

Health Scrutiny Steering Group ASC Workforce Challenges 5 January 2022

Tony Pounder, Director of Adult Services

Q1/ In which specific areas and roles are there staff shortages in Lancashire and should longer-term plans be considered to address them

Problem is long term and so longer term plans are needed:

- **Driven by demographic changes – more people needing care, fewer people in the workforce aspiring to these roles**
- **Patterns of movement and settlement in England**
- **Labour market competition from the NHS and other sectors – pay and prospects a major consideration**
- **Immigration rules**

Specific areas and jobs gaps:

- **Rural and more affluent areas of the county**
- **Registered Managers – those who lead and run care homes in particular**
- **Nurses for nursing home**
- **Homecare shortages in rural areas but increasingly all area**
- **Care homes – mixed picture**

Q2. What training programmes (such as National Vocational Qualifications) are available to social care staff on the job, which might provide incentives to progress and remain in the sector

- **Many opportunities – college, graduate level, on the job training**
- **Government keen on expanding opportunities – Build Back Better and the NI levy**
- **Training costs to companies doesn't incentivise them – 30% turnover, market structure is an impediment**
- **Training and qualifications should improve**
 - **Quality of service**
 - **Competence of individuals**
 - **Experience of people receiving support**
- **Training and qualifications doesn't however by itself solve the strategic workforce problems...may be a springboard to promotion or career progression**
- **Pay and the nature of the work will continue to weight heavily**

Q3. Is the lack of training and opportunities to increase proficiency a key reason for the sector's current staffing difficulties?

- **Certainly doesn't help!**
- **Status in importance, valuing the work, seeing progression**
- **People want to do a good job**
- **But not all can progress...and we need many more frontline staff and they need to see the rewards of job satisfaction, good pay and opportunities**