

Top tips for registered managers to apply the recommendations of the Workforce Strategy for Adult Social Care

The Workforce Strategy was developed by the sector for the sector. Following its launch in July 2024, a group of influential senior leaders and decision-makers from across the sector came together to form the Oversight Executive Group (OEG). This group governs the delivery of the Workforce Strategy. It's supported by a small implementation unit based at Skills for Care to maintain its commitment to delivering the Strategy.

Alongside the OEG, everyone in the sector has a role in ensuring that the Workforce Strategy leads to tangible changes and improvement in social care. This practical guide shows just some of the actions managers can take to help make the Workforce Strategy a reality in practice.

- **Use your data effectively**

If you're not already, get familiar with the [Adult Social Care Workforce Data Set \(ASC-WDS\)](#). This free service allows you to claim back training costs, maintain your training records, and benchmark your service against others.

The data you provide also helps us to better understand the workforce and the issues affecting it so that Government, local authorities and other key decision makers can make the most informed decisions for the care sector.

- **Understand the statutory and mandatory training guidance**

This [new guidance for employers](#) has been designed to make it clearer for managers to understand which training is essential, either statutory (required by law) or mandatory (compulsory and determined by regulations or standards).

It has also been designed to prevent the over-duplication and unnecessary repetition of training for workers. This should help to save time, money and reduce the burden on workers. [Read how](#) it's already helping one care provider.

- **Explore the Care Workforce Pathway**

The [Care Workforce Pathway](#) is the first universal career structure for the adult social care workforce and identifies the knowledge, skills, values and behaviours needed to work in the sector across different roles. You can use it to discuss career aspirations and goals with your teams to help foster a supportive team culture and empower staff to reach their potential. [Read about](#) how it's worked for one early adopter.

- **Find out about funding for training**

The Department of Health and Social Care is providing funding under the Adult Social Care Learning and Development Support Scheme (LDSS) to support learning and development for 'non-regulated' care staff. Eligible employers can claim funding for certain training courses and qualifications on behalf of eligible care staff. [Find out more](#) about who is eligible, the courses and qualifications funded and how to sign up. [Read how](#) it's already supporting one provider.

- **Make equality, diversity and inclusion a focus**

People who work in organisations that actively promote diversity and inclusion report a sense of belonging, and this results in people feeling valued and appreciated, happier and more resilient in their roles. Review your equality, diversity, and inclusion policies and assess the training you offer in equality, diversity, and inclusion. Take a look at [the available resources](#) to help you.

- **Consider the benefits of apprenticeships**

[Apprenticeships](#) are a way of developing new staff and providing new skills for existing staff by studying and learning through work. They provide an adaptable structured learning programme to meet the needs of your service and funding is available.

- **Review your recruitment strategy**

As the demand for care and support grows, so does the need to recruit more workers to deliver high-quality care and support. Assess your recruitment practices, are they values based? Are you attracting the right people? There are plenty of resources to support you with [recruitment](#).

- **Focus your thinking on retention**

Investing in workforce retention supports high-quality care, positive workplace culture, staff wellbeing, time and cost savings as well as positive Care Quality Commission (CQC) ratings. Take a look at some available [retention resources](#) to support you.

- **Consider the wellbeing of your team**

Wellbeing at work relates to every aspect of working life, from staying healthy, the working environment to how the workforce feels about themselves. Here are some [resources](#) to get you started. Encourage your workforce to find out about and take up any free [NHS health checks](#) that are available to them.

- **Level up your technology**

The adult social care sector is embracing the use of technology much more and learning how different types of technology can improve the ways care and support is provided. Digital skills are vital for you and your team and there are some [free programmes](#) for you to access.

- **Think about prevention**

Prevention should be embedded within the everyday delivery of high-quality adult social care. People working in the sector play a vital role in health promotion. Try the new [free eLearning module](#) with ten adult social care public health tips and an underlying theme of prevention, designed to build on the knowledge your staff already have in this area.

- **Ensure delegated healthcare activities are person-centred**

A delegated healthcare activity is an activity that a regulated healthcare professional, such as a nurse, nursing associate, occupational therapist or speech and language therapist, delegates to a care worker or personal assistant. Use the [guiding principles for delegated healthcare](#) to support decision-making, governance and good conversations about person-centred, safe and effective delegation.

- **Stay up to date with priorities and changes in the sector**

Keep an eye out for [useful blogs](#) and articles or sign up for e-bulletins and newsletters that help you keep up to date, like Skills for Care's [enews](#) and other newsletters.

- **Link with your local integrated care system (ICS)**

ICSs across the country are mapping their local work to the Workforce Strategy. Contact them to find out what they're doing and how you can get involved. Your [Skills for Care Locality Manager](#) can help put you in touch with your ICS leads.

- **Become a champion for the Workforce Strategy**

We're building a group of champions to help spread the word about the strategy. Why not [sign up](#)?