**ASC Principal Manager and Beyond - Training and Progression Opportunities**

Continuous professional development is an essential reflection and learning activity which is a requirement of social workers ongoing registration. It is also an opportunity to increase and improve your knowledge and skills base and opens doors to career development and opportunities.

As a member of the Senior Leadership Team, you may be considering your options to progress your career or develop new knowledge and skills. Here are some suggestions and links to learning, training and development opportunities which may be of interest to you. Please note this is by no means an exhaustive list and if you have an interest in a specific area which is not listed here or you find something you think will benefit you but need further advice or information then please contact [ASCLearningandDevelopment@nca.nhs.uk](mailto:ASCLearningandDevelopment@nca.nhs.uk) and we will be happy to support you.

The NCA Learning and Development teams have a full prospectus of courses which can be accessed by following this link [NCA Course Prospectus :: Northern Care Alliance](https://www.northerncarealliance.nhs.uk/myhub/corporate-services/learning-development/course-prospectus)

You can create a Leadership By All account on the intranet by scrolling down slightly on the home page and clicking on the Leadership By All tab. This will give you access to the training sessions as well as links to articles and other resources which can be used towards your development and CPD. [My Hub :: Northern Care Alliance](https://www.northerncarealliance.nhs.uk/myhub?q=%2Fmyhub)

Some ideas of appropriate courses to access via the NCA Learning and Development teams are below.

**Recruitment and Selection Training**

This digital learning is appropriate for anyone at the NCA who uses Trac, influences hiring decisions and participates in recruitment and selection processes. It has been designed to support leaders (at all levels) to deliver a successful recruitment process, and confidently challenge biases and assumptions made by others. You do not need any prior knowledge of recruitment to get started.

This e-learning is mandated for anyone involved directly in the recruitment process. Revalidation is every **3 years**. This may include, but is not limited to, hiring managers, HR professionals, senior leaders, governors / non-executive directors, cultural ambassadors, and colleagues who take part in recruitment processes.

Completing this e-learning will help the NCA to ensure fair and equitable practices are upheld and promoted, while supporting sound decision-making in the selection of candidates.

[Course: Recruitment and Selection](https://virtualcampus.nca.nhs.uk/course/view.php?id=184)

**PSIRF - Compassionate Engagement, delivered by AQuA**

This programme has been co-designed with colleagues from AQuA's lived experience partners, with ourselves.  The programme is facilitated by AQuA colleagues who have experience and expertise in PSIRF, along with undertaking family support lead roles.

Delegate will gain an understanding of how PSIRF supports a focus on compassionate engagement for all and have a greater understanding of the family support lead role (or equivalent).  An AQuA lived experience partner will support the programme

**Programme Structure**

This 1-day programme will be an opportunity for delegates to learn in a psychologically safe space allowing time for discussion and facilitated activities including a scenario.

Participants will have the opportunity to explore the expectation of the family support lead role - both from an organisational perspective and linking back to PSIRF, with a particular focus on compassionate engagement.

**Audience**

Please note - this 1-day programme is specifically aimed at Care Organisation and Divisional Directors only.

**Continuing Professional Development (CPD) and Funding**

Do you want to develop your knowledge and skills?

The CPD Team will support you to aim higher, be the best you can be and take control of your own development. All non-medical staff can access CPD, it can include a variety of internal and external opportunities. This includes:

* Shadowing, mentoring and coaching
* Short and Long-term educational programmes
* Vocational courses (e.g., Apprenticeships)
* Conferences, seminars and study days (please check with the CPD team re: conferences)
* Leadership programmes
* Workforce development

[Continuing Professional Development (CPD) and Funding :: Northern Care Alliance](https://www.northerncarealliance.nhs.uk/myhub/corporate-services/learning-development/your-learning/cpd-funding?q=%2Fmyhub%2Fcorporate-services%2Flearning-development%2Fyour-learning%2Fcpd-funding)

**Apprenticeships**

Apprenticeships are available for all staff, of any age, in any role. They are available from level 2 (GCSE level) up to level 7 (Masters level).  Existing staff who undertake an apprenticeship will remain on existing terms and conditions. There will be no changes to pay. It doesn't matter what prior qualifications an individual may have obtained as long as the apprenticeship is in a different subject or level to that they have previously studied.  Staff do not need to start a new job to undertake an apprenticeship.

[Apprenticeships :: Northern Care Alliance](https://www.northerncarealliance.nhs.uk/myhub/corporate-services/learning-development/people-development/apprenticeships)

**Senior Leader PgDip Apprenticeship**

A Level 7 apprenticeship tailored for high-potential, ambitious business professionals who want to increase their organisational impact and aspire to be successful leaders.

[Senior Leader PgDip Apprenticeship | Manchester Metropolitan University](https://www.mmu.ac.uk/study/apprenticeships/courses/senior-leader)

**Chartered Manager – Health and Social Care**

Our nationally delivered degree apprenticeship focuses on developing highly effective health and social care management professionals.

[Chartered Manager Health and Social Care Degree Apprenticeship | Manchester Metropolitan University](https://www.mmu.ac.uk/study/apprenticeships/courses/chartered-manager-health-social-care#:~:text=The%20Chartered%20Manager%20Health%20and,ever%2Devolving%20health%20care%20environment.)

**Senior Leadership Apprenticeship Postgraduate Diploma**

A Senior Leader Apprenticeship focusing on strategic leadership development and funded through the Apprenticeship Levy, with an optional Masters (MSc) in Senior Leadership.

[Senior Leader Apprenticeship | Postgraduate Diploma Senior Leadership | Alliance MBS](https://www.alliancembs.manchester.ac.uk/study/apprenticeships/senior-leader-apprenticeship-postgraduate-diploma-senior-leadership/)

Recruiting new apprentices or upskilling our current staff is a great way to utilise our Apprenticeship Levy and develop our employees. Please speak to your manager to discuss this option and once agreed please contact us using the email below to discuss the next steps and application process.

[apprenticeships@nca.nhs.uk](mailto:apprenticeships@nca.nhs.uk)

**NHS North West Leadership Academy**

The NHS North West Leadership Academy has a learning zone with numerous e-learning modules on leadership topics including resilience, managing people and effective communication. These can be worked through at your own pace and you receive a certificate at the end of each module which you can download and save.

[NHS North West Leadership Academy | Supporting you to reach your leadership potential](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fnorthwest.leadershipnhs.uk%2F&data=05%7C02%7CSarah.Hardman2%40nca.nhs.uk%7Cbec3c59d2b1d4303d27108dd93b98166%7C9a12677ec2e94deba58aee1c59ac0161%7C0%7C0%7C638829147134709158%7CUnknown%7CTWFpbGZsb3d8eyJFbXB0eU1hcGkiOnRydWUsIlYiOiIwLjAuMDAwMCIsIlAiOiJXaW4zMiIsIkFOIjoiTWFpbCIsIldUIjoyfQ%3D%3D%7C0%7C%7C%7C&sdata=ZY7ec%2Fg%2BoiE6GcuF2pABIyEgj2mhapWr4JXue1DMiDE%3D&reserved=0)

**Don’t Forget!**

You also have access to Research in Practice which offers a huge range of learning and development resources on all matters relating to Adult Social Care.

[Topics | Research in Practice](https://www.researchinpractice.org.uk/adults/topics/)

Contributing to the Social Work Forums, learning lunches or supporting other teams with peer support sessions on topics where you have specific knowledge or skills is also a great way to build your confidence and experience. If you would be interested in supporting these sessions, then please get in touch with us on [ASCLearningandDevelopment@nca.nhs.uk](mailto:ASCLearningandDevelopment@nca.nhs.uk)