



The Adult Social Care Workforce Strategy

Skills for Care

ASCworkforcestrategy@skillsforcare.org.uk

A Workforce Strategy

for Adult Social Care

Attract and retain

Train

Transform



www.ascworkforcestrategy.co.uk

The current context



Three strategic shifts

1 Hospital
↓
Community

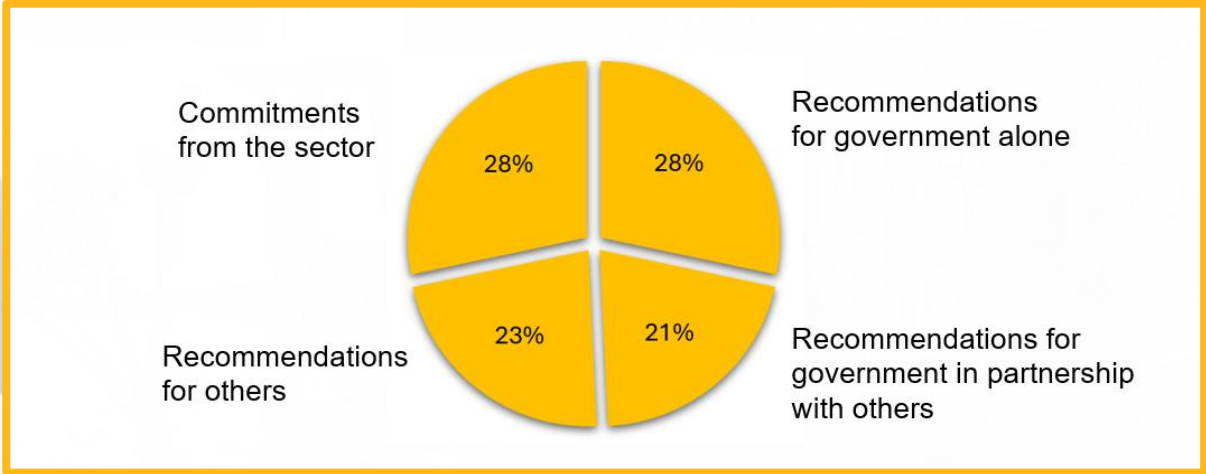
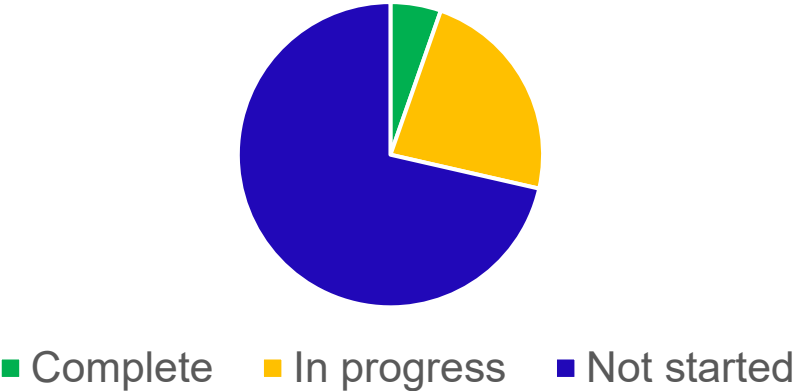
2 Analogue
↓
Digital

3 Sickness
↓
Prevention

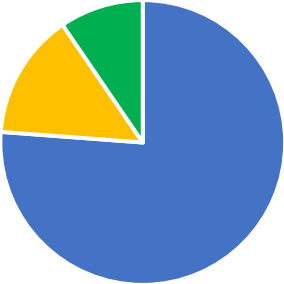
The Oversight Executive Group: the ambassadors for the Workforce Strategy, advocating for and supporting delivery of the recommendations and influencing decision makers.

How's it going so far?

Status of the recommendations and commitments

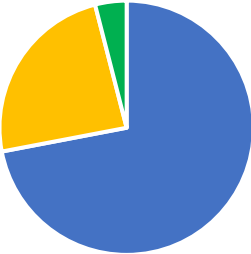


Attract and Retain



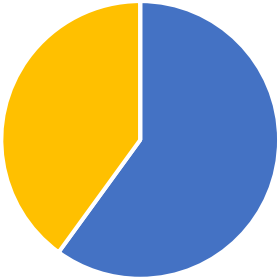
■ Not started ■ In progress ■ Complete

Train



■ Not started ■ In progress ■ Complete

Transform



■ Not started ■ In progress ■ Complete

Completed



New eLearning has been launched on [public health and prevention](#) by the Office for Health Improvement and Disparities and the Royal Society of Public Health



The Care Workers' Charity hosted a focused day on wellbeing during Professional Care Workers Week in September



The revised [statutory and mandatory training guide](#) has been launched, Skills for Care and CQC are working together to share these across the sector

In progress

**Alzheimer's
Society
dementia
training
report
published**

**Government
leading
action on a
Fair Pay
Agreement**

**Promote
adult social
care place-
ments in
HEIs**

**Phase 2 of
the Care
Workforce
Pathway**

**Scoping
research
proposal for
registration
of the care
workforce**

**Care
technologist
role
3-year pilot
by the
National Care
Forum**

**Developing
Directors of
Adult Social
Services**

**Promotion
of delegated
healthcare
activity
principles**



Other areas the strategy will focus on

**10 year
attraction
plan**

**Regulator
actions**

**Support for
new
managers**

**Research the
creation of a
professional
body for
RMs**

**Wellbeing
and EDI**

**Care
Certificate
Qualification**

**Review the
CQCs fit
person
process**

**Foundation
degree
minimum
education for
RMs**



WE ARE CHAMPIONS

Discussion points

Applying the recommendations to your work:

- What are you already doing to support the strategy?
- What else could you start doing?
- What support do you need from others (Skills for Care and other partners)?

Becoming a workforce strategy champion:

- What information, support or resources would you want as a workforce strategy champion?
- What is your organisation doing well that you could share with other providers?
- Do you have an area of interest that you'd like to work with others on finding solutions for?

Stay connected

Visit the website:

www.ascworkforcestrategy.co.uk

Contact the implementation unit at

ASCworkforcestrategy@skillsforcare.org.uk

Contact your [Skills for Care locality manager](#)
as a starting point to stay involved.

Sign up as a Strategy Champion



The Care Workforce Pathway

A photograph of a dirt path winding through a dense forest. The path is covered in fallen leaves and leads towards a brighter area in the distance, flanked by tall, thin trees with green foliage. The overall atmosphere is serene and suggests a journey or a path forward.

Pathway content

Role categories

- New to Care
- Care or Support Worker
- Enhanced care worker
- Personal Assistant
- Supervisor or leader
- Practice Leader
- Deputy Manager
- Registered Manager

They describe:



Behaviours



Knowledge
& skills



Learning and
development
options



values



What should I do now?

How do I use it?

- Cross reference your values
- Map your roles to the pathway categories
- Update job descriptions
- Have career conversations with staff
- To plan learning and development

Supporting resources

- Guide to adopting the pathway
- Templates and checklists for how to approach implementation
- Job mapping template
- Skills self-assessments
- Careers conversations toolkit
- Development plan template

Skills for Care will be running further cohorts of early adopters in 2025.

Contact employer.engagement@skillsforcare.org.uk to find out more about getting involved.

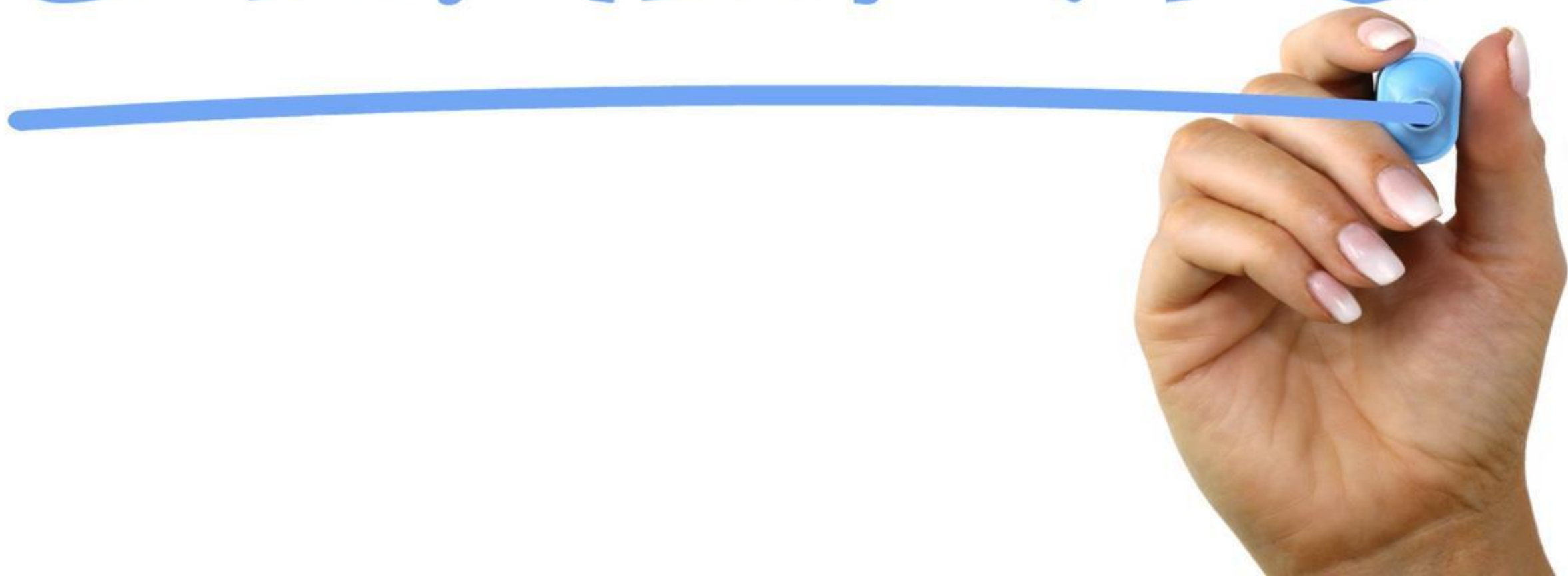
Level 2 Adult Social Care Certificate (L2ASCC)

CERTIFICATE OF ACHIEVEMENT		
THIS CERTIFICATE IS AWARDED TO		
<i><Enter Name of Recipient></i>		
IN RECOGNITION OF		
<i><enter comments></i>		
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	DATE	SIGNATURE
		<i><enter title></i>
		TITLE

Key points

- Ofqual regulated qualification, requiring workplace assessment. It does not require functional skills.
- It's based on the 15 standards from the original Care Certificate to reflect best practice but with a greater depth of learning and portability.
- Aimed at new starters and those without existing qualifications. It's expected to take a new learner around 6-8 months to complete.
- This could be reduced for more experienced learners through any reliable and sufficient recognition of prior learning
 - Care Certificate standards and induction training may be counted as prior learning.
 - The training provider should clearly set out how prior learning can be used in the assessment process before enrolment.

BENEFITS



Care Certificate vs L2ASCC

What's the difference?

Care Certificate (CC) Standards	Level 2 Adult Social Care Certificate (L2ASCC)
Developed by Skills for Care, defining knowledge, skills, and behaviours for health and social care roles.	Accredited qualification for foundational skills, aimed at new starters or those without a relevant qualification.
Not mandatory, but CQC expects robust inductions to set a strong foundation for learning and growth.	Takes 6–8 months to complete, developed from CC standards with deeper learning and portability.
CC delivery varies, so training may need repetition when moving between care settings.	Recognized across care settings, with standardised delivery by quality-assured providers.
Learners can move onto the L2ASCC from the CC standards and can use their CC knowledge as recognition of prior learning.	CC standards can be counted as evidence of prior learning, or CC and induction training can be aligned with L2ASCC if chosen by employers.
	Offers progression opportunities in the care workforce pathway.

Update to the standards

Updated Care Certificate standards now available.

- The Department of Health and Social Care commissioned Skills for Care, working with Skills for Health and NHSE, to align the existing Care Certificate Standards with sector developments and the introduction of the Level 2 Adult Social Care Certificate qualification.
- The refreshed standards are [now available](#). There are now 16 standards, and a new standard has been added to capture awareness of learning disability and autism.
- The 2015 Care Certificate standards and resources will be available to support employers in transitioning to the updated 2025 Care Certificate standards until the end of July 2025.
- It is the owners (e.g. employer, learning provider) responsibility to ensure any resources they have developed and/or use are up to date. The [summary of changes](#) outlines the updates for each standard and this can be used as an easy reference tool to support this activity.
- The eLearning for Healthcare Care Certificate standards digital resources have not yet been updated. For now, please continue using the existing resources and we'll inform both sectors once this has been achieved.