

A black and white photograph showing two women in conversation. On the left, a younger Black woman with braided hair is smiling and looking towards the right. On the right, an older white woman with short white hair and glasses is also smiling and looking towards the left. They appear to be in a home or care setting, with a wooden wall and a chair visible in the background.

ASC Workforce Strategy & Reform Initiatives

**Holly Stockdale: Locality Manager for
Somerset and Dorset**

The context: in 2023-24...

A workforce of **1.59 million** – 5.4% of all jobs in England

4.2% more filled posts (**70,000**) than in 2022-23

131,000 vacancies on any given day (**8.3%**)

26% of staff in the independent sector left their jobs

105,000 international recruits – up 25,000 on 2022-23

A **70,000** drop in the number of British workers in the last two years

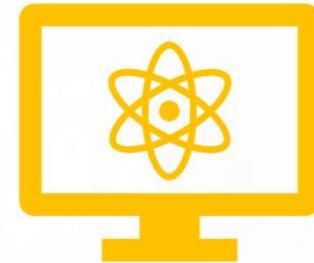
Drivers of change



**The shape of
care**



**The shape of
work**



**The shape of
education**

Background

- Enough of the right people with the right skills to provide the highest quality care and support over 15 years
- Developed by the sector, for the sector
- Themes align to NHS LTWP
- Not mandated at present, but includes commitments and recommendations

Attract and retain

Pay and T&Cs



International recruitment



Regulator actions



10-year attraction plan



Individual employers



Attracting leaders



Regulated professionals



Wellbeing & EDI



Train

Career development



Competency



Regulator actions



Apprenticeships



High-quality training



Training funding



Registered managers



Transform

Workforce planning



Training infrastructure



10-yr transformation



Coastal & rural



New roles



Digital skills



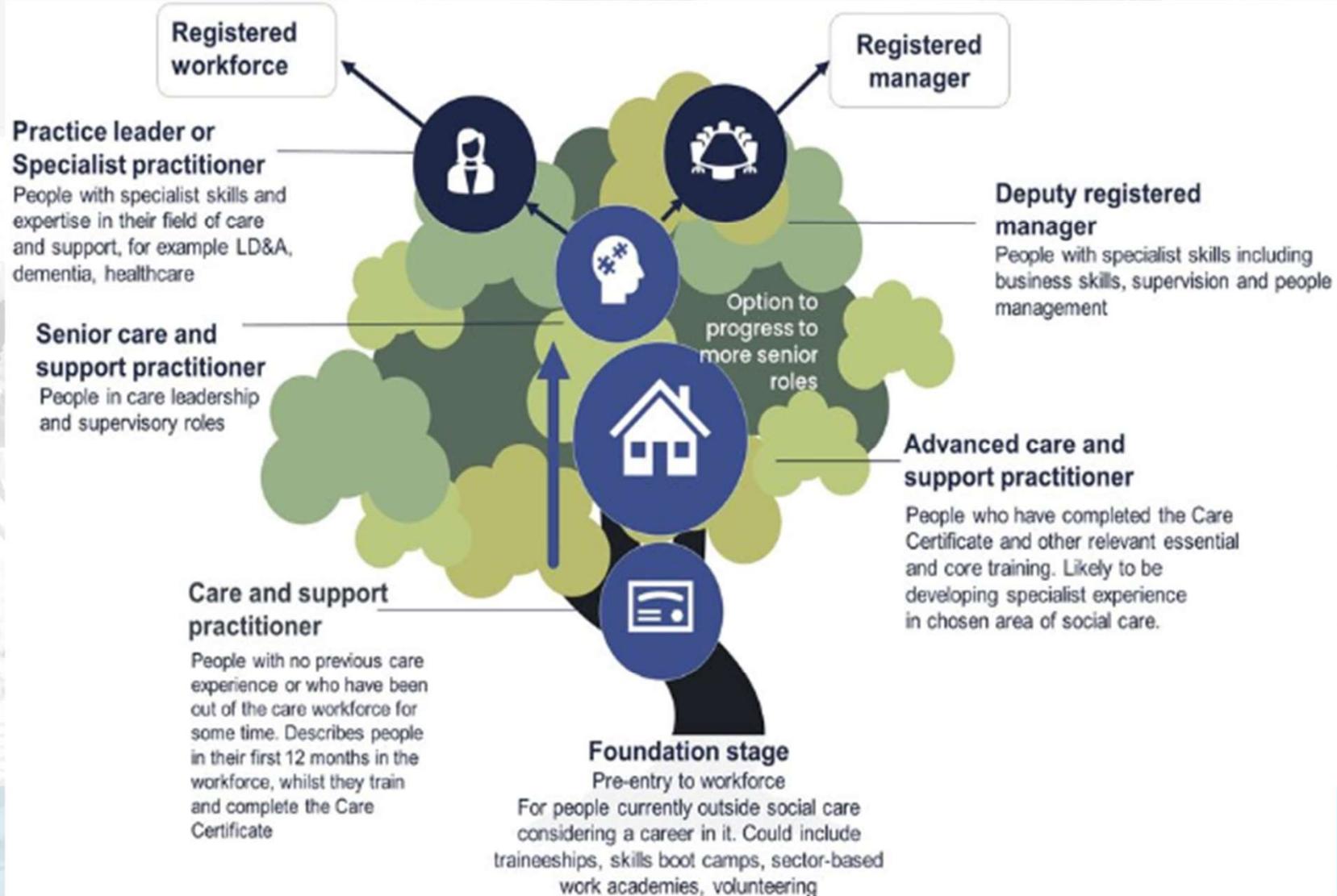
Care technologist



Registration



Care Workforce Pathway



Level 2 Adult Social Care Certificate qualification

- Accredited qualification designed to provide a baseline, reduce repetition and give recognition
- Requires observational assessment
- Expected to take 6-8 months to complete (less if experienced)
- Launched 3 June 2024
- 14 Awarding organisations approved to deliver
- Funding - £1,500

New ASC L&D fund launched

Learning and Development Support Scheme for the adult social care workforce: a guide for employers

Published 6 September 2024

Eligibility

provide an ASC service

directly employ & care staff in England

complete, or have already completed, the [Adult Social Care Workforce Data Set](#) (ASC-WDS)

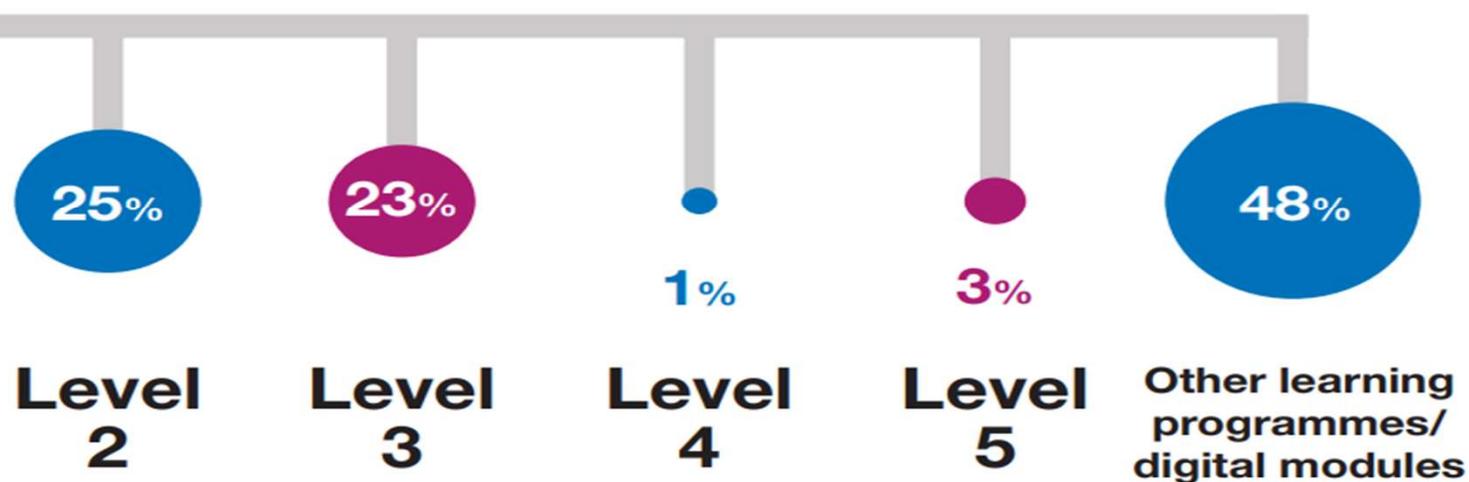
The Workforce Development Fund

2023-24



27,818

qualifications, learning programmes and digital modules claimed for through the main fund



• Statutory and mandatory training

• Guidance update 2024

- The Core and Mandatory Training guidance has been updated to better reflect statutory and mandatory training.
- This was a Skills for Care and CQC commitment in the new Workforce Strategy and we launched it on 18 July 2024.
- It is purposely reflecting a reduction in the statutory and mandatory training requirements, with context on additional training to be determined by each provider or commissioners based on the needs of the people drawing on care and support or the service.
- New guidance can be accessed [HERE](#)

• What has changed?

- **Reduced list:** this now reflects only training that must be undertaken by law, regulation, policy or Standards
- **Refresher frequency:** this now reflects longer timescales for refreshers and includes accepting learning undertaken as part of a relevant qualification as a refresher.
- **Basic principles which can be applied in reviewing refresher periods:**
 - ■ new risks
 - ■ changing care and support needs changed or new care activities
 - ■ changes in the care environment or to teams
 - ■ changes to legislation, practices, guidance and policy
 - ■ competency demonstrated

• What has changed? Continued...

- **Dementia Training:** this now reflects the recommendation for a priority focus on dementia training in the Workforce Strategy.
- **Guidance on identifying and planning training:** this is now included, with a clear link to the Care Workforce Pathway.
- **Guidance on checking competency:** this now reflects the employer responsibility and how to check worker competency.
- **Additional training:** this now reflects that there will be additional training, defined by the employer based on the needs of the service and people who draw on care and support. This will also include any training required in contracts by commissioners.

Free to access - Digital Skills e-Learning Modules for Adult Social Care <https://tinyurl.com/2s3u2a62>

Learners will be able to download certificates for the modules, which can help support their learning pathway towards digital qualifications



Get involved with developing new self-assessment tools!

- SfC working with partners to develop two digital self assessment tools for ASC
- Will support people in identifying what digital learning and resources they need when using technology in the delivery of care
- [Digital skills framework](#) (self assessment for individuals)
- [What good looks like](#) (self assessment for organisations)
- We're holding interactive user groups this autumn to shape these tools: see links above

What next for the strategy?

Autumn will see Skills for Care and partners kick off the delivery and implementation phase

There will be several virtual events, regional or themed, for all to attend

Skills for Care will launch some supporting resources

The Steering Group will become Workforce Strategy Delivery Board and continue to meet and will plan in regular strategy review points.

Focused work with new Government and DHSC officials to get a formal mandate for the Strategy

Read the Strategy



ascworkforcestrategy.co.uk