



Gofal Cymdeithasol **Cymru**
Social Care **Wales**

Improved well-being for the social care and early years workforce

An overview of our progress against this outcome in 2023 to 2024

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An overview of our progress against [this outcome](#) in 2023 to 2024

- **78%** feel supported by their colleagues and **66%** by their manager
- **63%** find it hard to switch off when they leave work
- **31%** feel there is enough support in place to deal with stress
- **46%** said having too much work and not enough time to complete it was causing them stress at work
- A **third** said they'd use our information about health and well-being at work

(Source: [Workforce survey results 2023](#))

Your well-being matters

The well-being of the workforce is a focus of our work. We want the workforce to be happy, healthy and supported, so they in turn support the well-being of the people in their care.

Workforce strategy

We heard from more than **1,000** people working in social care who told us that the health and well-being of the workforce was of the most importance and it's a focus of the [workforce strategy for health and social care](#).

The year 2023 to 2024 was our third year realising the workforce strategy and it continued to be a challenging period for the sector. Despite the significant challenges of the last three years, we made progress and also started thinking about the next phase of the strategy's implementation.

We asked you for [feedback](#) about our workforce delivery plan for 2024 to 2027 and nearly **80** people and organisations responded. We'll be publishing [the plan](#) in 2024 to 2025.

In 2023 to 2024, we also updated our three plans to support the realisation of the workforce strategy:

- [social work workforce plan](#)
- [direct care workforce plan](#)
- [strategic mental health workforce plan](#).

Health and well-being resources

Since updating our [health and well-being resources](#) in July nearly **3,300** people have looked at the information on our website. By the end of March, our well-being email network had **91** members and our online well-being community had **56** active members.

We published a series of videos to support people who are involved in fitness to practise investigations. We also launched a well-being support service for them – **76** counselling sessions took place as part of the pilot.

Conferences and well-being events

We held our first health and well-being conference in October 2023 and **87** people attended . Those who attended told us they felt the conference gave them a chance to:

- connect with others working in social care, early years and childcare

- share tips and ideas
- find out more about the health and well-being tools and support that's available, including our [health and well-being framework](#).

"All speakers were fantastic. So grateful to have had the opportunity to experience the workshops and will take back connections that I have made to my work."

A social care worker who attended the health and well-being conference

We held **seven** well-being sessions in 2023 to 2024, which were attended by **197** care workers. These sessions covered topics, such as:

- financial well-being
- support for unpaid carers who work
- supporting neurodivergent staff
- feeling valued and supported in early years and childcare.

We also held training sessions about psychological safety and compassion practices, which were attended by **45** managers. And we presented at **24** forums, conferences and events to raise awareness of workplace well-being and the support that's available.

Employer support service

In 2023 to 2024, **197** employers from **102** different organisations attended events we held as part of our new [employer support service](#), which aims to offer a wide range of services, support and resources. We've created and pulled together for employers to help them in their role. We also met with **464** people at other related events to promote the service.

How the well-being of social care staff can lead to higher retention rates

We published [an evidence summary on the importance of well-being](#) both for its own sake and because improved well-being can lead to higher retention rates. Our summary presents evidence on how employers in social care can support employee well-being and improve retention rates.