

About the National Skills Academy for Social Care

The National Skills Academy for Social Care, which is currently in its business planning stage, will be the first welfare-related Skills Academy in the 16-strong National Skills Academy network.

It will target learning support and training practice to the 1.5 million adult social care workers and 35,000 employers in England, with a particular emphasis on small and medium-sized organisations with limited training and development budgets.

The employer-led Skills Academy is being designed to complement the existing organisations within the sector, identifying gaps, transforming provision and promoting excellence in skills development, learning support and training practice in social care.

Skills Academy programmes and activities

The Skills Academy will develop programmes and activities to support the sector workforce development and to boost the image of the sector, including:

Leadership and Management programmes – promoting best practice in the provision of management and leadership training and development practice.

Quality Assurance programmes – enabling training providers, trainers and those developing learning materials to aspire to excellence in their provision of training to the workforce.

Recruitment, retention and career development programmes – stimulating recruitment into the sector, with special

emphasis on former family carers, young people, unemployed people and men to help raise the profile and status of social care.

Personalised care programmes – developing programmes that are innovative, user-friendly and co-produced in partnership with a range of individuals and organisations, to ensure that the workforce is equipped for the move towards personalisation.

A sector champion – providing an effective voice for employers to promote excellence in training and development and helping those who work in social care to become more effective advocates and spokespeople.



Skills Academy target audiences

The Skills Academy is designed to focus on key groups within the adult social care sector:

Individuals and carers arranging their own care or that of family members

Large and small employers and sole traders who provide a range of care services

People who work in the care sector, from those providing direct care or care brokers through to people managing and leading care provision

Local Authorities and other government commissioners of care services who develop local markets and fund some employer services

Training providers who are funded through the Learning and Skills Council (LSC) or directly by employers or care staff

Regulators, policy makers, knowledge, standards and qualification developers and disseminators

Membership organisations representing employers, employees or other interest groups

Skills Academy approach

The Skills Academy is designed to be:

Authoritative – defining, collecting and disseminating knowledge and information about excellence in learning, training and providing social care

Inspiring – motivating the workforce and sector to aspire to excellence through its communications, style of working and leadership. It will work in ways that others can emulate, enabling people to work in partnership with us, valuing their expertise, and demonstrating how co-production can produce huge and lasting benefits

Reliable – delivering a range of products and services, in time, and to the highest standards, using processes and structures that reflect the very best business practices in our sector, and streamlining cumbersome bureaucratic processes and procedures

Inclusive – tackling barriers to access to social care employment, providing opportunities for people in the sector to get involved with the development of the Skills Academy

Brave – pushing boundaries in what needs to be done and take managed risks to make a real difference. We will enable people to be themselves as they work to raise the aspirations of each individual and the sector, mirroring the values that the very best adult social care practice embodies.

Skills Academy core strategy

The Skills Academy will:

Identify and distribute information and knowledge about best practice in social care learning, development, leadership and management

Raise the ambitions of the social care workforce so that social care services aspire to and provide excellence, enabling those who using and commissioning care to have the opportunity to live fulfilling and rewarding lives

Enable people using services and carers to be trained and supported to contribute to training and learning development for the workforce

Work with training providers to enable them to train and develop staff who can meet the expectations of people using social care

Boost the profile and image of social care so that people want to work in the sector, and so that those who do work in it are given the status, respect and career opportunities that those using social care services need them to have

Skills Academy funding

The Skills Academy is set to receive £3m in funding from the Department of Health and £3m from the Learning and Skills Council over the next three years. As with the other National Skills Academies, the Skills Academy is then expected to become self-sustaining, with income generated by particular pieces of work and membership schemes.

Contact the National Skills Academy for Social Care at Goldings House, 2 Hay's Lane, London SE1 2HB, phone 020 7397 5626, or visit the website at www.nsocialcare.co.uk.