

Andy Tilden

What we know about the workforce





State of...2016

Workforce and forecast

The estimated size of the ASC workforce is 1.55 million jobs. Undertaken by 1.43 million people (some workers have more than 1 job).

The number of adult social care jobs has increased by 18% since 2009 (by 240,000 jobs) and if the adult social care workforce grows proportionally to the projected number of people aged 65 and over in the population then the number of adult social care jobs will increase by a further 18% by 2025, to 1.83 million jobs.

Brexit?



State of...2016

Vacancies and turnover

Skills for Care estimates that 6.8% of roles in adult social care were vacant. Average of approximately 84,000 vacancies at any one time. The vacancy rate between 2012/13 and 2015/16 had risen each year, from 4.5% in 2012/13 to 6.8% in 2015/16.

Skills for Care estimates that the turnover rate of directly employed staff working in the adult social care sector was 27.3%, this means approximately 339,000 leavers per year. Turnover rates have increased steadily, by 4.7 percentage points, between 2012/13 and 2015/16.



What we are doing

Possibly the obvious?

Promoting Careers in Care

Pre employment training

/ Care Ambassadors

Finding and keeping workers

Employing your own care and support

Value Based Recruitment

Graduate recruitment



What we are doing

Possibly the not so obvious?

Leadership and Management

Registered Manager's support

Learning and Development

Culture (the way we do things around here) toolkit

Marketing and communication of your service

Sharing good news stories



What we are doing

Possibly untapped markets?

Targeting and attracting from the community you serve

And clearly not all are suitable but how about:

- Prisoners. Just under 85,000 people in prisons in England

- Homeless/Rough sleepers

- Disabled people

- Older people

- Drug and alcohol users
