

**LEARN TO CARE**  
**PESTEL ANALYSIS TO SUPPORT WORKFORCE PLANNING – Jan 2015**

<b>POLITICAL</b>	<b>ECONOMIC</b>	<b>SOCIOLOGICAL</b>
<ul style="list-style-type: none"> <li>• Personalisation</li> <li>• Personal Health Budgets</li> <li>• Specific Strategies (End of Life, Dementia)</li> <li>• Care Quality Commission (CQC)</li> <li>• Health &amp; Care Professions Council (HCPC)</li> <li>• OFSTED:</li> <li>• Children’s Social Work</li> <li>• Partnerships</li> <li>• Safeguarding</li> <li>• Localism</li> <li>• Public Health Agenda</li> <li>• Care Act</li> <li>• Inspection Regimes</li> <li>• Public Service Reform/ Early Help</li> </ul>	<ul style="list-style-type: none"> <li>• Austerity drive</li> <li>• Contributions Cap from 2016</li> <li>• Outsourcing</li> <li>• Commissioning</li> <li>• Local Education and Training Boards</li> <li>• Bursary changes</li> <li>• HEI fee increases</li> <li>• Charges</li> </ul>	<ul style="list-style-type: none"> <li>• Ageing Population</li> <li>• Immigration</li> <li>• Multi-cultural</li> <li>• Recruitment and Retention Including Overseas Recruitment Changes to Agency workers TAX</li> <li>• Employers’ Standards and Supervision Framework</li> <li>• Personal Assistants’ Strategy</li> <li>• Media construction of children as either victims or demons</li> <li>• Demonisation of Claimants</li> <li>• Public attitudes to Social Work and Social Care</li> <li>• Ageing workforce</li> <li>• SW Supply and Demand Model</li> <li>• Skill mix</li> <li>• Dementia Strategy</li> <li>• Autism Strategy</li> </ul>
<b>TECHNOLOGICAL</b>	<b>LEGAL</b>	<b>ENVIRONMENTAL</b>
<ul style="list-style-type: none"> <li>• E-Learning</li> <li>• E-Conferencing</li> <li>• Assistive Technology</li> <li>• NMDS-SC</li> <li>• Webinars</li> <li>• Apps, tablets etc</li> </ul>	<ul style="list-style-type: none"> <li>• Mental Capacity Act (MCA) / Deprivation of Liberty Safeguards</li> <li>• Independent Safeguarding Authority</li> <li>• Current and updated legislation</li> <li>• National Minimum Standards for Foster Care</li> <li>• Care Planning, Placement and Case Review</li> </ul>	<ul style="list-style-type: none"> <li>• The College of Social Work</li> <li>• Organisational Climate</li> <li>• Location in Organisation of Workforce Development Function</li> <li>• Strategic or Operational focus – or both</li> <li>• Communications</li> </ul>

	<p><b>Regulations</b></p> <ul style="list-style-type: none"><li>• Human Rights Act 1998</li><li>• UN Convention on Rights of Child</li><li>• Care Act</li><li>• Children and Families Act</li></ul>	<ul style="list-style-type: none"><li>• Leadership and Management</li><li>• Council Infrastructure and restructure</li><li>• Working environment – hot desking</li></ul>
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