
To: **Social Work Health and Well-Being Policy Board**

On: **18 August 2015**

Report by: **Chief Officer Designate, Renfrewshire Health and Social Care Partnership**

Heading: **Social Care Employability Partnership Project with West College**

1. Summary

- 1.1. This report seeks permission to progress an opportunity for Renfrewshire Council, the Health and Social Care Partnership (HSCP) and West College Scotland to work together to provide opportunities for local people to access learning opportunities at West College and work placement opportunities within Social Care with an initial focus on Care at home which would in turn increase the participants ability to secure employment with the Social Care sector. West College has secured funding from Skills Development Scotland to deliver this employability programme and it is hoped that it will meet the dual aims of increasing the participant's employability and providing a source of work ready Social Care staff for the Renfrewshire area. It is proposed that a pilot project take place in the HSCP Care at Home service
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2. Recommendations

- 2.1. The Social Work Health and Well Being Policy Board approves a partnership between the Council, the HSCP and West College to provide employability opportunities in social care as set out in this report
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3. Background

- 3.1 A significant number of people are employed in the Renfrewshire area in a variety of social care roles across both Adult and Children's services. These include Care at Home, Day Care, Residential and Nursing Homes. Staff are employed both by the Council and by partner providers. There is also direct competition from other employment sectors seeking to recruit staff and consequently there is significant turnover and at times challenges recruiting

staff in sufficient numbers. For people seeking employment in Social Care they may be personally challenged to demonstrate that they have the necessary core skills to bring to the role of a social care worker and may therefore find it difficult to break into an area of employment they may be well suited for.

- 3.2 The Council has to undertake a virtually continuous recruitment programme for care at home and other social care roles to address turnover and to ensure there is cover to services which are registered with the Care Inspectorate. There are both permanent and temporary opportunities available (e.g. to cover maternity leave, long term illness). There is, therefore, a need to have access to an appropriately qualified workforce who, crucially, display the correct values and principles required to work in this area.
- 3.3 West College Scotland is able to access an Employability Fund administered by SDS Skills Development Scotland (SDS). The fund is used to develop and support programmes which will help people to develop the skills that they need to get a job or progress to further study. The programmes place a strong emphasis on work experience, but the content of the programmes are for the employer and College to decide.
- 3.4 It is proposed that West College work in partnership with the Council and the HSCP to deliver a pre employment programme which would constitute learning opportunities within the college combined with a programme of work placement experience and job shadowing with the Renfrewshire Care at Home service. Renfrewshire Officers would ensure that the participants are be provided with induction into the Care at Home Service and they would operate in accordance with the Service's policies and procedures. At the end of the programme the participant would be offered an interview for a Social Care post with the Council. These Interviews would adhere to the Council's standard recruitment processes.
- 3.5 It is proposed that the first cohort of approximately 15 participants commence in the Autumn term. If the Pilot is successful, West College would hope to secure further funding to consolidate and perhaps extend the programme within Renfrewshire.
- 3.6 A sample programme has been attached as an appendix 1 to this report, though the finer details have still to be finalised. Generally, the programme will be of 18 weeks duration. The student will spend around 2 days in College per week studying subjects agreed by the employer and the College. The student will also spend around 2 days in a placement (total of around 20 days).
- 3.7 NHS Greater Glasgow and Clyde have also agreed to a pilot project in the Royal Alexandra Hospital site commencing in January 2016. A copy of their programme is attached as appendix 2 to this report for information.
- 3.8 Should the Board approve this proposal, Officers will engage with West College to finalise the details of the programme and commence activity to recruit participants.

Implications of this report

1. Financial Implications

None.

2. HR and Organisational Development Implications

This programme will support the Service's needs to recruit appropriate Social Care staff. Whilst participants who complete the programme would be guaranteed an interview for a Social Care role, the Council's standard recruitment processes would be implemented thereafter

3. Community Plan/Council Plan Implications

Community Care, Health and Well-being - The programme has a dual purpose of securing suitable staff to deliver crucial services by supporting disadvantaged groups to access opportunity.

Jobs and the Economy - This programme support the Council's goals of encouraging employability and creating opportunity

4. Legal Implications

None.

5. Property/Assets Implications

None.

6. Information Technology Implications

None.

7. Equality and Human Rights Implications

(a) The Recommendations contained within this report have been assessed in relation to their impact on equalities and human rights. No negative impacts on equality groups or potential for infringement of individuals' human rights have been identified arising from the recommendations contained in the report because for example it is for noting only. If required following implementation, the actual impact of the recommendations and the mitigating actions will be reviewed and monitored, and the results of the assessment will be published on the Council's website.

8. Health and Safety Implications

None.

9. Procurement Implications

None.

10. Risk Implications

None.

11. Privacy Impact

None.

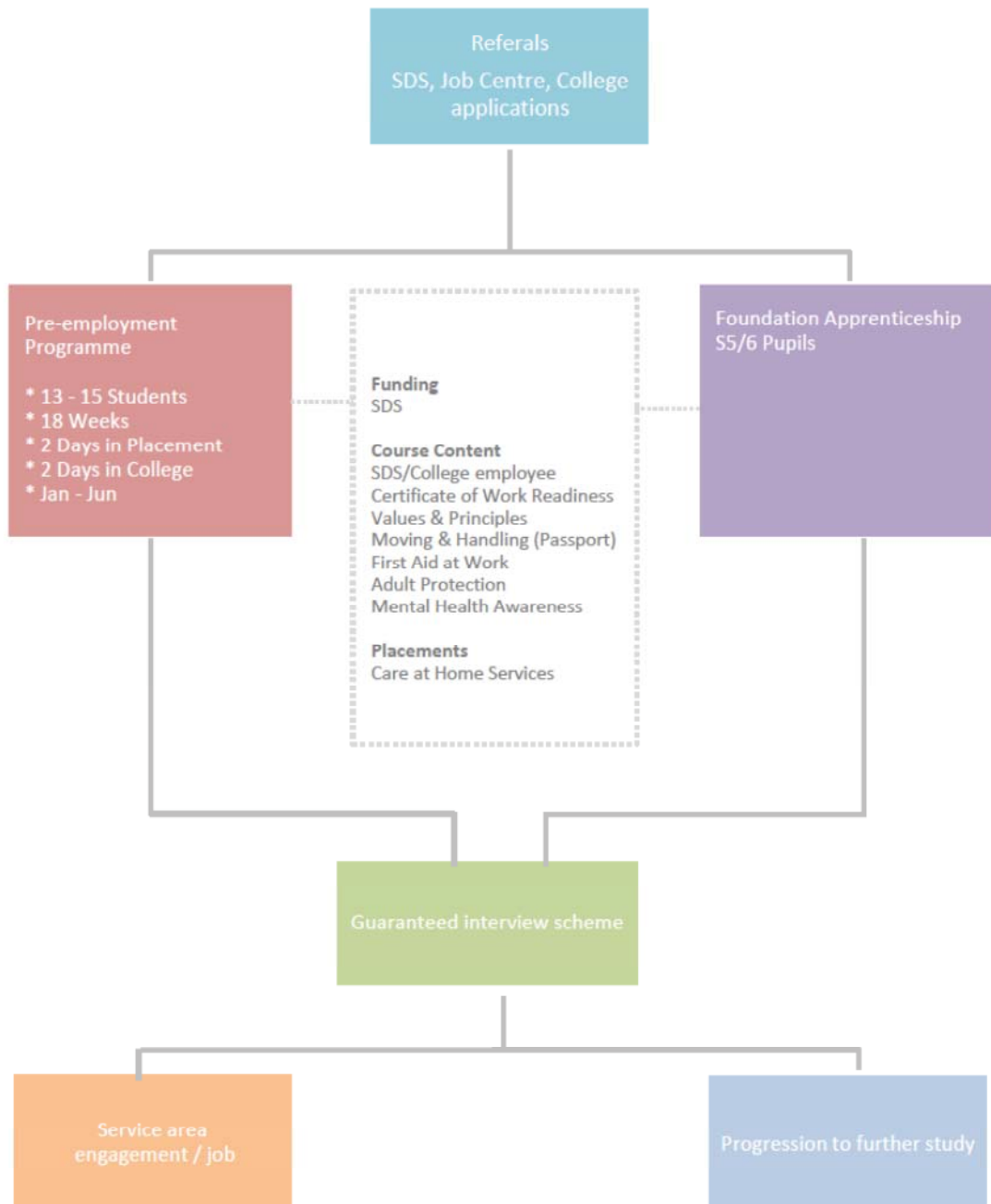
List of Background Papers

The foregoing background papers will be retained within Social Work for inspection by the public for the prescribed period of four years from the date of the meeting. The contact officer within the service is Ian Beattie, Acting Head of Adult Services, 0141 618 6855, ian.beattie@renfrewshire.gcsx.gov.uk)

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Pre-Employment Programme

Care at Home Services: Support Worker in a Care at Home Service



Pre-Employment Programme

Link to NHS Greater Glasgow & Clyde work stream 2 – Pathways to Work

