



The Adult Social Care Workforce UKHCA Conference

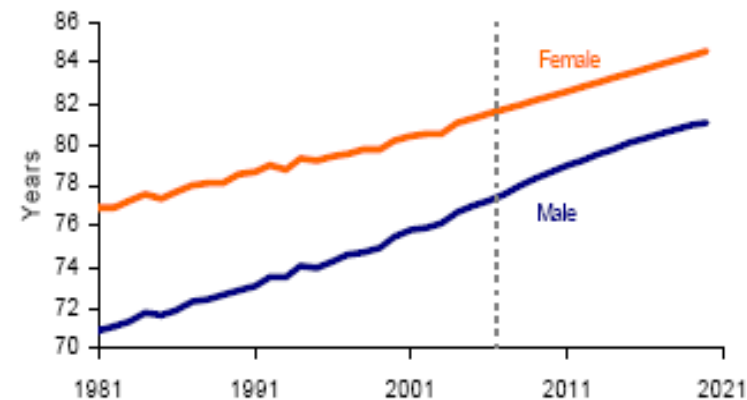
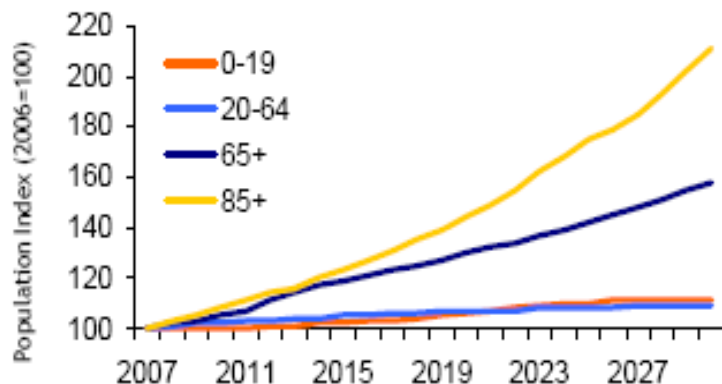
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Glen Mason

Director of Social Care Leadership & Performance - DH

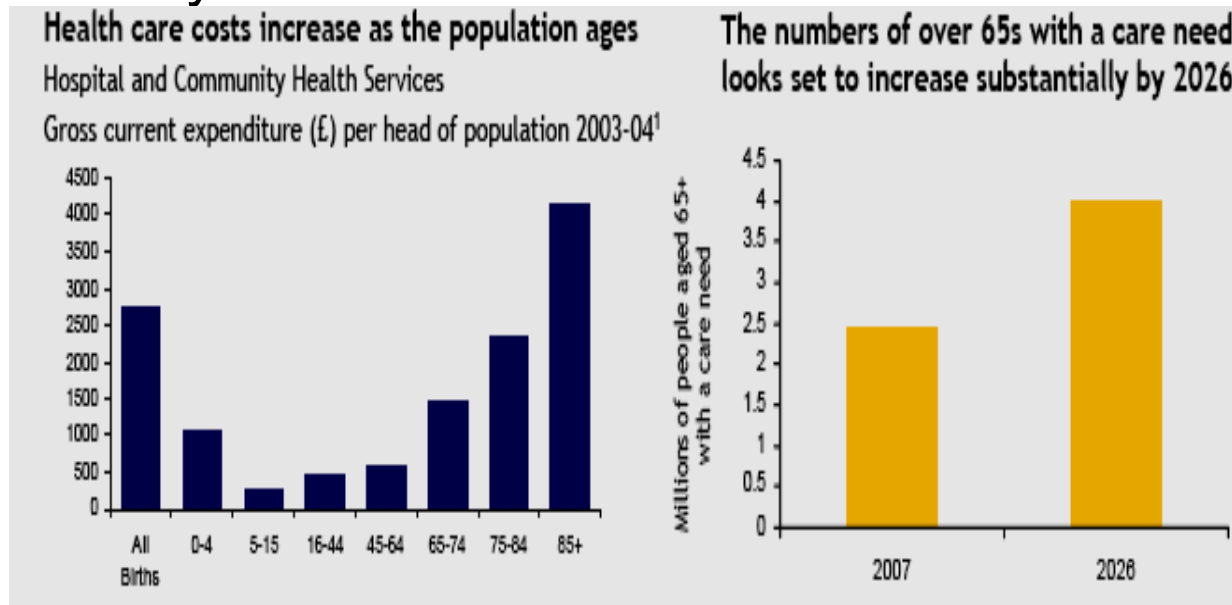
UK population

- The number of those aged over 65 will increase by almost a third by 2020
- Over 85s will double. Over 100s quadruple
- Increase of 2.9 million people with disabilities to 8.6 million by 2040

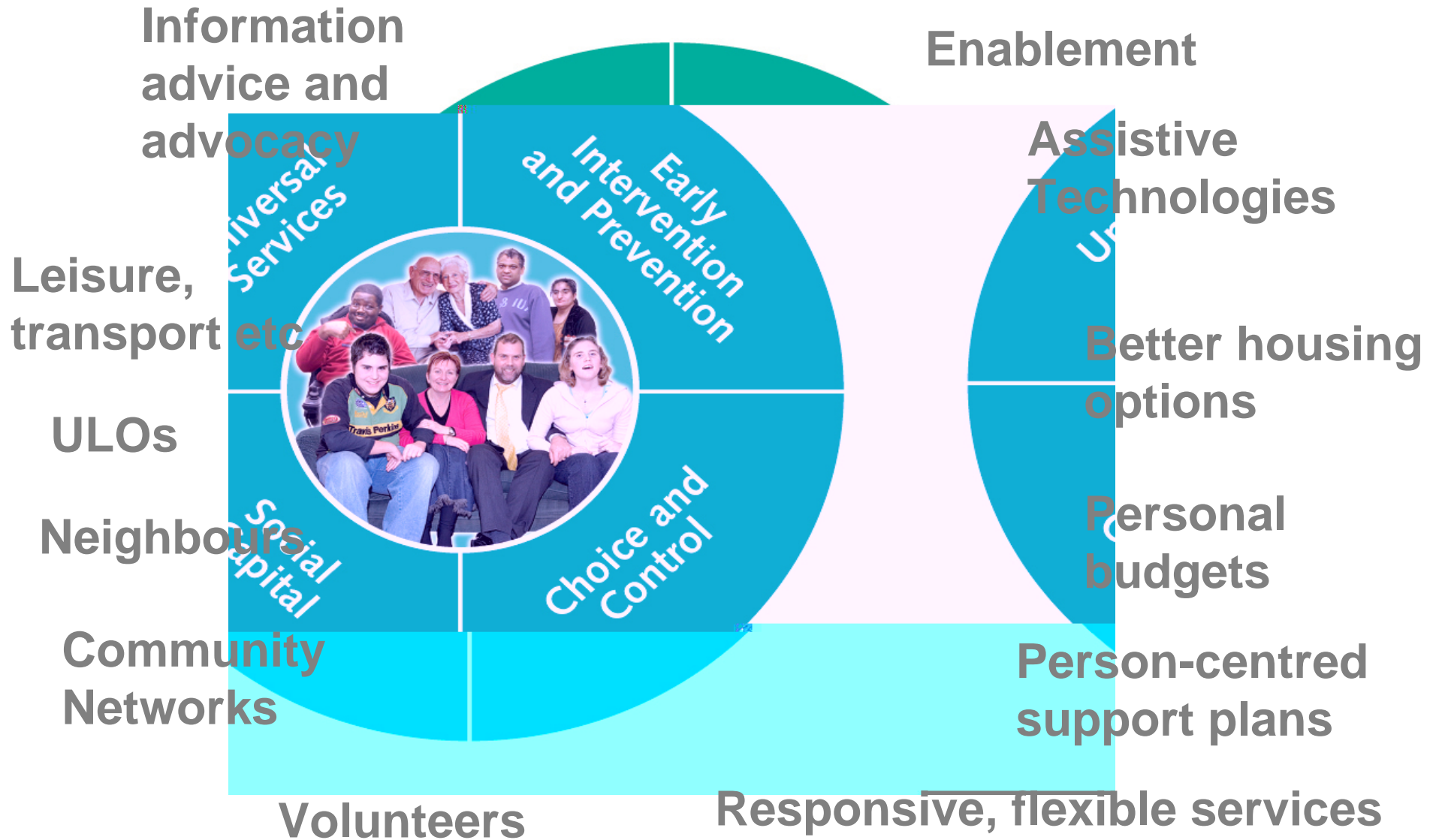


Older People

- Average man will have 9 years with long term limiting illness compared to 6 years in 1981
- As the numbers grow, demand for care will increase, creating a need for public services but also for informal carers such as family and friends
- We expect 1.7 million more people will require care and support in 20 years



Workforce implications for all quadrants



Context



- Leadership
- Co-production
- Subsidiary
- Systems Alignment

Context 2



- Productivity
- Quality
- Innovation

The Social Care Workforce



- 1.5 million in the wider social care workforce (an increase of 8% since 06-07)
- 1million work in the independent sector
- 66% of social care staff have a relevant qualification
- An estimated 36,000 employers of which 150 are local authorities
- Turnover rates for 17.9% with vacancy rates of 3.8%
- 80% of vacancies for care workers
- 81k Registered social workers

Challenges of Personalisation Agenda



- Huge transformation agenda
- One size doesn't fit all – managing risk
- Changing roles and new roles
- Next Stage Review – workforce planning
- Where will the workforce come from?
- Role of the DASS
- World Class Commissioning
- Role of the individual as employer and commissioner
- A strategy for the sector
- Working with partners – NHS, DCSF

The Strategy



Recruitment, Retention & Career Pathways

- Key Products & Outcomes: Develop Newly Qualified Social Worker Status, National Recruitment Campaign, National Minimum Data Set development, Care First

The Strategy



Leadership, Management & Commissioning Skills

- Key Products & Outcomes: Skills Academy, National Management Trainee Scheme, Links to world-class commissioning

The Strategy



Workforce Development

- Key Products & Outcomes: Continuing Professional Development, Review social work education with DCSF, Ensuring implementation of skills pledge, Implications of workforce re-modelling, Outputs of Five Point Plan: Awards, Journal, Dissemination of Good Practice, e-learning, Social Care TV

The Strategy



Joint & Integrated Working

- Key Products & Outcomes: Scoping for Next Steps
Review and integrated workforce planning, responsibility of Directors of Adult Social Services for strategic workforce planning across the sector

The Strategy



Improving Quality including through regulation

- Key Products & Outcomes: registration of domiciliary care workforce, regulation and personalisation – managing risk, new roles etc.

The Strategy



- **Workforce Re-modelling**
- Key Products & Outcomes: New Types of Worker, Policy scoping – Service Users as Employers and Commissioners, Individual Budget Implications



Thank you

Glen Mason

Director of Social Care Leadership and Performance