Workforce Development Workstream – Sian Croston

Key Deliverables	Identified Actions
Staff need to know how to communicate well with people with learning disabilities. There needs to be a consistent value based skill set across North Wales	• Gain agreement from the project board for the North Wales Values and work to embed them across the region. • We will support the development of a number of resources to be used to support the roll out and adoption of the value base that will be hosted on the website. • We will develop/roll out virtual support/training to meet the needs in this area including support for citizens, parent/carers and provider organisations. • We will co-produce a video around values to support in recruitment/induction and development of staff via TAPE music and Film. • We will co-produce an e-learning package around values and behaviours to be hosted on learning pool, learning@wales and the project website, rolling it out across North Wales. • We will attempt to link with colleges and universities virtually to look at how to embed the values in the "workforce of the future". • We will explore rolling out values based recruitment resources. • We will explore how we can support with embedding the active support and PBS approach across regions where this can be developed.
People who want support in Welsh can get it without having to ask.	• We will produce marketing resources to be distributed as widely as possible highlighting careers in care via the "we care" branding campaign from Social Care Wales.
People with learning disabilities and their parents/carers will have access to good, consistent and accessible information and advice, including raising awareness of healthy lifestyles and mental well-being.	• We will develop a website where any information developed such as policies, information and links can be stored. • We will produce health screening information in accessible formats and in welsh. • We will work with the health liaison team and public health Wales to launch a "get checked out North Wales" brand and website. • We will explore the options for raising awareness of healthy lifestyles and mental well-being for people with learning disabilities, their families and support workers in an accessible and virtual way. • We will look at co-producing some online resources and explore the options of developing a programme of workshops across the region to support this role out.
We will provide support and training for GPs and healthcare assistants about reasonable adjustments and preventative measures	• We will work with the health liaison team to make sure GPs are fully supported with all relevant resources in relation to reasonable adjustments, such as accessible letters inviting citizens for their annual health checks. • We will produce resources for GPs around reasonable adjustments.
We want to see more awareness of disability issues among the wider public sector workforce.	• We will co-producing an e-learning package that can be distributed widely across the public sector workforce highlighting some of the issues people with a learning disability face focusing on values, behaviours and communication

Upcoming Major Activities in Phase 3

1) Agreement on the values from the partnership group
2) Roll out of values resources
3) Launch website and accessible online resources
4) Launch get checked out wales website and accessible health screening resources .
5) Development of Induction / Awareness raising video via TAPE
6) Development of General E-Learning Package for wider public sector workforce focusing on values, behaviours and communication.
7) Support with the roll out of relevant staff training and development opportunities (such as PBS and active support) where appropriate.
8) Contract management of Funded projects allocated to work stream lead.

Key issues/risks/barriers (Top 3)

1. Values work being adopted (some LA's have already done some work around this).
2. Strategy ownership by the LAs and stakeholders
3. Covid-19 and moving workshops and training onto a virtual platform.

Resource requirements identified

1. Resource to develop bi-lingual website.
2. Evaluation & data collections for measures.