



# Beyond the Tech: Workforce Strategies That Turn Innovation into Everyday Care

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**TEC**

**EVOLUTION**

Connecting communities  
and enriching lives

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# Beyond the Tech: Workforce Strategy to turn innovation into high-quality care

Jane Brightman – Director, Skills for Care

# System Leadership in Social Care



**A Workforce Strategy**  
for Adult Social Care in England

## Working together for stronger outcomes

One Strategy – shared responsibility

Collective action reduces duplication and strengthens quality

Maturing innovation and scaling

Professionalised workforce

Sector more attractive to future talent



# Adult Social Care Workforce Strategy one year on

Our journey so far



# Prioritised Recommendations

- **Delegated Healthcare**
- **Mandate and support for workforce planning, including ICS workforce planning**
- **10-year attraction plan – men, young people and people with digital skills**
- **Workforce Race Equality**
- **Expand skills – includes Care Workforce Pathway and dementia training**
- **Government-led joined-up, consistent action on pay**



**Attract  
and retain**



**Train**



**Transform**

# Key Lessons

- A ‘sector first’ approach can work, where leaders are prepared to roll up their sleeves and commit to activity, only asking government to lead on things that absolutely no-one else can
- We require system leadership – driving a shift from “someone else needs to do something” to “this is what needs to be done” and how we’ll work together over time to make change happen. This includes employers.
- Process is as important as content and carries over to implementation – having a forum in which to align, collaborate and drive changes

# Key Lessons continued...



- **It's crucial to find the right balance between perfection and action**
- **Use the evidence base (data and stories) to reach out beyond those currently in the system and build coalitions**
- **Adoption of recommendations takes time - work back from when things need to be done and involve everyone who'll need to implement the strategy in its development**



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