

Apprenticeships in adult social care 2021/22

Skills for Care analysis of Education and
Skills Funding Agency data

March 2023

This report describes the number of adult social care apprenticeships which were started or achieved during the 2021/22 academic year (August 2021 to July 2022). Those who achieved an apprenticeship includes people who started in a previous year.

Apprenticeships included in this report are the Health and Social Care framework and the Care Leadership and Management framework which are now closed to new entrants, as well as the more recently launched standards. For more details on all of the apprenticeships that are included in this report see Table 1.

This report covers factors such as apprenticeship level, demographics, regional make-up, trend analysis and comparisons to other frameworks to provide context. It should be of interest to workforce planners, learning providers, social care employers, government bodies, policy makers and anyone with an interest in social care apprenticeships.

Summary of key findings

Apprenticeship starts

- There were around 28,700 adult social care apprenticeship starts in 2021/22, which was 15% lower than in 2020/21. Across all apprenticeships, the overall number of starts increased by 9%.
- Employers of the Lead Adult Care Worker apprenticeship standard (level 3) received around 12,080 starts, Adult Care Worker (level 2) employers received 9,800 starts, the Leader in Adult Care apprenticeship (level 5) received 3,880 starts and the Lead Practitioner in Adult Care apprenticeship received 2,020 (level 4) starts.
- There were around 740 starts in the Social Worker degree apprenticeship (level 6) in 2021/22, which made up 8% of all degree level apprenticeship starts across Health and Social Care.
- The standards Lead Adult Care Worker and Adult Care Worker ranked 4th and 5th in terms of intermediate/advanced level starts in 2021/22 out of all apprenticeships.

Apprenticeship achievements

- There were around 24,990 leavers from adult social care apprenticeships in 2020/21, of which 53.5% completed their course, and of these 97.1% passed the end point assessment.
- Over three quarters (82%) of adult social care achievements in 2021/22 were from the standards Adult Care Worker and Lead Adult Care Worker.

Demographic trends

- The proportion of adult social care apprenticeship starts aged under 25 has decreased from 28% in 2015/16 to 20% in 2021/22.
- The proportion of adult social care apprenticeship starts that identified as male has not changed from 16% in 2015/16.
- The proportion of adult social care apprenticeship starts that identified as having learning difficulties or disabilities has increased from 11% in 2015/16 to 16% in 2021/22.

Contents

1. Introduction	5
1.1. Apprenticeship levy	6
2. Apprenticeship starts	8
2.	8
2.1. Number of apprenticeships starts.....	8
2.2. Comparison to other apprenticeships.....	11
2.3. Apprenticeship starts by level.....	12
2.4. Demographics of apprenticeship starts	12
2.5. Apprenticeship starts by home region	14
3. Apprenticeship achievements	16
3.1. Apprenticeship retention, pass rates and achievement rates.....	16
3.2. Apprenticeship achievements in 2021/22	17
4. Healthcare apprenticeships	19
5. ASC-WDS apprenticeships data.....	21
5.1. Apprenticeships in the ASC-WDS	21
5.2. Employment overview	21
6. Workforce intelligence publications	23

Glossary

Apprenticeships

Paid jobs with training designed to bring the apprentice to full capability in a specific occupation by the end. This report is about English apprenticeships, as signed off by the national government.

Intermediate apprenticeships

Jobs in occupations with training needed at Level 2, which is the equivalent of grade C GCSEs.

Advanced apprenticeships

Jobs in occupations with training needed at Level 3, which is equivalent to A-level.

Higher apprenticeships

Jobs in occupations with training needed at levels 4 to 7 and which are equivalent to a foundation degree and above such as a professional qualification.

Degree apprenticeships

Jobs in occupations with training needed at levels 6 and 7 (equivalent to full bachelor's and Master's degrees).

1. Introduction

Apprenticeships are periods of paid employment that include at least 20% of their working hours spent doing off-the-job studying and developing the skills needed for their new role. Under the reformed system of apprenticeship standards, it is no longer mandatory to include qualifications, although there are required qualifications in the adult social care standards. An apprenticeship can be undertaken as a means to gain knowledge and skills specific to a sector of employment or as a valuable programme of training in its own right¹.

In October 2013 the Government announced that new apprenticeship “standards” would be developed by employers and would replace the existing system of “frameworks”. This reform was completed in August 2020 at which point all new starts into apprenticeships were on employer-led standards².

There are currently 10 apprenticeship standards that are open to entrants with either a direct link to adult social care or multidisciplinary learning between health and social care. The table below describes each of the five apprenticeships that have a direct link to adult social care as well as the two frameworks. Chapter 4 will cover healthcare apprenticeships.

Table 1. Apprenticeships in adult social care

Framework/ standard	Name	Status	Level
Framework	Health and social care	Closed in: 31/12/2017	2/3
Framework	Care leadership and management	Closed in: 31/07/2020	5
Standard	Adult Care Worker	Approved: 21/07/2016	2
Standard	Lead Adult Care Worker	Approved: 21/07/2016	3
Standard	Leader in Adult Care	Approved: 03/02/2020	5
Standard	Lead Practitioner in Adult Care	Approved: 31/03/2020	4
Standard	Social Worker	Approved: 30/11/2018	6

Each apprenticeship standard has specific skills, knowledge and behaviours needed to be competent in that role. At the end of their learning, apprentices will go through an end-point assessment which must be carried out by an organisation independent from the learning provider and employer. At the end of the process, successful apprentices will receive a final grade.

External quality assurance (EQA) is carried out on the end-point assessment organisations (EPAOs) to ensure consistency and quality for all apprentices and their employers. The EQA responsibility for these standards was taken on by The National Skills Academy for Rail (NSAR) in November 2019³.

The body of this report covers the adult social care standards Adult Care Worker, Lead Adult Care Worker, Leader in Adult Care, Lead Practitioner in Adult Care and the recently closed frameworks Health and Social Care, Care Leadership and Management and the Social Worker integrated degree apprenticeship. The healthcare apprenticeships Registered Nurse,

¹ <http://www.skillsforcare.org.uk/Learning-development/Apprenticeships/Apprenticeships.aspx>

² <https://www.gov.uk/government/news/package-of-measures-unveiled-to-boost-apprenticeships>

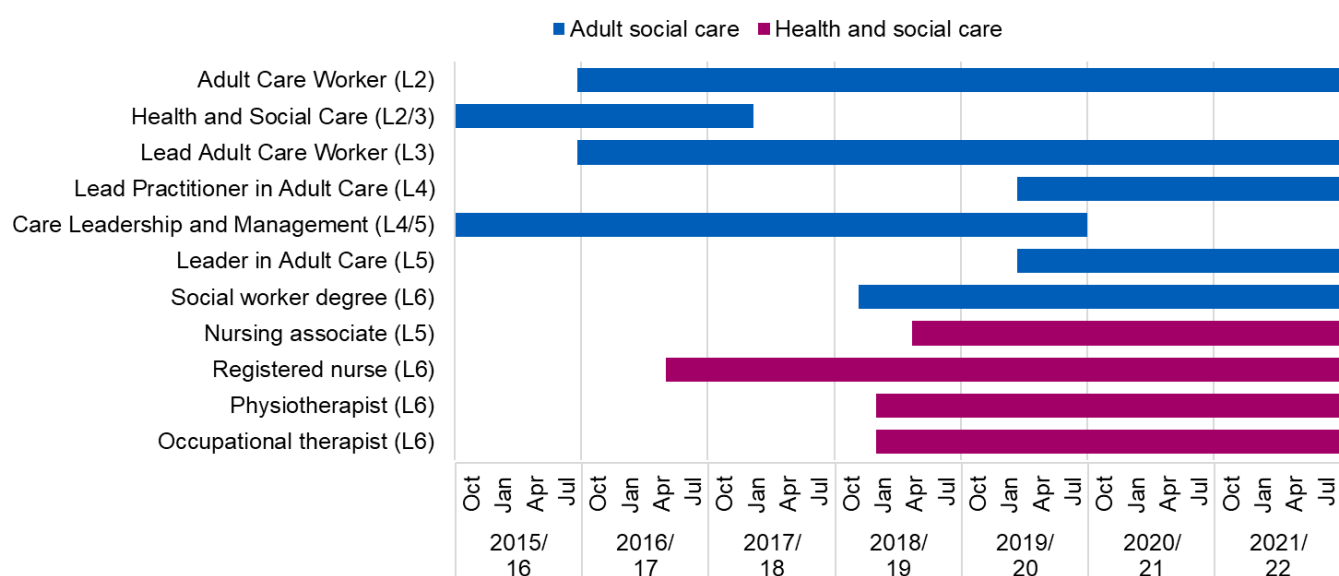
³ <https://www.nsar.co.uk/services/eqa/care-ega/care-ega-documents/>

Occupational Therapist, and Physiotherapist as well as the Nursing Associate standard are shown in chapter 4 of this report.

The chart below shows the apprenticeships included and reporting period of this report. The Health and Social Care framework, which previously accounted for the majority of apprenticeships, was closed to new entrants on 31st December 2017. This was replaced by the Lead Adult Care Worker and the Adult Care Worker apprenticeship standards. The Care Leadership and Management apprenticeship also closed to new entrants on 31st July 2020 and was replaced by the recently launched Leader in Adult Care standard.

In November 2018 the Social Worker integrated degree apprenticeship was launched, which covers working with adults, children, carers and families. Skills for Care supported a trailblazer group of employers and universities to develop this new standard which will typically take three years to complete, combining on-the-job experience with a minimum of 20% of the apprentice's paid working hours spent on off-the-job training. Successful apprentices will acquire an honours degree awarded by their partnered university and will be eligible to apply to the Social Work England register.

Chart 1. Timeline of adult social care apprenticeships included in the reporting period of this report



1.1. Apprenticeship levy

Apprentices starting on the new standards will be funded either through the use of the apprenticeship levy for employers who are required to pay this, or through a co-funded model for non-levy paying employers. The apprenticeships levy was launched in April 2017. The levy is charged at 0.5% of the employer wage bill if the organisation has a wage bill of over £3 million.

The payments are made into an Apprenticeship Service account controlled by the employer and supplemented by a 10% contribution from the Government. Providers of apprenticeships' training to the employer are paid through this account and unused funds in the account expire after two years.

Skills for Care estimates that around 550 adult social care organisations have a wage bill over £3 million and are therefore contributing to the apprenticeship levy. This was based on the estimated wage bill of organisations in the Adult Social Care Workforce Dataset (ASC-WDS).

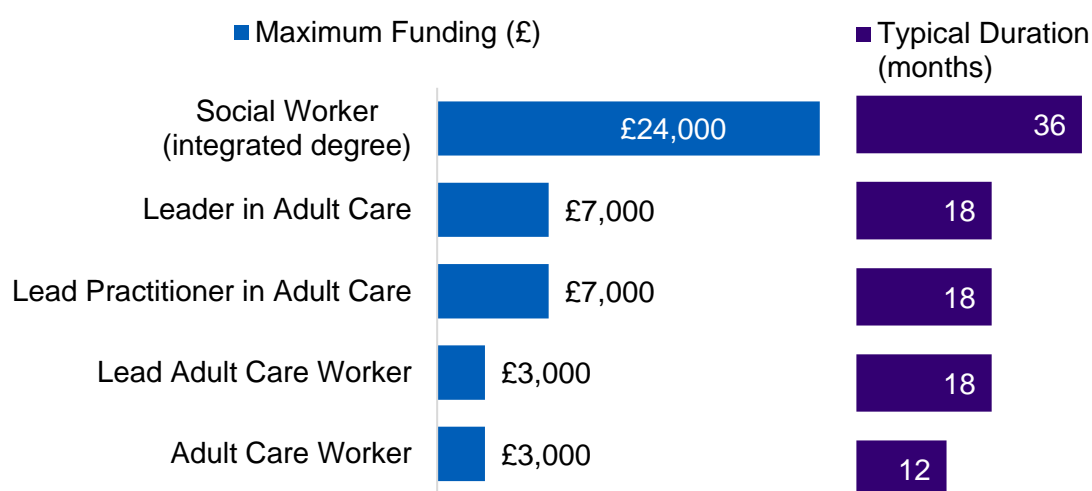
Non-levy paying employers have access to co-funding arrangements for apprenticeship learning in which the employer pays 5% of the cost and 95% is paid for by the Government. Likewise, if there are insufficient funds for an apprenticeship in a levy-paying employer's account, the Government will contribute 95% of these extra costs. A levy-paying employer can choose to donate up to 25% of their apprenticeship levy fund to any other employer who can then use it to fund learning and assessment of their apprentices⁴.

Each apprenticeship has a maximum funding amount to which the Government will contribute. As shown in chart 2, this ranged from £3,000 for the Adult Care Worker and Lead Adult Care Worker apprenticeship, to £7,000 for the Leader in Adult Care and Lead Practitioner in Adult Care and was highest for the Social Worker Degree (£24,000).

Chart 2. Adult social care apprenticeships by maximum funding and typical duration

Source. Apprenticeship funding bands at

<https://www.gov.uk/government/publications/apprenticeship-funding-bands>



In addition, employers can also claim funding in two stages from the Workforce Development Fund (WDF) upon completion of the diploma and after the end-point assessment has been passed, however this only applies to standards that are level 2 to level 5. WDF cannot be claimed by levy payers to pay for training or end-point assessment as this is covered by the levy, but it can be for other associated costs such as off-the-job learning or wage replacement costs⁵.

⁴ <https://www.skillsforcare.org.uk/Learning-development/apprenticeships/Apprenticeship-funding.aspx>

⁵ <https://www.skillsforcare.org.uk/Learning-development/Funding/Workforce-Development-Fund/Workforce-Development-Fund.aspx>

2. Apprenticeship starts

Starts refers to the number of programmes that begin in the academic year from 1 August to 31 July. Adult social care apprenticeships for academic year 2021/22 include the frameworks Health and Social Care and Care Leadership and Management as well as the standards Adult Care Worker, Lead Adult Care Worker, Leader in Adult Care, Lead Practitioner in Adult Care and Social Worker. An apprentice is counted for each apprenticeship started.

2.1. Number of apprenticeship starts



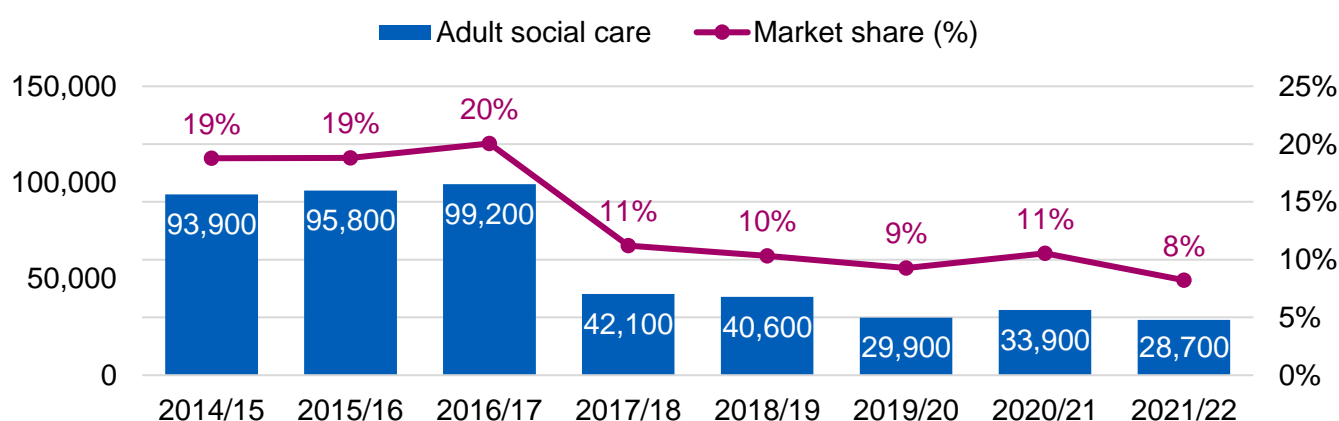
There were around 28,700 adult social care apprenticeship starts in 2021/22, equivalent to 8% of all apprenticeship starts (349,190). Adult social care apprenticeship starts decreased by 15% in 2021/22 compared to the previous year, whereas the overall number of apprenticeships increased by 9%.

Historically, apprenticeship starts were much higher. Between 2014/15 and 2016/17, there were an average of around 501,400 apprenticeships started each year across all sectors. In 2017/18, the number of starts dropped by 24% to around 375,800. The number of starts in adult social care peaked at around 99,200 in 2016/17 before also decreasing by 58% to around 42,100 in 2017/18. Consequently, the market share held by adult social care fell from 20% in 2016/17 to 11% in 2017/18. This was at the same time as the apprenticeship levy launched which may have had an impact on the decrease.

In the following year the number of apprentices were relatively similar, however in 2019/20, when restrictions were put in place to combat COVID-19, the number of starts across all apprenticeships fell by 18% and in adult social care by 26%.

Chart 3. Apprenticeships started between 2014/15 and 2021/22

Source: Education and Skills Funding Agency.



Following the Government's decision to reform apprenticeships from frameworks into employer-led standards, the Adult Care Worker and Lead Adult Care Worker standards were approved for admission in the 2016/17 academic year. The Lead Practitioner in Adult Care and Leader in Adult Care were approved for admissions in the 2019/20 academic year. The reduction between 2017/18 and 2019/20 shows the start of a transition period as employers take on apprenticeships in these new standards.

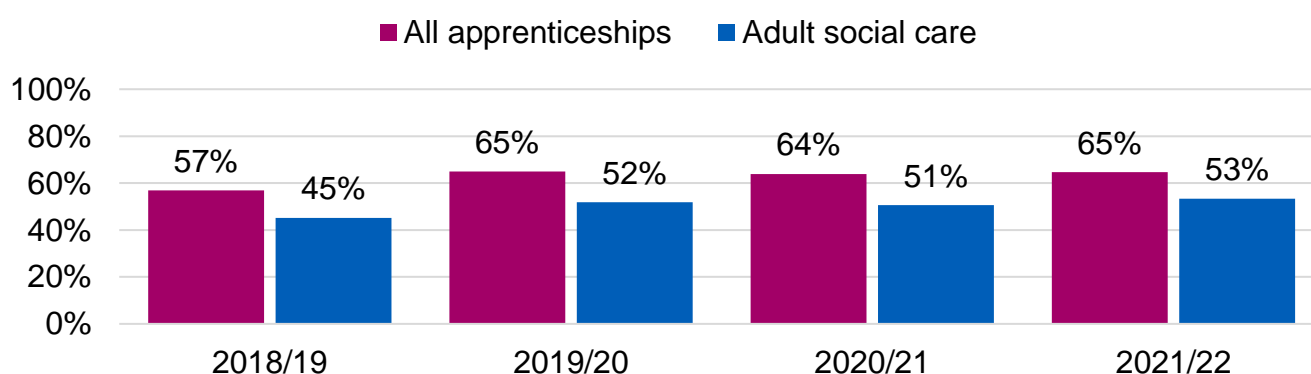
The apprenticeship levy may have also contributed to the reduction in starts, as employers need to accumulate reserves in their Apprenticeship Service account to fund new apprenticeship starts. The apprenticeship levy was launched in April 2017, prior to the academic year 2017/18. Before the launch, there was a relatively large increase in starts.

Around half (53%) of adult social care apprenticeships were supported by levy funds in 2021/22. However, this was a much smaller reliance than for all apprenticeships where around two-thirds (65%) were supported by levy funding.

The social worker degree apprentice had by far the highest proportion of adult social care starts supported by the levy at 98%.

Chart 4. Percentage of apprenticeship starts supported by levy funds

Source: Education and Skills Funding Agency.



The National Audit Office⁶ showed in 2017/18 that levy-paying employers accessed 9% (£191 million) of almost £2.2 billion of levy funds and Government top-up available to them, which was lower than the Department for Education's forecast of 13%. Stakeholders suggested to the National Audit Office that the reduction in starts was because employers and learning providers were uncertain about how the new system would work and in some cases the relevant new standard had not yet been produced and made available for employers to spend their levy on.

Chart 5 below shows the number of starts into adult social care apprenticeships in 2021/22. The Lead Adult Care Worker apprenticeship was the most popular with 12,080 starts, followed by the Adult Care Worker apprenticeship with 9,800 starts. Despite closing to new entrants in December 2017, the Health and Social Care apprenticeship still had 40 starts in the 2021/22 academic year. Care Leadership and Management received 150 starts, despite closing on 31/01/2020. The Leader in Adult Care and Lead Practitioner in Adult Care received 3,880 and 2,020 starts respectively. The Social worker degree apprenticeships received around 740 starts.

⁶ The apprenticeships programme - <https://www.nao.org.uk/wp-content/uploads/2019/03/The-apprenticeships-programme.pdf> - 6 March 2019

Chart 5. Number of adult social care apprenticeships by framework/standard in 2021/22

Source: Education and Skills Funding Agency

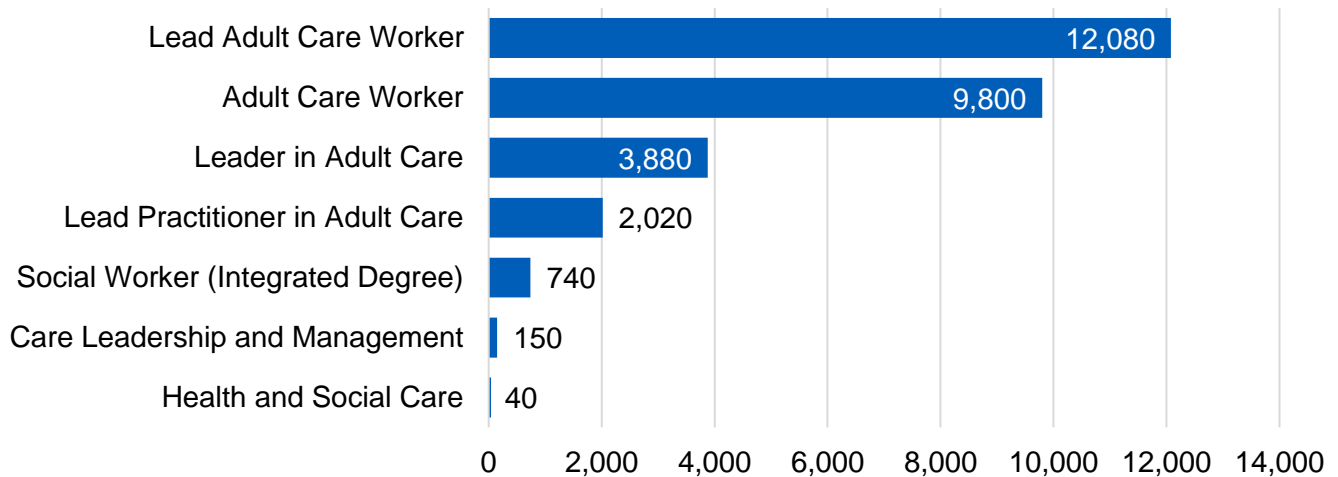


Chart 6 shows the transition of apprenticeship starts from the Health and Social Care and the Care Leadership and Management frameworks to the Adult Care Worker, Lead Adult Care Worker and Leader in Adult Care standards.

The proportion of starts in the Adult Care Worker apprenticeship increased from 24% in 2017/18 to 34% in 2021/22. The Lead Adult Care Worker apprenticeship increased from 20% in 2017/18 to 42% in 2021/22.

Chart 6. Proportion of adult social care apprenticeship starts by framework/standard, 2017/18 to 2021/22

Source: Education and Skills Funding Agency.

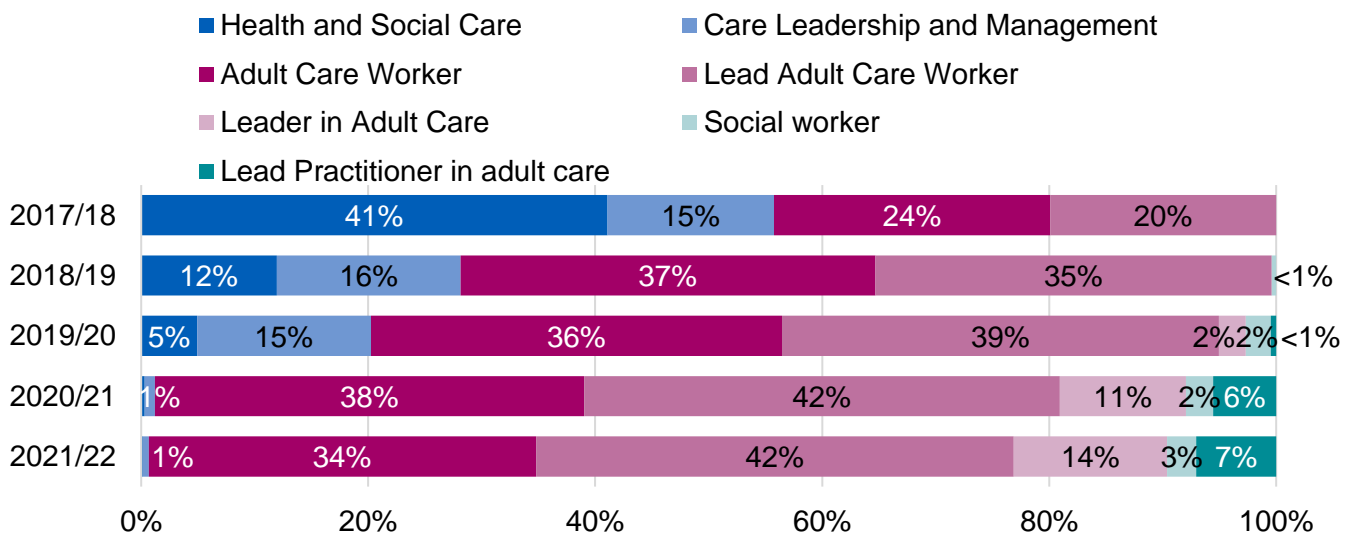
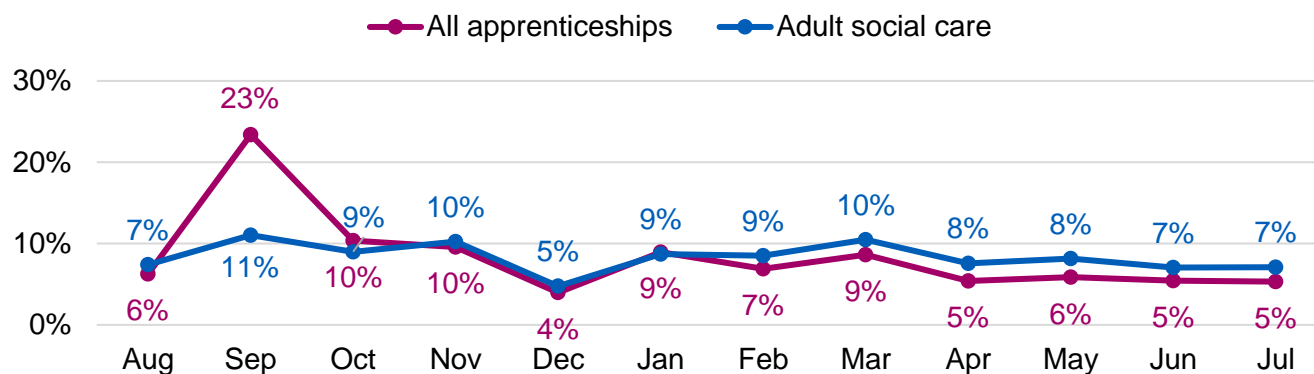


Chart 7 compares the proportion of apprenticeship starts per month in 2021/22 in adult social care to all apprenticeships. Apprenticeships generally receive a large proportion of their starts at the beginning of the academic year, whereas the proportion per month in adult social care is even throughout the academic year.

Chart 7. Proportion of adult social care apprenticeship starts per month 2021/22

Source: Education and Skills Funding Agency.



2.2. Comparison to other apprenticeships

When combined, adult social care apprenticeships accounted for 8% of all apprenticeship starts in 2021/22. Table 2 compares the five largest apprenticeships and their proportion by programme level.

Of the 370 apprenticeships at the intermediate/advanced level with recorded starts in 2021/22, the standards Lead Adult Care Worker and Adult Care Worker ranked 4th and 5th respectively.

The most popular intermediate/advanced level non-social care apprenticeships included Team Leader/Supervisor and Business Administrator. The most popular higher-level apprenticeships include Operations and Departmental Manager, Accountancy or Taxation Professional and Senior Leader (Degree).

Of the 254 apprenticeships at the higher level with recorded starts, the Leader in Adult Care and Lead Practitioner in Adult Care standard were ranked 8th and 14th respectively. The social worker degree apprenticeship ranked 30th in terms of starts.

Table 2. Top five apprenticeship starts by level in 2021/22

Source: Education and Skills Funding Agency.

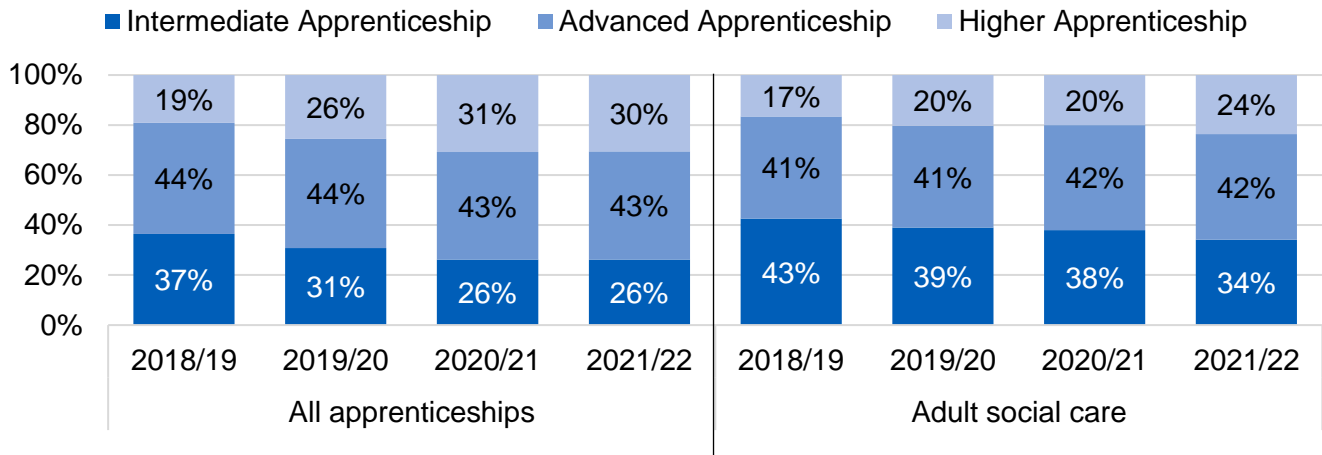
Intermediate/Advanced (levels 2/3)			Higher (levels 4-7)		
All apprenticeships	242,830		All apprenticeships	106,360	
Team Leader or Supervisor	15,740	6%	Operations or Departmental Manager	9,640	9%
Business Administrator	14,280	6%	Accountancy or Taxation Professional	9,470	9%
Early Years Educator	13,240	5%	Senior Leader	4,880	5%
Lead Adult Care Worker	12,080	5%	Police Constable (Integrated Degree)	4,270	4%
Adult Care Worker	9,800	4%	Children, Young People and Families Practitioner	4,170	4%

2.3. Apprenticeship starts by level

Chart 8 compares the proportion of starts per level between adult social care apprenticeships and all apprenticeships. The standards Adult Care Worker and Lead Adult Care Worker are at the intermediate and advanced level, while Care Leadership and Management, Leader in Adult Care and Lead Practitioner in Adult Care are at higher level.

Chart 8. Apprenticeship starts in adult social care by programme level, 2018/19 to 2021/22

Source: Education and Skills Funding Agency.



Across all apprenticeships, the proportion of starts at the intermediate level has decreased in each consecutive year between 2018/19 and 2021/22, and those at the higher level have increased.

Those in adult social care also showed a consecutive decrease in starts at the intermediate level from 45% in 2017/18 to 34% in 2021/22. They also saw an increase in higher level (Care Leadership and Management, Lead Practitioner in Adult Care and Leader in Adult Care) apprenticeships from 17% in 2018/19 to 24% in 2021/22.

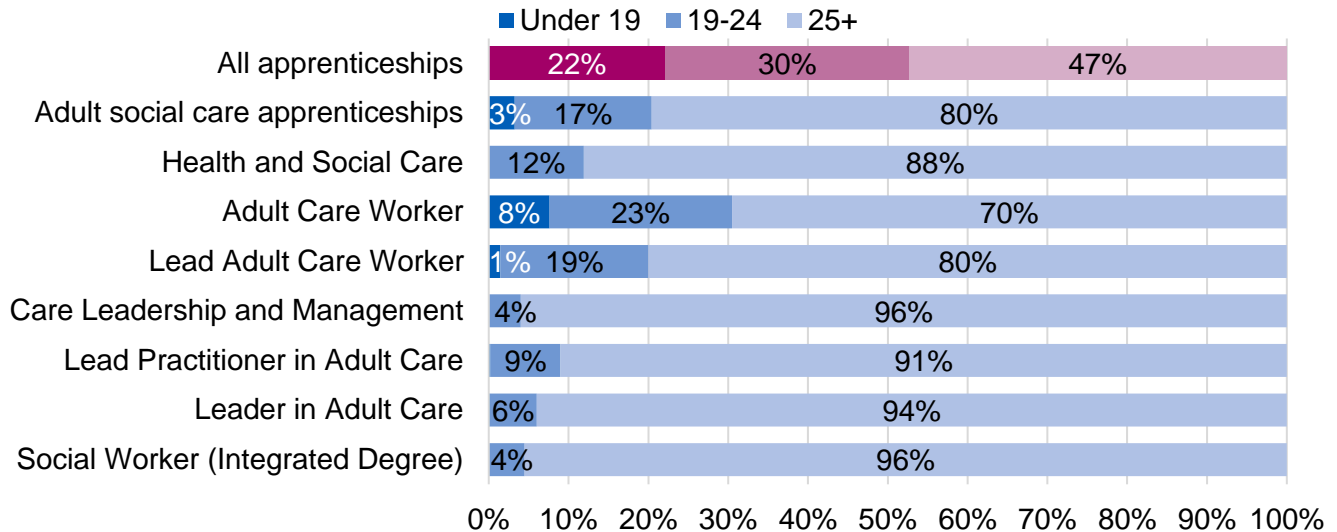
2.4. Demographics of apprenticeship starts

The majority of people starting adult social care apprenticeships in 2021/22 were aged 25 or above (80%), followed by those aged 19 to 24 (17%) and those aged up to 19 (3%). This age profile was notably older than that of all apprenticeships in which around half were under 24 years old.

The Care Leadership and Management framework and the Social Worker degree had the oldest age profiles out of the adult social care apprenticeships with 96% aged 25 or above. This would be expected as these apprenticeships are at a higher academic level and it is generally expected that the people starting have had experience working in a care setting.

Chart 9. Apprenticeship starts by framework/standard and age group, 2021/22

Source: Education and Skills Funding Agency.

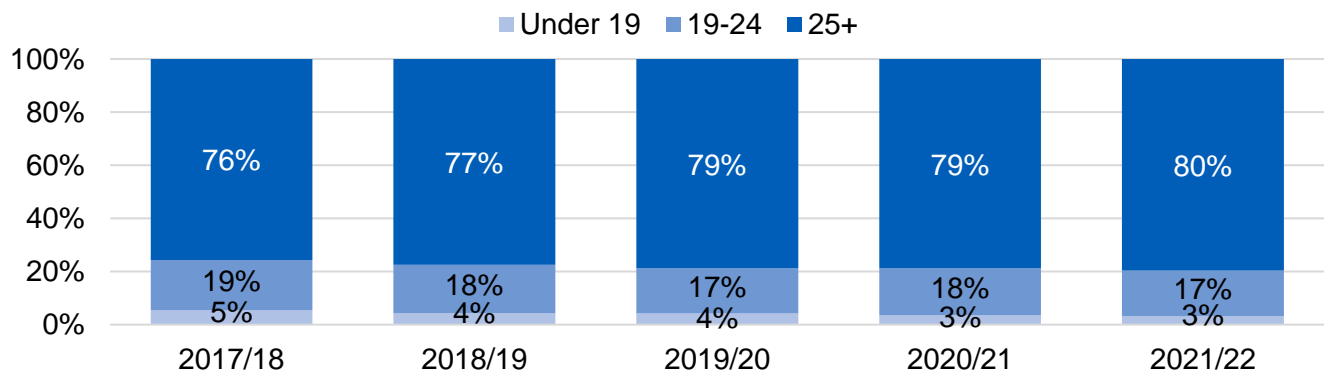


The chart below shows the age trend of adult social care apprenticeship starts between 2017/18 and 2021/22. The proportion of starts aged under 19 was consistently low over the period, whereas those aged 19 to 24 have been decreasing in favour of those aged 25 and above.

This age profile is reflective of the wider adult social care sector in which the average age of the workforce was 45 years old⁷.

Chart 10. Adult social care apprenticeship starts by age group, 2017/18 to 2021/22

Source: Education and Skills Funding Agency.



The majority of adult social care apprenticeship starts identified as female (84%). This has not changed from 2015/16 and is reflected across the wider adult social care sector in which 82% of workers identified as female in 2021/22. Across all apprenticeships, around 51% identified as female.

Around a fifth of adult social care apprenticeship starts (17%) identified as of Black, Asian and minority ethnic groups. This was slightly lower than the wider adult social care workforce (23%), but more diverse than across all apprenticeships (15%).

Around 16% of adult social care apprenticeship starts identified as having learning difficulties or disabilities. This proportion has increased from 11% in 2015/16.

⁷ The state of the adult social care sector and workforce – www.skillsforcare.org.uk/stateof

2.5. Apprenticeship starts by home region

Table 3 shows the largest proportion of adult social care apprenticeship starts in 2021/22 were people living in the South East (16%). The lowest proportion of people were from North East (5%). This generally follows the regional distribution of the adult social care workforce, with only slight variances. London made up 14% of adult social care jobs but only 7% of the adult social care apprenticeships, therefore apprenticeships are under-represented in London.

Table 3. Apprenticeship starts and adult social care jobs by home region, 2021/22

Source: Workforce estimates 2021/22, Education and Skills Funding Agency.

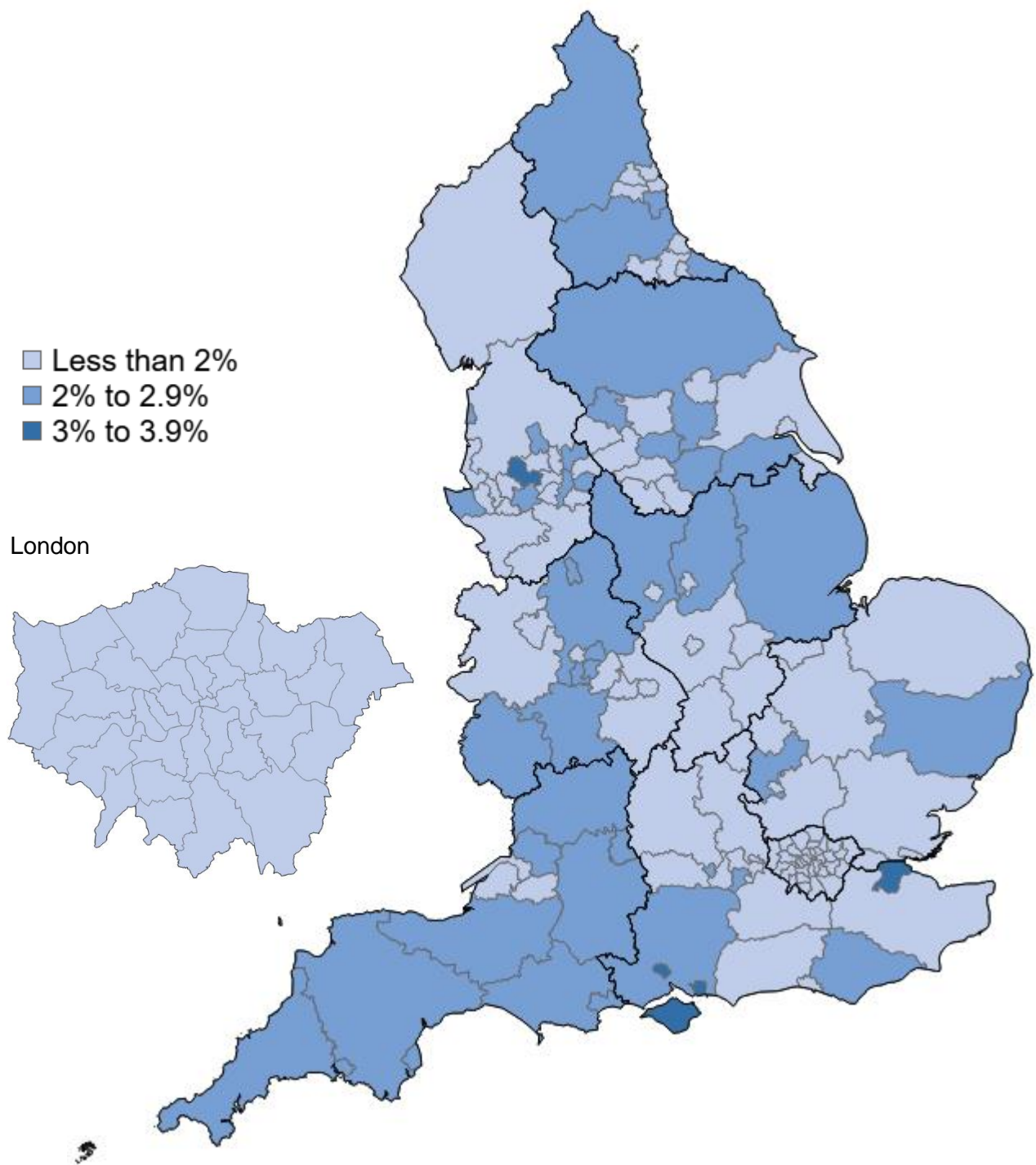
	Adult social care jobs		Adult social care apprenticeship starts		Difference
Total	1.62 million		28,530		
Eastern	174,000	11%	2,860	10%	-1%
East Midlands	153,000	9%	2,770	10%	0%
London	231,000	14%	1,930	7%	-7%
North East	83,000	5%	1,650	6%	1%
North West	225,000	14%	4,150	15%	1%
South East	260,000	16%	4,950	17%	1%
South West	172,000	11%	3,910	14%	3%
West Midlands	169,000	10%	3,360	12%	1%
Yorkshire and the Humber	159,000	10%	2,960	10%	1%

Map 1 (below) shows the number of adult social care apprenticeship starts by home local authority area as a ratio of adult social care jobs as at the academic year 2021/22. The local authority areas with the highest ratio of apprenticeship starts to jobs (where there were the most starts relative to the size of the sector in that area) were Portsmouth (3.8%), Wigan (3.6%) and the Isles of Wight (3.5%).

Regionally, London had the lowest proportion of jobs filled by apprentices (0.8%), whereas the South West had the highest (2.3%).

Map 1. Ratio of apprenticeship starts to adult social care jobs by home local authority area, 2021/22

Source: Education and Skills Funding Agency.



3. Apprenticeship achievements

24,990

leavers from adult social
care apprenticeships in
2020/21.

53.5%

retention rate across adult
social care apprenticeships
in 2020/21.

97.1%

pass rate across adult
social care apprenticeships
in 2020/21.

3.1. Apprenticeship retention, pass rates and achievement rates

Please note that this section refers to academic year 2020/21. Figures in this section were not available for 2021/22 at the time of writing.

There were around 24,990 leavers from adult social care apprenticeships in 2020/21. Half of these leavers completed their course (retention rate – 53.5%) which was equivalent to around 13,380 completers and, of these, 97.1% achieved their learning aim. Therefore, there were around 12,990 successful leavers from adult social care apprenticeships in 2020/21.

Chart 11 below shows the retention rate of adult social care apprenticeships (53.5%) was slightly lower than that of all apprenticeships (58.8%). Therefore, a greater proportion of people drop out of adult social care apprenticeships.

Chart 11. Apprenticeship retention rate, 2020/21

Source: Education and Skills Funding Agency

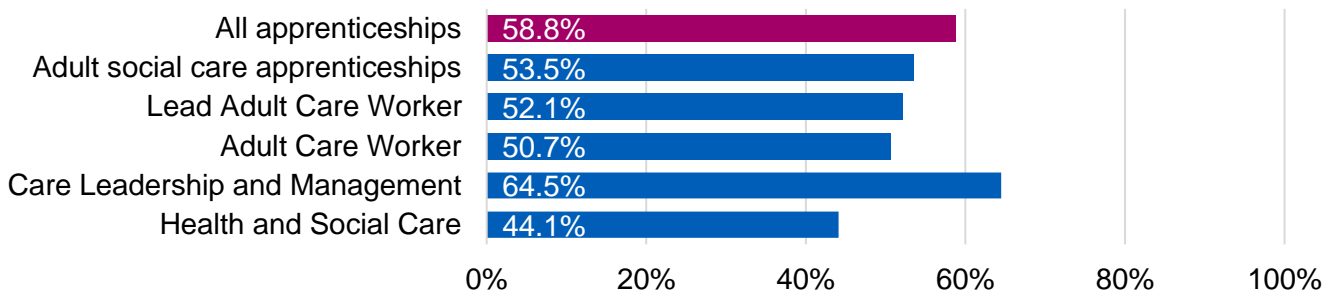
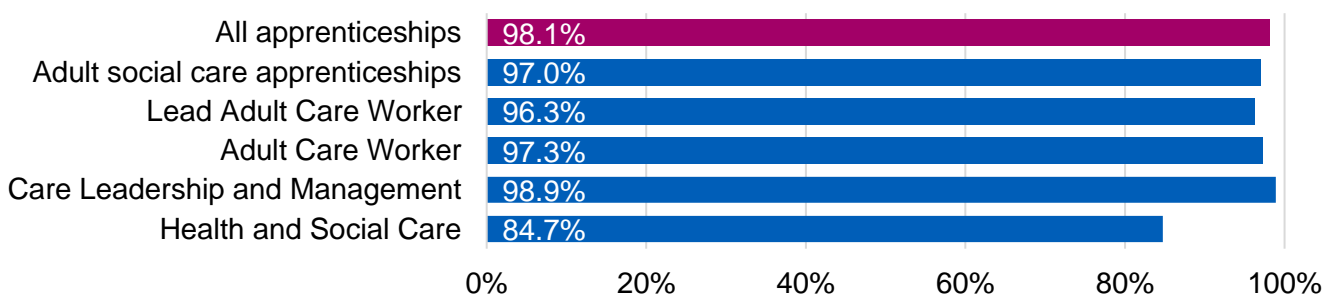


Chart 12 shows the pass rate of adult social care apprenticeships (97.0%) was similar to that of all apprenticeships (98.1%). This indicates that learners who reach their end point assessment are very likely to pass, however many learners drop out from the course before this point.

Chart 12. Apprenticeship pass rate, 2020/21

Source: Education and Skills Funding Agency

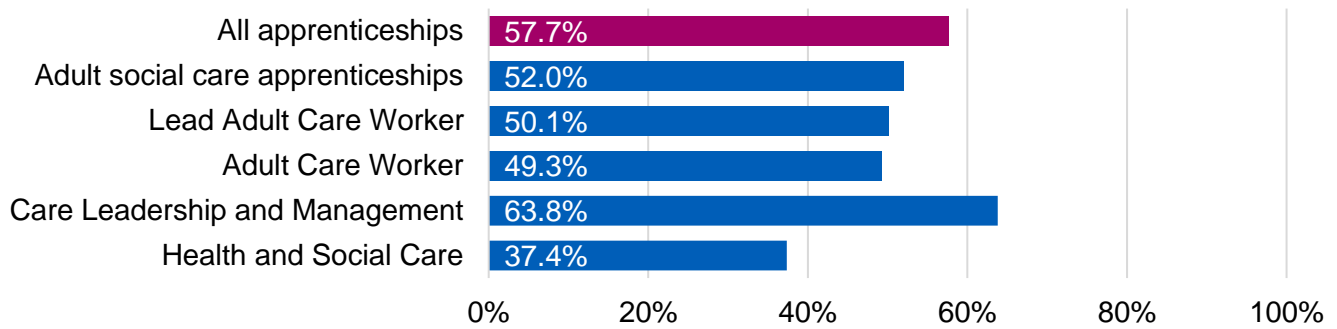


The achievement rate of adult social care apprenticeships was 52.0% in 2020/21, which was lower than the average across all apprenticeships (57.7%).

There was little variation between the achievement rate of the Lead Adult Care Worker standard (50.1%) and Adult Care worker standard (49.3%). The Care Leadership and Management framework had a much higher achievement rate at 63.8%, the Health and Social Care framework had a much lower achievement rate (37.4%).

Chart 13. Apprenticeship achievement rates, 2020/21

Source: Education and Skills Funding Agency



3.2. Apprenticeship achievements in 2021/22

There were around 10,540 adult social care apprenticeship achievements in 2021/22, a decrease of 25% from 14,100 achievements in 2020/21. The same pattern is reflected in the average across all apprenticeships, however the variation is lower between years.

Chart 14. Apprenticeship achievements between 2017/18 and 2021/22

Source: Education and Skills Funding Agency

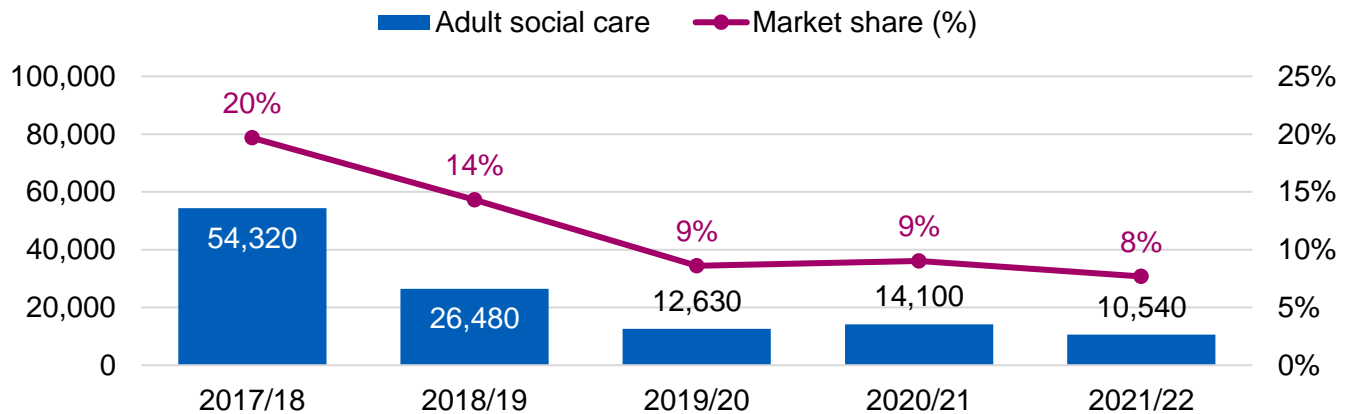
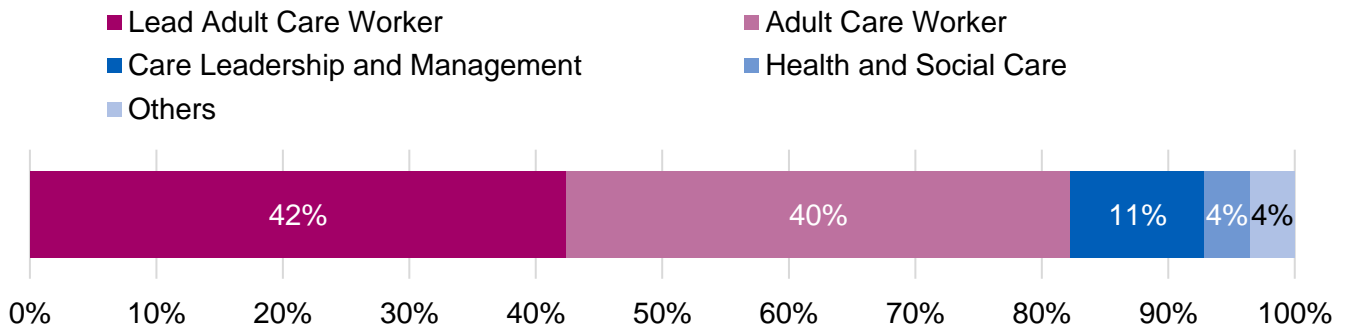


Chart 15 shows the proportion of adult social care apprenticeships achievements for each framework or standard. Around two fifths (42%) of achievements were from the Lead Adult Care Worker apprenticeship and a further 40% from the Adult Care Worker Apprenticeship.

Chart 15. Adult social care achievements by framework/standard, 2021/22

Source: Education and Skills Funding Agency

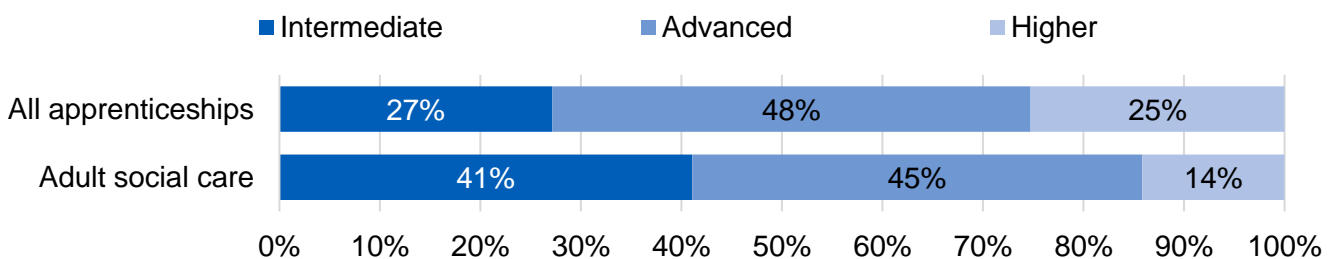


As expected, due to the closing of new entrants, the proportion of achievements for the Health and Social Care apprenticeship dropped from 89% in 2017/18 to 4% in 2021/22. The proportion of achievements of the Lead Adult Care Worker apprenticeship increased from 5% in 2018/19 to 42% in 2021/22 and from 6% to 40% for the Adult Care Worker apprenticeship.

Chart 16 below shows the proportion of apprenticeship achievements by level in 2021/22. Intermediate apprenticeships made up a larger proportion of the adult social care sector (41%) compared to all apprenticeships (27%). There were a similar proportion of advanced apprenticeships, and there were proportionally fewer adult social care apprenticeships at the higher level. This could be a product of the transition from the now closed Care Leadership and Management framework to the Lead Practitioner in Adult Care and Leader in Adult Care standards.

Chart 16. Adult social care achievements by apprenticeship level, 2021/22

Source: Education and Skills Funding Agency



4. Healthcare apprenticeships

The following section looks at healthcare apprenticeships that may link to adult social care via multidisciplinary learning between health and social care. The majority of Occupational Therapist, Physiotherapist, Nursing Associate and Registered Nurse are employed within health settings but some are employed in adult social care settings.

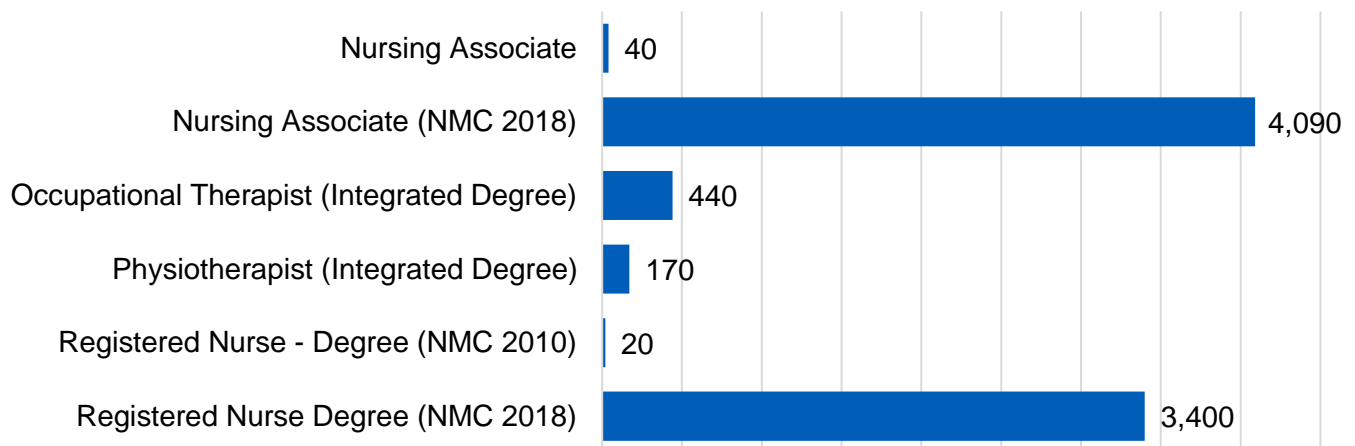
Table 3. Healthcare apprenticeships

Framework/standard	Name	Status	Level
Standard	Occupational Therapist	Approved: 07/12/2018	6
Standard	Physiotherapist	Approved: 18/12/2018	6
Standard	Registered Nurse (NMC 2010)	Approved: 07/05/2017	6
Standard	Registered Nurse (NMC 2018)	Approved: 13/02/2019	6
Standard	Nursing Associate	Closed in: 27/07/2019	5
Standard	Nursing Associate (NMC 2018)	Approved: 08/04/2019	5

The relatively new role of Nursing Associate (NMC 2018), which was approved for delivery in April 2019 had around 4,090 starts. Its previous version “Nursing Associate”, which was retired in 2019 only had 40 starts in the 2021/22 academic year. This apprenticeship emphasises the multidisciplinary learning programme due to the increasing integration of health and social care services. The standard Nursing Associate (NMC 2018) ranked 6th out of 254 higher level apprenticeships that had starts in 2021/22.

Chart 17. Number of degree level apprenticeship starts in 2021/22

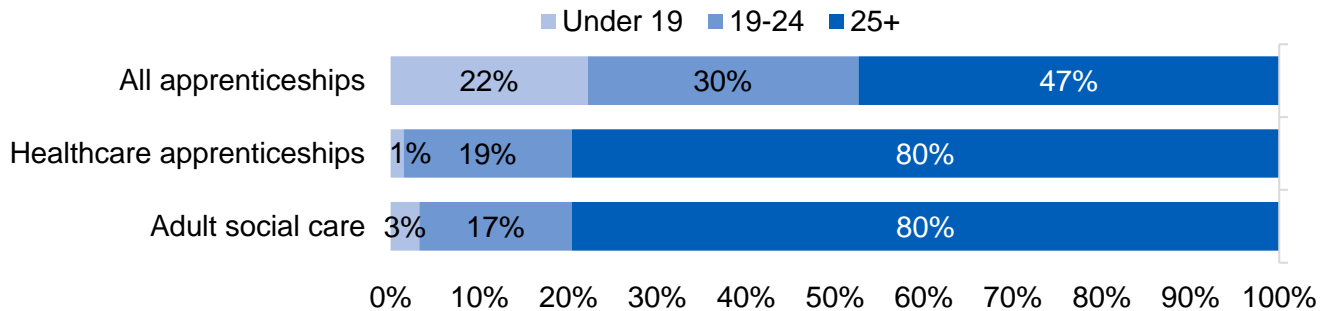
Source: Education and Skills Funding Agency.



The age profile of the healthcare apprenticeships was much older than the overall age profile of apprenticeships. The proportion of apprenticeships who were aged 25 or over was 80% for healthcare compared to under half (47%) for all apprenticeships.

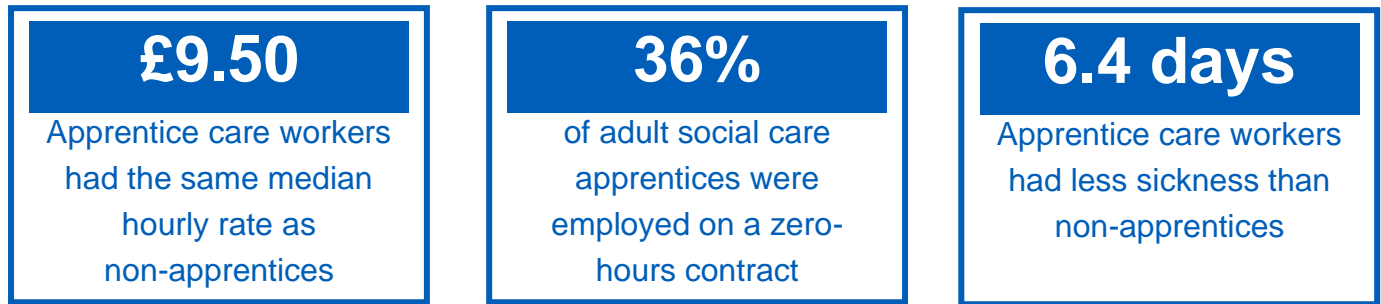
Chart 18. Age profile of adult social care degree level apprenticeship starts in 2021/22

Source: Education and Skills Funding Agency.



Achievement rates for 2021/22 were not published at the time of writing, however there were 3,740 leavers from the Nursing Associate standard in 2020/21 and of these 74.7% completed the course, and all of these passed. There were also 320 leavers from the Registered Nursing standard, of which 75.5% completed the course and all of which passed.

5. ASC-WDS apprenticeships data



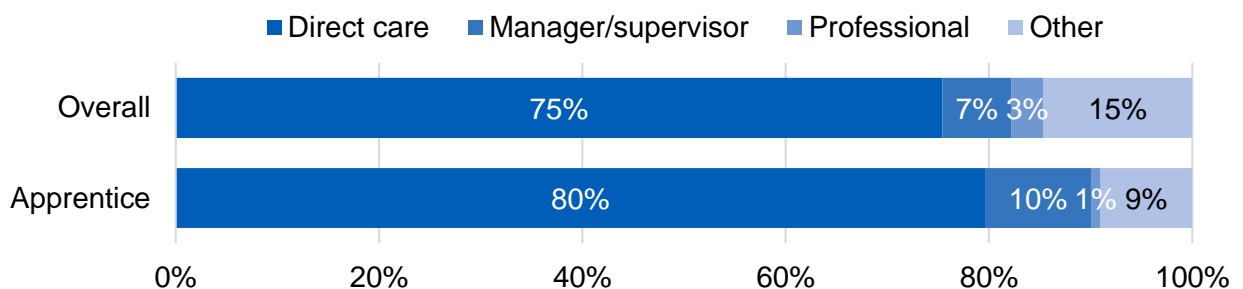
To further understand the characteristics of people in apprenticeship roles, analysis of the Adult Social Care Workforce Data Set (ASC-WDS) is used in this chapter. Employers are asked to respond “yes” or “no” to whether each of their staff were doing training as part of an apprenticeship. This data includes employers in the independent sector as at March 2022 only.

5.1. Apprenticeships in the ASC-WDS

Chart 19 below shows that workers who were doing training as part of an apprenticeship were more likely to have a direct care role (80%) than the overall workforce (75%). They were also less likely to have a regulated professional role (1%) compared to the overall workforce (3%). Around two thirds (65%) of those training as part of an apprenticeship were in care worker roles, and 10% in senior care worker roles.

Chart 19. Job role group of apprenticeships

Source: ASC-WDS unweighted data March 2022

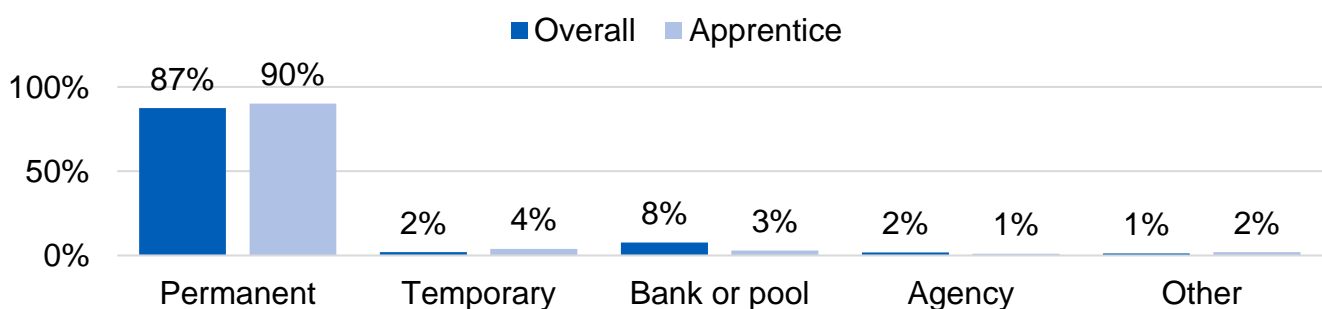


5.2. Employment overview

The majority of care workers in the ASC-WDS as well as apprentices were employed on permanent contracts, with 87% and 90% respectively.

Chart 20. Employment status of care workers

Source: ASC-WDS unweighted data March 2022

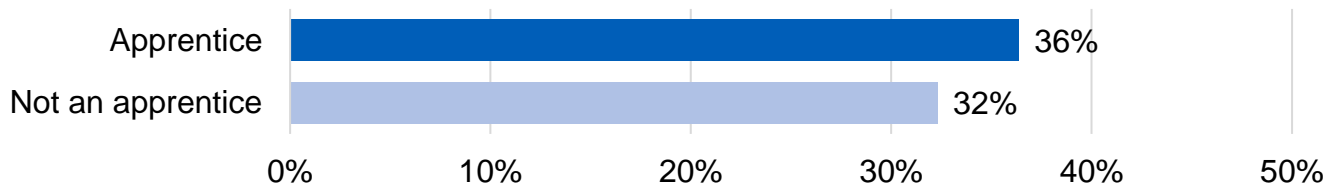


There was also very little difference in terms of full-/part-time hours between care worker apprentices (51% full-time) and those not studying for an apprenticeship (50% full-time).

Care worker apprentices had a larger proportion employed on a zero-hours contract at 36% compared to 32% of those not studying for an apprenticeship.

Chart 21. Zero-hours contract status of care workers

Source: ASC-WDS unweighted data March 2022



Care worker apprentices had a lower average number of sickness days compared to those not studying for an apprenticeship, with 6.4 days and 9.0 days respectively.

Chart 22. Care workers' average number of sickness days in the previous 12 months

Source: ASC-WDS unweighted data March 2022



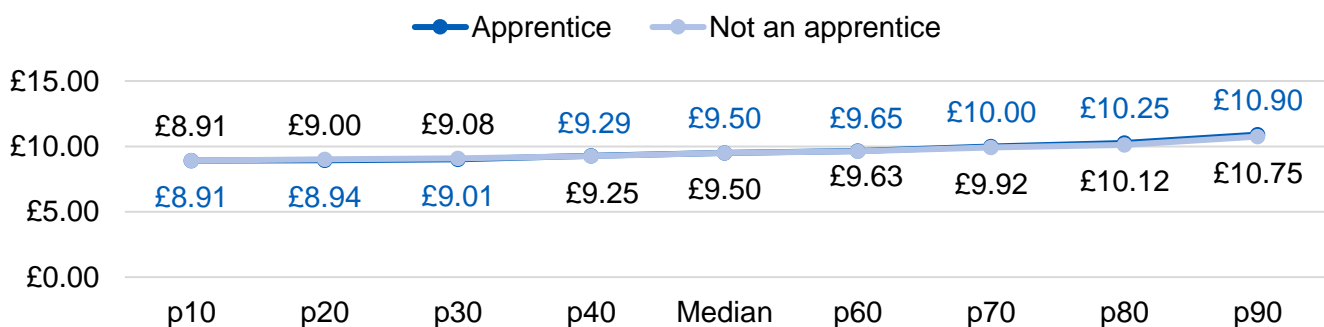
Chart 23 shows the care worker hourly rate change across the percentile distribution, where p10 refers to the bottom 10% of earners, the median represents half of earners, and p90 refers to the top 10% of earners.

There was very little difference in terms of hourly rates between care worker apprentices and those not studying for an apprenticeship.

Both groups had a median hourly rate of £9.50. The lowest paid 10% of care worker apprentices (p10) had a rate of £8.91, and the highest paid apprentice care workers (p90) had a rate £10.90. This distribution indicates that employers pay apprentice care workers the same rates as those not studying an apprenticeship.

Chart 23. Hourly pay distribution of care workers

Source: ASC-WDS unweighted data March 2022



6. Workforce intelligence publications

Skills for Care provides outstanding workforce intelligence which the Government, strategic bodies, employers and individuals rely upon to help them make decisions that will improve outcomes for the people who use care services.

The ASC Workforce Data Set (ASC-WDS) (formerly the National Minimum Dataset for Social Care (NMDS-SC)) is recognised as the leading source of workforce intelligence for adult social care. Skills for Care manages the service on behalf of the Department of Health and Social Care and has been collecting information online since 2007. This chapter provides an overview of some of the reports and resources published by our Workforce Intelligence team.

Skills for Care workforce intelligence publications can be found at www.skillsforcare.org.uk/workforceintelligence.

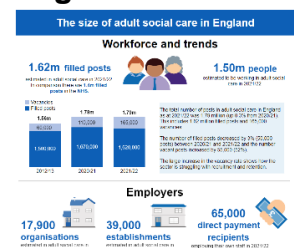
The state of the adult social care sector and workforce report in England



This report provides comprehensive workforce characteristics about the 1.62 million jobs working in adult social care in England. It includes information on employment, recruitment and retention, workforce demographics, pay, and qualifications and skills, as well as workforce forecasts. Data science is also used to look at factors affecting turnover rates and CQC ratings. To access this report please visit www.skillsforcare.org.uk/stateof. *Latest version, October 2022.*

The size and structure of the adult social care sector and workforce in England

This report provides estimates of the number of organisations and establishments involved in providing or organising adult social care, as well as the size and structure of the workforce, including people and job estimates, trend data, and future projections. To access this report, please visit www.skillsforcare.org.uk/sizeandstructure. *Latest version, July 2022.*



Regional reports



We have published nine data visualisations which provide an annual overview of adult social care services and the workforce in each region. Each page contains key findings, the interactive visualisation, and a short summary report. Also available is a regional comparison data visualisation.

To access these, please visit www.skillsforcare.org.uk/regionalreports. *Latest version, October 2022.*

Local authority area reports

This collection of summary reports gives an overview of the adult social care sector and workforce in each of the 151 local authority areas in England. They are accompanied by two interactive visualisations which look at individual areas in greater detail. To access these reports, please visit www.skillsforcare.org.uk/lasummaries. *Latest version, October 2022.*



Skills for Care
West Gate
6 Grace Street
Leeds
LS1 2RP

T: 0113 245 1716

E: info@skillsforcare.org.uk

[Skillsforcare.org.uk](https://skillsforcare.org.uk)

[Twitter.com/skillsforcare](https://twitter.com/skillsforcare)

[Facebook.com/skillsforcare](https://facebook.com/skillsforcare)

[Linkedin.com/company/skills-for-care](https://linkedin.com/company/skills-for-care)

© Skills for Care 2023