

Career Development

Helping you take the next step



Learning and Development - service specific for social workers.

Supporting professional development and progression

Social worker (level 2) - typical development opportunities

Core offer

- Cultural diversity
- LGBTQ awareness
- Protective behaviour training
- Drug and alcohol awareness
- Boundaries and good practice
- Engaging reluctant and resistant families
- Domestic abuse, focus on the child
- Childrens referrals for placements and QA

Specialist

- Emotional harm and neglect
- Coercive, controlling behaviour
- Writing section 7 and section 37 reports
- Family law and the legal system

Protected time to develop your knowledge and skills improving your practice and performance.

Social worker (level 3)- typical development opportunities

University PQ offer

- Practice education for social workers stage 1
- Supervision & inter-professional supervision
- Sexual abuse & exploitation
- Interventions & contextual safeguarding

Core offer

- Core skills for supervisors (supervisors (supervision) (2 days)
- Perinatal & infant mental health
- Young persons substance misuse
- Autism reality experience
- Understanding DASH & MARAC
- Keeping memories alive, life story work
- Supporting the carers of traumatised children
- How trauma impacts parenting
- Supporting families with a life-limited child
- Managing difficult conversations

Specialist

- Achieving best evidence (ABE)
- Autism awareness intermediate
- Therapy qualification level 1
- Basic counselling skills
- Motivational interviewing (2 days)
- So called honour-based violence and forced marriage
- Assessment, analysis and report writing
- Mediation for social workers
- DDP level 1

**Dedicated workforce
development team
focusing on ensuring
social workers
receive bespoke
training.**

Senior Practitioner – Typical development opportunities

University PQ Offer

- Practice education for social workers stage 2
- A trauma informed approach to relationship-based social work
- Mentoring & coaching
- Leading and managing social work
- CBT

Core offer

- SOS practice lead
- Complex decision-making skills
- Assessing, understanding and planning interventions for children with development trauma
- Managing risk for social workers and managers
- Understanding, responding managing behaviour

Specialist

- Safer recruitment
- Theraplay qualification level 2
- Gang and systemic Youth violence
- Stalking and harassment
- PAMS/Parent assess
- DDP level 2
- Foundation to drawing and taking therapy
- Therapeutic Social Work
- Level 4 accreditation in child exploitation (ACSEP)
- PCF level – advanced social worker

Corporate Development Opportunities

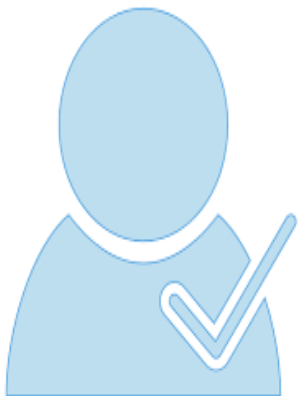


Smarter learning platform

- Mandatory corporate training
- Essential service-specific training
- Excellent courses for your personal development
- Dedicated ERP resources/ systems

Bespoke courses

- 121 coaching.
- Action learning sessions.
- Team building sessions.
- Visioning sessions.
- 360 feedback provided through CR360.
- Thomas International Profiling.
- Thomas International Emotional Intelligence Questionnaire



Local and corporate inductions

Project management training



Apprenticeships

Health & safety training

Vocational qualification training (VQT)

Corporate Management Development

Focusing on developing leadership and managerial skills

MANAGER LEARNING PATHWAYS



FOR ALL COLLEAGUES

Presentation skills

Embracing change

Being a great manager at the city council

Personal effectiveness and resilience

Managing team stages and performance

Managing difficult conversations

Coaching and developing others

FOR NEW MANAGERS

Also included:

- Action Learning Sets
- Coaching Buddy
- 360 Feedback



FOR MIDDLE MANAGERS

Grades F, G, H and I

Managing and leading teams

Personal impact and influence

Embracing change

Leading diverse teams in the workplace

Coaching and developing others

Collaborative working with remote teams

Strategic thinking and creativity

Leading diverse teams in the workplace

Emotional intelligence at work

Coaching and managing your talent

Resilience of you and your team

FOR SENIOR MANAGERS

Grades J and above



New to management?



Are you a brand new manager to the City Council? Have you been promoted internally to a management position? Congratulations!

We encourage you to attend these six bite-size courses in your first six months to give you the tools you need to start confidently in your new role.

Being a great manager at the City Council

Learn best practice, become more self-aware as a person and as a manager and learn how to get the best out of you and your team.

Absence Management

Managers will understand how to effectively manage absence in their areas using the Managing Attendance Policy and Toolkit.

Managing Performance Issues

Improve your ability to manage performance issues positively and robustly.

Recruitment and Selection

Essential learning for all managers who have responsibility for recruitment and selection.

Managing Difficult Conversations

Learn practical steps to help you handle these conversations better and, where possible, get the right outcome for you, the employee and the city council.

Managing and Leading Teams

Gain a deeper understanding of your team, consider what makes them tick and how to get the best out of them. Identify your and their preferred communication style and how it can help effective communication



Email any questions to learninganddevelopment@milton-keynes.gov.uk