

# NEWSLETTER OF THE CARE COUNCIL FOR WALES

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## Social Care Week 2011 – Bigger and better than ever!

Social Care Week has gone from strength to strength, and in its fifth year there was more going on than ever. Wales is the only country in the UK to celebrate Social Care Week, which provides an opportunity to celebrate good practice and share it with others.

The week kicked off with a series of Care Council-sponsored events hosted by the Social Care Partnerships (SCiP) across Wales. In north Wales the SCiP and local Care Ambassadors were promoting careers in local supermarkets; the mid Wales SCiP launched new guidance published by the Care Council on work experience in social care and early years; while the south west Wales SCiP was distributing information about careers and jobs in social care.

Other activities during the week included the launch of the Care Council's major consultation on the future of education and learning for qualified social workers; a supplement in the Western Mail and Daily Post about social care; and Vocational Qualifications Day celebrations on Wednesday, 22 June.

There were also a number of events held by the Bridgend Social Care Workforce Development Partnership including an event for health and social care students to explore careers in social care and career pathways and a celebration of achievements at the Grand Pavilion in Porthcawl.

At the two-day Social Services Conference, hosted by ADSS Cymru and the WLGA, 250 delegates heard keynote speeches on the first day from the Deputy Minister for Children and Social Services, Gwenda Thomas AM, and David Brindle of *The Guardian* newspaper. On the second day, Rob Pickford, the Director of Social Services for Wales, delivered a speech which was followed by a political panel chaired by BBC broadcaster, Vaughan Roderick. The conference closed with an inspirational speech from Tyrone O'Sullivan, the Chairman of Tower Colliery. Information about the conference is available on the ADSS Cymru website on [www.adsscymru.org.uk](http://www.adsscymru.org.uk)

The culmination of Social Care Week celebrations was the Social Care Accolades in City Hall, Cardiff, where over 200 guests joined host Siân Lloyd to recognise and share the achievements of teams and organisations who have transformed social care services by investing in the learning and development of their staff. There's more about this year's Accolades on page 8-12.

# Time to Have Your Say on how Social Workers are Educated and Trained in Wales

**A major consultation about ambitious proposals on how qualified social workers can continue their education and training has been launched by the Care Council for Wales.**

The consultation on the 'Continuing Professional Education and Learning', or CPEL, framework will run until 16 September. Responses are being sought from a wide range of groups, including social workers and their employers, education providers, service users and carers, and any individual or organisation with an interest in social work.

Gerry Evans, Director of Regulation and Professional Standards at the Care Council, said: "The overall objective of these proposals is to improve the standard of social work practice by providing social workers with the knowledge, skills and access to learning they require throughout their careers.

"The CPEL framework also meets the needs set out in the Welsh Government's policy paper, 'Sustainable Social Services for Wales: A Framework for Action', by working towards clearer career pathways and the ongoing qualification requirements of registered social workers," he added.

The Care Council is inviting comments about specific proposals, such as those relating to learning outcomes, links to social worker registration, as well as planning, commissioning, resourcing and quality – assuring the CPEL framework.

All the documentation for the consultation is on the Care Council's website under the 'Your Voice' section. Hard copies are also available from the Care Council's office.

For further information about the consultation visit: [www.ccwales.org.uk/your-voice/consultation/current](http://www.ccwales.org.uk/your-voice/consultation/current)

## New rules for conduct procedures come into force

**New rules have come into force on how to deal with allegations of misconduct brought against social workers, social care workers and social work students registered with the Care Council.**

The new rules have been introduced following a consultation last year on proposed amendments to procedures originally established in 2005.

Gerry Evans, Care Council Director of Regulation and Professional Standards, said: "The aim was to streamline the current process to the benefit of registrants and those who have made complaints against registered workers.

"The emphasis was on improving practice, raising standards and helping registrants resolve work-based issues and prevent future occurrences. The proposals had the aim of improving public protection at their core whilst maintaining a robust and fair process. As there was general broad support for the proposed changes, the rules have been amended in accordance with the proposals outlined."

The Care Council for Wales (Conduct) Rules 2011 were agreed by the Care Council board in January and were approved and signed by Gwenda Thomas, Deputy Minister for Children and Social Services, in March.

For more information about the Care Council for Wales (Conduct) Rules 2011 or to see a report of the outcome of the consultation, visit: [www.ccwales.org.uk/your-voice/consultation/closed](http://www.ccwales.org.uk/your-voice/consultation/closed)

## Nominations sought for **Social Work Awards**

Nominations are currently being invited for the **Social Work Awards (Cymru/Wales) 2011**.

The awards, organised by the British Association of Social Workers Cymru (BASW), are designed to raise the profile of social work and celebrate outstanding contributions to communities across Wales.

### **Nominations are sought for three awards:**

**The Practice Teacher Award**, which will be awarded to a social worker and practice teacher/assessor who has made an invaluable contribution to the education and development of practice teachers in Wales;

**The Innovative Social Work Award**, to be awarded to a social worker who has used innovative ideas to pioneer projects for the benefit of service users, carers and families;

**The Spirit of Social Work Award**, for a social worker who has applied excellent social work skills in practice, while demonstrating a commitment to BASW's code of ethics and national occupational standards in Wales.

All nominations have to be submitted by 24 August. The awards will then be presented at the Senedd in Cardiff Bay on Wednesday 28 September.

Nomination forms and further details can be found on the BASW website [www.basw.co.uk](http://www.basw.co.uk) or by requests made to Sarah Starbuck, (National Administrator, BASW Cymru) by e-mailing [wales@basw.co.uk](mailto:wales@basw.co.uk) or calling **029 2044 4110**.

Alternatively, you can contact *Keith Drury* at [donkd333@aol.com](mailto:donkd333@aol.com) or by calling **01978 364161 / 07834 776603**.

Nominees do not have to be a BASW member to qualify for an award.

## **Dates for your diary**

### **Council Meetings**

**22 September 2011** Venue to be confirmed

**24 November 2011** Care Council offices, Cardiff  
Council meetings are open to the public.

If you wish to attend contact Llinos Davies, [llinos.davies@ccwales.org.uk](mailto:llinos.davies@ccwales.org.uk), five days prior to the meeting to ensure there are enough papers available.

Further details about the meetings, including times, location and the agenda can be found on the **About Us** pages of the Care Council website in advance.

## **Accolades best practice sharing events**

**12 October 2011** Optic Centre, St Asaph

**20 October 2011** Care Council offices, Cardiff

The Care Council is hosting a series of events showcasing the work of Accolades winners, offering you the chance to learn more about how successful projects were conceived and put into practice.

All Best Practice Sharing Events are free and anyone interested in training and development within social care, are welcome to attend.

To register your interest in the best practice sharing workshops contact Denise French by e-mail: [denise.french@ccwales.org.uk](mailto:denise.french@ccwales.org.uk) or **telephone: 02920 780 687**

## **Conduct Hearings**

The Care Council for Wales has held four conduct hearings since June.

One registrant was admonished for five years and four were removed from the Care Council for Wales Register of Social Care Workers.

An admonishment means the registered worker is able to continue working but there will be an admonishment, or reprimand, against his/her record on the Register of Social Care Workers for the time designated by the committee.

Anyone contacting the Care Council about a registrant's registration during that time, including future employers, will be told of the admonishment.

## **Views sought for review of qualification framework**

The Care Council will be holding an event to gather feedback on the revision of the qualification framework for social care workers (QFSC).

The move to review the framework, published in 2003, comes following changes in mandatory registration of groups of social care workers; changes in vocational qualifications and revisions to some national minimum standards.

Stephanie Coleman, Qualifications and Learning Manager at the Care Council, said: "The QFSC is used as a basis for regulation by the Care and Social Services Inspectorate Wales and for registration requirements with the Care Council. Given the number of changes that have taken place in qualifications, we want to ensure that the framework is current and reflects these changes.

"Input to the review will be sought from training managers; learning providers; employers; service users and carers to ensure the framework is consistent with the organisation and requirements of the sector," she added.

To register your interest in the QFSC review events, please contact Stephanie Coleman by telephone on **029 2078 0668**, or e-mail [stephanie.coleman@ccwales.org.uk](mailto:stephanie.coleman@ccwales.org.uk)

## Care Council for Wales signs new agreement with **Nursing and Midwifery Council**

The Care Council for Wales and the Nursing and Midwifery Council (NMC) are to work closer together on safeguarding the public by exchanging information about any potential misconduct by social care workers and nurses who are registered with them.

A memorandum of understanding (MoU) signed by the Chief Executives of both organisations sets out working arrangements for the sharing of information where there may be concerns over workers who may be registered with either regulatory body, or both.

The MoU coincides with the mandatory registration of adult care home managers in Wales, which will mean that some practitioners will have dual registration with the Care Council and the NMC.

Gerry Evans, Director of Regulation and Professional Standards at the Care Council, said: "The memorandum of understanding will ensure that we can handle any concerns involving workers who are registered with both organisations in a transparent, fair and effective way. This will also mean that between us we can have an even more robust system of protecting the public and ensuring that registered social care workers and nurses are providing services in Wales to the highest possible standards."

<http://www.ccwales.org.uk/registration-and-conduct/how-to-register/social-care-manager/adult-care-home-manager>

## **New Guidance** on how to use Welsh language awareness resource produced

Following the publication of the Welsh language awareness resource *They All Speak English Anyway* in 2010, positive suggestions were received regarding what else would be of assistance. The Care Council for Wales has responded to the ideas and is delighted to announce that the **Guide on how to use the language awareness training resource** has been drawn up. This guide offers guidance on the target audience, information on what is included in the training resource and how to use it. We hope it will suggest ideas on how to use the CD Rom and help people to understand that this can be a valuable and flexible resource.

The Guide is available on our website:

<http://www.ccwales.org.uk/development-and-innovation/bilingualism/they-all-speak-english-anyway>

If you would like to receive a copy of the CD Rom *They All Speak English Anyway*, please contact Meilir Thomas on **01745 586 850** or [meilir.thomas@ccwales.org.uk](mailto:meilir.thomas@ccwales.org.uk)

## **Regional Partnerships** drive forward the social care workforce agenda locally

The achievements of the last 12 months show how the work of the Regional Social Care Partnerships (SCiPs) across Wales have been a driving force behind the success of sharing information about social care at a local level. Key achievements of the SCiPs to date are:

### **Care Ambassador Scheme**

Care Ambassadors are social care workers who promote social care as a career of choice by giving presentations and workshops in schools and colleges and supporting recruitment and career events offering convincing and tailored careers advice. Across Wales, there are currently 52 trained Care Ambassadors and they have had the following impact at a regional level:

- Visiting schools and colleges to help raise awareness of care to people at grass root level;
- Providing Jobcentre Plus and Careers Wales with a profile of the attributes and characteristics required for people working in the social care sector;
- Increasing awareness about the Care Council for Wales and the Code of Practice. This Wales wide initiative which was successfully piloted by North Wales Regional Partnership in 2009-2010 has now been taken up all four partnerships.

### **Engagement with employers**

The SCiPs have significantly improved links with over 700 employers through conferences, meeting and events.

The engagement with employers focused on activities such as promoting the dignity agenda; providing regular updates on policy developments; improving leadership and management skills within the sector; providing updates on QCF; assisting with recruitment and retention issues; sharing good practice and facilitating employer-led feedback to Care Council consultations.

- **Confidence in Care Campaign**

The partnerships raised awareness of the Confidence in Care campaign, to promote the Code of Practice for Social Care Workers through the social networking site Facebook.

The 'Dare2Care' page achieved over 7,000 'views' predominantly by social care workers and the evaluation showed an increase in understanding and use of the codes.

- **European Social Fund (ESF)**

The South West Wales Regional Partnership has been an integral part of the Skills for Industry bid for ESF funding, which has been approved. The project will run to 2015 with £6,000,000 for training at level 2 and 3.

- **Health and Social Care Support Workers**

The SCiP (MW) continue to monitor and contribute to the development of new integrated roles such as the Health and Social Care Support Workers. The partnerships work in this area informs the Care Council's work with the National Leadership and Innovation Agency for Healthcare (NLIAH) to develop a governance framework for the health and social care support worker roles (HSCSW).

- **Data collection**

SCiPs work with local partnerships to provide data on the local workforce.

North Wales Partnership developed a template that has been rolled out across all the partnerships for training analysis, and the resulting regional data was both useful and interesting to all. For example the collated report highlighted the top 20 training needs in the region and also presented useful information on the Welsh language skills of the workforce in North Wales.

Training Managers and Local Partnership coordinators are currently using the information to inform their training plans. In the coming year all partnerships will be attempting to do a regional survey.

- **E-learning and the digital agenda**

The South East Wales Partnership has been active in working with e-skills and has been lobbying for all-Wales improved IT infrastructure, removal of broadband 'Not Spots' to support small medium enterprise business development.

The work of all four partnerships is fundamental to the work of the Care Council in taking the message about the importance of collaboration as well as the news about the sector developments to their stakeholders. They are also a vitally important conduit to allow the Care Council to listen and hear effectively the messages from the sector both from employers, learning providers and the workforce. In this way the Council can respond effectively to the sector needs and the skills needs of employers for the future.

## **Wrexham Eisteddfod – 'Beti a'i Phobl' and 'Pawb a'i Farn' with the Care Council for Wales!**

**The Care Council has arranged two events at this year's Eisteddfod to raise awareness of care services and social services in Wales.**

On **Tuesday 2 August** between 11am and 12pm, the journalist Beti George is interviewing Elaine Davies

of Iaith, the Welsh Centre for Language Planning, about recent research on Welsh speakers' experiences of health and social care services.

Sioned Williams, Head of Development and Innovation at the Care Council, said: "After a successful event at last year's Eisteddfod it became apparent that further work was needed in this area and, as a result, Iaith were commissioned by us and the NHS Welsh Language Unit to conduct this research.

"The aim was to find out about the experiences of service users and carers through the medium of Welsh, focussing on four main groups: children, older people, those with mental health problems and those with learning disabilities."

In Tuesday's session, after the interview, the public will have an opportunity to comment on the research and any feedback will be fed into the consultation on the Strategic Framework for Welsh Language Services in Health and Social Services which will begin in October.

Then, on **Friday 5 August** between 3pm and 4pm, Arwel Ellis Owen, Care Council Chairman, will be taking on David Dimbleby's role presiding over a Q&A panel discussing 'Confidence in Care: Which direction for Wales?'

A panel of experts will consider the future of social care services and the workforce's role in maintaining standards. On the panel are Mark Drakeford AM, Councillor Arwel Gwynn Jones from Wrexham County Borough Council, Alwyn Rowlands from Age Cymru and Rhian Huws Williams, the Care Council's Chief Executive.

These two events will be held in Societies Tent 2 and both are open to the public, and you are welcome to attend. Further information can be found on the Care Council's website.

## Social care induction framework to be reviewed

The Care Council is to gather feedback as part of a review of the social care induction framework (SCIF).

Feedback will be sought at events across Wales in the autumn and inputs will contribute the development of a new SCIF to reflect changes in vocational qualifications as part of the new Qualification and Credit Framework. It will also reflect changes to National Occupational Standards and aimed to be aligned with the induction for early years and childcare. The induction framework for social care provides a structured start for workers in the first 12 weeks of employment. It outlines the knowledge new employees need to carry out their role with people, and is used by employers to ensure new workers receive the learning they need to meet expected standards.

Stephanie Coleman, Manager of Qualifications and Learning at the Care Council, said: "The Care Council is keen to get representation from employers, service users and carers as well as learning providers and others. The revised framework will be made available in booklet and web-based formats".

To find out more about the SCIF review events, please contact Stephanie Coleman on **029 2078 0668** or email [stephanie.coleman@ccwales.org.uk](mailto:stephanie.coleman@ccwales.org.uk)

## Winners of Social Care Accolades 2011

Seven organisations from across Wales celebrated after scooping one or more prestigious Social Care Accolades.

The winners of the Accolades, which were announced in a ceremony in Cardiff City Hall, were rewarded for projects that involved investing in the learning and development of their staff to transform social care across Wales.

Arwel Ellis Owen, Chair of the Social Care Accolades judging panel, said, "The Accolades play a key role in drawing attention to the great things that can be achieved by those working in social work and social care, but they go even further by providing an important platform for sharing good practice.

"By doing so, we can collectively learn from each other and provide even better services to those who need them right across Wales.

"2011 has proved to be a year of milestones for the Accolades. We received a record number of entries and for the first time, submissions came in from every local authority area in Wales making it a truly national competition.

"The standard of finalists was very high and all the projects have had to demonstrate at first-hand to the judges that they have invested in the learning and development of their staff and have made a real difference to those using their services."

Out of 21 finalists the winners of the Social Care Accolades 2011 are:

## **Learning Together – Joint Winners**

**Monmouthshire County Council** for its work to improve support and guidance for disabled young people moving into adulthood.

The initiative was kick-started by a group of parent carers of young people with a disability who wanted to improve the process of planning the transition of their children to adulthood.

It developed into a pilot project involving 36 young people and their families.

All the young people in the pilot group now have transition plans in place and feel their situations have improved.

Mike Logan, Transition Project Manager, Monmouthshire County Council, said, "The work has made a real difference enabling young people to have more control of their own future and ensuring the delivery of more co-ordinated services.

"I am really pleased that we have received recognition for all the hard work which has gone into this project to improve transition planning for young people with a disability.

"Winning a Social Care Accolade is such a great achievement and will inspire us to keep pressing for more improvements in this area across South Wales."

**ABM University Health Board** for its e-learning programme to improve the expertise of staff supporting people with learning disabilities and challenging behaviour.

Accolades judges praised ABM for its flexible e-training which enabled staff to deliver more support for people with learning disabilities and challenging behaviour.

Dr Edwin Jones, Service Development Consultant, ABM University Health Board, said, "This is a great achievement for everyone who worked on this project which is helping to improve the expertise of staff supporting people with learning disabilities and challenging behaviour.

"Staff are gaining an accredited qualification and we have had great feedback from everyone who has taken part in the e-learning programme.

"It has also led to better support for those in need who in turn have reported improvements in their quality of life."

## **Effective Recruitment and Retention**

**Cardiff Council** for its project to address recruitment and retention challenges in Children's Services.

Prior to 2008, Cardiff Council had a 45% vacancy rate for social workers in its Children's Services team and a high turnover of staff.

In response to this, a new initiative was launched including the provision of independent mentors to work with those in their first year of practice, an intensive induction process and a revised social work career grade scheme.

As a result there has been a significant reduction in social work vacancies in front-line teams and recruitment has improved, with many identifying the mentoring scheme as a factor in choosing Cardiff Council.

John Goodwin, Staff Development and Training Officer, Cardiff Council said, "Retaining social workers in children's services is always a challenge so it's fantastic that this project has been recognised.

"The work has made a big difference to our ability to both retain staff and rebuild expertise within frontline social work teams.

"It has been such a rewarding project and many identify the scheme as a factor in choosing Cardiff Council to work."

## **Maintaining Independence**

**Rhondda Cynon Taf County Borough Council** for its 'Together Improving Life Skills' project where staff worked closely with service users to help them learn the skills needed to live independently.

The Council worked with Coleg Morgannwg to identify a suitable vocational qualification in Practical Life Skills and a partnership was set up to provide a formal route to the NVQ award.

The project worked with a small group of people and social care staff helped them develop their portfolios and gather evidence for the award, whilst being mentored themselves by NVQ assessors as part of their continued professional development.

Mark Prescott, RCT CBC Learning and Development Manager who led the post-qualification training project, said, "The Social Care Accolades are about celebrating excellence and improvements in the services we deliver and I'm very proud of what we have achieved with this project.

"It has strengthened the skills of our social workers, improved the confidence in our workforce and the qualities of the practice we deliver.

"Rhondda Cynon Taf Council is committed to providing the best possible social care services and this training course will help shape social workers for the future."

## **Supporting Effective Intervention with Children and their Families**

**Gwynedd Council** for its work in developing specialist tools to risk assess significant harm of individuals in areas such as substance misuse and negligence.

The development of the 'Y Model Risg' project to integrate risk assessment of significant harm to individuals into its work processes garnered praise from the Accolades judges for empowering social workers and providing a more consistent approach.

The Child and Family Services team at the Council wanted to develop a clear way of defining the risk of significant harm which is the trigger for compulsory intervention by social workers in the life of a family.

Dafydd Paul, Integrated Children's Services Lead Manager, Gwynedd Council, said, "We are delighted to win a Social Care Accolade for this important project.

"Social workers are judged by the quality and consistency of the decisions they make and the risk model we developed supports them to make these decisions.

"The Accolade acknowledges our work in this critical area and provides a platform for sharing practice across Wales."

## **Career of Choice**

**Social Care Partnership in North Wales** for its project to raise the profile of social care as a fulfilling career by using social care ambassadors to share their experiences with students in schools and colleges.

The aim of the Care Ambassador project was to raise the profile of social care as a career of choice among students aged 14 and above, as well as older people who may be out of work or looking for a career change.

Enthusiastic practitioners were trained as ambassadors to share their experiences of social care as a rewarding career with students in schools, colleges and local JobCentres.

Clare Hughes from the Social Care Partnership in North Wales said, "I'm thrilled the project has been acknowledged. Without the fantastic Care Ambassadors, this wouldn't have been possible so this is real recognition to them. In essence this is an award for partnership working".

## **Users and Carers Shaping Services**

**Wrexham County Borough Council** for its project to train a group of people with learning disabilities to help others with learning disabilities receive the best support available.

The group visited people in their own homes and asked questions about the support they receive, what works well and which areas were in need of improvement.

The checks carried out by the group were designed to find out whether the support individuals receive complies with the standards set by the Council. The standards help people have their say in who supports them, where and with whom they live and how they can be included in their community.

Jane Rathborne, a service user who took part in the Wrexham Council project, said, "Winning a Social Care Accolade is proof of what we have achieved in this important area of work.

"We have visited many people at home to make sure they are happy with the support they receive and if not, we have been able to do something about it. These are small changes that make big changes to people's lives."

## **Social Workers for Tomorrow**

**Rhondda Cynon Taf Council** for its development of the first post-qualification social work training in Wales to meet the most urgent practice needs according to discussions with staff.

The Council worked with the University of Glamorgan to develop modules of training and the first was rolled out in 2007-08, the first in Wales to be delivered under the new post-qualifying framework for social workers.

More than 105 modules have been undertaken since the start of the project and ten members of staff have graduated with a BSc in Post-Qualifying Social Work.

## **Improving Welsh Language Provision**

**Gwynedd Council** for its development of a bilingual computer software package that can be used remotely by community care workers, giving them a choice of their preferred language.

This innovative tool, which enables staff and resources to be managed more effectively, is the first of its kind in this area and is only available in Gwynedd.

Morwena Edwards, Head of Provider Services and Leisure, Gwynedd Council, said, "This is a fantastic achievement and we are delighted that our work to modernise front-line social workers through the use of the latest technology without losing the importance of the Welsh language has been recognised.

"This is a unique piece of software and we would love it if other local authorities would be inspired by what we have done and look to provide something similar in the Welsh language for their own staff."

Gwenda Thomas AM, Deputy Minister for Children and Social Services, who presented the Accolades today, said, "This is the third time that I have presented awards at this important ceremony and I never fail to be impressed by the high standard of projects.

"Investing in our people and sharing good practice are both vital ingredients in achieving the highest standards of service.

"All sectors need role models and examples of how organisations push the boundaries to improve services. "By recognising their achievements and facilitating the sharing of good practice, the Social Care Accolades continue to play a key role in helping to professionalise the workforce and raise the standards of service in Wales."

You can now watch the Accolades awards ceremony on the Care Council's website:

[www.ccwales.org.uk/social-care-accolades-2011](http://www.ccwales.org.uk/social-care-accolades-2011)

## Care Council to reinforce messages from young people in care in plans for developing social work and social care workforce

The Care Council is to work with the Children's Commissioner for Wales to ensure that messages in a new report about young people in care are built into its plans for developing social workers and the residential child care workforce.

This follows the publication by the Children's Commissioner of a report – *Lost After Care* – outlining the experiences of young people and the difficulties they face living in care.

Rhian Huws Williams, Chief Executive of the Care Council, said: "There are some very important messages for practitioners and their employers in this new report. It is particularly important that social workers, foster parents and residential child care workers understand what young people in care experience and the fears they face as they move from childhood into adulthood.

"For our part, we will be working with the Children's Commissioner to ensure that what has been learned from the compilation of the report is included in our work to further professionalise social work and social care practitioners.

"In particular, we will feed this information into our current consultation on a proposed new structure for the post-qualifying learning and qualification of social workers throughout their careers. Additionally, we will convey the importance of the messages in this report to all social work degree programmes in Wales.

"We will also ensure that what's been learned is fed into the workforce development programmes for those working in residential child care," she added.

## A new podcast on gaining a career in social care available now

A new podcast on gaining a career in social care has been produced by the Care Council for Wales. The podcast comes following the publication of *Social Care a Great Career Opportunity* and provides a useful Question and Answer session with a member of the careers team at the Care Council.

To hear the podcast visit the News and Events pages of the Care Council website:

<http://www.ccwales.org.uk/news-and-events/podcasts>

## Early Years and Childcare Induction Framework and Guidance launched

The Care Council for Wales has launched the new Early Years and Childcare Induction Framework. The induction framework can be used as a tool for managers to audit the skills, knowledge and experience of new staff, and will help identify their development needs.

The Early Years and Childcare Induction Framework and guidance is available on the Care Council website at <http://www.ccwales.org.uk/development-and-innovation/early-years-and-childcare-workforce>

## New Early Years Newsletter Available Now

A new newsletter on early years specific issues has been published by the Care Council for Wales. To join the mailing list for *Early Years News* e-mail [development@ccwales.org.uk](mailto:development@ccwales.org.uk) or telephone **01745 586 850**

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