

A black and white photograph showing a woman on the left and a man on the right. The woman has short, dark, curly hair and is looking towards the man. The man has a beard and is looking back at the woman. They appear to be in a professional or collaborative setting.

**Resources for
commissioners and
aspiring commissioners**

Our resources have been tried and tested with workforce leads, commissioners and providers over a number of years.

Whether you're new to the role or have years of experience, this leaflet gives you an overview of the practical resources and tools Skills for Care has to offer.

Starting out

Choosing a career in commissioning

A bundle of resources which includes videos and a guide, sharing the stories of commissioners at different stages of their careers. They talk about their roles and why they feel so passionate about this particular career path and the impact they have on people's lives.

www.skillsforcare.org.uk/careersincommissioning



Level 5 Certificate in the Principles of Commissioning for Wellbeing

This qualification has been developed to support current and aspiring commissioners in achieving a rich, diverse and sustainable market of provision. It will also help ensure that personalised support and care is available where, how and when it is needed.

www.skillsforcare.org.uk/commissioningforwellbeing



“The certificate has given me extensive knowledge and understanding which I will use to strengthen my work at Halton. I now really understand the true meaning of person-centred commissioning for wellbeing and how to engage with users of services to co-design services and improve outcomes.”

Emma Sutton-Thompson, Practice Manager, Policy, Performance and Customer Care team, Halton Borough Council.



In the role

Workforce shaping and commissioning for better outcomes

A practical guide to walk you through the key steps and processes needed to commission the right workforce. Commissioners can use the guide for any workforce transformation – whether it's short term redesigning of a single service to developing long-term integrated services.



www.skillsforcare.org.uk/workforcecommissioning

Workforce capacity planning

An online tool which helps you to work out if you have the right mix and numbers of workers with the right skills and knowledge to implement care and support reform. The principles of workforce capacity planning are applicable across all services undergoing change.



www.skillsforcare.org.uk/workforcecommissioning

Labour market shaping

Commissioners have a role in defining local care and support needs then understanding and shaping the supply, demand and future needs of the workforce as part of their market position statement. On the workforce intelligence part of our website you'll find useful workforce reports and information for both regional and local authority areas.



www.skillsforcare.org.uk/regionalreports
www.skillsforcare.org.uk/lasummaries

Workforce redesign

This is a framework to help organisations undergoing any form of organisational restructure or transformation. The framework consists of seven principles to set out the key things you need to take account of when changing the way your staff work.



www.skillsforcare.org.uk/workforceredesign

Commissioning Now

This development programme is designed to help commissioners of care understand what excellent commissioning looks like in practice and how it can be achieved. It's made up of a series of four workshops, access to online tools and resources and a 100 page handbook.

The programme is designed around four key principles of commissioning:

- personalisation – making sure that services meet the needs of people who need care and support
- co-production – involving those who need care and supporting in the commissioning process
- partnership working – working with other organisations to deliver the right services to the right people
- leading and influencing – leading and shaping the future local care market.

Commissioning Now has been engaging, informative and provided techniques and tools that I will directly apply to my role

Really excellent day - fantastic facilitator - lots of practical case studies and resources

Commissioning Now has been engaging, informative and provided techniques and tools that I will directly apply to my role

For more information and to book a place email jim.thomas@skillsforcare.org.uk.



The principles of workforce integration

These principles will help you to think through what is meant by workforce integration and the contribution that workforce development can make. There is also practical guidance to help you think about the learning and development needs of your workers.

www.skillsforcare.org.uk/powi



Workforce outcomes measurement model

This model has been developed with local authorities and provides a simple way of realistically linking the impact and benefits of workforce interventions to measurable, person-centred outcomes for people who receive care and support, organisations and the local community.

www.skillsforcare.org.uk/outcomesmodel



Practical approaches to workforce planning (£20.00)

Workforce planning is how employers, organisations and people who access services turn their business plans/care plans and aspirations into the practical reality of workers undertaking the roles and tasks they require. Commissioners can use this resource with providers to help them shape their business to meet the local commissioning strategies.

www.skillsforcare.org.uk/bookshop



Useful resources

Integrating services

Integrated care is about people only having to tell their story once and getting the high quality care and support that they want and need, in a joined-up and seamless approach - it's about the right services being provided. To do this, social care, health, housing and other service providers need to work together.

www.skillsforcare.org.uk/integration



Commissioning citizens and communities

This guide is to help you understand more about the role of informal community support and how it can be used in the commissioning process. It's designed to encourage you to value the skills that exist in communities, to realise the value of those skills and to maximise the potential of community groups.

www.skillsforcare.org.uk/communityskills



Individual employers and personal assistant resources



An online collection of resources specifically aimed at individual employers and personal assistants (PA). It aims to help them understand their role as an employer, what's involved and how to develop their PA.

www.skillsforcare.org.uk/infohub

Recruitment and retention resources



Skills for Care estimates that around 345,000 people leave their jobs every year – that's over 900 every day and approximately 90,000 vacancies at any one time which is why we've built a comprehensive collection of online resources to help employers find and keep their staff.

www.skillsforcare.org.uk/randr

Leadership for Empowered and Healthy Communities leadership programme



This programme aims to help leaders and managers explore the challenges and opportunities of a community-based approach to leadership. It's aimed at senior leaders and clinicians across health and social care who want to be part of a movement for change.

www.skillsforcare.org.uk/empoweredcommunities

Self care resources: Supporting people to take responsibility for their own health and wellbeing



This guide will help those working in the sector place that person at the centre of their decision making. Self care is about everyone taking responsibility for their own health and wellbeing. This includes keeping both the body and mind fit and healthy.

www.skillsforcare.org.uk/selfcare

