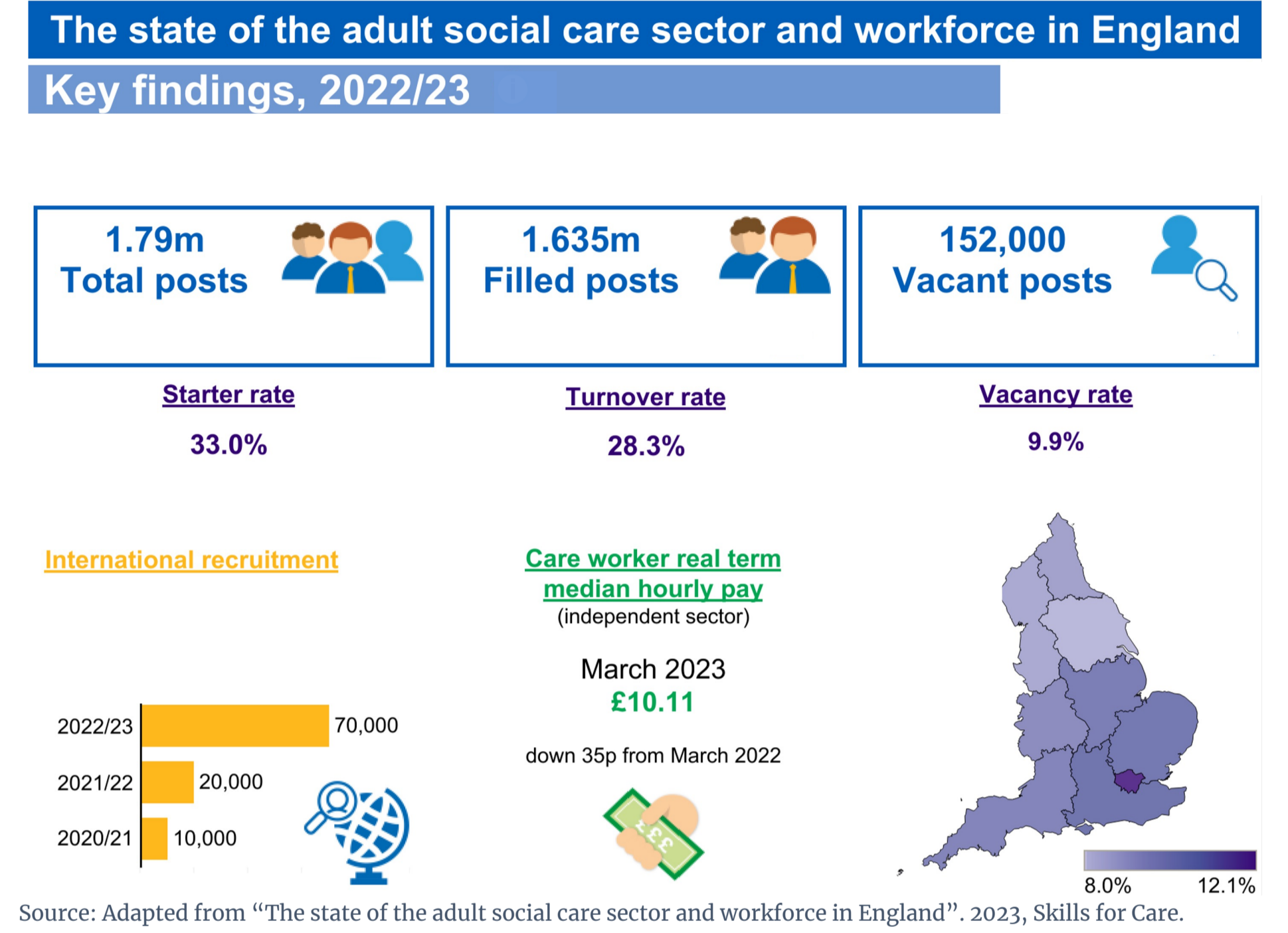


Examining England's 2023 Social Care Workforce Reforms: Insights and Challenges Ahead

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Context



Purpose of the Study

In 2023, the UK government proposed Adult Social Care Workforce reforms in England to address recruitment and retention issues, focusing on workforce training and upskilling^{1,2}.

New Care Certificate	Digital Skills Passport	Care Workforce Pathway
Delegation of Principles		Upskilling and Training Initiatives

This study examines the purpose of the recent Adult Social Care reforms and the prospective challenges associated with their implementation to develop an evaluation programme.

Methods

- | | |
|--|---|
| Scoping Evidence Review | Key Informant Interviews |
| <ul style="list-style-type: none"> • Workforce Training • Long-Term Adult Care • UK and Countries with similar Social Care Structures | <ul style="list-style-type: none"> • National policy makers • NGO representatives |

Scoping Review: UK & International Learning

- Policies can be driven by unanticipated change
- Significance of the evolving nature of the context
- Care markets are not free markets
- Care policies cannot be isolated from broader policies and other mega trends
- Balance between local and central decision-making powers
- Need for structural support
- Training and career development cannot be isolated from the working conditions and pay across the sector
- Inequalities and diversity produce differentiated impacts

References

1. Department of Health and Social Care (2021) People at the Heart of Care: adult social care reform white paper.
2. Department of Health and Social Care (2023). Adult social care system reform: next steps to put People at the Heart of Care.
3. The state of the adult social care sector and workforce in England. 2023, Skills for Care.

Key Informant Interviews: Challenges & Implications

- Devolved care policies vary across nations, but UK-wide policies, limit change
- Social care reforms intersect with other policy reforms
- Care workers have limited policy influence

Recommendations

1. Comprehensive strategy involving all stakeholders.
2. Long term research to track the effects of policy adaptations.
3. Equitable access to training and development.
4. Workforce development initiatives must be tailored to the unique features of the social care sector.

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