Research to explore recruitment and retention in adult social care, within and across systems

Clarification log		
No	Question	Response
1	Please can you clarify your expectations for what is reported on within the interim report	The interim presentation should report on emerging findings from parts 2 and 3 of the research.
	Is the parallel survey that you mention wanting a cost for (for those that have a high turnover rate) out of scope of the £45K budget and therefore an additional cost can be provided for this? We were thinking of proposing that the same survey could be used to collect data from both samples but additional cost would be charged for the analysis of this - would that be acceptable? We're hoping this will provide more value for money.	We would welcome the supplier making suggestions as to how to achieve the parallel survey mentioned and the costs associated with it. We would welcome hearing about solutions that offer value for money.
	In part 4 of the proposed methodology, when you state 'additional stakeholders' please can you clarify who you are referring to?	An indicative list of additional stakeholders may include Skills for Care colleagues with insight into local regional activity and recruitment and retention solutions or colleagues from other sectors or other sector agent bodies.
4	If we propose running interviews in part 3 with the system stakeholders, can this be combined with the system stakeholders in part 4 or do you envisage the interview focusing on different things? If so, please can you clarify this.	Yes we are happy for the supplier to propose that as a long we the supplier is able to cover the geographical spread required for part 4.
5	How much involvement do you expect from the provider in submitting the ethical approval for parts 2 and 3? Please can you share more details about how you envision this working.	The supplier will need to submit the ADASS ethics application (this requires copies of the research tools to be available at this point) but Skills for Care will support this process as we have existing relationships with the ADASS team.
6	Under 1.1 on the evaluation criteria section you note that this response can be provided in as a separate document and there is a page limit. Do you expect the responses to the remaining questions to be provided in the template within the ITT and are there any page limits for those?	We encourage suppliers to provide their responses within the template provided in as concise a way as possible. We haven't specified a word limit but we have indicated the weighting of the questions in the ITT document.
	Will the data come from you to show those providers that have a turnover rate of less than 10%? Where has this data come from and is it consistent across all providers? Is there any other data about the providers that you are planning to share that we should take into account in the research design?	We will use Skills for Care's Adult Social Care Workforce Data Set (ASC-WDS) to identify providers with a turnover rate of less than 10% and we will be able to share the files with supplier which will cover lots of information about the providers and their workforces.
	Do you know the number of providers that have a turnover rate of less than 10% and do you have an expectation of how many you would be looking for a response from on the survey?	We can identify approximately 1,000 providers in ASC-WDS. We would expect the supplier to collaborate with us on making a compelling case for completing the survey and ensuing the survey isn't too long to put providers off.
	Will you support the provider in gaining access to the appropriate sample of providers and systems? What role do you envisage the provider playing in gaining access to the appropriate stakeholders to take part in this research? Is the group aware that this research is happening, is there anything to incentivise them?	Skills for Care will facilitate identifying and gaining access to the appropriate sample. We haven't yet publicised the research, but we will do so via our existing channels making it clear how this research will benefit the sector. Skills for Care does not offer incentives but it is the supplier's decision on whether they want to incentivise the research.
10	How fixed are the timelines outlined in the ITT? Is there a wider deadline/piece of work that the outputs of this research will feed into?	Timelines have been dictated to us by our funder and there is minimal room for slippage.
11	Regarding the output/deliverables, are you be wanting a series of hypothetical pilots as an output (i.e. In this situation with this intervention, this might help the outcome in this context) or are you looking for a broader single model to explain the outcomes of the research (i.e. Here are all the inputs/outcomes/barriers/facilitators/considerations).	We are looking for a series of hypothetical pilots as an output as you have described - ie in this situation with this intervention, this might help the outcome in this context.
12	The suggested timetable indicated the total time allowed for the project to cover 4 parts within 12 weeks - is that correct?	Yes that is correct. Timelines have been dictated to us by our funder and there is minimal room for slippage.
13	On the timetable it says - Skills for Care to draw sample for parts 2 and 3 using ASC-WDS w/c 15 September 2025 - what does this means?	The Adult Social Care Workforce Data Set (ASC-WDS) is a free online data collection service that covers the adult social care workforce in Englan which Skills for Care is the owner of. We will use ASC-WDS to draw the sample for parts 2 and 3 of the research.
14	Does this application have to cover all geographies? or any one geography such as Midlands.	This is a national England wide piece of work in which we want to reflect the breadth of the ASC sector and so the quantitative research will be conducted at a national level. Further, qualitative, research will be undertaken in specific geographies (North, Midlands and South), taking into account local population profiles, local labour market factors and provider characteristics such as size and type of service provided. The submission should cover all geographies.
15	Can we submit a pilot study application involving adult social care providers from Midlands?	This is a national England wide piece of work and so we would like suppliers to submit an application covering all geographies.
16	Can you share you budget for the research?	The budget for the research is £45,000 inclusive of VAT
17	The ITT mentions the ADASS ethics approval process – can you provide details around this process is, and why it's needed for this research?	ADASS ethics approval is required for good practice if you intend to carry out research with at least four local authorites https://www.adass.org.uk/our-work/research-support/
18	We've done an initial costing on this opportunity and think it would cost c.£45-50,000 (excluding VAT) to meet your requirements. This is significantly over the budget you've indicated is available. Given this, would you be open to us suggesting a different methodology to that outlined in the ITT (e.g. not doing a survey of system stakeholders and instead doing qual and systems solutions testing together)? Would it be worth us submitting a proposal for part of your suggested methodology?	We are happy for suppliers to provide alternative methodologies to meet the output requirements and the budget available.