**Existing Workforce - SYREC Existing Workforce Sub-Committee - Strategy on a Page**

**Overall vision:** Focus on parity of esteem within Health and Social Care roles. learning needs, gaps, providers, funding and produce clear **CAREER MAPS** and opportunity to flourish.The support required for this strategy will be provided by SYREC Future Workforce Programme with guidance, support and ownership from Health and Social Care organisations and other stakeholders working at place.

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| **Strategy Area** | **Outcomes** | **Actions to Support** |
| Access to English, Maths and study Skills | Achieve a complete SYR profile in facilitating care workers fundamental learning, encouraging  | * Collaborative meeting arranged for 031219 with SYR providers and The Growth Company
* Develop joint strategy for tackling both inequalities and needs of the community
* Establish centres for delivery within communities
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| Awareness of Workforce Development funding  | Engage stakeholders across H&SC to work in partnership and collaboratively seek funding to achieve SYREC strategic outcomes | * Develop funding opportunities through members networks
* Members identify all available funding streams- collate
* Share with other workstreams and identify other bid writing members – diarise the bid deadlines
* Produce Funding Calendar
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| Support ‘Up skilling’ to facilitate the transfer into new roles | Utilise skills and knowledge gap intelligence from stakeholders to inform the CASS CP and educational providers in order to future proof our workforce | * Gather intelligence through members networks
* ‘Shopping list’ of courses needed
* Share list with providers and engage them in the intelligence for bespoke delivery
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| Actively encouraging Parity of Esteem in roles across the H&SC landscape | Throughout the H&SC align the roles to facilitate take up in all sectors and allow movement of the workforce with fluidity. Building the long lasting relationships needed to succeed. | * Placement - Task and Finish Group commencing early 2020
* Offer guidance to schools’ engagement workstream on the promotion of ambassadors and working together to support each other’s sectors
* Support the Ambassadorship programme by actively promoting the virtues of ambassadors
* Recruit Ambassadors in own networks
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| Create the connectivity into the Apprenticeship Workstream to develop joint strategic approach  | Continue to build on the symbiotic relationship with the Apprenticeship Workstream (SYREC) creating opportunity and growth within our H&SC workforce | * Arrange presentation by SYREC Apprenticeship Lead – Pam Case for January 2020 meeting
* Further develop the joint partnership across two workstreams FW and Apprenticeship – sub group
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| Support providers to develop and/or adapt Continuous Personal Development (CPD) delivery models  | Identifying good practice and actively encouraging throughout the sectors, removing barriers where identified | * Members to seek best practice models
* Identify barriers ie time/cultural attitude
* Seek support from ICS to remove barriers
* Agree best practice models and share in networks
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| Mapping Care and Support Staff Career Pathway to CPD plans | Online facilitation of the CASS CP clearly identifying progress routes | * Develop online transfer of CASS CP from final draft to system
* Launch 2020
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| Values Based Recruitment  | Encourage the spread of good VBR and the benefits achieved from this practice | * Identify community based stakeholders using VBR
* Develop a VBR Toolkit – sharing good practice
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