

Adult Social Care workforce & Strategic Framework 15

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About Skills for Care: vision & mission



Vision



Our vision is of a fair and just society where people can access the advice, care and support that they need to enjoy lifelong independence, health and wellbeing and a good quality of life.



Mission



To achieve the vision, the sector needs the right number of people, in the right place and at the right time, with the right skills, values and behaviours.



Our mission is to support and empower current and future social care leaders, employers and the wider workforce.



Structure

NHS

Social care

NHSE/I

Central Government

ICS/ICP/ICB

Local systems

Local authorities

Self funders

Acute

Home care

Shared lives

Community

Primary care

Day services

Personal assistants

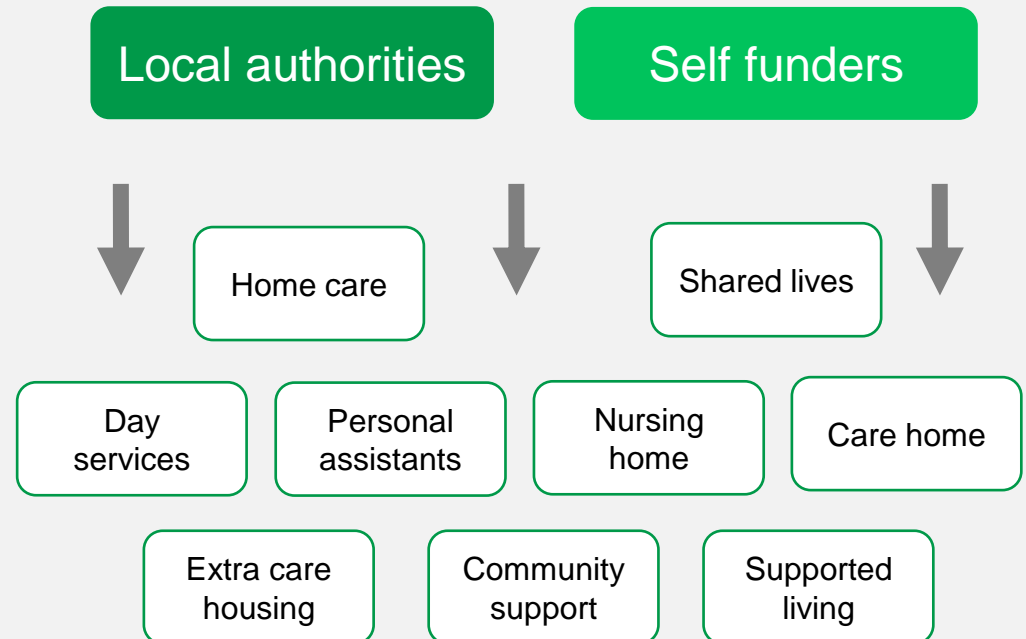
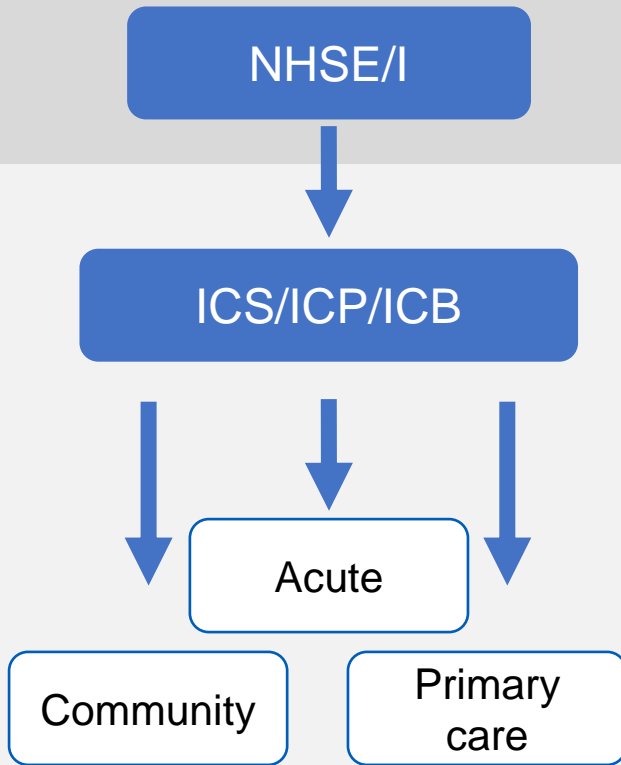
Nursing home

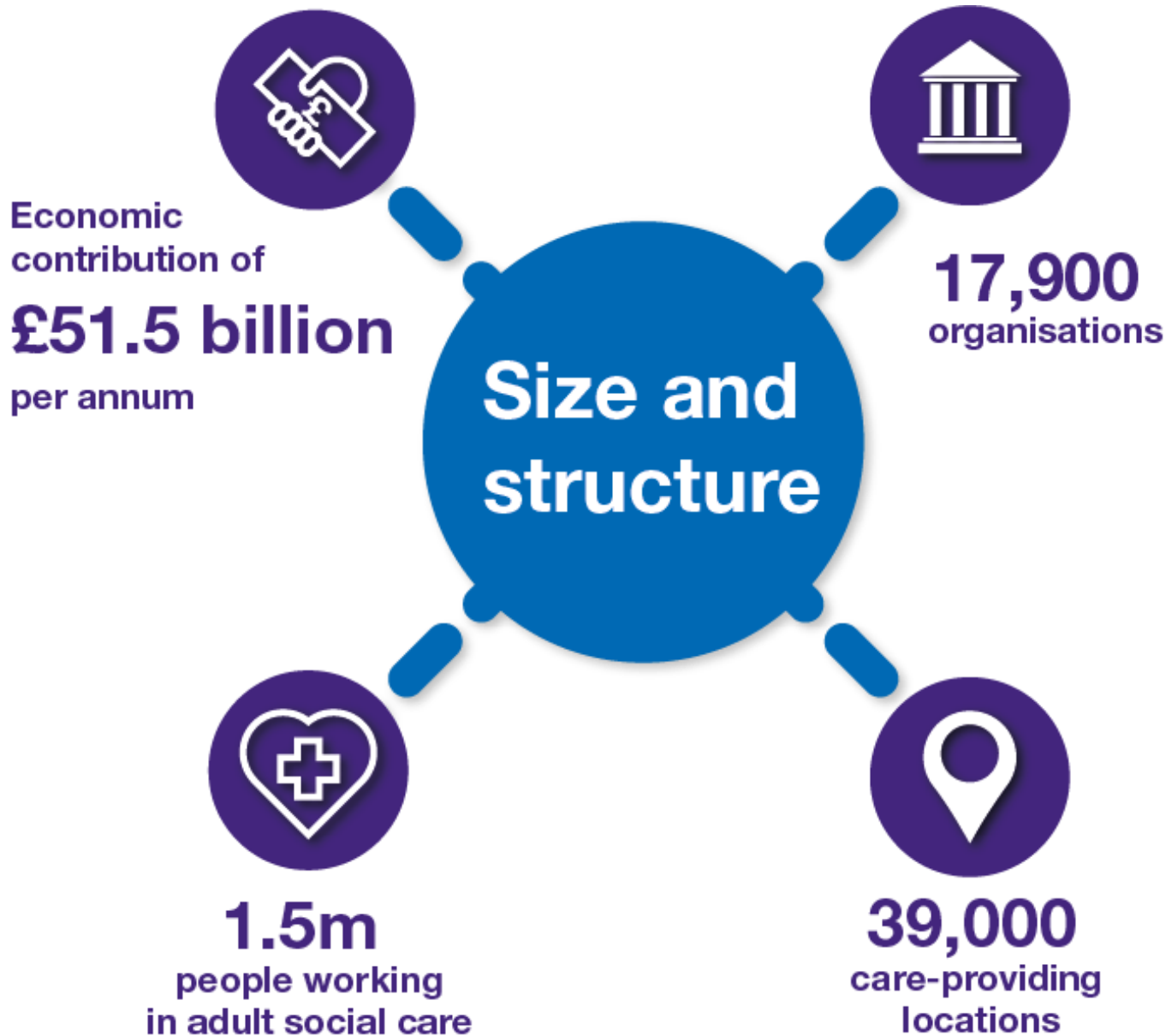
Care home

Extra care housing

Community support

Supported living





17,300
Social
Workers

52.6%
turnover for
staff under 20

1.79m
total posts

1.62m
filled posts

44.1%
turnover for
registered nurses

**Recruitment
and
retention**

63%
of jobs were
recruited from
other roles
within the sector

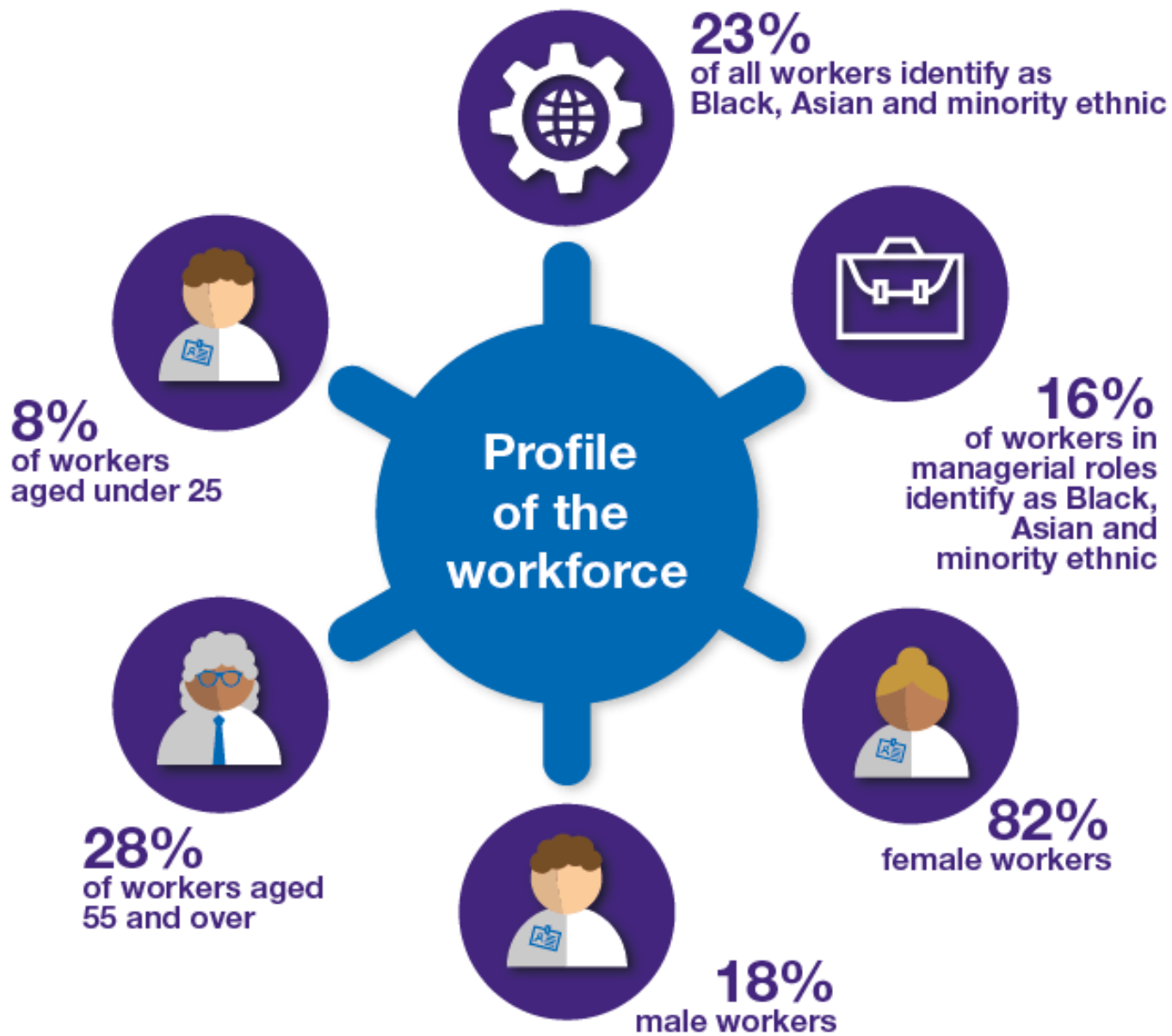
165,000
vacant posts

29%
overall
turnover rate

10.7%
vacancy rate

52%
increase in
vacant posts





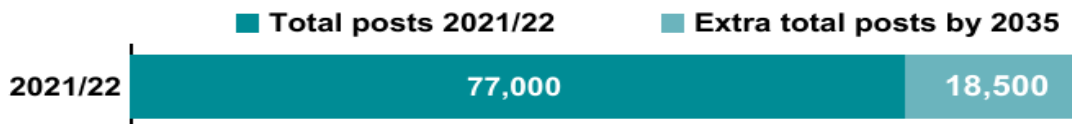
Size and Structure



- 2,100 organisations in the **NW** across 4,900 provider locations
- 245,000 total posts and 225,000 post filled, leaving 20,000 vacant

and in Cheshire & Merseyside...

- **77,000** jobs in adult social care LA/independent sector
- **70,000** filled posts LA/independent sector
- **0** more filled posts since 2020/21
- **64,000** filled posts in the independent sector
- **5,800** filled posts in the local authority



+24%
Total
95,000

If the adult social care workforce grows proportionally to the projected number of people aged **65 and over** in the population

National HEE and SfC Strategic Workforce Framework



Strategic Framework - workforce

Social care workforce and the framework

- “.... a Strategic Framework for the health and regulated adult social care workforce”
- How do we ensure that the importance of adult social care is central to integrated workforce planning?
- DHSC White Papers *People at the Heart of Care* and *Joining Up Care for People, Place and Populations* address workforce issues
- A workforce of 1.5 million (of which approx. 5% are regulated professionals) working in 39,000 establishments for 17,900 organisations

Strategic Framework - workforce

Social Care perspective

- Strengths-based, community-based understanding of service provision and the context for the workforce
- Whole person perspective, health and social needs
- Personalised and empowering
- Preventative
- Well-being
- Relational and continuous

What support is available? Nationally, regionally and at place

Disability Confident

made with CARE

**Safe and fair
recruitment**

Sharing Effective References
and Conduct Information

A Better Hiring Toolkit



Career Academy Tool Kit

**NW ADASS
Registered Managers
Succession Planning**



**Nominated individuals,
CEOs and senior leaders**

Workforce Development Fund 2022-23



Strategic Framework - workforce

How Skills for Care can help:

- You can access national, regional and local workforce intelligence, including interactive visualisations from our web site:
<https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/publications/Data-and-publications.aspx>
- Workforce planning resources are here:
<https://www.skillsforcare.org.uk/Support-for-leaders-and-managers/Workforce-commissioning-planning/Workforce-planning-transformation-and-commissioning.aspx>
- **My Area team**
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Find out more



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