

## A case study

# Future workforce and sector modelling

## With Solihull Metropolitan Borough Council

*The future may be uncertain but that doesn't mean you can't plan for it, we were approached by Solihull MBC to do just that.*

### Background

- Solihull were aware of our national level workforce forecasting work and approached us to work with them.
- Like many local authorities, Solihull are facing the pressures of reducing budgets and rising demand for services.
- They wanted to understand what the scale and direction of change may be for adult social care services and the adult social care workforce locally. They also wanted to understand the economic value of adult social care locally.

### What we did

*As with any project, we had a number of conversations with Solihull MBC so that we fully understood requirements.*

- Using our weighted workforce estimates for Solihull alongside future population projections, we developed the Base Case scenario. This showed what the workforce would look like if care delivery models remained the same up to 2030.
- We organised and delivered a 'Horizon Scanning Workshop' with key decision-makers in Solihull. In this session we posed questions to the group around factors that might affect demand for care over the next 5, 10 and 15 years and how care delivery may change.
- We developed four alternative scenarios to the Base Case scenario which we used to model four potential futures for adult social care in Solihull.
- We presented the results of the workforce modelling to Solihull, this included estimates of future workforce numbers (and their underlying assumptions) at 2020, 2025 and 2030 as well as a report focusing on the economic contribution of adult social care to the Solihull economy.

## Outcomes

- A full picture of the current adult social care sector and workforce and associated issues
- An evidence base showing the likely workforce and service delivery impacts of different policies in the short and medium term, including projected workforce numbers by job roles and settings
- An understanding of the economic value of adult social care to the local economy
- The information to help them make better informed decisions about the future

## Testimonial

Testimonial received by Karen Murphy, Business Transformation Directorate for Solihull MBC, October 2017;

*“Skills for Care’s Workforce Intelligence team worked with us throughout the project. They helped us to define our requirements and helped us understand what was possible. They successfully combined their expert knowledge of data and workforce modelling with our own knowledge and local expertise to create a range of potential futures for the Solihull adult social care market and workforce. These models are now very much part of our evidence base for planning over the next 5, 10 and 15 years.”*

