

Myths and misconceptions: about the (social care) workforce

Jill Manthorpe

Social Care Workforce Research Unit
King's College London

Myth or reality?

- recruitment is in crisis
- turnover is worryingly high
- morale is worse than low
- the work is unskilled
- pay reflects the skill set
- career progression is assured & rewarded
- most new entrants are from E8
- people leave to stack shelves

responses

Myth challenging

- NMDS-SC
- Registration of the social care sector
- What are the local pressure points?
- Why do people stay?
- Age and gender can be addressed (cf medicine)

Nothing can be done?

- The case of social work
- The creation of the children's workforce
- Turning the on & off switches in nurse education
- The DH adult social care workforce strategy
- Escalators

Outside changes

- Personalisation
- A two tier social care workforce
- Blurring of paid and unpaid care
- Newcomers to social care work
- Returners to social care
- Enlarging the pool of social care eg housing, leisure
- Regulatory imperatives (cf childminders)

Questions of the moment

- Is there a dementia care workforce?
- Would we want one?
- What would it look like?
- Obsolescence – the case of the gas lamp lighters? The finding of the fridge?
- The creation of para-professionals eg advocates, navigators, advisers...

End points

- Not a natural demand-supply equation
- A plurality of workforces and workplaces
- Skilled relationships
- Do good staff make a difference? In what ways?
- Workforce impact assessment needed of the Dementia Strategy and all other initiatives