

A black and white photograph of a young man and an elderly woman walking towards the camera in a brightly lit hallway. The man is on the left, wearing a plaid shirt and a lanyard, and the woman is on the right, wearing a cable-knit sweater. Both are smiling.

Methodology improvements 2023/24

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

July 2024

Methodology improvements

Skills for Care publish estimates of the size and structure of the workforce each year using data from the Adult Social Care Workforce Data Set (ASC-WDS). When additional information becomes available or methodologies improve, we also make retrospective changes to previously published estimates to ensure our estimates are comparable across years and not a reflection of changes methodologies.

Below is a description of two improvements made this year which have impacted previous published figures.

1. Estimates of the number of international recruits and non-EU staff in the workforce

Estimates of the number of international recruits and the number of non-EU staff in the workforce published in last year's report were made from data available as at March 2023. Data submitted after March 2023, containing some additional data about people who started in 2022/23, showed a higher prevalence of international recruitment than was known about at the time of publication. Previously published estimates have been revised accordingly.

Changes were also made to the methodology to make use of 'started in role' dates in the analysis. Last year the 'year of arrival in the UK' variable was used to estimate the number of people arriving during each year, with adjustments made to account for this being collected as a calendar year and our estimates covering financial years. This year we are combining both variables for a more precise allocation of international recruits to financial years. The table below shows the impact of making these changes on published estimates.

Estimated number of international recruits published in past two years

	Figures published in 2022/23	Figures published in 2023/24
2020/21	10,000	15,000
2021/22	20,000	20,000
2022/23	70,000	80,000
2023/24		105,000

2. Individual employer and personal assistant estimates

Skills for Care is developing an automated pipeline which will allow estimates of the size of the workforce to be published earlier and much closer to the period they refer to.

Estimates of the number of individual employers and personal assistants rely on external data sources, including figures from the Association of Directors of Adult Social Services (ADASS) Spring Survey. This survey does not become available until June/July each year.

In order to take advantage of the faster processing of ASC-WDS data going forwards, we have decided not to wait for external data sources to become available before publishing data. As such, the ADASS Spring Survey data we have each April (i.e. published in the previous June/July) will be used for that year's estimate. The previous methodology was to wait until June/July for an update of this data before publishing the report. This re-alignment of years was applied to previous years. The table below shows the impact of making this change on published estimates.

Estimated number of personal assistant filled posts published in 2022/23 compared to 2023/24

	Figures published in 2022/23	Figures published in 2023/24
2016/17	142,000	143,000
2017/18	143,000	145,000
2018/19	145,000	147,000
2019/20	141,000	141,000
2020/21	139,000	138,000
2021/22	132,000	132,000
2022/23	128,000	130,000
2023/24		123,000



Skills for Care

West Gate
6 Grace Street
Leeds
LS1 2RP

T: **0113 245 1716**

E: info@skillsforcare.org.uk

skillsforcare.org.uk



twitter.com/skillsforcare

facebook.com/skillsforcare

linkedin.com/company/skills-for-care