

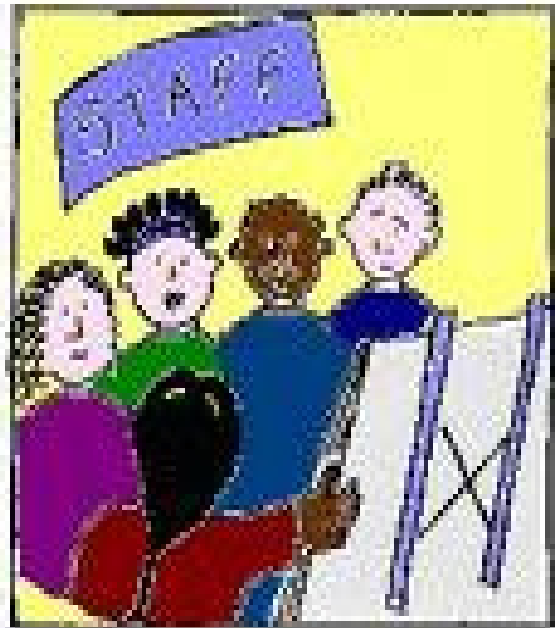
Workforce development - what does that mean?

Workforce development means the development of paid staff and volunteers (including trustees) by equipping them with the skills and knowledge to effectively deliver and improve services.

Traditionally, it has been assumed that this means training - but workforce development is much more.

It starts with the recruitment process, and includes the support and learning experiences you get when you first start - called your induction period. It is then an ongoing process of supervision, and other learning and development opportunities. Good workforce development means that volunteers/ paid workers will feel supported and valued and this in turn, will motivate them to provide the best service possible.

Appraisals, or reviews, help to assess the skills you need to succeed, now and in the future.



What does it mean to you if you are

A volunteer/ paid worker - you should be supported by your organisation to access the learning opportunities that you need to do your job and to further your career - if that is what you want. Recently, people have started talking about C.P.D.s - this means your continuing professional development!

Responsible for other workers/ volunteers - you need to ensure that you know what skills your worker has and where the gaps are. People learn in different ways and some people do not like formal training sessions - buddying, mentoring, research and e-learning

are all different ways of learning. One of the core functions of supervision is learning and development so don't forget how important this is.

Responsible for planning/ funding a project - workforce development should be an integral part of your business planning because you need skilled staff to reach your objectives and it costs money! If you don't look at it from the beginning you may end up losing staff/ volunteers because you haven't been able to retain them - this applies to small organizations as well as to large.

A client/ service user - you have the right to be involved in the development of people who work with you - you could be involved in putting job descriptions together, be on the Interviewing panel, deliver training, or be a mystery shopper and observe workers as they work!



Success stories in Tameside

We are already very good at workforce development in Tameside

- **The Drugs and Diversity Project** has enabled community champions to educate the wider community on parenting and substance misuse. Through this project seven people gained the skills and confidence required to get paid work.
- **St Peter's Youth** has just won the Children and Young People's Service Award for Workforce Development - 30 community people have inspired young people and gone onto employment.

- The Learning Skills Council has funded St Peter's Partnership, T3SC and the Volunteer Centre to research the benefits of a **learning consortium** for the community of Tameside, and they have funded Barnardos to support people getting back into work.
- **If you have anything to say** about learning in Tameside we now have representation at the Children's services Training Alliance and at Workforce Development Strategy groups for children and for adults.

Which way now?

If you are considering how to improve the development of people, in whichever setting you are in and you don't know where to start, don't worry.....

There is loads of support available to you; all you have to do is ask?

- If you work with children, young people and families please contact Veronica Hyde
- If you work with adults in a health and social care

setting please contact Hameed Khan

- If you have any other enquiries please contact Naomi Creed.

We will be happy to help you !

