**Simple round up summary**

*This is a simple 2 page round up summary of the Full Sefton Council 2023-2026 Workforce Offer.*

**Purpose**: Attract, recruit, retain, and develop a skilled workforce for Adult Social Care.

**Vision**: Support individuals to live independently at home through a strength-based approach.

**Priorities**:

1. Recruitment and retention of staff.
2. Effective leadership and governance.
3. Career development opportunities.
4. Quality assurance and best practices.

**Collaboration**: Emphasises co-production with stakeholders to enhance service delivery.

**Training**: Comprehensive training programs and support for professional growth.

**Introduction**

Sefton Council is committed to enhancing its Adult Social Care services by focusing on attracting, recruiting, retaining, and developing a skilled workforce. This initiative aims to ensure that individuals can live independently in their communities while receiving the necessary support.

**Vision**

The vision of Sefton Adult Social Care is to empower individuals to live fulfilling lives at home through a strength-based approach. This approach emphasises understanding and utilising the strengths and abilities of individuals to access community resources, thereby reducing reliance on traditional care services.

**Key Priorities**

**Recruitment**: Implement strategies to attract a diverse range of candidates to the Adult Social Care workforce.

**Retention**: Focus on creating a positive workplace culture and providing support to retain skilled staff.

**Effective Leadership**: Establish strong governance and decision-making processes to support staff and improve service delivery.

**Career Development**: Offer clear pathways for career progression, including training and development opportunities for all staff levels.

**Celebration of Good Practice**: Recognise and share success stories to build confidence and morale within the workforce.

**Collaboration and Co-production**

Sefton Council emphasises the importance of collaboration with external partners and stakeholders. By working together, the aim is to create seamless services that meet the diverse needs of the community.

**Training and Support**

A comprehensive training program is in place to equip staff with the necessary skills and knowledge to deliver high-quality, person-centred care. This includes access to health and wellbeing services, core training, and opportunities for professional development through partnerships like the Cheshire & Merseyside Social Work Teaching Partnership.

**Conclusion**

The Sefton Adult Social Care Workforce Offer for 2023-2026 outlines a strategic approach to building a capable and motivated workforce. By focusing on recruitment, retention, leadership, career development, and collaboration, Sefton Council aims to enhance the quality of care provided to individuals in the community, ensuring they have the support needed to live independently and thrive.

**Summary of Adult Social Care Workforce Development Delivery Plan 2023-2026**

The Adult Social Care Workforce Development Delivery Plan outlines Sefton Council's strategy to enhance the quality of care and support for residents through a well-trained and effective workforce. The plan emphasizes the importance of recruitment and retention, effective leadership, and continuous professional development to meet the evolving needs of the community.

**Key Objectives:**

**Recruitment and Retention**: Address the challenges of an ageing workforce by utilizing the apprenticeship levy for succession planning and ensuring funding is available for external candidates.

**Leadership Development**: Refresh the Leadership and Management Programme to include essential skills such as communication, motivation, and performance management, with new training providers being procured for various apprenticeship levels.

**Continuous Professional Development (CPD)**: Implement a structured approach to ongoing training and development, ensuring compliance with mandatory courses and enhancing service delivery.

**Governance and Monitoring**: Establish a framework for assessing the impact of changes within the workforce and on community services, with regular reviews and updates to policies and training programs.

**Implementation Timeline:**

* Key initiatives are set for completion by various deadlines, with ongoing reviews to ensure effectiveness and adaptability to changing needs.

**Conclusion:**

The plan aims to create a robust workforce capable of delivering high-quality adult social care services, ultimately improving the lives of Sefton residents. By focusing on strategic workforce development, the council seeks to foster a culture of continuous improvement and excellence in care provision.