

Workforce Development Innovation Fund 2019-20

Priority 3: developing future registered managers: supporting deputies and aspiring managers to progress

Bids under this priority can be accepted from adult social care employers and existing Skills for Care registered manager networks or organisations that host or are part of a network (including Care Associations, employers, etc.). In the case of the latter the bid must have the agreement and support of the network chair.

Your project should:

- Take a proactive and structured approach to supporting managers to identify talent; looking at who shows the right values as well as the commitment, potential and motivation to become a registered manager in the future.
- Prioritise the provision of development opportunities (e.g. leading a project/management task, visiting other services, buddying, supervising others, etc.) alongside more formal learning
- Recognise the importance of regular and effective supervision

Other possible elements that should be considered by bids include:

- Access to an existing leadership programme or qualification
- Opportunities for peer support/networking
- Supporting reflective practice

Successful bids will demonstrate a structured talent and development strategy which prepares people for a role as a registered manager.

Other employers/networks should be able to adopt, replicate or adapt the approach delivered by the project.

Skills for Care is preparing to publish a guide to support deputies and aspiring managers in June 2019. If you are considering bidding for this priority and would like to see a draft version of this resource and our recommendations ahead of publication please email wdf@skillsforcare.org.uk. We would encourage all employers/networks considering this priority to take this opportunity.