

Category information sheet

Most effective approach to continuing professional development for the regulated workforce in social care settings

This award recognises organisations employing regulated professionals in their workforce and the importance of continuous professional development in relation to the retention, resilience and well-being of those groups of professionals.

About the award

We are looking for employer led CPD that supports the ongoing professional development of the regulated workforce which is:

- Innovative – demonstrating creative ways of delivering or resourcing professional development, and/or
- Impacting on the services received by people in need of care and support, and or
- Impacting on the retention of the workforce, and/or
- Improving the resilience and well-being of the workforce.

The focus may be on the whole workforce (e.g. implementing a strengths-based service delivery model), or on a particular identified need within the organisation such as leadership development, newly qualified professionals, supervision practice, degree-based apprenticeships, nursing associate training, etc.

For the purpose of this category the term ‘regulated workforce’ means professional groups (e.g. Nurses, Nursing Associates, Occupational Therapists, Social Workers) with protected titles, and who are required to be registered in order to practise in their chosen profession.

Who should enter: Employers of the regulated workforce providing social care services to individuals and communities, including for example:

- Independent and voluntary sector organisations providing services requiring a regulated workforce e.g. residential care with nursing
- Local Authorities who directly provide services e.g. social work and occupational therapy
- Community Interest Companies who provided social care services e.g. commissioned by local authorities
- NHS organisations working as part of formal partnerships providing integrated services e.g. mental health services.

How to enter

The Accolades awards are free to enter.

We've prepared this category information sheet to help you put your entry together.

Look too at our entry guide for tips and rules of entry.

Online entries open on Tuesday 7 May 2019.

The closing date for entries is 21 June 2019.

www.skillsforcare.org.uk/accolades

Entry questions (350 word limit per answer)		You may include reference to:	Criteria
1.	What evidence is there to demonstrate the organisations commitment to a learning organisation culture?	<ul style="list-style-type: none"> ▪ The organisations policies. ▪ The role of senior leaders in establishing and promoting the culture. 	Learning organisation culture
2.	How have sources of staff feedback informed the learning and development plan for the regulated workforce?	<ul style="list-style-type: none"> ▪ The outcomes of a recent organisational health check (social work) or other staff survey. ▪ Any action plans in place as a result of the above. 	Staff feedback
3.	What innovative approach/es have specifically improved the CPD offer to the regulated workforce?	<ul style="list-style-type: none"> ▪ Design/development/delivery of the innovation – what stimulated it ▪ Pre and post measures and evaluation of the impact of the innovative approach ▪ How does it contribute to renewal/re-registration/re-validation? ▪ How is CPD incorporated into professional supervision? ▪ Are there any specific requirements for the development of the skills needed to provide high quality reflective supervision? 	Innovation which supports the regulated workforce a) specific L&D programmes/activity b) supervision
4.	What evidence is there as to how the CPD programme or approach is impacting on the retention of professional staff in the regulated workforce?	<ul style="list-style-type: none"> ▪ Any tools or measures used 	Retention

5.	How does the CPD offered to the regulated workforce contribute to the improvement of resilience and well-being for those staff?	<ul style="list-style-type: none"> ▪ HR information and/or policies 	Resilience and well-being
6.	Is there evidence of the impact of the CPD programme/approach on the service provided by the regulated workforce?	<ul style="list-style-type: none"> ▪ Reference to inspection reports 	Impact on service delivery

Entry questions (500 word limit per answer)		You may include reference to:	Criteria
7.	Is there evidence of the impact of the CPD programme/approach on the experience of people who need care and support provided by the regulated workforce?	<ul style="list-style-type: none"> ▪ Feedback from people who need of care and support, families and advocates 	The difference being made to the people who need care and support