



Brief summary of the Children's Workforce Strategy

The *Children's Workforce Strategy: Building a World-Class Workforce for Children, Young People and Families* is the government's framework for reforming the children and young people's workforce. It was recognised by the Government in the policy announcements Every Child Matters (ECM) and Youth Matters that a skilled workforce is key to meeting the five ECM outcomes. Therefore the Government set in place a plan of action on how they were to develop the children and young people's workforce and implemented the Children's Workforce Strategy.

The *Children's Workforce Strategy* (CWS) was published in 2005 and an updated version of the strategy outlining the Government's next plans is intended in the autumn of 2007 called *Children's Workforce Strategy Strategy Action Plan* (previously titled 'Refresh'). The strategy encompasses the government's vision and priorities for the development of a 'world-class' integrated children's workforce equipped to deliver the ECM outcomes in all children's, young people's and families' services.

The document establishes the children's workforce as "*everyone working with children and young people across all age ranges, whether employed by public, private or voluntary organisations*". It calls for 'new ways of working' across all services and the delivery of '*integrated solutions*' to service delivery. It underlines the importance of local workforce strategies to help develop a clear analysis of workforce size & skills; service redesign & workforce reform required. It expects workforce strategies to relate to and sit within the Children Young People's Plan and outlines initiatives to support local workforce strategies. These include:

- Streamlining planning arrangements;
- Strengthening safeguarding & improving outcomes for looked after children;
- Improving recruitment, retention & quality of practice;
- Improving multi-agency working;
- Planning & commissioning (including strengthening of engagement between the VCS & children's trusts); and
- Leadership, management & supervision

The *Children's Workforce Strategy* also intends that:

- By 2008, National Occupational Standards across all sectors of the children's workforce will incorporate the Common Core of Skills and Knowledge
- By 2010, an Integrated Qualifications Framework will be in place

Signpost:

The full national strategy and Spring 2007 update can be ordered by phone from the DCSF Orderline on 0845 6022260 or downloaded at

www.everychildmatters.gov.uk/childrensworkforcestrategy/

DfES: *Children's Workforce Strategy: Building a world-class workforce for children, young people and families 2005*

DfES: *Children's Workforce Strategy: Update – Spring 2007*