



Workforce Retention

Practical approaches making a difference in social care

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Introductions

The Project...

Where are we now?

24.7%

Adult Social Care Turnover
(Skills for Care)

10%

60%



Care
Character
THE RIGHT PEOPLE FOR THE CARE SECTOR

cohesion
Reach. Engage. Retain

Themes



PAY & BENEFITS



**FLEXIBILITY &
WORKING
PATTERNS**



**RECRUITMENT &
ONBOARDING**



**COMMUNICATION &
ENGAGEMENT**



**DEVELOPMENT &
CAREER
PATHWAYS**



**CULTURE &
LEADERSHIP**



Theme One: Pay & Benefits

Meals during shift

Attendance bonuses

On-Demand Pay Long Service Awards

Plant a tree for birthdays

Occupational Sick Pay

Cost of living support

Food

Petrol

Annual Review of Benefits

London Living Wage

Loans

Retention bonuses

24/7 GP Access

Recognition Vouchers

Real Living Wage



Theme Two: Flexibility & Working Patterns

Shorter shifts

School Parents

“I can make it work”

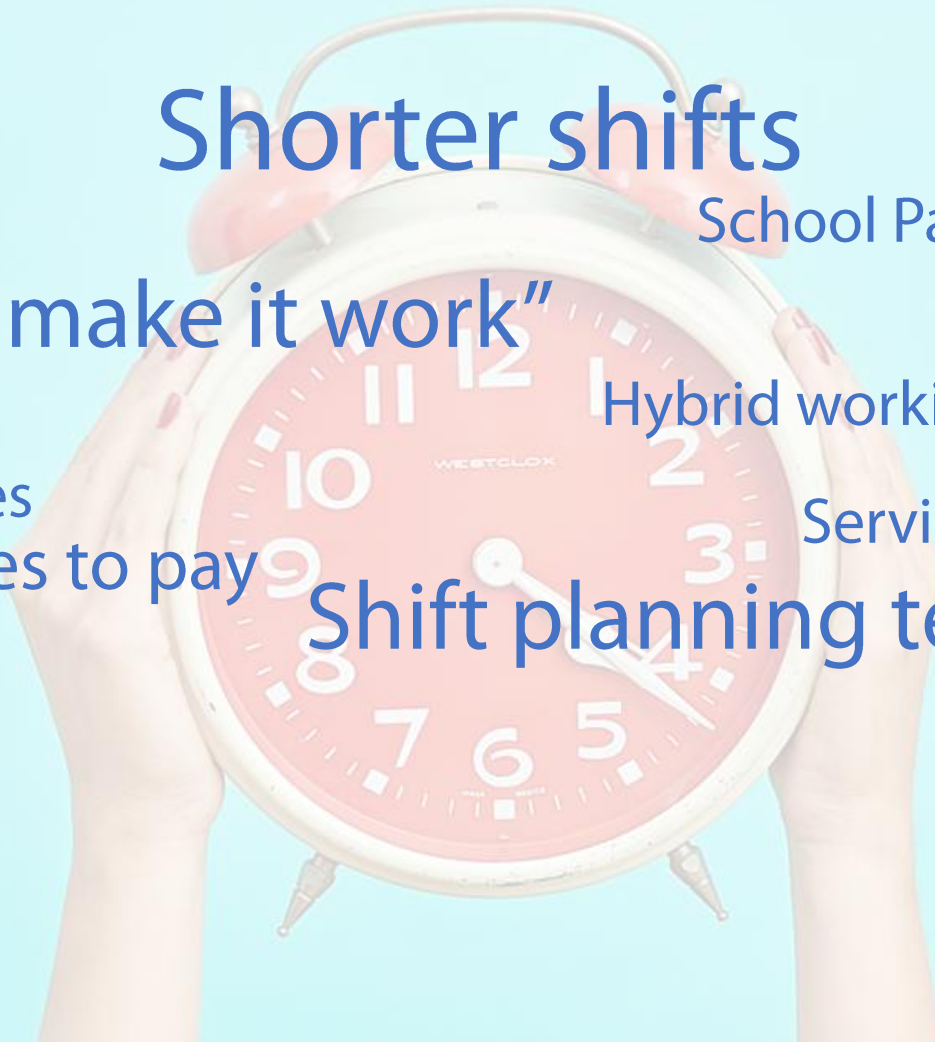
Hybrid working for central teams

Retirees

Service Manager Level

Creative alternatives to pay

Shift planning technology





Theme Three: Recruitment & Onboarding

Values Based Recruitment

Meaningful supervisions

Quality focused

Excellence & Values

Recruiter Check-ins

Well-managed bank pools

Peer support

Extra checkpoints

Leadership Presence

Reduced probation period

Organisational values matching

Personalised Inductions

New Starter feedback





Theme Four: Communication & Engagement

Employee Interviews

Improved people processes

Social events

Difficult Conversations

Thank you from CEO

"We Miss You"

Town Halls

Exec Team Visibility

Generational differences

Leaver Interventions

Values-linked events & awards

Co-produced policies & care

"This is Me"

Service milestones

Self-serve systems

Recognition Cards



Theme Five: Development & Career Pathways

Champions

Service bespoke L&D

Clear pathways

Peer Support & Networks

PDPs

Succession planning

Neurodivergence

Training reviews

Alternative progression routes

Accessible training

Specialist roles



Theme Six: Culture & Leadership

Values representation

Appraisals & Behaviours

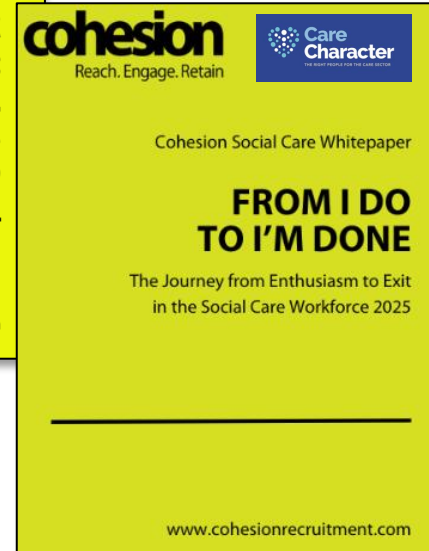
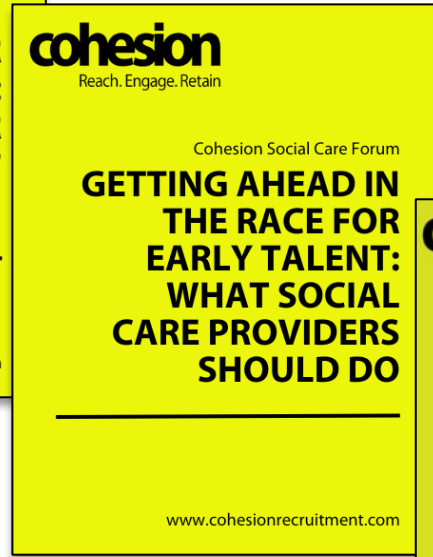
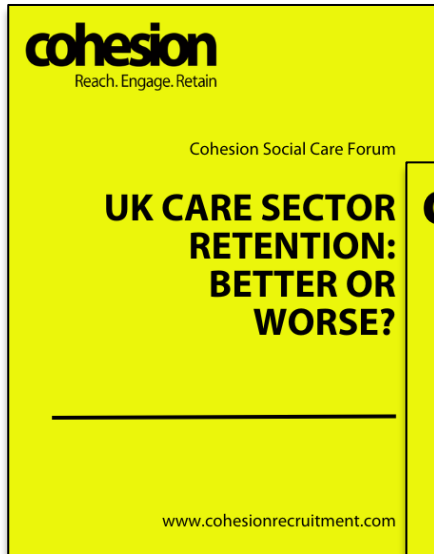
Culture Surveys Accidental Managers
Tackling negativity EDI focus
Values statements
Expectations of Managers Culture Scores
Recognition Structured training & support
Psychological safety

What's next?

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