

The Care Act 2014 brings care and support legislation together into a single act with a new wellbeing principle at its heart.

It introduces major reforms to the legal framework for adult care and support in England - to the duties of local authorities, to the rights of those in need of care and support and their carers, and to the funding system for care and support.

What does it mean for you?

Implementation of the Care Act in April 2015 meant significant implications for the adult social care workforce in England.

The changes impact the way councils do business and the roles of their workforce. They have an impact on care providers and user organisations and their roles in the delivery of care, and the expectations and duties placed on them by this legislation.

An updated edition was published in March 2016 and supersedes the version issued in October 2014. It takes account of regulatory changes, feedback from stakeholders and the care sector, and developments following the postponement of social care funding reforms to 2020.

How can we help?

We recognise that employers need easily accessible tools to help them plan for the implementation of the Act, so Skills for Care and the National Skills Academy for Social Care have worked with key partners to develop them.



Care Act 2014

Updated June 2016



Skills for Care has a wide range of other resources that can support the Care Act implementation.

For more information and to access all the resources visit www.skillsforcare.org.uk/careact

In association with:



How prepared are you for the Care Act?

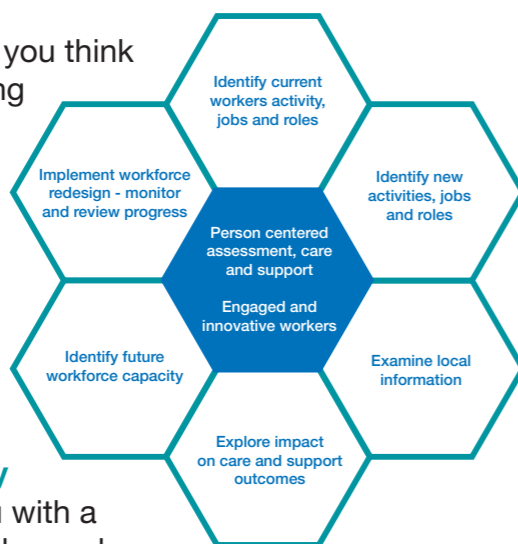
Do you have the right number of people in the right roles to deliver change?

To get started take a look at our [workforce readiness tool](#). This will help you reflect upon your current workforce, its skills and knowledge and how the Care Act may require a change of approach.

Answer the questions in the tool and you will receive an individual 'readiness report' via email. It includes an assessment of the level of preparedness indicated by your answers and provides links to specific resources that have been identified to support workforce development in areas where more work may be needed. This tool is now available at www.skillsforcare.org.uk/careact

If you want some support to help you think through the issues of implementing change, take a look at our [workforce capacity planning model](#). This will help you start a discussion and guide your thinking, using the different areas to prompt you.

To help you make the changes you may have identified we're developing a [workforce capacity modelling tool](#). It will provide you with a way of exploring and analysing roles and skills in relation to different care groups and test out how different workforce configurations might look, without having to implement workforce change in practice. This tool is currently being developed and tested and will be available in early 2015. These resources are available at www.skillsforcare.org.uk/careact



Do your staff have the right skills and knowledge to meet the changes required by the Care Act?

We've worked in partnership with The College of Social Work to produce [free learning and development materials](#) to ensure that the adult social care workforce is ready and capable to deliver the changes required by the Act.

These materials are an introduction to the changes. They are intended as a first step towards building a competent workforce in relation to the Act by providing information and learning about those changes. Topic areas include:

- [introduction and overview of the Act](#)
- [information and advice](#)
- [first contact and identifying needs](#)
- [charging and financial assessment](#)
- [person centred care and support planning](#)
- [transition to adulthood](#)
- [partnerships, cooperation and integration.](#)

Rather than an 'off the peg' training pack, the materials are designed to be adapted and used by leaders, managers, self-directed learners and learning and development professionals in the sector using their professional judgement.

The materials are available at www.skillsforcare.org.uk/careact.

Does your organisation employ social workers?

Employing and commissioning social workers in adult services must address the current and future needs of the local population and the requirements of the Care Act.

Working with employers and partners across the sector, including The College of Social Work, we have developed [Effective Deployment - Commissioning and planning for social workers](#).

This resource supports decision making to ensure effective deployment and commissioning of the social work workforce across all job roles. It is aligned to the workforce capacity planning model and support social work organisations to:

- [learn from others and share best practice](#)
- [work with risk](#)
- [identify factors influencing the demand for social workers](#)
- [measure the impact of social workers](#)
- [make the most of your workforce](#)
- [encourage practice leadership](#)
- [understand the role of the social work workforce in the context of the Care Act.](#)

The resource is available at www.skillsforcare.org.uk/effectivedeployment.

