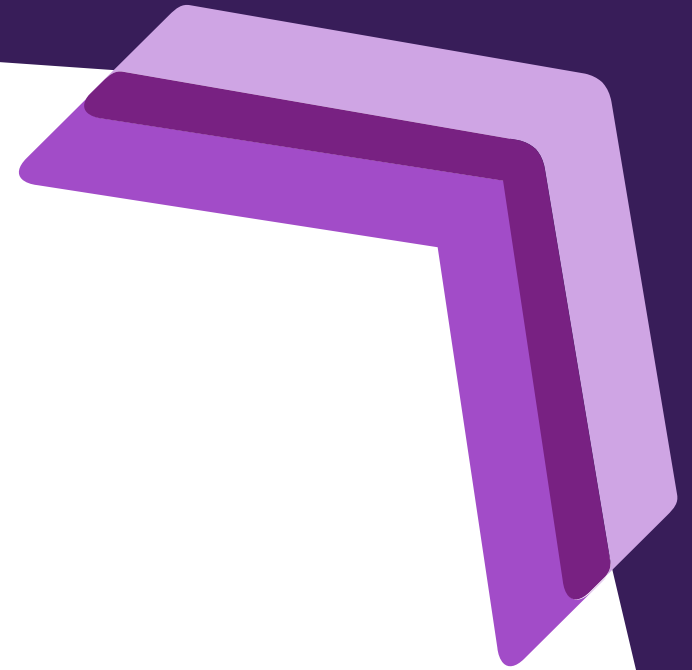


Young people in the social care workforce

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The King's Fund >



Like many countries, England has a shortage of care workers and it is projected to get worse

490,000

more jobs needed by 2035

The social care market in England



17,700

Organisations providing social care



51%

Employ fewer than 10 people

76%

Of care homes are for-profit, 14% charities.



130,000

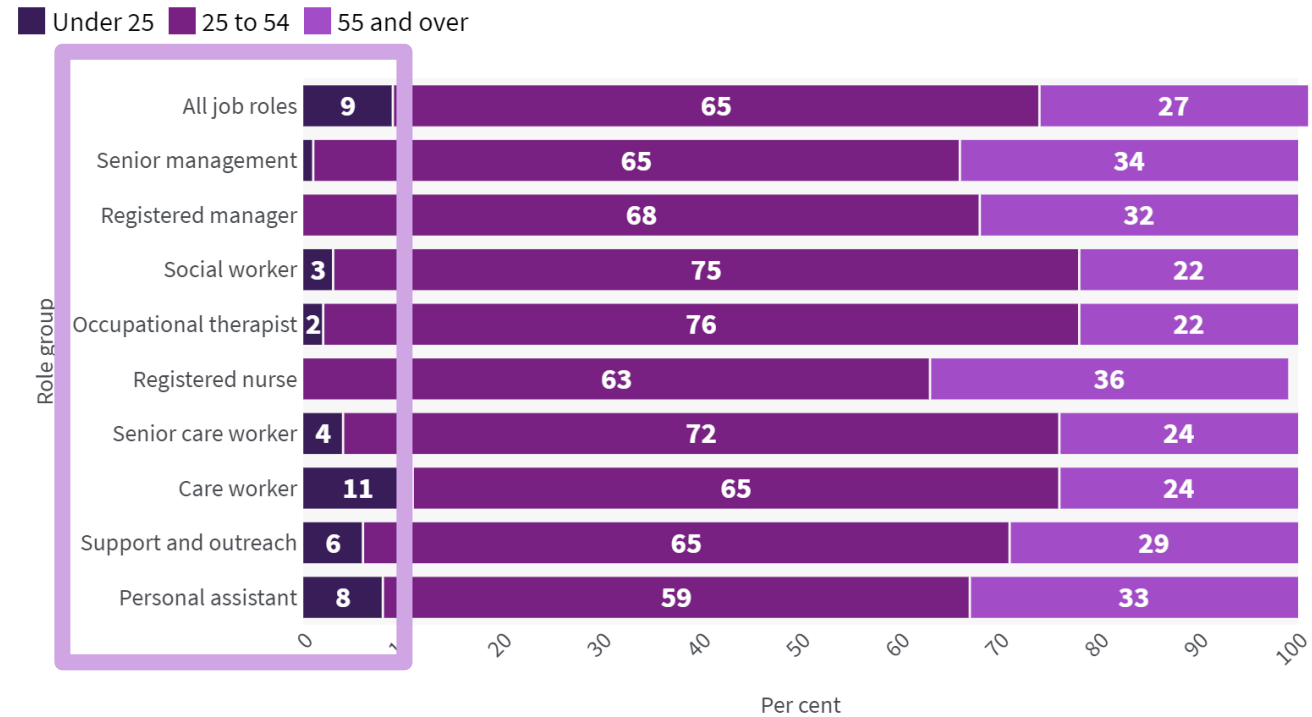
Individual 'personal assistant' jobs

5 in 6

Services are rated good or outstanding

Young people make up small % of workforce

Estimated age bands and mean ages of the adult social care workforce, by selected job roles, 2019/20

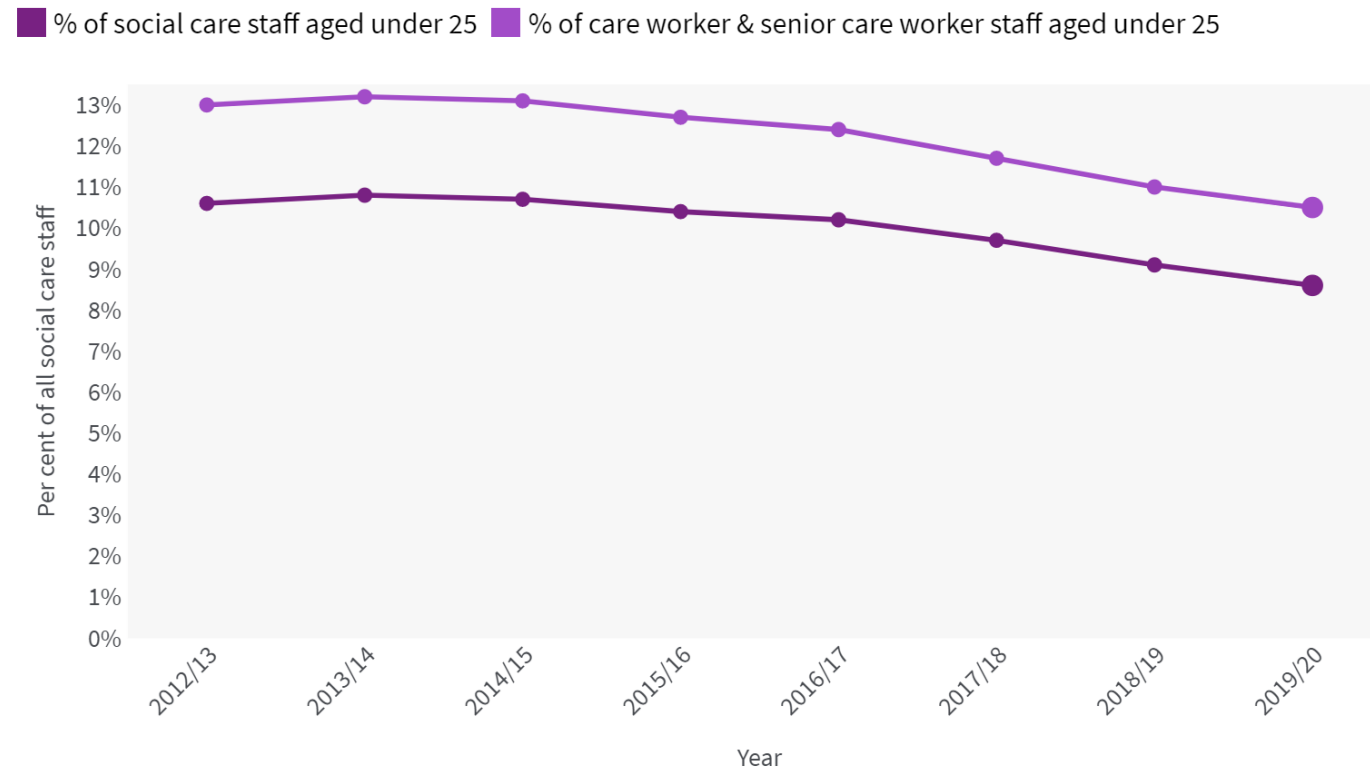


Source: Skills for Care • Note: Not all totals will add to 100 due to rounding.

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Recent trends have not been good...

The proportion of social care staff aged under 25 has fallen in recent years, particularly among care worker roles



Source: Skills for Care

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Scoping research: four areas of focus to support young people into the health & social care workforce

01

1 Routes into and careers available

02

2 Supporting young people into and within employment

03

3 Organisational configuration and collaboration to support young people in the workforce

04

4 Leadership support

Example 1: supporting young people into social care employment



One home care provider was offering driving lessons to young people as part of their recruitment package. It gave young people a life skill they needed – and the ability to drive is a key attribute for home care staff.

Example 2: Organisational support

One social care provider asked young people to speak honestly about their working preferences – for example, whether they would prefer to avoid early morning shifts or particular weekend days.

A more flexible approach to rota planning was thought to improve recruitment and retention of young people in their organisation.

Further thoughts and questions

- Limited, scoping research: need more engagement with young people themselves
- How much of this is specific to young people and how much is generally good recruitment practice?
- Is it helpful to talk about 'generations'?
- Is age also an issue for ownership?
- The fundamentals need fixing: basic issues like social care pay, job security, training and career development need resolving.

- Report authors: Joni Jabbal, Shilpa Ross, Simon Bottery, David Maguire, Martha Martin
- With thanks to The Prince's Trust for supporting this research.
- <https://www.kingsfund.org.uk/projects/young-workforce-health-and-social-care>

Thank you
Any questions?

www.kingsfund.org.uk