

Understanding the reasons care workers move on – Information Sheet

Skills for Care has commissioned Qa Research an independent social research agency to conduct surveys of front line care staff in adult social care to understand why they leave their roles and what their future intentions are. Skills for Care has data that suggests what the reasons might be, but there is a lack of evidence obtained directly from front line staff to validate these theories.

This is a pilot study running in two regions, the North West, and the East Midlands. The aim of the study is to gather data but also to test the methodology to see if it is suitable to be rolled out to other regions in the future. The findings from this study, and any future studies, will be used by Skills for Care to help influence sector wide retention strategies.

How can I help?

We are looking for adult social care employers to opt into the study and help us by distributing a link to our online surveys (paper surveys can be made available to those that cannot access online but we would prefer people to be directed to the online survey in the first instance). There are two surveys:

- **The initial survey** – This is for **all** of your front line care staff and includes questions on how many previous jobs they have had in the sector, their motivations for working in care, future intentions, and reasons they changed/left their previous employer.
- **The leavers survey** – This is for you to share with every front line care member of staff who leaves your employment (but not due to retirement) up until the 4th December 2022. The aim of this survey is to understand their reasons for leaving. This survey should not replace any exit interviews/surveys you may already carry out yourselves.

Both surveys are anonymous, (no information will be shared with employers about the returns from their staff). An optional prize draw will be offered for both surveys to encourage participation. The leavers survey offers respondents the option to take part in follow up research. The final report will be readily available via Skills for Care.

What should I do next?

- If you would like to help us with this research please complete this short form* <https://forms.office.com/r/MSzw2t45KL>
- Once you have completed this form, Qa Research will send you the survey links for you to distribute.
- In the meantime, if you have any questions, please contact:
- **Kay Silversides – Research Manager** kay.silversides@qaresearch.co.uk

*You can find out more about how Qa Research uses any personal data here: <https://www.qaresearch.co.uk/privacy/>