

Health Special Interest Group

















Policy

Support

A Meeting of The CO3
Health Special Interest
Group

25th March 2025



AGENDA



10:00AM	Refreshments & Networking	
10:15AM	Welcome & Outline of Today's Session	Valerie McConville, Chief Executive, CO3
10:30AM	Welcome from CO3 Health SIG	Bernie Kelly, Chair, CO3 Health SIG
10:40AM	Social Care Workforce Strategy	Jane McMillan, Professional Social Work Officer, OSS, DOH
11:00AM	Social Care Workforce Demographics: Overview	Catherine Maguire, Co-Director of Regulation and Standards at the NI Social Care Council
11:20AM	Challenges and Future Needs within the CVS	Elaine Armstrong, CEO, The Cedar Foundation
11:40AM	Q&A	
11:55AM	Event Close	



Valerie McConville Chief Executive





Bernie Kelly
Chair
CO3 Health Special
Interest Group







Uniting Voices.
Transforming Health













The Vision

To develop a highly motivated, skilled, confident and value driven social care workforce that is recognised and feels valued for the contribution it makes to service users and to society.



Who the strategy is for

Social care practitioners who are paid/commissioned by Health and Social Care Trusts and the Department of Health.

Working in statutory, private, community and voluntary settings across the full range of adult and children social care services.



Priority 1: Social care will be an attractive career **Priority 2:** Social care **Priority 7:** practitioners will be We will extend recognised and feel valued for the work the social care they do. workforce. **Priority 3:** The Social care practitioners will **Priority 6:** have access to qualifications **Priorities** The social care workforce and opportunities to develop will be strengthened and progress through by enhanced digital on-going learning relevant capabilities. to their role and function. **Priority 5: Priority 4:** Social care services will be led by effective and compassionate leaders and managers.

Social care will be an attractive career choice.



- Create a strong and recognisable brand for social care.
- Promote a positive image of social care as a rewarding, challenging and fulfilling career.
- Increase public awareness to promote the many diverse roles and opportunities available.
- Explore mechanisms/routes for international social care practitioners to join the workforce in Northern Ireland, as well as ensuring supports are in place.
- Promote a diverse and inclusive workforce.



Social care practitioners will be recognised and feel valued for the role they deliver.





 Ensure a range of options for valuing and recognising the workforce.

 Support the health and wellbeing of social care practitioners to help create a more confident and sustainable workforce that can address the daily challenges that working in social care brings. Social care practitioners will have access to qualifications and opportunities to develop and progress through on-going learning relevant to their role and function.



 Create a learning culture in which social care practitioners can continuously improve their practice by developing their skills and knowledge.

 Ensure access to training and qualifications that are tailored to individual circumstances.



Social care services will be led by effective and compassionate leaders and managers.



- Foster a culture of empathy and compassion.
- Lead within social care services and across the wider social care system.
- Identify training needs and implement programmes of learning and development.
- Improve capability in use of research methods and quality improvement methodologies.

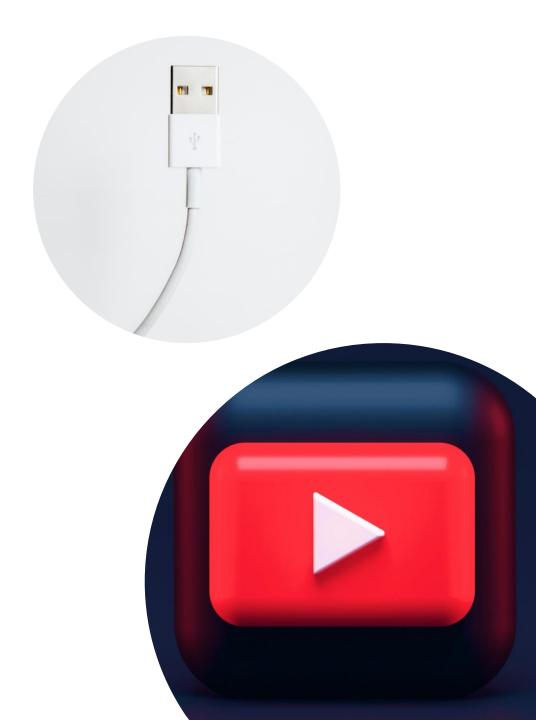


Social care workforce will be strengthened by strategic workforce planning.





The social care workforce will be strengthened by enhanced digital capabilities.



- Embrace technology advancements to create a more connected and accessible social care system that benefits both social care practitioners and service users
- Use digital capabilities to promote safe and effective care and to improve communication and efficiencies in social care provision
- Ensure that social care practitioners can use developments such as real time data and electronic health records and smart home technology.





We will extend regulation of the social care workforce.







Agree which roles should be included in any extension of regulation requirements.

Make the required legislative amendments to extend the register of social care practitioners.



"I have had social care support since I was a child as I have a learning disability.

The support I got from social care practitioners helped me develop my life for the future and gave me independence.

I still receive social care support. I feel the support has helped me achieve a better quality of life.

I have really been supported to have confidence, to live in my own home and to go on holiday and to make my own choices - things I was always told I would not be able to do as someone with a learning disability."

Gerard McWilliams, service user





Social Care Workforce in NI

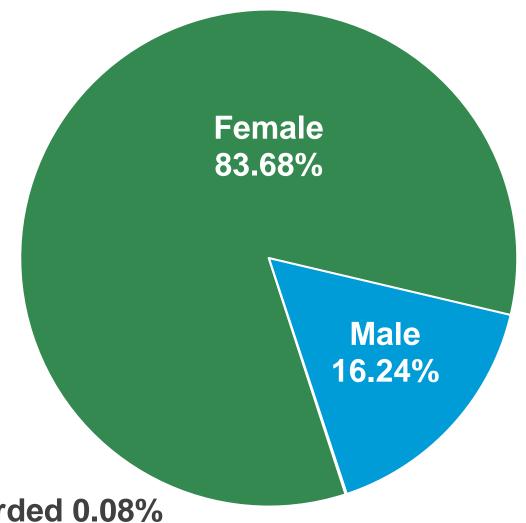


Catherine Maguire

Co-Director of Regulation and Standards (interim)

The social care workforce – size and gender

The were **41,384** registered social care practitioners (as of 18th March 2025). The majority of the workforce is female.



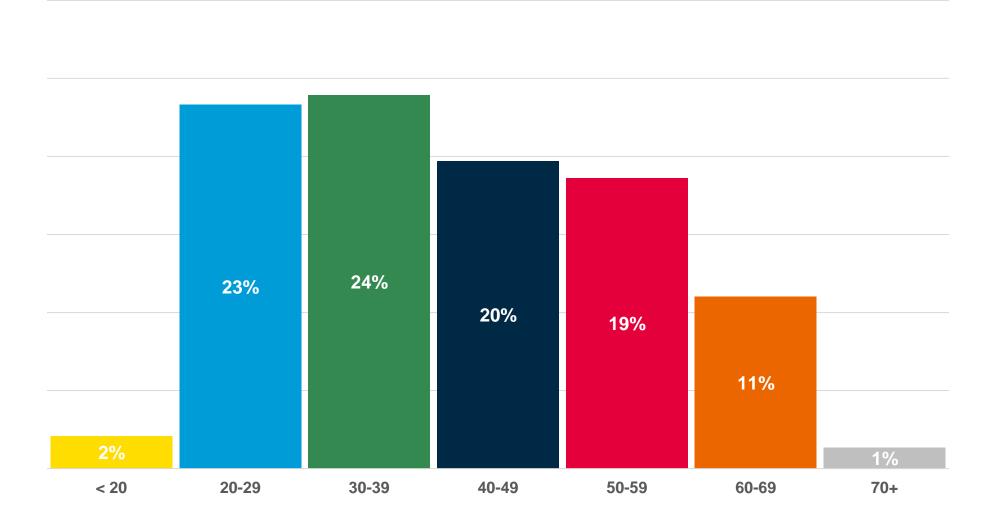
Social
Care
Council

Other / not recorded 0.08%

The social care workforce – age profile

(49% of the workforce are less than 39 years old)

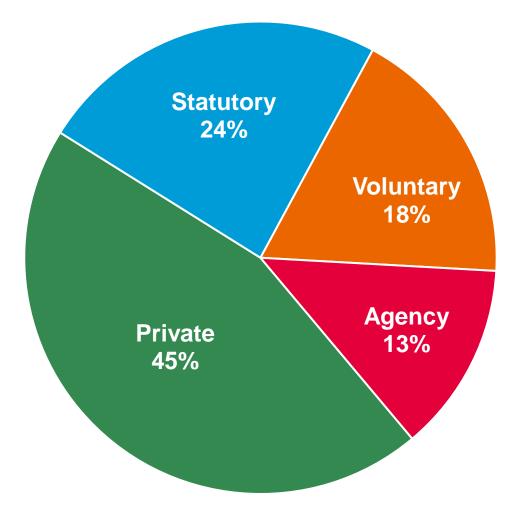




Employment in social care - sectors



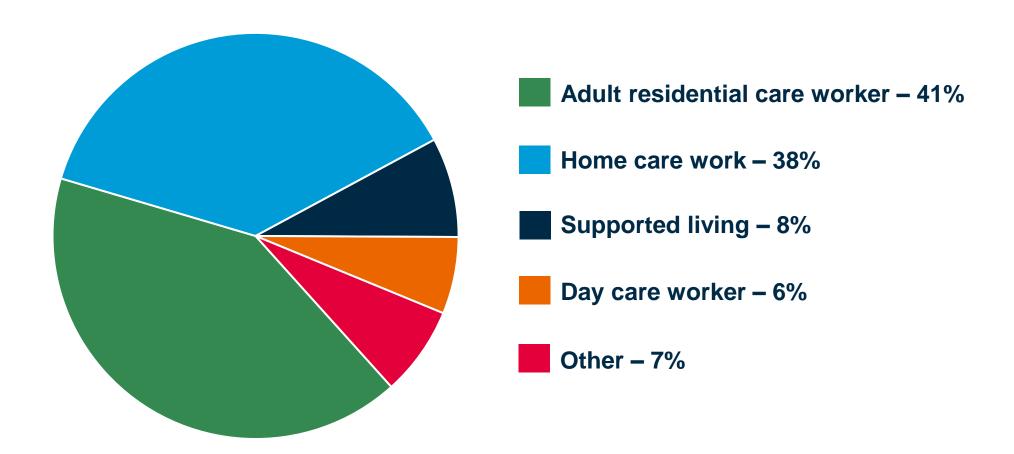
The Social Care Council Register shows that there are 488 organisations employing social care practitioners across all sectors. Approx. 70% of social care practitioners work in the independent sector.



Employment in social care - settings



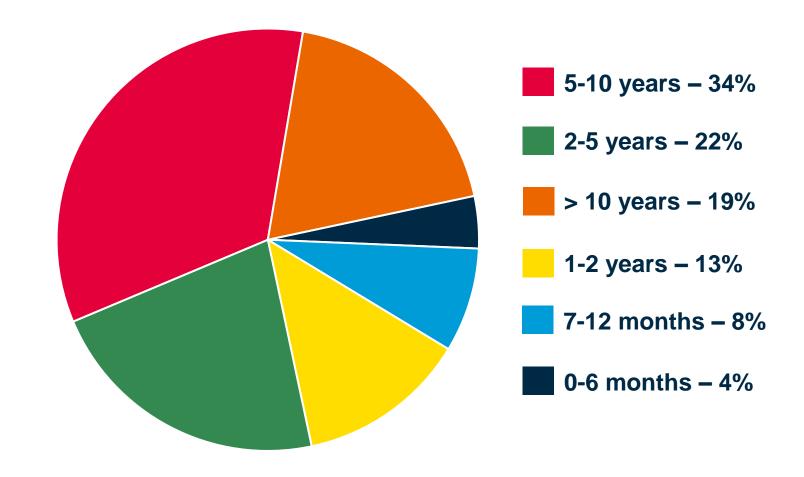
The following settings require compulsory registration.



The social care workforce – stability



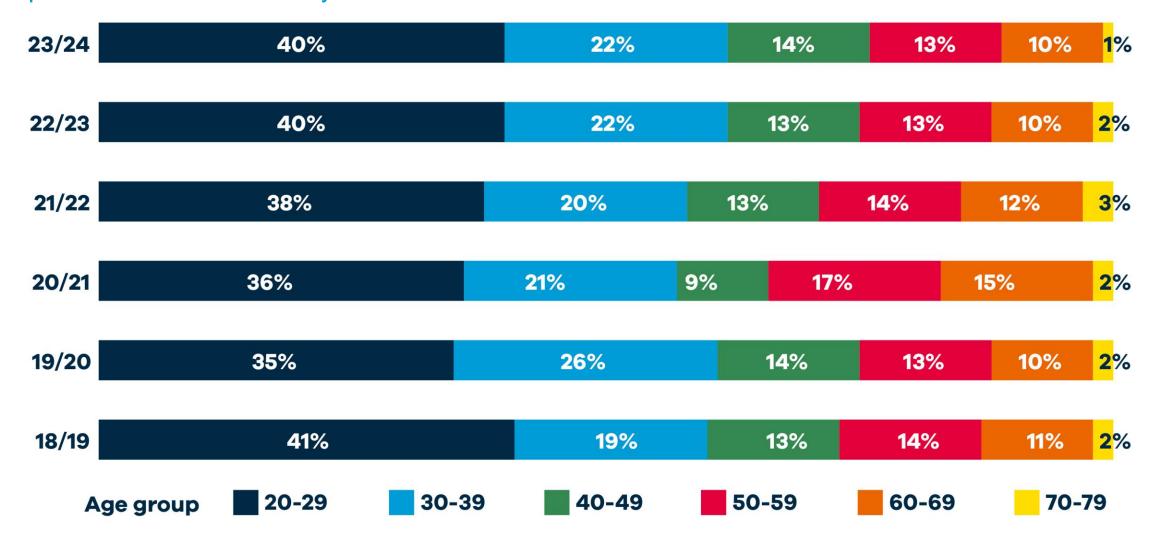
Despite the churn in the workforce the Register also shows that 53% of social care practitioners have remained on the register for more than 5 years.



The social care workforce – churn



Proportion of social care register leavers by age group between 1 April 2018 and 29 February 2024.



Supporting and Developing the Workforce

Objectives



Qualification Based Register (QBR)

Develop and deliver a proposal for the introduction of a QBR for the social care workforce register.

Social

Care

Council

Career Pathway for Social Care

Develop and deliver a career pathway framework for the registered social care workforce in Northern Ireland.

Continuous Learning Framework

Develop and deliver a continuous professional learning and development framework for the registered social care workforce, aligned to registration requirements. Views from the social care workforce – Factors that help or hinder completion of qualifications





Care In Practice Framework



Key:

Entrance Level Social Care Practitioner

Learning and developing new skills

Social Care Practitioner

Developing and consolidating new skills

Enhanced Social Care Practitioner

Developing and enhancing skills

Social Care Manager/Leader

Helping others achieve their goals

Qualifications pathway



Continuous learning pathway

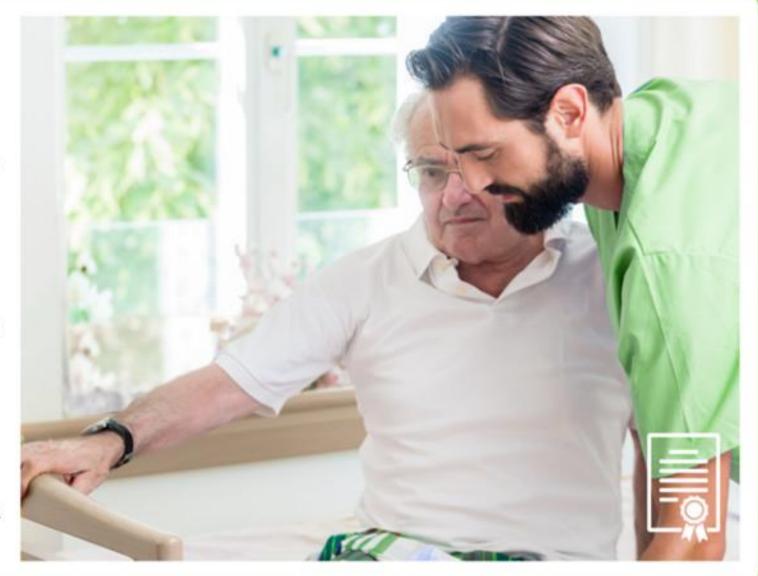




Level 2 Certificate in Safe and Effective Practice

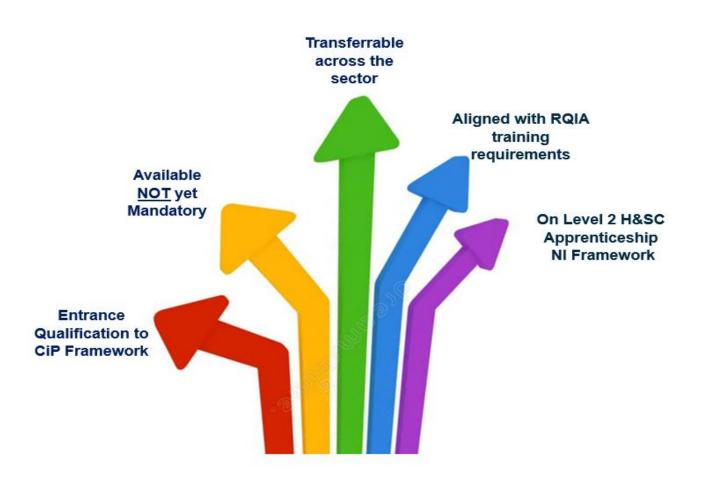
This is an entrance qualification for those new to health and social care. The certificate will provide learners with foundational knowledge and skills to enable them to work as an adult social care practitioner within health and social care services. It will enable learners to gain knowledge and skills in:

- Standards and Values Underpinning social care practice.
- Understand safeguarding in social care services.
- Safe moving and positioning of individuals in social care services.
- Environmental health and safety in social care services.
- Understand safe medication practice in social care.
- Safe food handing and dysphagia awareness in social care services.
- · Emergency first aid in social care services.



Level 2 Certificate in Safe and Effective Practice





Pilot learners

'I have always wanted to progress in my career...this will give me a chance'

'It made me want to do more, to learn more'

Pilot Employers

'Staff confidence increases and as an employer we are reassured that staff are practising safely and competently'



Learning and skills - challenges and opportunities for social care



- Investment in Learning and Development and Qualifications.
- Support and increase the use of Apprenticeships and invest in Higher Level Apprenticeships – to retain people in social care.
- Acknowledgement of the value of social care and willingness to invest in this workforce.
- Joined up Government approach social care is everyone's business.

The Economic and Social Value of the Adult Social Care (ASC) Sector



- Alma economics commissioned by five country Alliance Skills for Care and Development to analyse the economic and social value of Adult Social Care (ASC) in each of the four nations and UK as a whole using 2023 data.
- Macro economics models estimate the contribution of ASC to NI economy (earnings and profit)
- Socioeconomic impacts benefits not captured in Gross Value Added (GVA) (wellbeing of those in receipt of care, enabling participation and peace of mind of carers)









The Economic Value of Adult Social Care



- Direct impact: estimates suggested that the ASC sector creates over £730.8 million in Gross Value Added (GVA) and supports 27,400 full -time equivalent (FTE) jobs, with a labour productivity of approximately £26,700 per FTE.
- Indirect and induced effects: The indirect effect,i.e. the value and employment created in other sectors due to adult social care, is estimated to comprise 5,500 FTEs and £181.2 million of GVA. Similarly, the induced impact, resulting from the additional spending of individuals directly or indirectly employed in the sector, is estimated to include 13,700 FTEs and £545.0 million of GVA.

Overall, the ASC sector in NI is estimated to support 46,500 FTEs and generate £1.5 billion in value when considering direct, indirect, and induced impacts, not including informal care.



2.9% of the total GVA in NI, up by 1.5% since 2016

Carers NI report: Valuing Carers 2021 - Northern Ireland Report on Economic value of unpaid care

The Social Value of the Adult Social Care Sector





Analysis suggest that the socioeconomic benefits of the adult social care sector in NI are £12.1 billion while costing £4.3 billion.

Every £1 spent = £2.82 in socioeconomic benefits

Get Involved



Leaders in Social Care Partnership (LSCP)

Engagement events, CIP, Social Care Managers Fora



Lunchtime Seminars

Care to Chat podcast series



Working together. Making a difference.



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Elaine Armstrong CEO

Vision An inclusive society for all



Our Workforce



Strategic Alignment & Relevance



We invest in our workforce:

Specialisms & expertise to meet need Focus on Prevention & Early Intervention



Work in partnership for quality service provision











Workforce Challenges



- Recruitment
- Retention
- Status & Recognition
- Training Standards & Career Pathways
- Commissioning arrangements
- New legal & financial compliance requirements
- Increasing pressures to meet complexities of need in community service provision
- Leadership pressures on managing change at pace











Workforce Strategy



- Collaborative approach
- Care in Practice Framework pilot
- Values & Priorities alignment
- Solutions focused & evidence based
- Importance of links with other reform work
- Enabler for the journey ahead as part of other work (resource allocation, commissioning, reform of social care)



















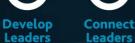






CO3 Upcoming Events













Support

To learn more about us: www.co3.org.uk





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ANNIVERSARY CO3 LEADERSHIP AWARDS

Empowering Leaders since 1985

A Fundraising Event

27 MARCH, 2025





Thank you.



