

Alina Pavicevac

From: Care4Skills <info@care4skills.eu>
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To: Alina Pavicevac
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What is new in the Care4Skills project?

Care4Skills: Future Scenarios for Long-Term Care in Europe

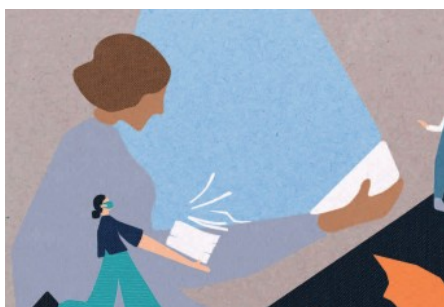
A new foresight report developed in the Care4Skills project explores four possible futures for long-term care by 2040, highlighting how today's choices in workforce development, technology, funding and community engagement could shape future care systems.

The report presents four contrasting scenarios, meant to be used as tools for reflection and strategic planning.

Rebellious Care imagines a future driven by grassroots innovation and life-centred values. In this scenario, care professionals, families, and communities reject rigid institutional models and co-create flexible, personalised support systems. Technology supports, but never replaces, human relationships, while

new roles such as Digital Ethics Stewards and Community Voice Facilitators help ensure inclusion, dignity, and participation.

Shared Care presents a collaborative future where caregiving becomes a shared social responsibility. Communities, volunteers, families, and professionals work together in intergenerational networks, supported by digital coordination tools and strong local partnerships. Care is no longer viewed solely as a professional service, but as a civic skill rooted in solidarity, empathy, and sustainability.



In contrast, **Institutionalised Care** reflects a continuation of traditional hierarchical systems, where regulation, standardisation, and established structures dominate care delivery. While stability and safety remain priorities, the scenario raises questions about flexibility, workforce motivation, and the ability to respond to increasingly complex individual needs.

Finally, **Technocratic Care** offers a cautionary vision of a highly automated care system shaped by efficiency and algorithmic control. Artificial intelligence, robotics, and predictive systems dominate service delivery, at the risk of reducing human interaction, autonomy, and emotional connection.

The scenarios underline that the future of care will depend on how societies balance technology, human dignity, workforce skills, and collective responsibility. The report also highlights that empathy, communication, collaboration, and problem-solving will remain essential competencies regardless of how care systems evolve.

Developed through workshops and stakeholder engagement across ten European countries, the Care4Skills scenarios can provide valuable insight for policymakers, educators, care providers and communities seeking to build

resilient and sustainable long-term care systems for the future. The full foresight report will be published by the summer of 2026.

Care4Skills launches new survey for care workers and social services managers

Care4Skills is inviting care workers and social services managers to complete a short survey about skills in long-term care. The survey aims to identify training needs and improve education and support for care workers.

It is intended for:

Professionals working with elderly people, persons with disabilities, mental health challenges, chronic illnesses, or other support needs.

Social services managers (e.g. care managers, general managers, human resource managers, and similar professions where applicable)

The survey takes about 10 minutes and is available in 10 languages.

Responses will be used anonymously for evaluation, the creation of training programmes and publication of findings.

[To the survey for care workers.](#)

[To the survey for social services managers.](#)

Care4Skills consortium gathers in Utrecht for a Transnational Project Meeting

Hosted by ActiZ on 28–29 April, the meeting brought together project partners to review progress, exchange expertise and plan the next phases of the project,

focused on skills development in the long-term care sector.



Discussions covered the design and piloting of the VET curricula, the development of the sectoral skills strategy for long-term care and future certification pathways. During a dedicated workshop session, partners also discussed priorities and emerging skills needs in long-term care, providing input for the upcoming skills strategy.

The meeting concluded with a study visit in Utrecht, giving participants the opportunity to discover innovative approaches to care and further strengthen collaboration within the partnership.

Care4Skills consortium gathers in Utrecht for a Transnational Project Meeting

Care4Skills was presented at this year's EASPD Annual Conference in Porto (14-15 May), during an interactive workshop session focused on skills development in long-term care.

Participants received an overview of the Care4Skills training offer currently under development, including the free online MOOC and the upcoming structured training programmes.

The session included a group discussion where participants reflected on whether the proposed competency areas match the needs of the LTC and social care workforce, whether the personalised learning pathways are suitable for the target groups, and how the training could be integrated into different national contexts. The discussion also identified strategies that could support the rollout of the training across Europe.

The session concluded with a short presentation on the vision of the Large-Scale Partnership for LTC.





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