

Adult Social Care Workforce Strategy update for the Oversight Executive Group (OEG)

Workforce Strategy Implementation Unit
Skills for Care
28 May 2025

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A Workforce Strategy
for Adult Social Care in England

- This update is sent to OEG members for your information. **Please share it with colleagues within your organisations.**
- An amended version of the update is shared with Skills for Care locality teams to share in their areas. In future, we will also share a version with the workforce strategy champions and upload copies to the Strategy website **www.ascworkforcestrategy.co.uk**
- A version of this update is also sent to around 50 government officials to keep them abreast of work within the Strategy
- We want to be able to share updates and progress from all partners within this update and find ways to share it across the different channels and networks the OEG members run. To help with this **please connect the Implementation Unit with your communications and marketing leads and operational colleagues who are well placed to share information on your work.**

Reminder of the asks of the Oversight Executive Group

In April 2025, the OEG asked for a key message that all members can use in any conversations that may influence the work of the Casey Commission:

> "We've worked with Skills for Care to develop the Workforce Strategy for Adult Social Care. The whole sector is behind this Strategy - so we'd like to see the Commission recognise it as the way to address the workforce challenges we face and encourage the implementation of the Strategy's recommendations."

Please use this in your discussions with the Commission and continue to share your insights on influencing the government with the OEG

Let us know if you have anything to share in the progress section on the Workforce Strategy website. The Implementation Unit will be continually updating this page with our progress on implementation and would welcome OEG members suggestions.

Workforce Strategy Implementation Unit current activity

One year on strategy review

Thank you to everyone who's participated in review conversations and for your valued contributions. We're pleased to say that the review is in its final stages. We'll share an overview of the findings and changes, along with the revised strategy in readiness for the one-year anniversary.

One year anniversary



We want to use the first anniversary of the Workforce Strategy to showcase progress so far, achievements and examples to re-energise the sector and commitment to the recommendations and the overall Strategy.

To do this we will be running a programme of coordinated communications and influencing activity across Skills for Care and Oversight Executive members cover the period **19 June – 18 July.**
We will be sharing social media assets and resources with you and your comms teams that you can use to promote the strategy.

We will also mark the occasion by holding a reception lunch at the next OEG meeting on 9th July in London

Save the date: Skills for Care reserves fund workshop

Impact Fund

OEG members are invited to attend a virtual workshop on **24 June 2025 10:00 – 13:00** to learn more about the Workforce Strategy Impact Fund which is being led by Skills for Care.

During this session you will learn about the application process and principles for projects that the fund has been set up to support. This workshop will be recorded and made available to you on request if you or a colleague are unable to attend this session. A full agenda will follow shortly.

Only Workforce Strategy Oversight Executive Group members are being invited to apply or sponsor an application this year. The application will open in the early Autumn, and this workshop will support you to prepare for that process should you wish to proceed.

Please do contact us if you wish to discuss anything in advance of the workshop at ASC.workforcestrategy@skillsforcare.org.uk



Strategy Updates

- The Care Technologist Training Project - **National Care Forum** is helping to create a new type of professional in adult social care. A Care Technologist is someone who works with people who draw on care and support to help them find and use technology that can improve their ability to make choices, stay independent, stay well, and connect with others. By bridging traditional care practices with technological advancements, the project seeks to improve outcomes for both those who draw on care and support and care professionals, fostering wider adoption of the Care Technologist role across the sector. Please share the link with your networks how to get involved.

- Leading from the Middle **Partners in Care and Health** have published a learning and development hub aimed at council employed adult social care middle leaders. Codesigned with sector partners, the hub is structured around eight key learning themes. It aims to complement regional and local learning and development offers with credible national learning options.

Strategy Updates

On 21 May 2025 **the Care Workers Charity** published the findings of its Care Worker Wellbeing Survey - a powerful reflection of the state of the adult social care workforce, drawn from over 2,000 care workers across the UK.

Key findings include:

- 10% of care workers reported feeling unhappy or depressed.
- Over one-third said their job negatively affects their mental health, yet only 52.63% felt their workplace provided adequate mental health support.
- 06% do not feel financially secure, and 22.86% have had to rely on food banks.
- 42% had experienced or witnessed bullying, harassment, or verbal abuse - often from managers or colleagues.
- 69% are actively considering leaving their roles, and 26.01% would leave as soon as they found another job.

These findings are not just numbers - they represent real people delivering essential care, often under relentless pressure.

Strategy Updates

Adult social care (ASC) workforce and work-related quality of life

DHSC have published survey results on how working conditions, capacity, learning and development, and working relationships affect work-related quality of life in adult social care. Insights and evidence from the survey will support policy development on implementing a fair pay agreements for adult social care, enhancing skills and the national care service. The survey was conducted by Ipsos in association with Skills for Care and the University of Kent.

Key points include:

The wellbeing of the ASC workforce is mixed - While 2 in 5 (41%) rate their life satisfaction as high or very high, a quarter (26%) rate their life satisfaction as low. Anxiety is very common within the ASC workforce, with 2 in 5 people (42%) rating their anxiety as high when asked how anxious they felt the day before the survey.

The intention to leave is high across the ASC workforce - A third (34%) agree that as soon as they can find another job, they will leave their organisation or employer. This is twice the proportion of NHS staff who agreed with this statement in 2022. For those who are considering leaving, the most common destination is a job outside of health and social care (29%), followed by a job in the NHS or healthcare (18%).

Learning and development - Over half of the ASC workforce agree they have opportunities to improve their knowledge and skills (56%), and they are offered challenging work (55%). However, only 2 in 5 (39%) agree there are opportunities for them to develop their career in their organisation or with their individual employer.

Experiences of physical violence, harassment, abuse and bullying - Around half (49%) of the ASC workforce has experienced or witnessed physical violence and (46%) have experienced or witnessed harassment, bullying or abuse in the last 12 months.

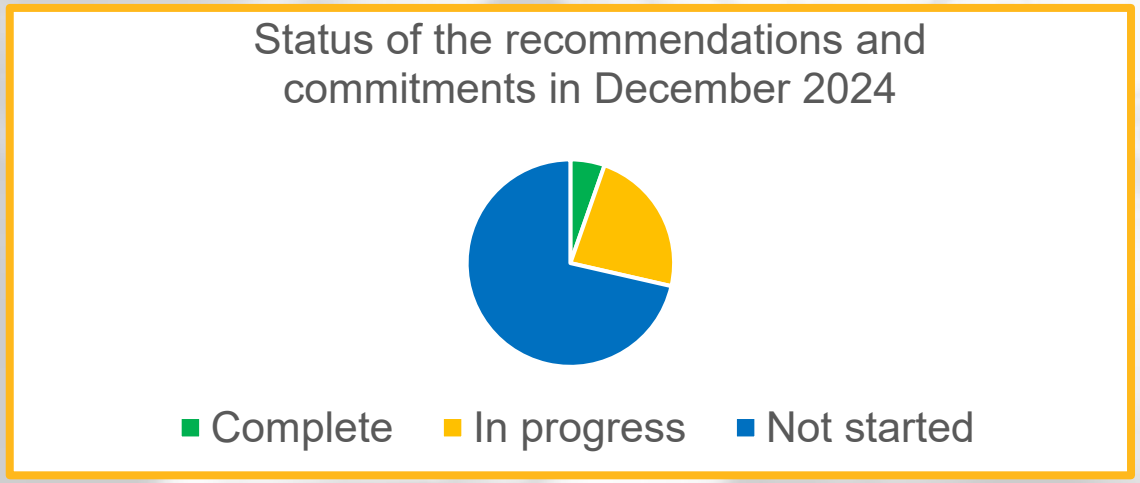
Strategy Updates

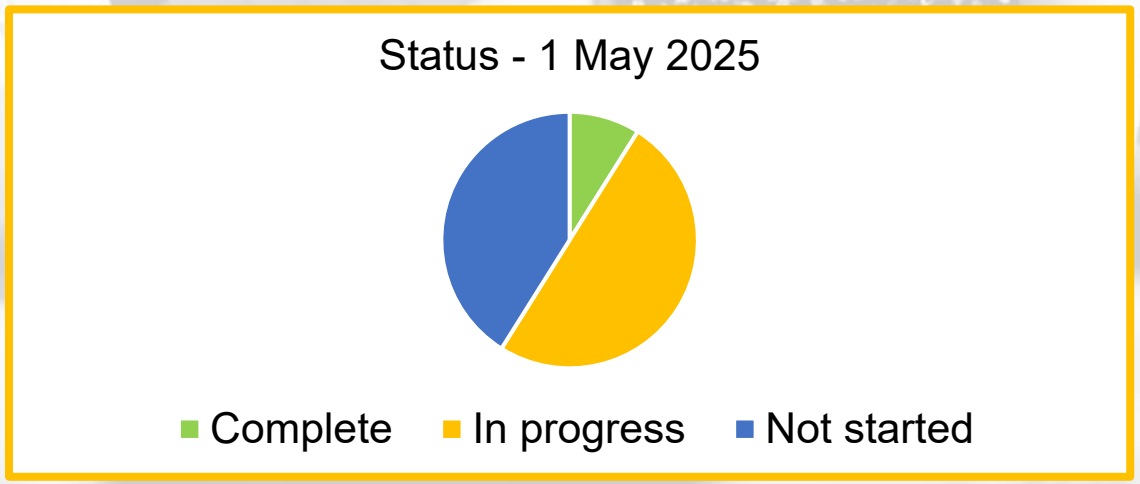
- The Care Workforce Pathway, developed with DHSC, defines progression in adult social care and now includes four new roles: Registered Manager, Deputy Manager, Personal Assistant, and Enhanced Care Worker. Further roles are currently being defined, developed, and will be launched later in 25/26. **Skills for Care** are testing existing pathway resources with employers and refining them to support wider adoption, with the aim to develop best practice guidance how to embed the pathway at a local level.

- The Care Certificate Standards have been updated to align with sector developments and the introduction of the Level 2 Adult Social Care Certificate. The standards define the knowledge, skills and behaviours expected of specific job roles in health and social care. **Skills for Care** have produced a flow chart which highlights how care providers can use the different Care Certificate products

Strategy review one year on – headline themes

- The **Workforce Strategy remains relevant** with support for the ambitions and original recommendations within it. There were no calls for major changes.
- **Momentum is building**. There are notable shifts from planning to delivery - the pie-charts show the changing picture from December 2024. These are particularly across the ‘Attract and Retain’, and ‘Train’ areas.
- **Equity, equality, diversity and inclusion** should be embedded throughout strategy implementation.
- **Some recommendations require sharper definition** and/or greater clarity on organisations responsible for their delivery.
- **Clearer implementation planning** for recommendations and measurement framework needed to support delivery and track progress and impact.
- **Greater ownership and accountability** on delivery of recommendations will drive forward change.





Performance overview May 2025

Delivery of recommendations and commitments

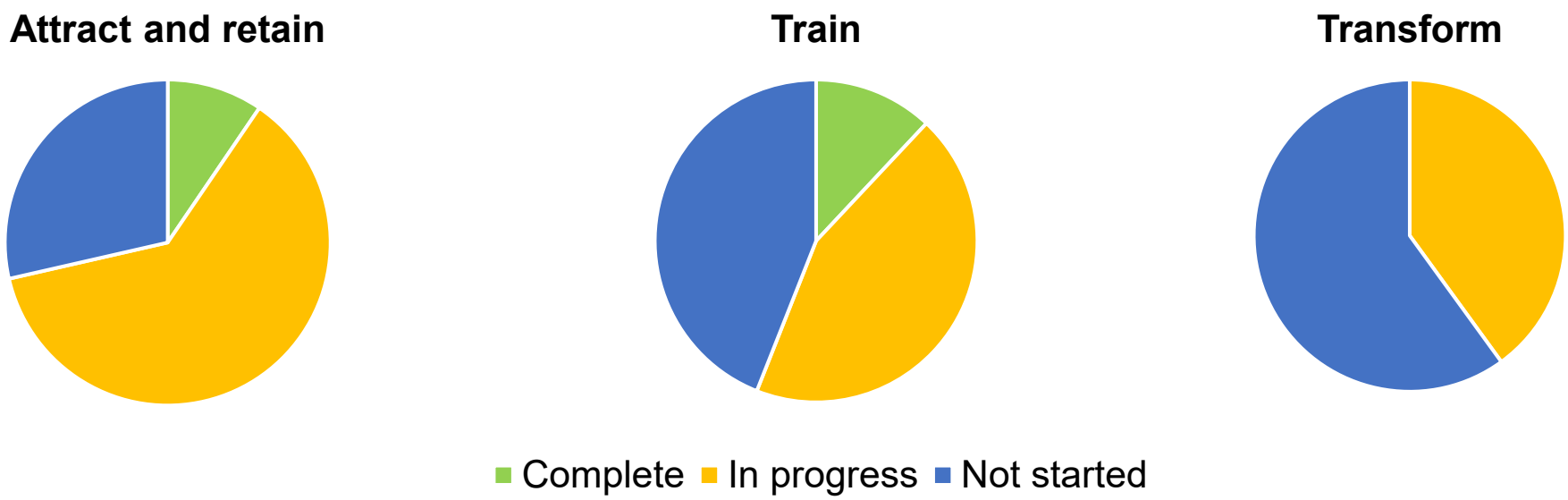
As at 1 May 2025:

- 9% of recommendations are complete
- 50% are in progress
- 41% are yet to start

Change in picture since December 2024

Data from the strategy review shows:

- we have seen the number of completed commitments increase from 3 to 5.
- We have seen the number of in progress recommendations increase from 13 to 28
- We have seen the number of not started recommendations reduce from 40 to 23



Social Care Workforce Race Equality Standard (SC-WRES) conference and report launch

On 7 May 2025 the Greater London Authority (GLA) and Skills for Care held the SC-WRES conference and launched the latest findings from the SC-WRES. You can find the press release about the event and report here.

During the event the we ran a session focused on the Workforce Strategy, co-developed with Dr Clenton Farquarson and including a panel chaired by Clenton and including Sir David Pearson, Richard Smith (Kent County Council), Carmen Gardier (Royal borough of Greenwich) and Akua Agyepong (CQC).

Panel members shared some powerful and poignant comments during the session, and attendees produced some great actions to take away (including us! Following the event, we are developing plans to have more support and challenge on equality, equity, diversity and inclusion.

Our thanks go out to Clenton for working with us to develop the session and to Carmen, Richard, Akua and David for taking part

The SC-WRES Improvement Programme is helping us move from describing inequality to dismantling it. It's more than data — it's a catalyst for change. When we interpret the evidence through a values-led lens and centre the voices of the Global Majority, we start to see the real issue: not a pipeline problem, but a power problem. That's why the impact lies not just in the numbers, but in how we act on them. Change comes through implementation through bold, equity-driven action plans. This is a call to lead differently, with equity as the design principle, not the afterthought.

Dr Clenton Farquharson

Next OEG meeting

OEG Meeting

Our next meeting of the OEG is on 9 July, 12:15 – 15:30 at the Conrad, London St James Hotel in Westminster.

To mark the first anniversary of the Workforce Strategy we're holding an informal lunch reception from 12.15 – 2.00 p.m. We are inviting a number of senior political stakeholders to this reception (including representatives from the Casey Commission). We will share details of who is attending in due course but hope that you are able to join.

The OEG meeting will then run from 2.00 pm – 3.30 pm.

Invites and registration to follow via an Eventsforce link.





Celebrating social care

Skills for Care were fortunate to nominate **Kirstie Jones**, Chief People Officer at Salutem Shared Services and **Rachel Kelso** from Homecare Voices to be formally recognised for their public service at the Royal Garden Party on 20 May 2025.

Both Kirstie and Rachel have done some amazing work to champion the Workforce Strategy and represent the very best of our sector. Its wonderful to see their contribution acknowledged.



