



Research on the Implications of Brexit on the Social Care and Childcare Workforce in Wales

Executive Summary

1. Research aims and methodology

- 1.1 The Welsh Government commissioned Ipsos MORI to conduct a survey of service providers to help to understand the potential impact of Brexit, and how it may interact with workforce challenges already facing the social care and childcare sectors.
- 1.2 The main aim of the research was to provide clear information on the number of non-UK EU workers in specific social care and childcare sub-sectors (domiciliary care services, residential care services, residential homes for children, childminding and day care of children). Specifically, it aimed to:
 - provide robust estimates of the current contribution of non-UK EU workers within the registered social and childcare sectors;
 - identify challenges providers may face as a result of Brexit.
- 1.3 This research involved a mixed-mode survey of registered social care services and childcare services in Wales, available both online and via telephone.
- 1.4 The Welsh Government provided Ipsos MORI with details of settings registered with the Care Inspectorate Wales (CIW). The sample frame included the basic public-domain details of the in-scope registered social care and childcare services, such as email address, postal address and telephone numbers where available.
- 1.5 Fieldwork took place from 17 December 2018 to 16 January 2019. The findings are based on responses from 843 registered services: 486 from social care and 357 from childcare.

2. Key findings

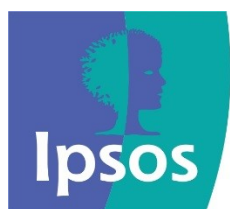
Size of non-UK EU workforce

- 2.1 An estimated 6.4% of staff within registered social care settings and 4.5% of staff within registered childcare services in Wales are non-UK EU nationals. Based on confidence intervals for these estimates this equates to around 2,060 to 3,730 social care workers, and between approximately 410 and 1,100 childcare workers.¹

Recruitment and retention

- 2.2 Recruitment is a challenge within social care and childcare, with 58% of registered social care respondents and 47% of day care of children respondents saying they found it difficult to recruit within the last year.
- 2.3 Within social care, these challenges are most likely to be acute within domiciliary care, and when recruiting Nursing and Midwifery Council registered nurses and health and social care practitioners. Within childcare, recruitment of childcare practitioners presents the biggest challenge. In both sectors, recruitment of administrative/support staff and managers is comparatively more straightforward.
- 2.4 Retention issues were less widespread, but nonetheless reported by a quarter of registered social care services, while a similar proportion of day care of services reported finding staff retention easier (10%) and more difficult (12%) in the last year. Again, retention issues were most acute with respect to NMC registered nurses within social care and (to a lesser extent) childcare practitioners within day care of children.
- 2.5 Both sectors reported little change in the volume of job applications from non-UK EU workers over the last 12 months, or in the ease or difficulty of retaining staff from non-UK EU countries. However, echoing views on staff recruitment and retention more generally, registered social care services were slightly more likely to report challenges recruiting and retaining NMC registered nurses and (to a lesser extent) childcare practitioners within day care of children services.
- 2.6 When viewed against the broader context of staffing challenges in the social and childcare sectors, any impact of Brexit in terms of the rights or propensity of non-UK EU nationals to remain in the UK has the potential to exacerbate existing recruitment challenges for the sectors.

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Available at: <https://gov.wales/implications-brexit-social-care-and-childcare-workforce-0>

¹ Note the research did not cover all settings, only those registered with Care Inspectorate for Wales.

Views expressed in this report are those of the researchers and not necessarily those of the Welsh Government.

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Mae'r ddogfen yma hefyd ar gael yn Gymraeg.
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