

# Making a difference



Unless otherwise stated, all figures relate to 2016/17 and are based on Skills for Care monitoring and evaluation data. For more information please contact [evidence@skillsforcare.org.uk](mailto:evidence@skillsforcare.org.uk).

## About adult social care



**19,000**

organisations



**1.43m**

people



**40,000**

sites

## The issues



**90,000**

vacancies across social care.



**900**

workers leave adult social care every day, one-third leaving the sector. [1]



**1,100**

new starts in adult social care every day, one-third are recruited from outside the sector. [1]



**21%**

of employers with vacancies report skills shortage as a factor. [2]

## Our reach

### NMDS-SC

**23,000** establishments submit their data to NMDS-SC enabling accurate and up to date analysis of the sector to be carried out - including all **152** local authorities.



### Engagement

**35,000** subscribers to e-news/ CARE magazine.

**6** events per week delivered across England.

**15,000** Twitter followers.

**5,000** like us on Facebook.



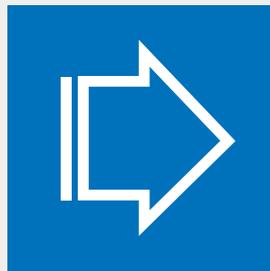
# Recruitment and retention

## The issues



**90,000**

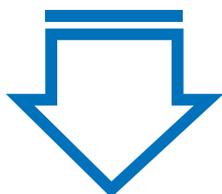
vacancies  
across social  
care.



**900**

care workers  
leave their job  
every day.

## How we're helping



Turnover is **5.6**  
percentage points  
lower among employers  
who use values-based  
recruitment.



**18,000** people  
accessed the values-  
behaviours based  
recruitment and retention  
toolkit.



**Over 7,000**  
people have accessed  
Finding and keeping  
workers since its launch



**79%** said it helped improve their  
recruitment and retention practice.



**50%** said it helped reduce staff  
turnover.



**69%** said it helped attract more  
people with the right values and  
skills. [3]

## Attracting workers



**955**

people registered  
with *I Care...*  
*Ambassadors*  
promoting careers  
in care.



**93%**

of audience  
members  
who listened  
to *I Care...*  
*Ambassadors* said  
they now have a  
better idea of what  
its like to work in  
social care.



**+35%**

increase in those  
interested in a  
career in social  
care. [4]



**40,000+**

people accessed  
the Think Care  
Careers website.

# Learning and development

## The issue



**21%**

of employers with vacancies report skills shortage as a factor. [1]

## How we're helping



**17,000+**

social care staff benefited from WDF..



...in **3,200**

establishments. [5]



**85%** of employers said this has helped them address their most pressing skills gap.



**90%** said the quality of care they provide or receive had improved as a result. [6]



**570** personal assistants supporting 100 individual employers have benefited.



**101** training providers are now endorsed by Skills for Care.



**6,680** downloads of our dementia resources.



**3,000** downloads of our mental health resources.

## Social workers

**1,300**

newly qualified social workers registered for the Assessed and Supported Year in Employment.



**90%** completing it are confident in managing both the complexity and volume of their caseload. [7]

## Apprenticeships

**4,500** direct Apprenticeship starts generated by our Apprenticeship Ambition Programme.



**14,800** starts on the higher apprenticeship framework.



**17%** share of all apprenticeships now in health and social care.



**1/3** of apprentices are new to social care. [8]



**65 organisations** benefited from our Positive Behavioural Support and Autism Training Fund. [9]

**98%** of staff became more aware of how to reduce restrictive practice.

**82%** of organisations who were hoping to reduce or avoid hospital admissions achieved this.

# Leadership and management

## The issues



9/10

services rated good or outstanding for leadership, got that rating across the board.



49%

of the registered manager workforce is aged 50-55.

## How we're helping

**Eight** tailor-made programmes to develop leaders, managers and Commissioners.



A comprehensive support package for Registered Managers, including

**156** facilitated networks.



4/5

of those completing the National Graduate Management Training Programme are now working in health or social care.

## Registered managers networks

**60%** of Registered Managers said the networks helped them feel more supported in their role.

**70%** said attending the networks had made them feel less isolated.

**69%** said they felt more positive about their current position, and about the role of RM, as a result of attending network meetings.



[1] NMDS-SC data 2015/16.

[2] Employer Skills Survey 2015.

[3] Outcome figures are from the latest independent evaluation of Finding & Keeping Workers (Consilium, 2016) and are based on 177 responses to a survey of employers.

[4] Audience figures are from the latest *I Care... Ambassador Impact Tool National Report* and cover the two year period 10/4/15 - 10/4/17.

[5] This is a minimum figure; the total number of beneficiaries in 2016/17 is likely to rise as claims are finalised by June 2017.

[6] Outcome figures are from the latest independent evaluation of WDF (Ekosgen 2015).

[7] Outcome figure from the 2015 longitudinal study of ASYE undertaken by Skills for Care.

[8] All Apprenticeship figures are from Skills for Care's evaluation of the Apprenticeship Ambition Programme Evaluation (2017) and relate to the whole five years of the programme 2012/13- 2016/17.

[9] Figures from 2015/16, evaluation published 2016/17.

