

A black and white photograph of a young man and an elderly woman walking together in a hallway. The young man is on the left, wearing a plaid shirt and a lanyard, smiling. The elderly woman is on the right, wearing a cable-knit cardigan, also smiling. They are walking towards the camera. The hallway has white walls and a carpeted floor.

Our future plans and statistical governance

June 2025

Upgrade of the workforce intelligence website

In Spring 2025 we began work to upgrade the [Workforce Intelligence website](#) to improve the user experience. This reflects our overall aims for continuous improvements, not just of our publications but of our relationships with our users.

The website upgrade project has been user-led, with user research sessions taking place over a 9 week period. We talked to multiple stakeholders to gain valuable insight into the performance and features of the website as it currently stands, to help direct new a new design and layout. We then did usability-testing of proposed new designs, with the end goal of a clear logical presentation of all our written publications, data files and visualisations.

Work is now on-going to implement these new designs, ensuring a new website look and feel that allows users to easily navigate and explore the data in more depth than is currently possible.

Data engineering and automation

In 2022 we began work to build an automation pipeline using data engineering. Once completed, this will allow us to better estimate the size and nature of the adult social care workforce using data collected in the ASC-WDS.

It will also allow us to produce estimates much quicker, whilst retaining high levels of accuracy. Monthly tracking information and results in annual publications will be better aligned and it will be possible to reduce the timings between data collection and report publications. In addition with fully automated estimations available, we will be able to respond quickly to changes in the adult social care workforce and its behaviour.

Development of the pipeline is on-going, and we now publish the estimated number of filled posts in the adult social care workforce on a monthly basis in our [filled posts monthly tracker](#). It should be noted that these estimates are published as statistics in development and may differ from other Skills for Care publications at this time.

Currently the focus of the data engineering programme is on the size of the workforce: filled posts, split by job role. After this is achieved, we will progress on to automating recruitment and retention information and then workforce characteristics, such as demographic information.

In the future, data engineered estimates will be used to create our annual publications. The first publication to use this will be the '[The size and structure of the adult social care workforce in England](#)' report (July 2025) because it focusses on the size of the workforce. We will continue to develop the pipeline so that more publications will use these outputs in future, once workforce characteristics have been incorporated.

Our plans as an official statistics producer

As it stands, only one of our publications is badged as accredited official statistics ([‘The workforce employed by adult social services departments in England’](#)).

In future we will designate other reports as official statistics and have them accredited in the same way. Once the previously mentioned data engineering work is complete, we will look to put forward the [filled posts monthly tracker](#) and [‘The size and structure of the adult social care workforce in England’](#) for assessment.

In the meantime as an official statistics producer, Skills for Care will continue to follow the [Code of Practice for Statistics](#) as set by the Office for Statistics Regulation (OSR) for all other reports and publications.

Statistical governance structure

As producers of official statistics, we the Analysis team (part of the Workforce Intelligence team) at Skills for Care, adhere to the [Code of Practice for Statistics](#).

The rules within the Code apply not only to our team, but to the wider Skills for Care organisation as well. As part of our commitment to these, we will be running training sessions with relevant internal colleagues to spread awareness of the Code of Practice and its implications on all data workstreams and outputs.

All numerical work created by Skills for Care will be subject to sign off from the Lead Official prior to publication. This includes for example,

- Written publications, such as those created by the Workforce Intelligence team
- Research reports
- Press releases

To read more about our values and commitment to the Code of Practice for Statistics, visit our [website](#). We plan to publish our full statistical governance structure on our website for transparency in due course.



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