

One Children's Workforce Framework and Tool

Supporting the delivery of the Government's vision of a world-class workforce across 150 Children's Trusts is a major part of The Children's Workforce Development Council's (CWDC) work.

Over the last year CWDC heard time and again that local areas want a framework or vision that describes what a reformed children's workforce would look like, and that they also wanted some tools and resources to help them get there. So CWDC has been working with national and local partners to develop the One Children's Workforce Framework and self assessment tool.

Currently undergoing a trial phase, the One Children's Workforce Framework Tool has been developed to help every children's trust to establish the progress they have made in developing one children's workforce.

How the One Children's Workforce Framework and Tool works:

The framework provides a description of a workforce that is reformed and integrated and making the best contribution possible to local Every Child Matters outcomes and the Children and Young People's Plan. It identifies what a reformed and integrated workforce looks like from the perspectives of a child, a team, a service and a children's trust. Anyone can look at and walk-through the framework by going to:

<http://onechildrensworkforce.cwdcouncil.org.uk>

The framework has an associated tool which enables a self assessment against the framework. This is currently being trialled by the 150 children's trusts who have been given a grant to support them to use the online tool to:

- Identify where they think their local area is against the framework. This is done by taking stock of the existing evidence they have (such as other tools, audits etc), plus creating new evidence and reflection through:
 - Online questionnaires which can be tailored for local circumstances and sent to local partners. Results for questionnaires can be analysed within the tool by audiences (eg. Workforce, leaders and managers, children and young people) and also by workforce groups (eg. Early years, health, education etc).
 - Focus Groups
 - Scenario workshops
 - A 'week in the life of' exercise.
- Decide where they would like their local area to be in future against the framework.
- Develop an action plan to get to where they want to go.
- Identify support and help which could be provided to them to help get there. It is intended that this support is provided through a partnership including CWDC, the Training and Development Agency for Schools, the National College for School Leadership and other partners. This support element of the tool is still undergoing development.

Supporting the trial:

To support the trial CWDC, in addition to the grant, has put in place help and advice for children's trusts. This ranges from practical help and advice on IT/functionality and content issues through to strategic help and support. A series of regional activities and events have been planned to assist children's trusts to undertake the tool. In addition to these events, specific and tailored strategic support is being provided to individual children's trusts.

Next steps:

The framework and tool will be tested by children's trusts between now and the end of June 2009, with a midway milestone at the end of December 2008 by when they will have prepared a detailed plan for undertaking the tool. During this time, CWDC is also asking others to comment on the framework through the website. They will start to review the framework and tool from January 2009 in the light of the forthcoming government strategy to 2020 for the children's workforce and the use to date.

The One Children's Workforce Framework is now available on line at <http://onechildrenworkforce.cwdcouncil.org.uk> .