

**How can we build the right workforce
to support people with a
learning disability and/or**

Introduction

This short guide gives an overview of Skills for Care's resources that could help you to build the right workforce to support people with a learning disability and/or autistic people who display or are at risk of displaying behaviours which challenge.

It'll help you to ensure that the right people, with the right values and skills, are doing the right roles in the right places, depending on the needs and wishes of people who need care and support.

We've grouped our resources under key themes to support you at every stage of your business cycle, including:

- setting the right culture and values
- workforce planning
- workforce capability
- recruitment and retention
- workforce development
- evaluating and re-assessing when changes happen.

This guide is suitable for adult social care commissioners and providers of all sizes. However some of the resources might be more suitable for you than others, depending on which 'type' of workforce you're responsible for. We've split these up into:

Strategic workforce	Service workforce	Individual workforce
Responsible for the workforce across a whole population, who you might not know yet.	Responsible for the workforce in a service or small area, where you may know all the individuals using the service.	Responsible for the workforce for one individual, where you manage a team, possibly using a personal budget.

We've put a '*' to show which workforce each resource is most relevant to.

Talk to us

Speak to one of our locality managers if you want to find out more about how we can support you. They can signpost you to relevant information and tools and keep you up to date about funding opportunities and local events. Find your local representative at www.skillsforcare.org.uk/inyourarea.

We also offer bespoke support to help you understand your organisation more and implement changes that will improve outcomes for people who need care and support.





Developing a positive workplace culture toolkit

www.skillsforcare.org.uk/culture

This resource is most useful for:

Strategic workforce	Service workforce	Individual workforce
*	*	*

This toolkit is for adult social care employers of all sizes. It explains what a workplace culture is and how you can develop a positive culture in your organisation.

Principles of workforce redesign

www.skillsforcare.org.uk/POWR

This resource is most useful for:

Strategic workforce	Service workforce	Individual workforce
*	*	

If you're planning on restructuring or transforming your workforce, these principles explain the things you need to take into account when changing the way your staff work.





A practical guide to workforce shaping and commissioning for better outcomes

www.skillsforcare.org.uk/workforceshaping

This resource is most useful for:

Strategic workforce	Service workforce	Individual workforce
*		

This guide is for staff with adult social care workforce and commissioning responsibilities

3

Workforce capability

What values, skills and knowledge does the workforce need?



4

Recruitment and retention

Find and keep the right people, with the right values

When you've developed a workforce plan, and you know who you need to recruit, it's time to find and keep the right people for your roles.

Taking a values-based approach to your recruitment can help you find the right workers for your organisation, who are more likely to stay. This approach involves establishing strong workplace values and ensuring that your workforce matches them. Doing this will help to reduce time and wasted resources in recruiting the wrong people.

Resources to help

Recruitment and retention toolkit

www.skillsforcare.org.uk/randr

This resource is most useful for:

Strategic workforce	Service workforce	Individual workforce
	*	*



Provide good management

www.skillsforcare.org.uk/leadershipandmanagement

This resource is most useful for:

Strategic workforce	Service workforce	Individual workforce
	*	*

Good people management can help you retain staff. To do this, all your managers need the right values, and lead by influence in your organisation.

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5

Workforce development

Ensure staff have the right skills and knowledge



Developing the skills of the autism workforce

www.skillsforcare.org.uk/autism

The [Core Capabilities Framework for Supporting Autistic People](#) (Nov 2019) sets out the skills and knowledge that health and social care workers need to deliver high-quality care and support for autistic people. You can use it to support the development and planning of the workforce, and to inform the design and delivery of education and training programmes.

Our [Autism awareness learning resources](#) lists training materials that have been developed by a range of organisations in the sector. They can help you increase awareness and understanding of autism.

Developing the skills of the learning disability workforce

www.skillsforcare.org.uk/learningdisability

The [Core Capabilities Framework for Supporting People with a Learning Disability](#) sets out the skills and knowledge that health and social care workers need to deliver high-quality care and support for people with a learning disability. You can use it to support the development and planning of the workforce, and to inform the design and delivery of education and training programmes.

Positive behavioural support (PBS)

www.skillsforcare.org.uk/PBS

The [Guide to arranging and paying for PBS training](#) is for people involved in designing, delivering and/or commissioning PBS training in adult social care organisations. It explains what workers need to know and do to deliver high-quality PBS, outlines standards for PBS training and gives you tips about commissioning and/or designing PBS training.

The [UK PBS competence framework](#) explains the things that you need to know and the things that you need to do when delivering best practice PBS to people with learning disabilities and/or autistic people who display or at risk of displaying behaviours which challenge.

The PBS Academy has also developed [Standards for services](#) which outlines the

6

Evaluate and re-assess as changes happen

It's important that everything you do is evaluated against what you were trying to achieve, so that you know whether it's worked and whether you need to change anything.

This evaluation should involve people who need care and support and people close to them, and any changes should reflect their needs and aspirations.

Resources to help

Workforce outcomes measurement model
www.skillsforcare.org.uk/WOMM

This resource is most useful for:

Strategic workforce	Service workforce	Individual workforce
*	*	

This model will help organisations to link the impact and benefits of workforce interventions to measurable, person-centred outcomes for people who need care and support and your organisation.

Principles of workforce redesign
www.skillsforcare.org.uk/POWR

This resource is most useful for:

Strategic workforce	Service workforce	Individual workforce
*	*	

These principles will help organisations who are undergoing any form of organisational restructuring or transformation. The seven principles set out the key things you need to take account of when changing the way your staff work.

