events may count towards your Post Registration Training and Learning (PRTL). CPD certificates will be issued to all attendees

Due to the success of the events for Housing Support providers last year, the Workforce Unit, in partnership with the Housing Support Enabling Unit, is delighted to announce another round of events to be held in **Helensburgh** and **Fife** on the **16th and 24th March** respectively. Topics to be covered on the day include:

- Housing Support Issues
- Procurement
- Registration
- Qualifications
- Funding

These events are open to housing support providers in voluntary, statutory and private sectors. A full programme is [available here](#). You can make a [booking online](#) (*please state which event you would like to attend*), or for further information contact vswu.admin@ccpscotland.org

Urgent new information about availability of Modern Apprenticeships in Health and Social Care

The Scottish Government last autumn created a number of additional places (1,400 in total) for Modern Apprenticeships (MAs) in Health & Social Care in Scotland, across SVQ Levels 2, 3, 4 and in Leadership & Management for Care Services at Level 4.

We have information that a few of the 1,400 places may still be available and we suggest that employers should now check with their local or preferred training provider to check if this is the case. You should note that any new candidate **requires to be registered on the MA by 26 March**. For the full directory of training providers who have been allocated Modern Apprenticeships in Health and Social Care [click here](#).

The directory shows training providers by the geographical area in which they have been awarded contracts to deliver MAs to employers/candidates in that area. It only shows SVQs at Level 2 & 3, but it is possible that training providers may be able to offer the MA in Health and Social Care at SVQ Level 4. You should ask the training provider if this is the case.

In addition, the table shows if the training provider has a contract to deliver the MA in Leadership and Management. This only shows it at SVQ Level 3, but it is in fact an award at SVQ Level 4.

Please note that the MAs are Scottish Government funded. Final decisions on the cost to the employer rests with the training provider, but you should expect that if a charge is made it should be a "relatively small" amount.

For further information see the Workforce Unit [Funding Guide](#)

To clarify any issues contact Judith Midgley at judith.midgley@ccpscotland.org or 01786 849752

SSRG – Safeguarding Children: The effective use and dissemination of ‘knowledge’

Conference – Tuesday 13th April 2010, Edinburgh.

This event will look at the 'knowledge' that is available to inform practice and improve outcomes for vulnerable children. The 'knowledge' base is derived from a number of sources, for example research, inspections, local good practice and the views of young people themselves. Effective dissemination of such 'knowledge' is also of great importance! For and to book a place visit www.ssrq.org.uk

New Intake at the University of Stirling

There will be a new intake for the [Supervising, Managing or Mentoring](#) module at the University of Stirling in April 2010. Email Helen Whincup helen.whincup@stir.ac.uk

Adult Services, Support and Protection

The Social Work CPD team at University of Stirling is launching new courses in **Adult Services, Support and Protection** in Spring 2010. For more information please email Peter Connolly peter.connolly@stir.ac.uk

Perth College UHI PDA Practice Learning (SS) level 10

Perth College UHI will be running the PDA Practice Learning (SS) level 10 course from August 2010. The award is a qualification for those working within the field of social services and other related occupations.

UHI has designed the course in partnership to run flexibly over the course of one academic year using a mixture of on-line teaching and face to face tutorials. The use of a blended learning approach is designed to flexibly meet student expectations. The course covers all aspects of the candidates' (work to support a student in placement) work with a student in placement. The award is comprised of eight SQA units which are based upon The Practice Learning Qualifications Standards developed by the Scottish Institute for Excellence in Social Work Education (SIESWE) in line with *Confidence in Practice Learning* (Scottish Executive 2004) for SSSC.

When you have achieved this award, you will have demonstrated your competence across a wide range of learning situations and will be equipped to support practice based learning of students. Assessment is through assignments and (Direct Observations) that evidence your ability to support learning through a competent use of skill and knowledge base. This should be achieved from your ongoing practice with learners. The assessment strategy is flexible in design to enable you to gather the evidence required to achieve each learning outcome.

The course is also suitable for Managers involved in extensive staff supervision or staff training.

For further information please contact Eleanor Brown, Curriculum Manager, Eleanor.Brown@perth.uhi.ac.uk or Ann Fenner, Tutor PDA Practice Learning ann.fenner@perth.uhi.ac.uk

ESOL for Care Sector Staff (English for Speakers of Other Languages)

This is a **Perth & Kinross Council** project between Housing & Community Care and the Adult Literacies & Learning Team. The project provides **free, on-site**, English language support to care staff whose first language is not English. The staff may be employed in any kind of care establishment, for example residential homes for older people, childcare facilities, supported living, and homecare agencies. The main aim of the project is to lower the language barrier between international staff and the service users for whom they care, thereby improving everyday communication and the service provided. Since February 2008, eighty staff from fourteen care establishments have received English language support and evaluations from participants are very positive. If you would like more information, please or contact: DFMcPhee@pkc.gov.uk Commissioning & Contracts Officer, Housing & Community Care

Recruiting our workforce of the future: Caring Careers website

A new careers website has been launched (by SfC&D which includes the SSSC) across the UK which offers information about careers in social services. The Scottish pages have relevant guidance and describe great career opportunities for people thinking about working in early years, child care and adult care and support services. There's valuable advice and information about different job roles as well as case studies which illustrate the experiences of people working the sector. Our new web site is easy to use and will help people thinking about working in the sector to make well informed decisions about pursuing a career in care and support services.

Visit <http://www.caringcareers.org.uk/view.aspx?id=579&sitearea=scotland>

Care First Careers

A recruitment initiative, known as Care First Careers, will be launched across the UK shortly, as part of the Backing Young Britain programme, to help 50,000 young, unemployed people into jobs in the adult social services sector.

Jobcentre Plus will launch Care First Careers in Scotland at the end of January, with support from Scottish Government, and preparation for employment provided through Skills Development Scotland's Training for Work programme. This initiative will help unemployed young people, aged 18 – 24, to find jobs and learn skills to help them develop rewarding careers in adult care and support services. Employers can attract new talent and a recruitment subsidy if they employ an eligible young person. To find out more contact Brian Wallace, Scottish Employer Engagement Team, tel 0141 207 3231 or e mail brian.wallace@jobcentreplus.gsi.gov.uk

The Scottish Development Centre for Mental Health

The Scottish Development Centre for Mental Health has launched its first ever national survey of service user and carer views of the Mental Welfare Commission. They are looking to gather the views of those service users and carers who have had contact with the Commission. This could be direct contact on a visit or at an event, or through use of the Commission's websites, leaflets or reports.

The survey is independent and responses are confidential. The results will be used in a report that will help the Commission to make improvements to its services. To take part please [click here](#). You can also view and complete an [easy read version](#) of the survey.

A limited number of hard copies are available for anyone who would find it hard to complete the survey online. Please contact hannah@sdcmh.org.uk for hard copy requests or for any other questions to do with the survey.

Free HNC in Social Care

Registration for Residential Child Care workers is now mandatory. Many applicants to the Register who do not hold the required qualifications have been granted registration subject to the condition that they achieve the required qualification within a specific period of time – usually the first three year period of registration. If you are registered with a condition that you gain a qualification and would like to enrol for HNC in Social Care, contact me on manderson@langside.ac.uk or 0141 272 3937. SIRCC still has free HNC in Social Care places at different colleges throughout Scotland. Maureen Anderson, Assistant Director (Workforce Development), Langside College, Prospecthill Road, Glasgow.

National News

Joint Improvement Team – Free Telecare Launch Events

The Joint Improvement Team and the Dementia Services Development Centre are pleased to invite you to 2 free events to mark the launch of 4 books aimed at supporting staff in the use of Telecare. The events will provide an opportunity for participants to learn about the potential of telecare, and to share their experiences of its use. The events should be of interest to service managers, trainers and course leaders on professional qualifying courses working with a range of client groups.

Event 1: Telecare for people with a disability

Date: Friday 26th March 2010

Time: 9.45am - 3.30pm

Venue: Forth Valley Sensory Centre, Redbrae Road, Falkirk FK1 4DD

Audience: people working with

- people with a learning disability
- people with a physical disability
- people with a sensory impairment

as well as managers of these services, trainers and educators involved with these client groups.

Event 2: Using telecare to support people with dementia

Date: Thursday 15th April 2010

Time: 9.45am - 3.30pm

Venue: Iris Murdoch Building, University of Stirling, FK9 4LA

Audience: People working with people with dementia, as well as managers of services, trainers and educators.

Lunch, refreshments and publications will be provided on both days.

These events are expected to be very popular, so early booking is strongly advised to avoid disappointment.

To download the full programme for each event and to book a place online please [visit our online shop](#).

The Dementia Services Development Centre, Iris Murdoch Building, University of Stirling, Stirling, FK9 4LA

Tel: 01786 467740 Email dementia@stir.ac.uk Web: <http://www.dementia.stir.ac.uk/>

Scottish Consortium for Learning Disability

The Scottish Consortium for Learning Disability have arranged dates for open training courses. Course Calendar

www.sclld.org.uk

Fair play for Children – for The Child’s Right to Play

This Newsletter, the second of 2010, comes with our compliments. Fair Play, for new recipients, exists to promote the Child's Right to Play as one of many guaranteed to every Child in the UN Convention on the Rights of the Child.

www.fairplayforchildren.org

Care Appointments - Latest Issue

The **March** issue of **Care Appointments Scotland Magazine** is now available as a digital download at

www.careappointments.co.uk

Contact Us



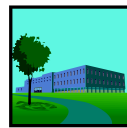
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