Statement on job role changes in the ASC-WDS: local authority sector

February 2025

Changes to job roles

At the point of data collection in the ASC-WDS, employers (local authorities) are given a choice of job roles to choose from to best reflect the role of each of their workers.

The ASC-WDS data collection process is continually being reviewed and modified, with regular user-research sessions with our users to improve their experience and reflect the changing nature of the adult social care workforce. As a result, in August 2023, three new job roles were added to the ASC-WDS: deputy manager, learning and development lead and team leader. In June 2024 a further seven roles were added: data analyst, data governance manager, IT and digital support, IT manager, IT service desk manager, software developer and support worker. Two job roles were removed at the same time: technician and care navigator.

Since the introduction of these roles in the ASC-WDS, we have seen many staff records updated to more accurately reflect the worker's role. This has resulted in changes to the number of filled posts in some other job roles, as staff have been re-coded to one of these new options when they were previously recorded as a different job role. It should be noted that some of these being re-coded will have been genuine job role movements or promotions.

This has caused some slight discontinuity in trends for different job roles between 2023, 2024 and previous years. This should be acknowledged when interpreting job role trend information. Changes to the number of filled posts per job role within the adult social care workforce are more pronounced in the independent sector. For more information, please see our Statement on job role changes – 2023/24.

Table 1 shows the number of workers in each job role added in 2023 that had been re-coded from a different job role in the local authority sector, as at September 2023.

Table 1. Number of workers in job roles added to the ASC-WDS in August 2023 that had been recoded from other job roles since 2022: job role group analysis
Source: Unweighted ASC-WDS, September 2022 and September 2023

Job role	Job role group	Number of filled posts recorded in 2023	Number found in 2022 and previously coded within the same job role group	Number found in 2022 and coded in a different job role group
Team leader	Managers	490	290	50
Deputy manager	Managers	150	110	10
Learning and development lead	Other	50	10	10
Subtotal - new job roles		**700**	**410**	**70**

Table 1 shows that 85% of staff in the new job roles in 2023, who could also be found in the 2022, were previously coded within the same job role group in 2022. As such, this change will have had very little impact on any trend analysis by job role group.

Table 2 shows the individual job roles that workers were previously coded as, in 2022, before being coded into the new job roles in 2023. These figures should be considered when analysing individual job role changes between 2022 and 2023

Table 2. Number of workers in job roles added to the ASC-WDS in August 2023 that had been recoded from other job roles since 2022: individual job role analysis
Source: Unweighted ASC-WDS, September 2022 and September 2023

Previous job role (2022)	Count of workers recoded to the new job roles in 2023
First Line Manager	250
Supervisor	110
Middle Management	20
Social Worker	20
Managers and staff in care-related but not care-providing roles	15
Administrative or office staff not care-providing	15
Other job roles (fewer than 10 recoded)	50

Table 3 shows the number of workers in each job role added in 2024 that had been re-coded from a different job role in the local authority sector, as at September 2024.

Table 3. Number of workers in job roles added to the ASC-WDS in 2024 that had been recoded from other job roles since 2023
Source: Unweighted ASC-WDS, September 2023 and September 2024

Job role	Job role group	Number of filled posts in 2024	Number found in 2023 and previously coded within the same job role group	Number found in 2023 and coded in a different job role group
Support Worker	Direct care	3,970	1,710	50
IT and Digital Support	Other	320	210	20
Data analyst	Other	260	129	20
IT Manager	Managers	70	10	50
Software Developer	Other	30	15	5
Data Governance Manager	Managers	10	0	5
IT Service Desk Manager	Managers	5	0	0
Subtotal – new job roles		**4,660**	**2,060**	**150**

Table 3 shows that 93% of staff in the new job roles in 2024, who could also be found in 2023, were previously coded within the same job role group in 2023. As such, this change will have had very little impact on any trend analysis by job role group.

Table 4 shows the individual job roles that workers were previously coded as, in 2023, before being coded into the new job roles in 2024. These figures should be considered when analysing individual job role changes between 2023 and 2024

Table 4. Number of workers in job roles added to the ASC-WDS in 2024 that had been recoded from other job roles since 2023: individual job role analysis
Source: Unweighted ASC-WDS, September 2023 and September 2024

Previous job role (2023)	Count of workers recoded to the new job roles in 2024
Care Worker	1,200
Community Support and Outreach Work	460
Administrative or office staff not care-providing	380
Other non-care-providing job roles	40
Managers and staff in care-related but not care-providing roles	40
Senior Care Worker	40
Other care-providing job role	20
Advice Guidance and Advocacy	10
Technician	10
Other job roles (fewer than 10 recorded)	20

Table 5 shows number of workers in technicians or care navigator roles as at September 2023 who were recorded in the same job role group as at September 2024 after the removal of these job roles in 2024.

Table 5. Number of workers in technician or care navigator job roles in 2023 that have been re-coded in 2024
Source: Unweighted ASC-WDS, September 2023 and September 2024

Job role in 2023	Job role group	Number of filled posts in 2023	Number found in 2024 and coded within the same job role group	Number found in 2024 and coded in a different job role group
Technician	Direct care	570	90	390
Care Navigator	Other	260	70	20
Subtotal – new job roles		**830**	**160**	**410**

The table shows that most Care Navigators were mostly coded into the same job role group and therefore this will have had little impact on job role group trends. Technicians, however, were mostly re-coded into a different job role group. Technicians were classed as 'direct care' in 2023, but most of them were re-coded into the 'other' job role group in 2024. As such, when

interpreting job role group changes between 2023 and 2024, around 400 of the decrease in direct care roles and 400 of the increase in 'other' roles was due to this change.

Table 6 shows the individual job roles that workers were coded as at September 2024 who were previously coded as technician or care navigator roles in September 2023. These figures should be considered when analysing individual job role changes between 2023 and 2024

Table 6. Number of workers in job roles in 2024 that had been recoded from technician or care navigator since 2023
Source: Unweighted ASC-WDS, September 2023 and September 2024

Current job role (2024)	Count of workers previously coded as technician or care navigator
Other non-care-providing job roles	300
Other care-providing job role	80
Care Co-ordinator	70
Ancillary staff not care-providing	50
Community Support and Outreach Work	30
Administrative or office staff not care-providing	10
Assessment Officer	10
Other job roles (fewer than 10 recorded)	30

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