

Outcomes, impact and learning



Overview of actions

This section captures the difference that this co-ordinated approach has made across the adult social care landscape.

What's been achieved

“Skills 25 elevated our work. The event pulled 300 people together across sectors, created a real buzz and opened doors to new partnerships. The follow-up conversations quadrupled our workload – in a good way – because people genuinely wanted to stay involved.”

Camilla Maurice, LSIP Project Manager, Kent Invicta Chamber of Commerce

The LSIP has significantly increased the visibility, influence and engagement of adult social care in local skills planning.

- **Strengthened understanding of sector value** – Through careers events, providers saw how direct engagement with students helped challenge misconceptions and highlight the purpose, impact and professional opportunities within social care.
- **Elevation of social care** – Social care now stands clearly recognised as a priority sector with its own profile and dedicated actions in the LSIP.
- **Deepened relationships** – Stronger connections between adult social care providers, FE, Skills for Care and local authorities have accelerated collaboration across the system.
- **Routine employer engagement in FE** – Carousel events and similar activities are now regularly embedded within college calendars and curriculum planning.
- **Greater internal expertise** – LSIP staff increased their understanding of sector dynamics, enabling more responsive and informed decision making.

“We’ve been blown away by the amount of engagement: providers’ willingness to come on board at roundtables, our Skills Summit etc. The sector wanted face-to-face; we had to add more chairs and stop taking bookings.”

Camilla Maurice, LSIP Project Manager, Kent Invicta Chamber of Commerce

What impact has this had

“Impact matters. Don’t celebrate tiny numbers against huge shortages. Set goals proportional to the scale; measure outcomes transparently.”

Mark Craig, Owner, Home Instead Maidstone

The changes have produced tangible improvements for learners, adult social care providers and the wider workforce system.

- **Clearer career pathways for learners** – Direct encounters with providers and lived experience have improved awareness of opportunities, helping students make informed decisions.
- **Early provider behaviour change** – More services are considering placements, exploring new models and connecting directly with education partners.
- **Accelerated collaborations** – Follow up engagement after major events significantly increased cross sector conversations and partnerships.
- **Improved FE responsiveness** – Colleges have begun aligning curriculum, CPD and placements more closely with sector identified needs.

“Our progress this year shows how far the LSIP has come. We’ve built strong relationships, improved our understanding of each sector and created work that truly reflects what employers are telling us. It’s a clear shift from talking to delivering meaningful change.”

Camilla Maurice, LSIP Project Manager, Kent Invicta Chamber of Commerce

Creating a ripple effect

“Engagement’s grown: the first meeting wasn’t well attended – summer holidays, warm weather – but the recent one was packed. We couldn’t fit everyone in the room, which tells you providers will turn up when the conversation is purposeful and practical.”

Mark Craig, Owner, Home Instead Maidstone

Engagement activity produced positive spillover across organisations, sectors and educational settings.

- **Interest in cross sector learning** – Other sectors recognised the value of workforce solutions shared at events and looked for opportunities to collaborate.
- **Cultural shifts within FE** – Routine employer involvement is reshaping how colleges design, position and deliver their health and social care programmes.
- **Stronger governance coherence** – Advisory structures improved alignment across skills, economic and workforce strategies.
- **Ongoing insight gathering** – Ongoing contact with networks ensured the LSIP received continuous, real-time feedback on sector changes.

Future plans and ambitions

“For our next Skills Summit, we’re moving from sector specific sessions to cross sector themes because employers want to learn from each other. Issues like digitalisation, AI, work-life balance or tutor CPD affect everyone – and shared learning helps every sector strengthen its workforce.”

Camilla Maurice, LSIP Project Manager, Kent Invicta Chamber of Commerce

Next steps will deepen engagement, extend delivery and target groups not previously included.

- **Validation and delivery** – Headline findings will be tested with sector leads before moving into delivery and investment decisions.
- **Invest in areas that matter to providers** – Innovation hubs and specialist spaces may attract local authority or public sector related professionals but often fail to engage other providers unless they clearly address operational pressures and offer immediate practical benefit.
- **Expand engagement to overlooked groups** – Future outreach will target personal assistants, individual employers and regulated professionals who have had limited involvement to date.
- **Maintain transparent communication** – Frequent updates will continue to demonstrate progress and the value of adult social care provider contributions.





Key learning

Collective experience highlighted what truly enables successful provider led skills improvement.

- **Use trusted provider leaders as conduits into harder-to-reach groups**
 - Experienced figures within established networks can broker introductions and extend engagement to providers who rarely attend sector forums.
- **Sector expertise must shape design** – Planning and delivery are most effective when guided by those with lived experience of sector challenges.
- **Focus on meaningful, workforce-level change rather than new qualifications**
 - Providers consistently stressed that leadership capability, management skills, communication, digital confidence and project-management skills are more pressing than the creation of further entry-level pathways.
- **Exploring innovation together** – Sector-specific conferences and facilitated events enabled providers to explore emerging digital and assistive technologies, increasing confidence in adopting new tools and approaches.
- **Focused intelligence beats volume** – Carefully curated insight produces stronger, more actionable priorities.
- **Local autonomy matters** – Flexibility to respond to emerging opportunities enhances innovation and supports stronger adult social care provider engagement.

“Working with sector leads like Skills for Care has been essential. Their insight into policy changes, funding and real world pressures fills in gaps we simply can’t see from outside the frontline. That knowledge ensures we shape plans that are grounded and credible.”

Camilla Maurice, LSIP Project Manager, Kent Invicta Chamber of Commerce



“In preparing for the new plan, we’ve been able to work together with the LSIP to identify what they need and who would be the best people to provide that. It’s much more targeted and much more effective, because now they understand the sector. They ask for help, they listen, they want to know who the right people are, and they follow the advice. We’ve built relationships, and because of that, they now have a really good understanding of social care – they know the language, they understand the pressures, and they absolutely get what the sector is saying.”

Pia Rathje-Burton, Locality Manager, Skills for Care