

PEOPLE SCRUTINY COMMITTEE REVIEW OF THE CHANGING CARE MARKET: ADULT SOCIAL CARE WORKFORCE – ACTION PLAN			
SCRUTINY RECOMMENDATION	DIRECTOR'S RESPONSE AND ACTION PLAN	TIMESCALE	
R1	<p>The Adult Social Care department and the Employability and Skills team to explore the options for broadening engagement in the work of the Health and Social Care Sector Task Group, to include consideration of:</p> <ul style="list-style-type: none"> <li>enhancing links between the ASC department and the work of the Employability and Skills Team;</li> <li>the pathways for independent sector views to feed into the Task Group and for the work of the Task Group to be promoted in ongoing engagement with the sector; and</li> <li>the potential to expand the membership of the Health and Social Care Sector Task Group to include representatives of the independent sector.</li> </ul>	<p>Identifying further opportunities to bring together the work of the Employability &amp; Skills Team with the wider social care sector is welcomed.</p> <ul style="list-style-type: none"> <li>Adult Social Care (ASC) key staff and the Employability and Skills (E &amp; S) Team will meet to review the membership of the Health and Social Care Task Group to ensure that it includes the right membership to best support links between the social care sector and the E&amp;S Team</li> <li>ASC representatives will be invited to attend the Skills East Sussex Health and Social Care Task Group.</li> <li>Independent care providers, under guidance from ASC, will be invited and encouraged to attend the Health &amp; Social Care Task Group.</li> </ul>	<p>November 2019 to January 2020</p> <p>January 2020</p> <p>Invitations November 2019 / next meeting January 2020</p>

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R2	<ul style="list-style-type: none"> <li>• <b>With a view to increasing the numbers of Industry Champions and Open Doors opportunities drawn from the independent sector, the Adult Social Care department and Employability and Skills Team to work together to identify ways to further develop the Careers Hub’s approach to generating interest in these roles. The aim being to create a pool of participants which is more proportionate to the size of the care sector in East Sussex.</b></li> <li>• <b>All contracts of £100,000 or more issued to the Independent Care Sector by the Adult Social Care department to include social value skills targets that are facilitated by the Employability and Skills Team.</b></li> </ul>	<p>The Careers Hub Lead from the E &amp; S Team will seek opportunities to present information at the next Independent Care Group meeting. A communication plan will be developed with Independent Care Providers to promote and build the network of Industry Champions and Open Doors programmes.</p> <p>The E &amp; S Strategy Manager to attend the ASC Commissioning Group meeting to present information about the Council’s approach to Skills in Social Value procurement and to identify ways in which the E &amp; S team can support this area of delivery.</p>	<p>November 2019 to February 2020</p> <p>November 2019 to January 2020</p>

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<p>R3 <b>The Adult Social Care department to work with the Apprenticeship Team to assess the impact of levy funding in relation to care sector employers. This could include evaluating:</b></p> <ul style="list-style-type: none"> <li>• <b>the level of interest from the care sector and whether further promotion is needed;</b></li> <li>• <b>the effectiveness of the process for identifying which providers are allocated the levy funding;</b></li> <li>• <b>whether the funding successfully targeted those areas where the recruitment pressures are the most challenging; and</b></li> <li>• <b>whether vulnerable groups, such as Looked After Children, have been identified by the Apprenticeship team as requiring any additional support to access apprenticeships funded through the levy.</b></li> </ul>	<p>There is interest within the care sector to access funding for existing and new staff, however, there has been an issue in relation to social care employers following the process, laid down by the Education Skills Funding Agency, to access funding.</p> <p>The Apprentice Team (in accordance with Skills East Sussex) has identified priority areas for funding, where there are employment challenges within the county. Further work is needed to ensure these areas correlate with the experiences of ASC staff.</p> <p>East Sussex College Group and Heathercroft Training have been engaged as providers to work primarily with care sector employers. The apprentice team has, to date, been reliant on providers to use networks of care based employers to utilise funding. This information will be shared with ASC to ensure that the breadth of employers being targeted is appropriate.</p> <p>Within ESCC a sub-committee has been set up to look at ways of supporting young people to access apprenticeship opportunities, and in particular groups facing challenges such as: Looked After Children (LAC) and those not in education, employment or training (NEET). In terms of working with external employers in the county in doing this, the Apprenticeship Team has been focused primarily in allocating the funding. Further work will be undertaken by the team to prioritise employers who take on staff from recognised areas of need (LAC and NEET for example).</p>	<p>December 2019</p> <p>December 2019</p> <p>November 2019 to February 2020</p>

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R4	<b>All councillors, via their connections with local groups and organisations, to help raise awareness of the role of the Personal Assistant and the related advice and support available from the Support with Confidence team.</b>	Support from councillors, within naturally occurring opportunities, to raise awareness of the newer models of social care support would be welcomed by the department. Information and guidance can be provided as required.	Ongoing
R5	<b>The Adult Social Care department to explore the feasibility and potential benefits of developing a bespoke website to provide information on jobs and careers in the East Sussex care sector.</b>	The department will explore the approach, methodology, costs and feasibility of the West Sussex website model, and/or alternatives to this model, to determine whether there is a cost-effective and achievable solution that can be recommended within the current constraints on the Council’s budget and the Core Offer. This work will include engagement with representatives of the Independent Care Sector to understand what would be of most benefit to the sector. Work will be undertaken to ensure that any developments make the most of the activity being undertaken within the Employability & Skills Team.	October 2019 – March 2020

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<p>R6</p> <p><b>The Adult Social Care department to:</b></p> <ul style="list-style-type: none"> <li>• <b>continue to reinforce the national recruitment campaign locally via support from the East Sussex County Council’s Communications Team; and</b></li> <li>• <b>work with the Employability and Skills Team to ensure that this is integrated into the cross sectoral careers campaign run by Skills East Sussex.</b></li> </ul>	<p>The department has sought support from the Communications team to reinforce stage two of the national recruitment campaign, including using the national campaign wording and images in our own media adverts; devising direct linkage to the Council’s own recruitment branding and the potential to use the national campaign advert website to provide direct hyperlink access to our own job vacancies on the Council’s website.</p> <p>The department will involve the Employability and Skills Team directly in this work, described above, to ensure that the Skills East Sussex campaign is able to access and utilise the linkages which can be achieved.</p> <p>ASC representatives to be invited to attend the first meeting of the Skills East Sussex Careers Campaign planning (21<sup>st</sup> November) to identify how the national campaign can dovetail in with the local campaign, and to explore the sharing of resources relating to care sector roles.</p>	<p>October 2019 to January 2020</p> <p>October 2019 to January 2020</p> <p>Development of resources by March 2020.</p>