

DUNDEE CITY COUNCIL

REPORT TO: Social Work Committee - 21 June 2004

REPORT ON: Dundee Social Care Training and Employment Academy

REPORT BY: Director of Social Work and the Assistant Chief Executive (Management)

REPORT NO: 371 - 2004

1 PURPOSE OF REPORT

- 1.1 This report outlines a structured approach taken by Dundee City Council Social Work Department to develop a partnership project on a pilot basis to recruit and train people for social care jobs in Dundee. The project will also promote social care and career opportunities and encourage local people to take up high quality, sustainable employment.

2 RECOMMENDATIONS

It is recommended that the Social Social Work Committee agrees:-

- 2.1 In principle to the lead taken by the Social Work Department in the ongoing development of a partnership and pilot programme to recruit and train people for social care jobs in Dundee.
- 2.2 That the Director of Social Work and Asst Chief Executive (Management) bring forward a report about the outcome of funding requested from the Scottish Executive to project manage the pilot.
- 2.3 That a partnership document framed within a community benefit agreement be signed by partnership agencies for the pilot.
- 2.4 That the Director of Social Work and Assistant Chief Executive (Management) be instructed to bring forward a further report about the evaluation of the pilot at the end of August 2005.

3 FINANCIAL IMPLICATIONS

- 3.1 The delivery of the training course by Dundee College is to be part funded by contributions from the partnership including Scottish Enterprise Tayside (SET)
- 3.2 Contributions from partners will be clarified but a major cost is workplace assessor time. This is anticipated to be up to £25,000 during the project and will be funded by the Social Work Department through specific grant monies.
- 3.3 A contribution from the Scottish Executive from the Care in Scotland initiative is being considered for publicity, materials and for project management costs.
- 3.4 Trainees will be able to access bursaries for course fees and existing flexible support packages. However, Jobcentreplus and SET will offer to financially assess the individual circumstances of trainees on a flexible basis so that all other payments/contributions can be accessed or maximised.

4 LOCAL AGENDA 21 IMPLICATIONS

- 4.1 None

5 **EQUAL OPPORTUNITIES IMPLICATIONS**

- 5.1 These proposals target disadvantaged groups in Dundee and have links to training and guaranteed employment and careers in Social Work.

6 **PROPOSAL**

- 6.1 The Dundee Social Care Training and Recruitment Academy is a project aimed at targeted groups including lone parents, young people, older unemployed people, long term unemployed, people from disadvantaged groups as well as young people that have been in care. The training programme involves induction and course work based at Dundee College and supervised work placements with employers that will be assessed.

The project will support a first cohort of 25 individuals according to their needs during and after the project to assist them to gain and sustain employment in the wider social care sector in Dundee. The project placement is scheduled to start in August 2004 at Dundee College and work should progress to jointly publicise, recruit and select trainees for the programme during the summer. The timing will follow on from Jobcentreplus' Careers and Employment Event in the Caird Hall and the Social Work Department's Careers Event with Dundee College students. It will also build on the successful national Care in Scotland public awareness campaign.

The part of the care sector identified for development for the project is mainly adult client groups such as older people, people with learning disabilities and people with physical disabilities. The settings where employment will be located are residential and day care but also home care, working in peoples' own homes.

The project has been developed through working in partnership with local care employers including the Council's Social Work Department, a voluntary and independent sector employer. Dundee College have been a key partner in the development of the project and assistance has also been important from Jobcentreplus and Scottish Enterprise Tayside, as well as other Council Departments.

Trainees will be required to complete a certificated and accredited course that will be developed from part of the qualification that all social care staff will be required to hold as part of the new registration requirements of the Scottish Social Services Council, coming into effect in 2006/7. The Scottish Qualifications Agency (SQA) is introducing changes to the Standard Vocational Qualification SVQ Level 2 in social care standards. However, this should not impact on the pilot in 2004/5

On successful completion of the course, trainees will be guaranteed jobs to fill social care vacancies with providers and will undergo a joint selection and placement process for employment.

Trainees will be supported on and after the course according to their needs.

Trainee support packages will be offered including personal support development planning and appropriate help with transport and dependent care.

This will also be provided jointly by the partnership. interviews and selection for the pilot with training delivered locally and direct access to guaranteed employment in the care sector in Dundee.

As a pilot project there will be opportunities to learn from the throughput of the first cohort of 25 Trainees on the course leading to employment.

6.2 **Project description and Programme**

It is proposed that the course will start on 30 August 2004 and end on 10 June 2005. The project programme will be 36 weeks long, including term holidays it is 41 weeks. The programme will involve three blocks including

- An initial 12 weeks at Dundee College
- Followed by 12 weeks at the work based placement,
- Further 12 weeks at College to complete the course.

6.3 **Job Offer**

There will be guaranteed jobs but a joint panel should convene to set up arrangements about a selection process to place trainees into vacancies when they successfully complete the course. Arrangements need to be made to take account of the Council's and employers recruitment and selection procedures.

The pilot provides trainees with a qualification towards SVQ2. Employers will benefit from recruiting "part" qualified and competent people that will require less training and development than some of their existing workforce. The result will speed up the time to get qualified staff and it should help employers to retain them. At the same time employers will be better placed to meet the SSSC standards for registration of the care workforce towards 2006/7.

7 **CONSULTATION**

- 7.1 The Chief Executive, Assistant Chief Executive (Management), Depute Chief Executive (Support Services) and the Depute Chief Executive (Finance) have been consulted in the preparation of this report. The trade unions involved have been consulted and staff in the Social Work Department have also been consulted.

8 **BACKGROUND PAPERS**

- 8.1 No background papers, as defined by Section 50D of the Local Government (Scotland) Act 1973 (other than any containing confidential or exempt information), were relied on to any material extent in preparing this report.

J.C. Petrie
Assistant Chief Executive (Management)

Date: 9 June 2004

Alan G Baird
Director of Social Work

Date: 9 June 2004