

**Safeguarding** – All partners share a concern and commitment to safeguarding. High quality safeguarding practice is essential to ensure that vulnerable people are safe in our care and in their local community.

**Involving service users and carers** – The views and experiences of services users and carers will be central to our work.

**Integrated working and learning** – Productive, clear partnerships across partners are essential to providing better care. We will endeavour to develop relationships that respect and support respective roles and responsibilities to provide a foundation for change.

**Equality and Diversity** – We will embrace the underpinning values of equality and diversity in everything we do

### Delivery of the Strategy

It is vital that everyone who leads, works in and supports the development of the adult social care workforce work together effectively and recognise the importance of their role in the achievement of this strategy.

It will be a key responsibility for the Adult Integrated Care Workforce Board to develop an Annual Action Plan which will set out how we work towards achieving the vision and outcomes for each priority that is described in this strategy.

North Yorkshire County Council Health and Adult Services (HAS) is committed to working constructively with private and voluntary sector care providers in North Yorkshire.

The Care Alliance for Workforce Development (CAWD) is an employer led partnership organisation, established in 2008, which promotes workforce development and funding across the care sector in North Yorkshire and York. CAWD has already delivered a wide range of outcomes relating to the workforce and the intention is that future activities of CAWD would be directed by this strategy. CAWD also plays a key role in providing care employers with the means of influencing both the content of this strategy and the way in which it is delivered.

There are also links to other strategy groups (for example Safeguarding, Dementia etc.) and the role of this Board is to co-ordinate workforce priorities initiated by these groups.

**To download a copy of the Adult Integrated Care Workforce Strategy please visit: [www.cawd.org.uk](http://www.cawd.org.uk)**

# NORTH YORKSHIRE ADULT INTEGRATED CARE WORKFORCE STRATEGY 2011-2014

## A brief summary



## Introduction

North Yorkshire's Adult Integrated Care Workforce Board is pleased to introduce an Integrated Workforce Strategy for North Yorkshire covering statutory, independent and voluntary sector providers as well as those in supporting roles such as training providers.

This Strategy sets out to outline the key challenges to ensuring that there are the right numbers of people with the right skills in the right place at the right time to enable excellent provision of adult social care services to the people of North Yorkshire.

There is general acknowledgement that the demand for social care support is growing. Relevant demographic data includes:

- By 2036 the number of people over 85 will rise from 1.055m to 2.959m
- By 2025 there will be 42% more people in England aged over 65
- The number of people with long term conditions will rise by 3m to 18m
- The number of people with dementia is expected to double over the next 30 years
- The number of people over 50 with learning disabilities is projected to rise by 53% BY 2021.

The strategy provides a clear vision, priorities and outcomes that we should achieve resulting from our commitment to working together. It provides an excellent framework for action required over the next three years to enable excellent provision of adult social care services to the people of North Yorkshire

This strategy also reflects the radical changes set out in national policies, particularly Putting People First as well as reflecting the anticipated demographic changes in the population of North Yorkshire. It aims to achieve consistency in quality across all services for the benefit of people who use services, carers and local communities, regardless of who provides the services.

## Our Vision

Our vision is to improve the quality of people's lives in North Yorkshire by ensuring that we have a confident, supported and well equipped workforce that can deliver truly person centred care within which people will:

- Be treated with dignity and respect
- Live independently wherever possible and desired
- Have maximum control over their lives
- Be part of supportive families and networks
- Be included as equal citizens
- Enjoy a good quality of life

It is recognised that this strategy is written in very challenging economic times. The workforce is operating in times of immense change which is unavoidably generating much uncertainty and anxiety.

## Priorities for our workforce

Through consultation with partners in North Yorkshire, four priorities for our adult care workforce were identified:

- Preparing the workforce for the future
- Developing a competent workforce
- Recruiting and retaining a talented workforce
- Developing leaders and managers

A further key aim of the strategy will be to make best use of available funding streams and to work together to address workforce issues as cost effectively and efficiently as possible whilst providing ongoing support for those working within the sector.

## Principles

In implementing the priorities identified above, the following key principles will be applied:

**Person centred approaches** – Everything we do to develop our workforce as a whole should increase our ability to give person centred care and support.