



Staffordshire Social Care Workforce Strategy 2022-2027

A summary

What's happening?

This is a summary of our strategy for the future social care workforce in Staffordshire. Social care in Staffordshire is facing the same challenges as everywhere in the UK, including growing demand and difficulties in recruiting and retaining staff.

We are working together as partners from across adults' and children's social care, including the independent, public and voluntary sector.

Our mission is to develop a more resilient care sector that enables more effective recruitment and retention in adults' and children's social care, based on person-centred and innovative ways of working.

You can read our detailed strategy, or find out more about how we are working together to support our social care workforce in Staffordshire, at www.valuingsocialcareinstaffs.co.uk



OUTCOME:

A more resilient workforce

Our workforce will:

- have the right capacity to manage predicted demand
- be flexible to cover periods of fluctuating demand/uncertainty

OUTCOME:

More effective recruitment

Our workforce will:

- be representative of the local population
- see social care as a career aspiration, across the whole life course

To make a difference over the next two years we will:

1. Improve the usage of updated data and intelligence as a shared resource to support the social care workforce
2. Promote available resources to providers more effectively, and engage with providers who need the most support to use those resources
3. Develop an improved journey into work
4. Implement a co-ordinated partnership approach to learning and development
5. Improve the positive recognition of social care as a valued career
6. Increase the level of capability to use digital and technology innovations
7. Support improved practice across the sector in recruitment and business continuity planning
8. Seek to reduce travel costs where possible across the partnership

Our workforce will:

- be competent, well trained and supported to be the best they can
- be, and feel, valued and rewarded

Our workforce will:

- operate in a strengths based and outcome focussed way
- be digitally/technologically skilled

OUTCOME:

More effective retention

OUTCOME:

Innovative ways of working