

A Workforce Strategy for Adult Social Care in England

Written in July 2024

Checked in July 2025



**Easy
Read**

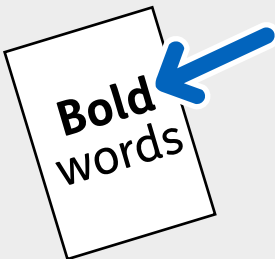
Easy Read



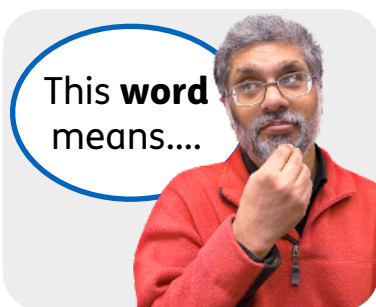
This is an Easy Read version of some information. It does not include all of the information but it will tell you about the important parts.



This Easy Read booklet uses words and pictures. Some people may want help to read it.



Some words are in **bold** - this means the writing is thicker and darker. These are important words in the booklet.



Sometimes if a bold word is hard to understand, we will explain what it means.



Blue and underlined words show links to websites and email addresses. You can click on these links on a computer.

What is in this booklet

About this booklet	4
About social care	6
Things are changing	11
What we want.....	14
What should happen.....	16
Find out more	21

About this booklet



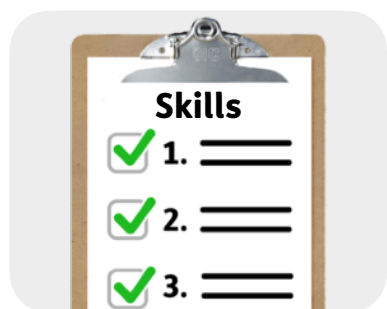
This booklet from Skills for Care is about the **Workforce Strategy for Adult Social Care**.



The **Workforce Strategy** explains what we think should change to make sure that social care is better in the future.



Adult social care is support that you need to live a good life.



We want to make sure that there are enough good social care workers in England who:

- Have the right skills.
- Are doing the right jobs.





The Workforce Strategy will last for 15 years.



We will do regular checks to make sure that the strategy is working.

About social care

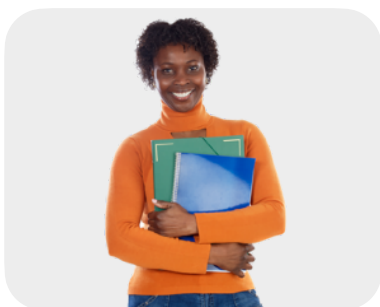
Lots of different people work in social care, like:



- Nurses.



- Care and support workers.



- Social workers.



- Personal assistants.



- Occupational therapists.



Lots of different organisations are involved in social care work.



They need to work together to make sure that the Workforce Strategy works well.



This will help make social care better now and in the future.

Social care is important because it gives people the support they need to:



- Be safe and healthy.



- Live a good life and do things they enjoy.

Social care is also important because it gives people the support they need to:



- Leave hospital if they do not need it.



- Be independent, so they can live in their own homes and do their jobs.

Social care is also important because:



- Social care creates interesting jobs for people in their local area.



- Social care workers will spend their wages in their local areas.

That means that people and businesses in their local area will be better off.

Social care in the future



In the future, there will be more people who need social care in England.



But we do not have enough social care workers now.



So it is very important to get more social care workers.

Social care workers from other countries



Other countries also need more social care workers.

That means that:



- It will be hard to get social care workers from other countries.



- Some social care workers may leave England to work in other countries.

Things are changing



Today, people have different social care needs than they had in the past.



They also want more choice and control over the support they get.



So we will need to create new jobs to make sure that everyone gets the right support.



More people may also want to be supported by a personal assistant.

Workers also want different things when they work. They want to:



- Work in a more flexible way, like working at different times or working from home.



- Do jobs that help other people.

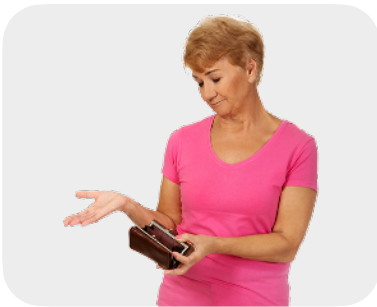


- Use computers and phones to do more work.



- Carry on learning new things for their whole lives.

Fair pay



Lots of social care workers are paid low wages and cannot pay for things they need.



Some people who want to do social care jobs might leave to do other jobs that pay more money.



That means that it is very important to pay social care workers higher wages.

What we want

We want the Government to help us with the strategy by:



- Supporting training for social care workers, so they can do their jobs really well and get better jobs in social care.



- Making laws to help social care workers work in the best way.



We also want the Government to help make sure that social care workers are well-paid.



They should do this by spending more money on social care.

The Government should also:



- Work with local councils, care organisations and trade unions to decide how much social care workers should be paid.



- Change the law, like by making the **minimum wage** higher for social care workers.



The **minimum wage** is the smallest amount of money that an employer is allowed to pay a worker by law.

What should happen

Making jobs better

Organisations involved in social care work need to make social care jobs better by:



- Finding new social care workers from all parts of England.



- Looking for new social care workers from other countries in a way that is fair to those countries and the workers.



- Making sure that social care jobs are well paid.



- Helping social care workers be happy and healthy.

Organisations also need to:



- Find more people to work in social care who might not have thought about it before.

This might mean finding more men and younger people to work in social care.



Find more people who want to be social workers and other care professionals, like nurses and occupational therapists.

Training



Training social care workers is very important.

We need to make sure that social care workers get the training they need so they can:



- Do their jobs safely and well.



- Get better at their jobs by finding new ways of working.



- Learn the skills they need to have a great career and get better social care jobs.

Social care workers should also get training so they can:



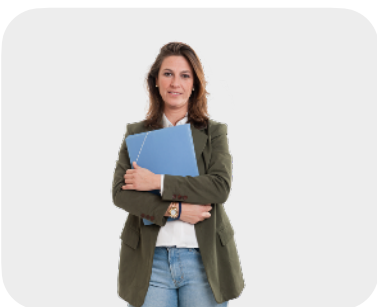
- Learn how to be great leaders and managers in social care.



- Use computers, phones and **assistive technology** to better support people they care for.

Assistive technology is gadgets and equipment that help disabled people.

We also need to provide more training for:



- Social care professionals, like social workers.



- Health professionals who work in social care, like nurses and occupational therapists.

Government work

We need the Government to support and work with different organisations to:



- Make plans and create an organisation to make sure that there are enough social care workers.



- Create a way to check that social care workers are working well.



- Find more social care workers to work in areas in the countryside and by the sea.



- Help social care organisations use computers and phones in new and better ways.

Find out more

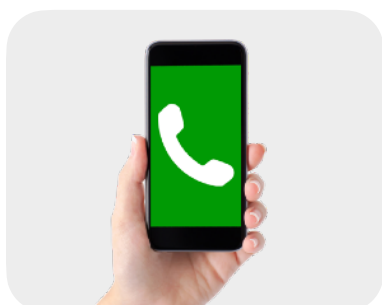


You can find out more about the workforce strategy here:
www.skillsforcare.org.uk/Workforce-Strategy/Home.aspx

You can contact us by:



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