



Statement on job role changes in the ASC-WDS November 2025

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Changes to job roles

At the point of data collection in the ASC-WDS, employers are given a choice of job roles to choose from to best reflect the role of each of their workers.

The ASC-WDS data collection process is continually being reviewed and modified, with regular user-research sessions with our users to improve their experience and reflect the changing nature of the adult social care workforce. As a result, in August 2023, three new job roles were added to the ASC-WDS: deputy manager, learning and development lead and team leader. In June 2024 a further seven roles were added: data analyst, data governance manager, IT and digital support, IT manager, IT service desk manager, software developer and support worker. Two job roles were removed at the same time: technician and care navigator.

Since the introduction of these roles in the ASC-WDS, we have seen many staff records updated to more accurately reflect the worker's role. This has resulted in changes to the number of filled posts in some job roles, as staff have been re-coded to one of these new options when they were previously recorded as a different job role. It should be noted that some of these workers that are being re-coded will also have been genuine job role movements or promotions.

This re-coding of job roles has caused some slight discontinuity in trends for different job roles since 2023. This should be acknowledged when interpreting job role trend information.

We have minimised the impact of these changes by not showing trends for new jobs. The growth in the number of staff recorded under these roles has grown since 2023, but most of this growth will be associated with ASC-WDS users using these categories for the first time, rather than genuine growth in the numbers in the job role. We plan to show trends for these new roles in the future.

Number of staff recorded under new job roles

Table 1 shows the number of staff recorded under new job roles as at March 2025.

The most common new job roles recorded were support worker, team leader and deputy manager. Some staff who were previously recorded in other jobs have been re-coded into these roles. The tables below explore the impact of these new job roles on trends for other job roles.

Table 1. Number of staff records for new job roles, March 2025

Source: Unweighted ASC-WDS data

Job role (2025)	Count of staff recorded in March 2025
Support worker	44,773
Team leader	7,094
Deputy manager	3,616
Learning and development lead	440
IT and digital support	427
Data analyst	292
IT manager	113
Software developer	36
Data governance manager	19
IT service desk manager	6

Support worker

Table 2 below shows that many support workers were previously recorded as care workers or community support and outreach in ASC-WDS. In our 2024/25 publications, we have not shown the trends for care workers as many support workers were previously recorded as care workers. We have also not shown trends for community support and outreach as many workers from this job role were also re-coded to be support workers.

In terms of trends, we have shown trends for 'care workers and support workers' grouped to provide a stable and reliable trend over time. Showing the care worker group alone in trends would show a decrease in the number of job roles (due to some care workers being re-coded into support workers), also some of the characteristics would have changed over time as support workers often show different characteristics to care workers.

It should be noted that trends for the direct care job role group remain unaffected by this change as nearly all support workers (which is in the direct care job role group) were previously recorded in other direct care providing roles.

Table 2. Previous job roles of workers recorded as ‘support worker’, between March 2024 and March 2025

Source: Unweighted ASC-WDS data

Previous job role (2024)	Count of workers recoded as support workers in 2025
Care worker	12,844
Community support and outreach	4,514
Senior care worker	296
Activities workers and co-ordinators	139

No other job roles had more than 100 staff re-coded to be support workers, therefore the impact is minimal.

Team Leader and deputy manager

Tables 3 and 4 below show that much smaller numbers of staff were re-coded to be team leaders and/or deputy managers from other job roles.

As such, the impact on trends of other job roles will be minimal and therefore no adjustments have been made. There may be a slight impact on the trends for first line managers and supervisors, but these job roles are not shown individually in trends. The trend is usually shown for the ‘managers’ job role group which is unaffected because the new roles are in this group, as are the first line manager and supervisor roles.

There may be a small impact on trends for senior care workers. However, the number of re-codes identified in the tables below (554) only represents 0.7% of all senior care workers (82,000). As such, the impact on the statistics will be minimal.

Table 3. Previous job roles of workers recorded as ‘deputy manager’, between March 2024 and March 2025

Source: Unweighted ASC-WDS data

Previous job role (2024)	Count of workers recoded as deputy managers in 2025
First line manager	271
Senior care worker	177
Care worker	130

Table 4. Previous job roles of workers recorded as ‘team leader’, between March 2024 and March 2025

Source: Unweighted ASC-WDS data

Previous job role (2024)	Count of workers recoded as team leaders in 2025
Supervisor	745
Care worker	743
Senior care worker	377
First line manager	291



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