



Gofal Cymdeithasol **Cymru**  
Social Care **Wales**



GIG  
CYMRU  
NHS  
WALES

Addysg a Gwella Iechyd  
Cymru (AaGIC)  
Health Education and  
Improvement Wales (HEIW)



## **A HEALTHIER WALES**

### **OUR WORKFORCE STRATEGY FOR HEALTH AND SOCIAL CARE**

**Winter 2020/21 – Summary of Achievements**





## **AN ENGAGED, MOTIVATED AND HEALTHY WORKFORCE**

### **WE**

Supported the implementation of the flu and Covid-19 vaccination programme.

### **HEIW**

Developed excellent tools and digital resources to support physical and mental wellbeing, including a staff governance framework, and supported the development of the Covid-19 risk assessment tool.

### **SCW**

Developed a range of well being resources and support mechanisms, including: an employee assistance programme; peer groups to support managers; peer group for grief and loss; and a new care worker card.



## ATTRACTION AND RECRUITMENT

### WE

Established a joint network to share good practice.

### HEIW

Continued development of careers support including; landing pages for Covid-19 recruitment, volunteering opportunities; 'Careersville' digital platform; and accelerated our 'grow your own' schemes, launching our 'Made in Wales' programme.

### SCW

Continued to develop the WeCare Wales website with an enhanced jobs portal which included a learning section for job seekers alongside a rapid recruitment pilot and 2 social media and TV based campaign bursts.







## SEAMLESS WORKING MODELS

### WE

Used an intelligence gathering conference and workforce data collection to inform the development of a mental health workforce plan.

### HEIW

Developed and delivered a primary care multi-disciplinary approach to workforce planning with supporting resources.

### SCW

Undertook engagement to support the development of workforce plans for the direct care and social work workforce.





## **BUILDING A DIGITALLY READY WORKFORCE**

### **WE**

Worked with partners to increase the availability and catalogue of virtual learning solutions, including e-learning, virtual classroom and simulation.

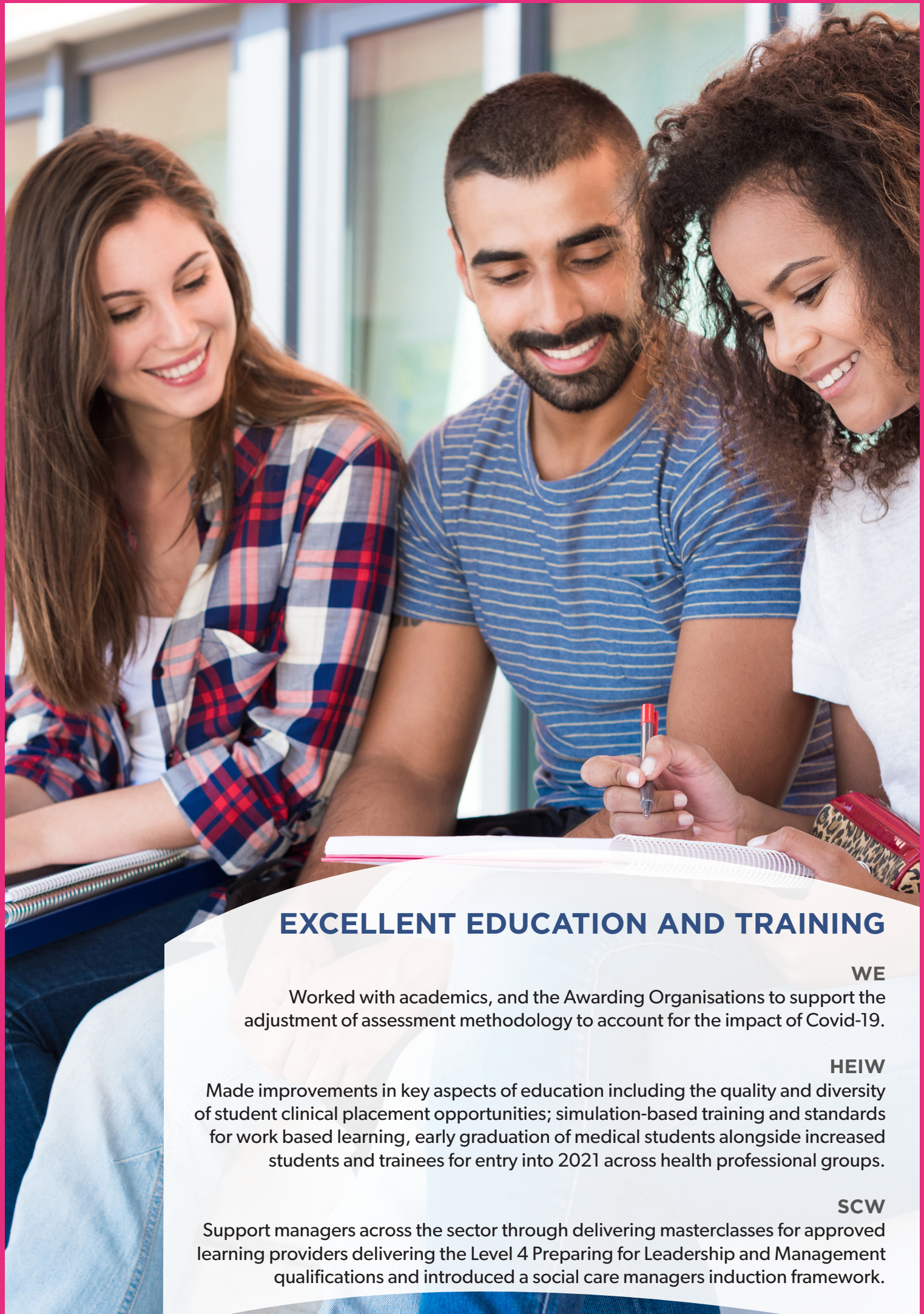
### **HEIW**

Targeted the clinical and non-clinical skills needed to assess, triage, consult through technology with appropriate training programmes including simulation.

### **SCW**

Provided additional funding to support bids for digital investment and included a national priority for digital approaches in the grants for 21/22.





## EXCELLENT EDUCATION AND TRAINING

### WE

Worked with academics, and the Awarding Organisations to support the adjustment of assessment methodology to account for the impact of Covid-19.

### HEIW

Made improvements in key aspects of education including the quality and diversity of student clinical placement opportunities; simulation-based training and standards for work based learning, early graduation of medical students alongside increased students and trainees for entry into 2021 across health professional groups.

### SCW

Support managers across the sector through delivering masterclasses for approved learning providers delivering the Level 4 Preparing for Leadership and Management qualifications and introduced a social care managers induction framework.





## LEADERSHIP AND SUCCESSION

### **WE**

Developed and consulted upon agreed principles of compassionate and collective leadership to underpin developments in each sector.

### **HEIW**

Supported managers and leaders through our bi-lingual "Gwella" digital leadership resource platform; 'Talentbury' leadership development event and active engagement with staff from BAME groups to understand the issues that may be preventing career development.

### **SCW**

Delivered our Leading by Example programme for heads of service digitally with fortnightly digital peer support meetings for heads of service.





## **WORKFORCE SUPPLY AND SHAPE**

### **WE**

Shared learning on our 'pop-up workforce' solution.

### **HEIW**

Developed competence frameworks and job descriptions for new initiatives and services to support COVID-19 alongside a soft launch of the workforce planning digital platform to support the improvement of workforce planning capability.

### **SCW**

Completed an overhaul of our approach to workforce data collection including the development of a workforce data portal.