

The workforce employed by adult social services departments in England, 2021

Workers employed by local
authorities in the adult social care sector

February 2022

Scope of the report

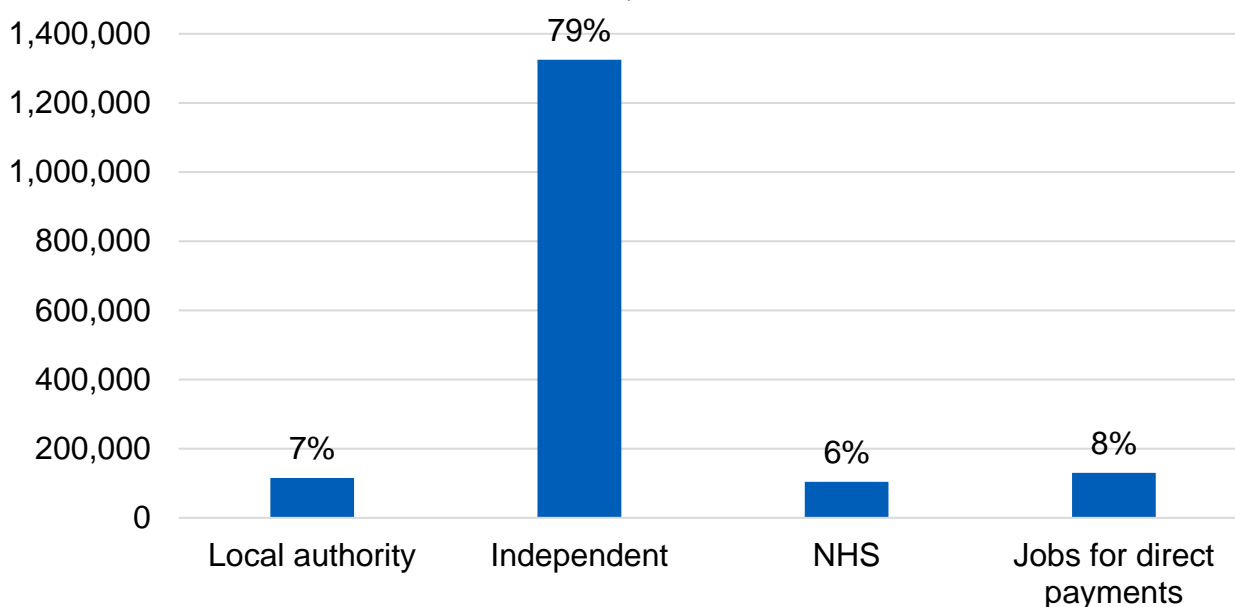
This publication contains information on staff employed (directly and indirectly) by local authority adult social services departments in England who provide social care services to members of the public.

There were 115,100 adult social services jobs within local authorities in September 2021.

The table below shows that, as at September 2021, adult social care jobs within local authority adult social services departments accounted for 7% of the estimated 1.67 million adult social care jobs in England. Over three quarters (79%) of jobs in adult social care were in the independent sector. Estimates of the size of the rest of the adult social care workforce as at March 2022 will be published by Skills for Care in July 2022.

Chart 1. Estimated number and proportions of adult social care jobs, by employer type

Source. Skills for Care's workforce estimates, 2020/21



As reported in *The Size and Structure of the Adult Social Care Sector and Workforce in England, 2021* (Skills for Care), since 2012 adult social care jobs have moved steadily away from local authorities into the independent sector.

The number of local authority jobs has decreased by 35,600 in total or an average of 4,000 jobs each year between 2012 and 2021. Other parts of the adult social care sector have grown, between 2012 and 2021, especially the independent sector which increased by 180,000 jobs as seen in the table below.

Table 1. Estimated change in the number of adult social care jobs by employer type between 2012 and 2021

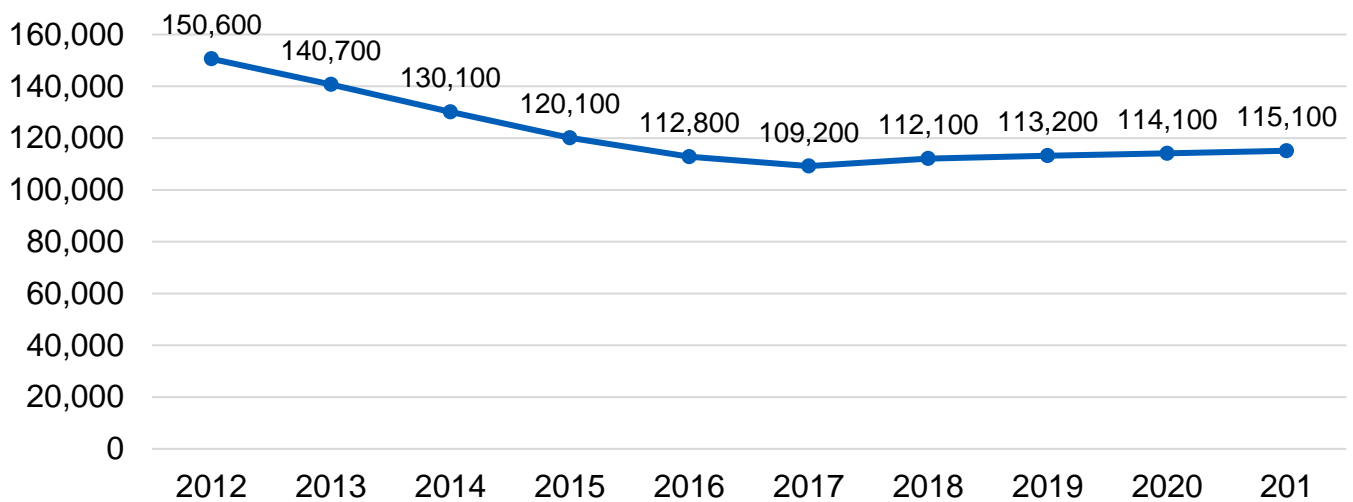
Source. Skills for Care's workforce estimates, 2020/21

Year	All jobs		Local authority		Independent		NHS		Jobs for direct payments	
	Number of jobs	Number of jobs	%	Number of jobs	%	Number of jobs	%	Number of jobs	%	
2012/13	1,500,000	150,600	10%	1,145,000	76%	71,600	5%	131,000	9%	
2013/14	1,525,000	140,700	9%	1,170,000	77%	76,600	5%	137,000	9%	
2014/15	1,555,000	130,100	8%	1,200,000	77%	81,100	5%	142,000	9%	
2015/16	1,560,000	120,100	8%	1,215,000	78%	85,500	5%	137,000	9%	
2016/17	1,575,000	112,800	7%	1,230,000	78%	91,300	6%	140,000	9%	
2017/18	1,595,000	109,200	7%	1,255,000	79%	95,000	6%	138,000	9%	
2018/19	1,610,000	112,100	7%	1,265,000	79%	96,500	6%	136,000	8%	
2019/20	1,630,000	113,300	7%	1,285,000	79%	102,100	6%	131,000	8%	
2020/21	1,675,000	114,100	7%	1,325,000	79%	104,400	6%	130,000	8%	
2021/22	*	115,100	*	*	*	*	*	*	*	

Between 2012 and 2017 jobs for local authority adult social services decreased by 28% (41,400 jobs), since 2017 this figure has increased slightly from 109,200 to 115,100 in 2021, an increase of 4% (4,900 jobs).

Chart 2. Estimated change in the number of adult social care jobs in local authority adult social services between 2012 and 2021

Source. Skills for Care's workforce estimates, 2021



Summary of key findings

This report provides the key findings from the Adult Social Care Workforce Dataset (ASC-WDS) relating to workers in local authority adult social service departments as at September 2021.

115,100 jobs

in local authority adult social services

7%

of all jobs in adult social care in England

0.8%

increase in jobs since 2020.

Workforce size

- There were 115,100 adult social services jobs in local authorities in England (held by 111,100 people), an increase of 0.8% or 950 jobs from 2020.
- The number of jobs fell by 28% (41,000 jobs) between 2012 and 2017. They have increased since 2017 by 5.3%, an increase of 5,800 jobs.
- Nearly half of all local authority job roles (52,400 jobs or 46%) were in direct care providing roles.
- The number of regulated profession jobs remained relatively stable, with 21,300 jobs in 2021. This is the only job role group to have increased since 2012, up 1,300 jobs (6%) between 2012 and 2021.
- In 2021 an estimated 3.5 million hours per week were worked by 111,100 adult social care staff within local authorities, up 88,000 hours per week since 2020.

Workforce characteristics

- The average age of adult social care staff in local authorities was 47.7. This was 4.0 years older when compared to the latest available equivalent for the independent sector and 4.9 years older than the NHS workforce average age.
- 50.7% of directly employed staff had zero sick days in the year. On average, the mean number of sickness days for staff in local authorities is 10.0 days, down 0.7 days since 2020 but 6.4 days more than the UK employment average.¹
- Overall, adult social services jobs saw a nominal pay rise between 2020 and 2021. Care workers median pay rose by 1% from 2020 to £19,700.
- In real terms, between 2012 and 2021 there was a mixed picture with six job roles showing an increase. 'Senior care worker' showed the largest decrease, down 7.1% over this period.

¹ ONS Sickness absence in the UK labour market

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket>

Classification of Statistics

From 1 October 2021, responsibility for publishing the Personal Social Services: Staff of Social Services Departments report moved from NHS Digital to Skills for Care (SfC).

Skills for Care are the leading source of workforce intelligence for the adult social care workforce in England and already release a number of reports, infographics and interactive visualisations using the information collected in the Adult Social Care Workforce Data Set (ASC-WDS). Staff from the Adult Social Care Statistics team in NHS Digital have worked with their Skills for Care counterparts through a transition period to hand over responsibility for the release of Personal Social Services: Staff of Social Services Departments publication. As part of this transition process, the National Statistics badging will be removed but NHS Digital have supported Skills for Care with their voluntary adoption of the Code of Practice for Statistics and will advise on any future application for Skills for Care to become an official statistics producer. Details of Skills for Care's commitment to the code of practice can be found here:

<https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/about-us/Our-Values.aspx>

There has been no change to the publication schedules, data standards or data sources during this period, and as Skills for Care already manage the collection process, there are no changes of contact arrangements for local authority data providers. Mandating through the single data list continues, however the list will be updated to reflect the change in statistics producer.

Uses of this report

This publication may be of interest to members of the public, policy officials and other stakeholders to make local and national comparisons and to monitor the quality and effectiveness of services.

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1. Introduction

This publication contains information on jobs for people employed by all 152 local authority adult social services departments in England as at 2021. Data on the children's social work workforce is published by the Department for Education².

Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government and partners to ensure social care has the right people, skills, and support required to deliver the highest quality care and support, now and in the future. Our role is to respond and adapt to the emerging trends and needs within social care, using data and evidence to drive forward widescale change.

The Adult Social Care Workforce Data Set (ASC-WDS) is an online data collection service which gathers information about the adult social care workforce in England. This service was formerly known as the National Minimum Data Set for Social Care (NMDS-SC), which was launched in 2007. We have been collecting data for 15 years.

The ASC-WDS is the means of collection for the adult workforce data return for local authorities (Adult social services departments). In 2021 for the 10th year in a row, all local authorities in England met the criteria of a full ASC-WDS return for people working in adult social services departments.

1.1. Methodology used to estimate characteristics of the adult social care sector

Meeting the criteria for a full ASC-WDS return means that for each workplace the following fields must be completed: type of organisation, service provided, service user groups for whom care is provided, capacity, number of service users, number of staff, vacancies, and number of leaves in the past year.

Also, for every worker a staff record must be completed with the main job role and the employment status. And at least 90% of staff records must have the following information: gender, date of birth, ethnic group, contracted/average hours, sickness, pay and qualifications.

To ensure that the data we provide in our publications is trustworthy, the best quality and adds value to the sector, and as part of our commitment to the Code of Practice for Statistics³, we use several methods to quality assure the data. Applicable data is validated at the point of entry into the ASC-WDS and data from local authority employers is checked and approved by Skills for Care's workforce intelligence team.

²Statistics: children's social work workforce - <https://www.gov.uk/government/collections/statistics-childrens-social-care-workforce>

³ <https://www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/about-us/Our-Values.aspx>

Due to the mandatory criteria for local authorities, we have complete data for the vast majority of data fields from this part of the sector. We do have some small gaps in completion, and we use our workforce estimates methodology to fill these gaps in order to create a full picture of the adult social care local authority sector and workforce. We have confidence in the quality of these estimates; the methodologies used have been peer reviewed by universities and an independent statistician. For a detailed methodology of how these estimates were produced, please visit the Workforce Intelligence website.

1.2. Brexit

Under the new post-Brexit immigration rules in January 2021 social workers, occupational therapists and registered nurses are listed occupations on the 'skilled worker route' and are on the Shortage Occupation List. Therefore, workers are still able to immigrate to the UK under the new rules providing they have a job offer and can speak English to the required standard.

At the time of publication, care workers were not on the Shortage Occupation List. However, temporary measures are expected to come into effect in 2022, for a minimum of 12 months, that will place care workers on the Shortage Occupation list, which will enable Care workers to qualify for the Health and Care visa given they have a minimum salary of £20,480.

1.3. COVID-19

The majority of the information in this report was collected in September/October 2021 and therefore well into the COVID-19 pandemic. Skills for Care monitors sickness, vacancy rates and staffing, and occupancy on a monthly basis to track the effects the pandemic is having on the adult social care workforce. Monthly trackers can be found here.⁴

⁴ Skills for Care's Workforce Intelligence monthly trackers <https://www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/publications/Topics/COVID-19/COVID-19.aspx>

2. Size of the workforce

In 2021 there were 115,100 adult social services jobs within local authorities, this was an increase 0.8% from 114,100 in 2020. Between 2012 and 2017 the number of jobs fell by 41,400 jobs (28%).

Local authority jobs accounted for 7% of the 1.67 million estimated adult social care jobs in 2020/21. Almost two fifths (79%) of jobs in adult social care were in the independent sector. New estimates for the whole adult social care workforce will be published in July 2022.

Table 2. Estimated number and proportions of adult social care jobs, by employer type

Source. Skills for Care's weighted estimates, 2021

Year	All jobs	Local authority		Independent		NHS		Jobs for direct payments	
	Number of jobs	Number of jobs	%	Number of jobs	%	Number of jobs	%	Number of jobs	%
2012/13	1,500,000	150,600	10%	1,145,000	76%	71,600	5%	131,000	9%
2013/14	1,525,000	140,700	9%	1,170,000	77%	76,600	5%	137,000	9%
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2021/22	*	115,100	*	*	*	*	*	*	*

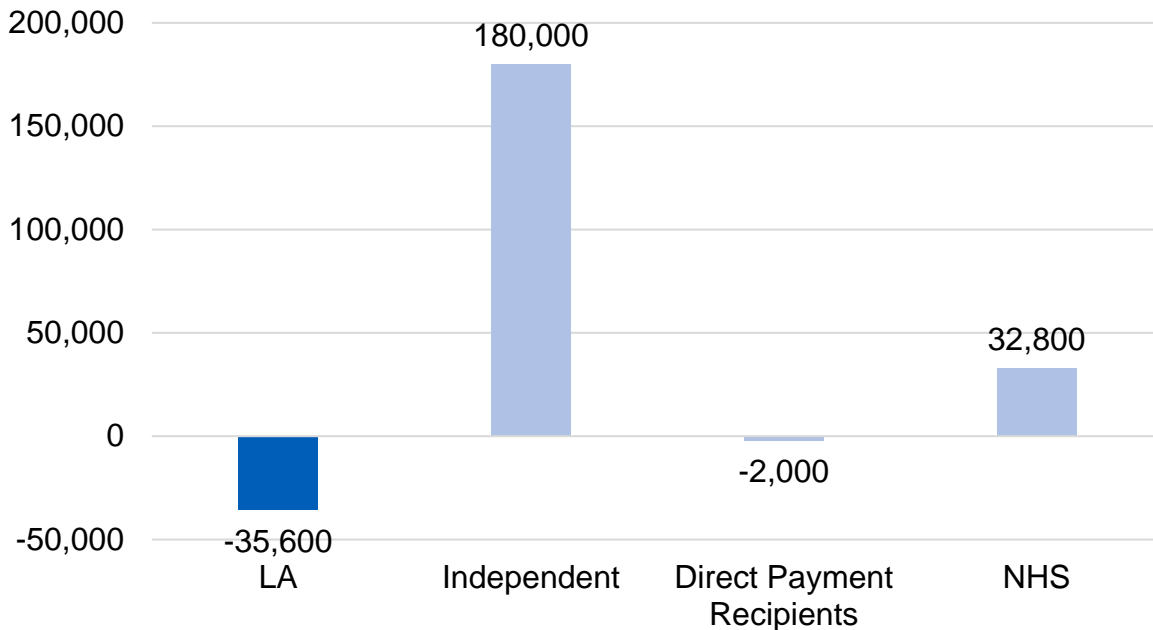
*Estimates of the total size of the adult social care workforce for 2021 will be published by Skills for Care in July 2022. Please note figures for Independent sector and Jobs for direct payment recipients were revised for 2012-2019.

Since 2012 adult social care jobs have moved steadily away from local authorities to the independent sector.

The number of local authority jobs has decreased by 35,600 (24%) in total or an average of 4,000 jobs (3%) each year between 2012 and 2021. Other parts of the adult social care sector have grown, between 2012 and 2021, especially the independent sector which has increased by 180,000 jobs.

Chart 3. Estimated change in the number of adult social care jobs, by employer type between 2012 to 2021

Source. Skills for Care's workforce estimates, 2020/21



*Local authority information as at September 2021, Independent, Direct Payment Recipients and NHS data as at March 2021.

Chart 4 shows that from 2017 to 2021 local authority jobs increased by 4% (4,900 jobs) following a decrease of 28% (41,400 jobs) between 2012 and 2017. In 2021 there were 115,100 local authority jobs, up 0.8% (950 jobs) from 2020.

Chart 4. Number of local authority adult social care jobs, 2011 to 2021

Source. Skills for Care's workforce estimates, 2021

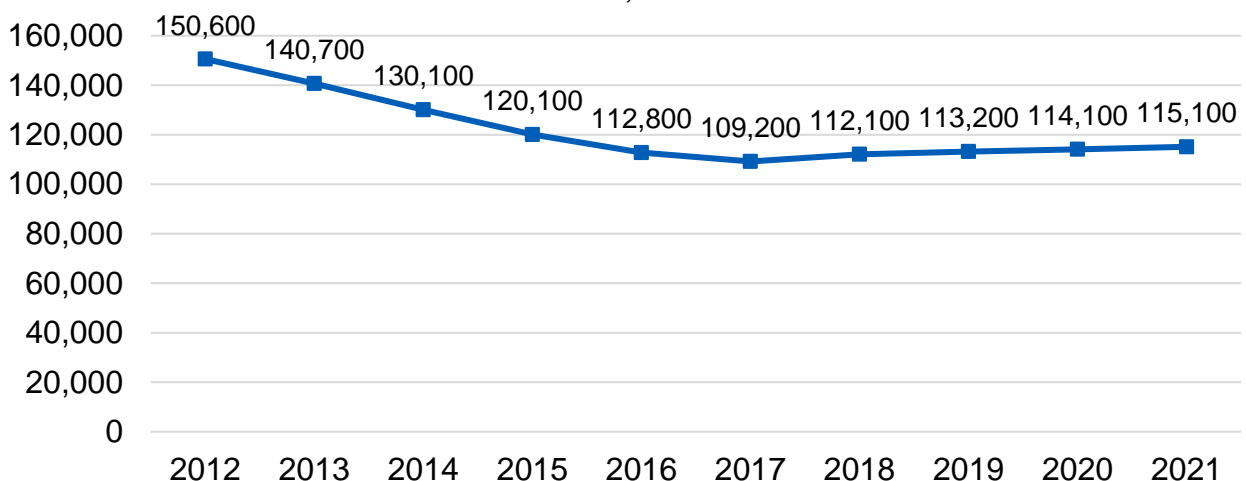


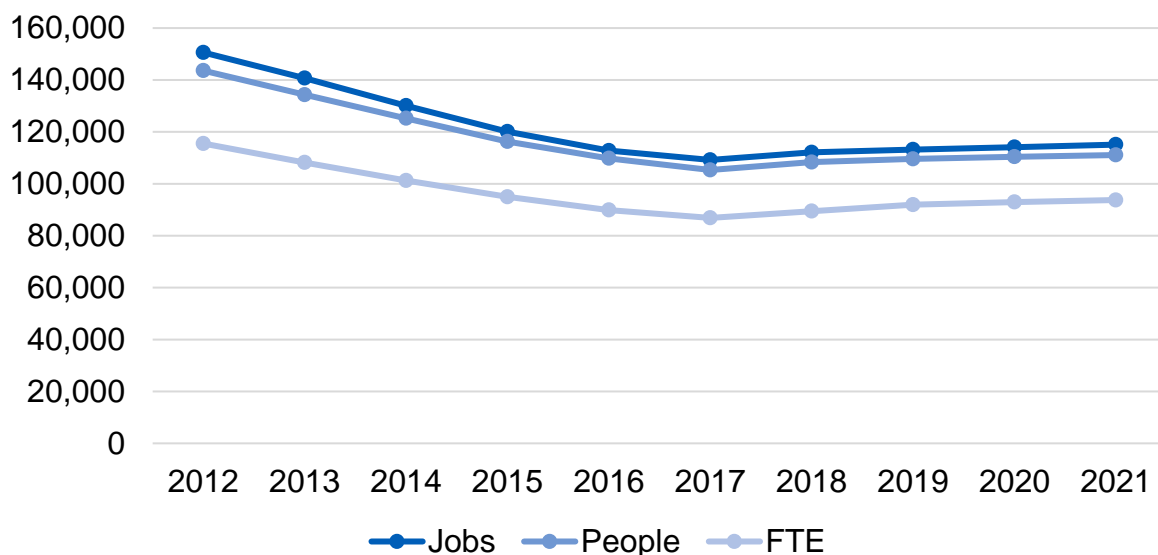
Chart 5 shows that jobs, headcount and FTE jobs within adult social services departments in local authorities have all shown a steady decrease each year between 2011 and 2017. In 2021 there was a year-on-year increase for the fourth year in a row; this is now broadly comparable with 2016 levels.

FTE estimates were created by applying contracted hours and average hours data to estimates of the total number of jobs. 37 hours per week has been classed as 'full-time'.

Between 2017 and 2021 there has been an average increase of 1,500 jobs (1.3%) each year.

Chart 5. Total number of adult social services jobs in local authorities, people and FTE jobs, September 2012 to September 2021

Source. Skills for Care's workforce estimates, 2021



In 2021, there were 111,100 people working in 115,100 jobs. Between 2020 and 2021 the number of people working in adult social care in local authorities has increased by 700 people (0.6%). There were 104 jobs per 100 people in local authority adult social care services, this shows that there are a relatively small number of people carrying out more than one adult social services job.

There were 93,700 FTE jobs in 2021, an increase of 750 jobs (0.8%) from 2020 to 2021. The FTE jobs ratio was 0.8, which reflects the full-time nature of many adult social services jobs.

Nationally, 93,700 FTE jobs equates to an estimated 3.5 million hours worked per week by adult social care staff within local authorities, up 88,000 hours since last year.

2.1. Reasons for change in the number of jobs

Local authorities were asked to provide reasons for increases and decreases in the number of jobs reported this year compared to the previous year. In addition to providing reasons for changes in total jobs, local authorities were also asked for any other comments they wanted to make, including any structural changes that might not have affected the total number of jobs but the types of jobs within the local authority. Free text responses from local authorities were independently coded and verified by Skills for Care.

Table 3. Reasons for differences in the total number of jobs between 2020 and 2021

Reasons for changes in total jobs	All Local authorities (LAs)		LAs with an increase in jobs		LAs with a decrease in jobs	
	Total	%	Total	%	Total	%
No change / small change	54	36%	21	14%	29	19%
Restructure	23	15%	11	7%	12	8%
Due to COVID-19	19	13%	13	9%	6	4%
No information	18	12%	9	6%	9	6%
Recruitment / filling vacancies	14	9%	14	9%	0	0%
Closures	13	9%	4	3%	9	6%
Reduction in agency / causal staff	9	6%	5	3%	4	3%
Increase in agency / causal staff	8	5%	6	4%	2	1%
Insourcing	8	5%	4	3%	4	3%
Budget cuts	7	5%	1	1%	6	4%
Not filling / unfilled vacancies	6	4%	2	1%	4	3%
Redundancy	5	3%	1	1%	4	3%
Outsourcing	4	3%	0	0%	4	3%
Natural turnover, resignations and retirement	4	3%	2	1%	2	1%
Data quality issues affecting last years data	1	1%	1	1%	0	0%
Additional funding	1	1%	1	1%	0	0%
Increase in apprentices	0	0%	0	0%	0	0%
Total	152		152		152	

¹Based on all 152 local authorities

²Local authorities can name more than one reason for changes in their total number of jobs

Table 3 shows a breakdown of the responses local authorities provided for these queries. The most commonly stated reason for changes, accounting for both increases and decreases in the number of jobs, was restructure although other common responses were due to COVID-19 and recruitment or filling vacancies.

When looking at the responses from just those local authorities which had an increase in the number of jobs between 2020 and 2021, restructure, recruitment or filling vacancies and due to COVID-19 were amongst the most commonly stated reason for the changes.

2.2. Number of jobs by job role

Local authorities provided the number of jobs split by a set list of 29 job roles. During the analysis stage, Skills for Care grouped these job roles into four job group categories; Direct care, Manager / Supervisor, Professional and Other.

Table 2.3 shows that the change in the number of adult social services jobs, between both 2012 and 2021 and between 2020 and 2021 has not been evenly distributed in terms of jobs roles.

In 2021 around half of all jobs (52,400 or 46%) were in direct care providing roles, and this number increased by 275 between 2020 and 2021. Overall jobs in direct care have reduced by 30,500 (37%) since 2012.

Since 2012, all job role groups have decreased except for the regulated professionals, which has seen an increase of 1,300 jobs. In 2021 there were 21,300 regulated professional jobs, the highest number recorded.

Table 4. Total number of adult social services jobs, by job role group

Source. Skills for Care's workforce estimates, 2021

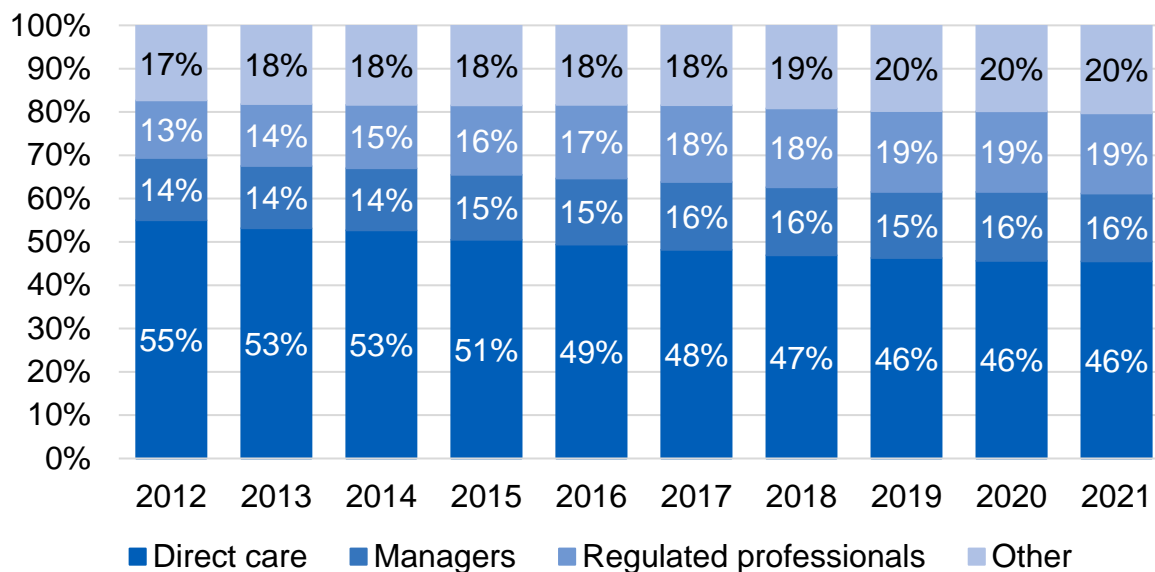
Year	All job roles	Direct care	Managers	Regulated professionals	Other
2012	150,600	82,900	21,600	20,000	26,100
2013	140,700	74,800	20,200	20,100	25,500
2014	130,100	68,500	18,700	19,000	23,800
2015	120,100	60,700	18,000	19,200	22,200
2016	112,800	55,700	17,200	19,200	20,700
2017	109,200	52,600	17,100	19,400	20,100
2018	112,100	52,600	17,600	20,400	21,500
2019	113,300	52,500	17,300	21,100	22,400
2020	114,100	52,100	18,200	21,200	22,600
2021	115,100	52,400	18,100	21,300	23,300
Change 2012-2021	-35,600	-30,500	-3,600	1,300	-2,700
% change 2012-21	-24%	-37%	-17%	6%	-11%
Change 2020-21	950	275	-100	70	700
% change 2020-21	0.8%	0.5%	-0.6%	0.3%	3.2%

Managerial roles saw a decrease since 2020 (by 100 jobs or 0.6%). This was the only job role group to see a decrease in this time period, with the 'other' job role group having the largest increase (700 jobs or 3.2%).

In local authorities there has been a gradual shift away from direct care providing roles (55% in 2011 to 46% in 2021) into the other three job role groups. After direct care roles, regulated professionals saw the largest change, increasing from 13% in 2012 to 19% in 2021.

Chart 6. Adult social services jobs by job role group as a proportion of all jobs, by year

Source. *Skills for Care's workforce estimates, 2021*



Within the local authority sector in 2021 there were 21,300 regulated professional jobs, this was predominantly made up of social workers jobs (17,300 jobs or 81.2%).

Of the estimated 22,500 social worker jobs across the whole adult social care sector, including independent and the NHS, 76% are employed by the local authorities. In contrast local authority jobs only made up 7% of all adult social care jobs as at September 2021.

Table 5. Total number of local authority adult social services jobs as a proportion of all sector adult social services jobs, by job role group

Source. *Skills for Care's workforce estimates, 2021*

All Sector data includes the latest local authority data as at September 2021

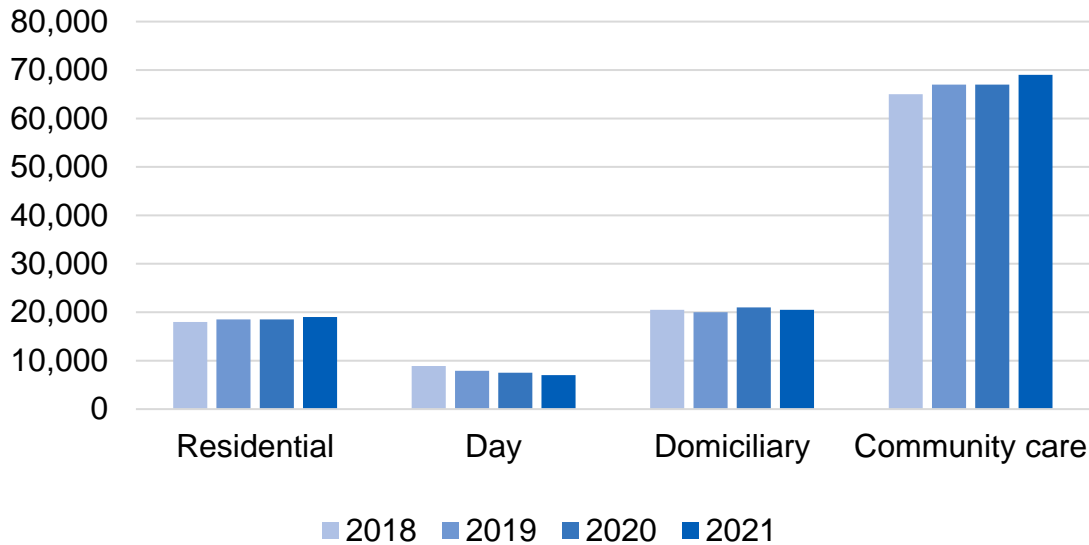
	All sectors (as at 2020/21)	Local Authority (as at Sep 2021)	Proportion of all sectors
All job roles	1,670,000	115,100	7%
Direct care	1,280,000	52,400	4%
Managers	110,000	18,100	16%
Regulated professionals	81,000	21,300	26%
<i>Social worker</i>	23,000	17,300	76%
Other	205,000	23,300	11%

2.3. Number of jobs by service group

Adult social care jobs are categorised by the 35 care service types offered in ASC-WDS, these are grouped into four service groups: Residential care, Day care, Domiciliary care and Community care. Chart 7 shows the 2018 to 2021 breakdown of local authority adult social services jobs by main service group which describes the care setting for local authority staff.

Chart 7. Number of adult social services jobs, by service group, 2018-2021

Source. Skills for Care's workforce estimates



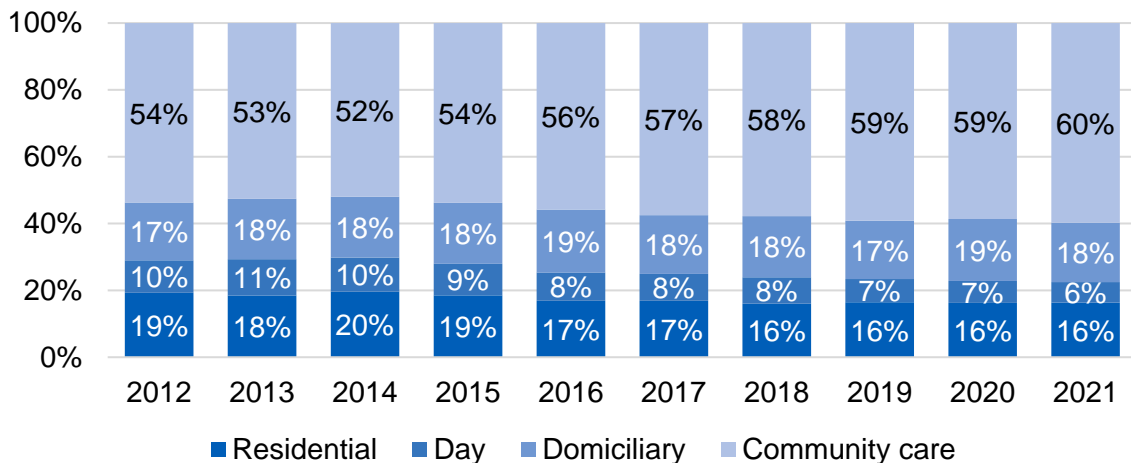
Adult community care had the largest proportion of jobs, comprising of 60% of adult social care jobs in local authorities, in 2021.

The change in the number of jobs in each service group within local authorities varied between 2020 and 2021. Adult day and domiciliary care decreased (5.7% and 3.2% respectively), whilst residential and community care saw an increase, community care had the largest proportional increase 2.7% (1,800 jobs) between 2020 and 2021.

Since 2012 the number of jobs in day care services has more than halved (52.1%). Jobs in residential services fell by over a third (35%). Jobs in domiciliary and community care service groups also decreased between 2012 and 2021 but at a slower rate. In 2016 there were more jobs in local authority domiciliary than residential services for the first time, this is a pattern that has continued to 2021.

Chart 8. Proportion of adult social services jobs, by service group, 2011-2021

Source. Skills for Care's workforce estimates, 2021



3. Employment Overview

3.1. Employment Status

The majority (92%) of the 115,100 adult social services jobs in 2021 were permanent and temporary roles (directly employed by the local authority).

Between 2020 and 2021 there was an increase 950 adult social services jobs, this was mainly driven by an increase in temporary and agency workers, which increased by 500 and 700 jobs respectively. Permanent jobs saw a decrease of 200 jobs over the same period.

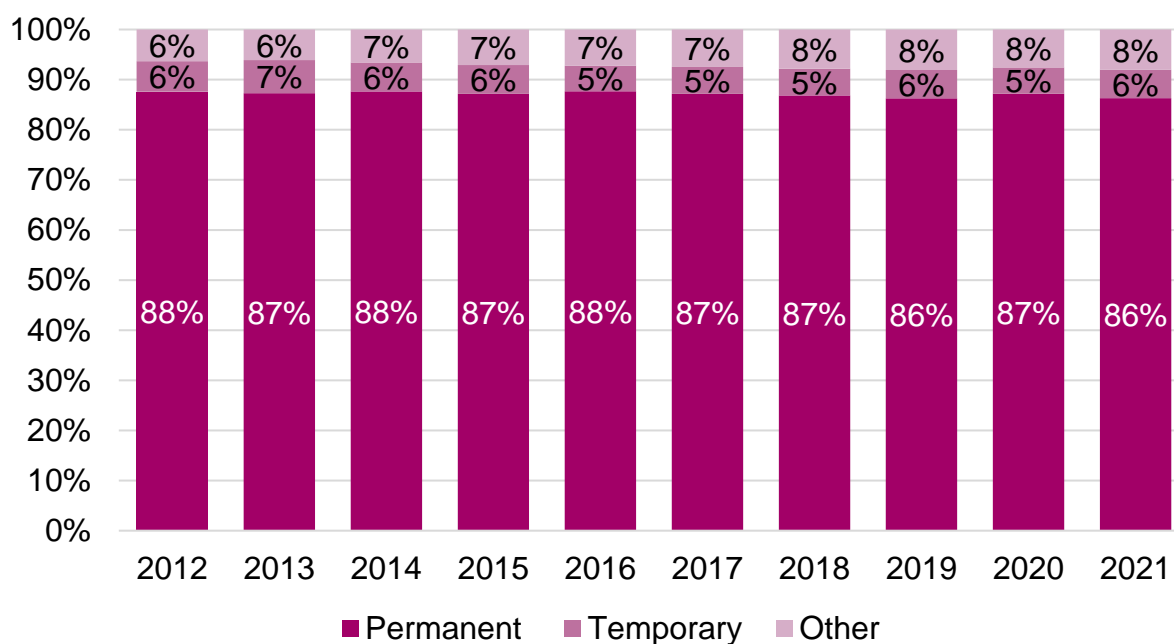
Most jobs (86%) were filled by staff on permanent contracts (99,300 jobs), with a further 6% of jobs filled by staff working on a temporary basis (6,500 jobs). The remaining 8% (9,300 jobs) were filled by bank/pool, agency or other workers not directly employed by local authorities.

It should be noted that these figures refer to a snapshot in time. Therefore, these estimates should be interpreted as an indication of the average number of the above types of worker being utilised at any one time. The total number of workers used throughout the year that aren't directly employed will be higher.

The employment status of the workforce has remained relatively stable between 2012 and 2021. There has been a small increase in the proportion of workers on temporary or other contracts (12% in 2012 to 14% in 2021).

Chart 9. Proportion of adult social services jobs, by employment status 2012 to 2021

Source. Skills for Care workforce estimates

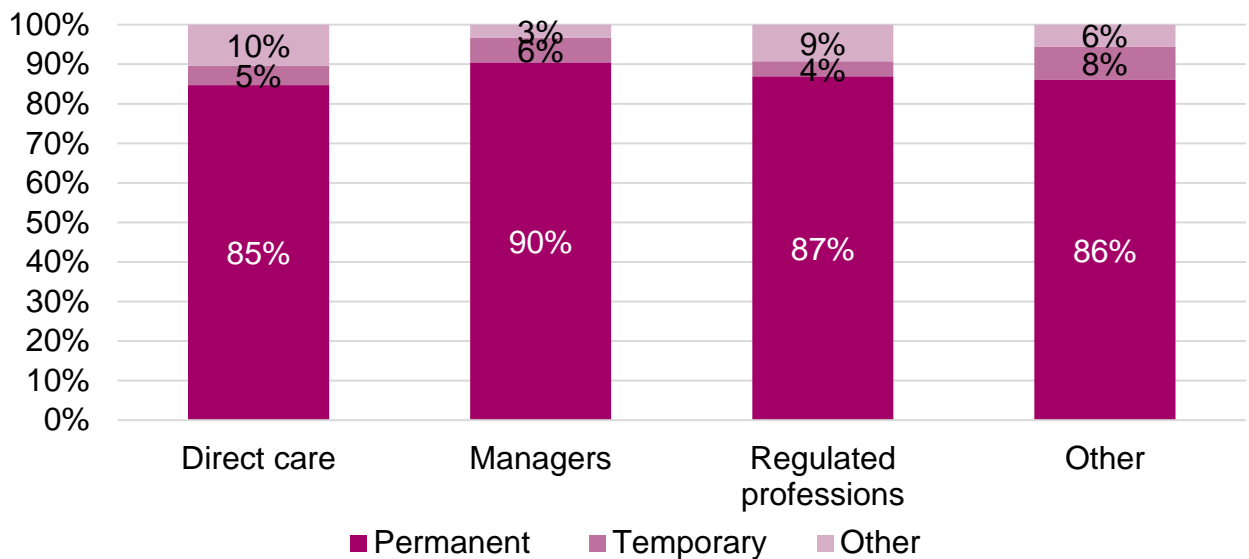


In terms of job role groups, employment status type did not vary greatly. Notably, a higher proportion of permanent workers were seen in managerial roles (90.5%) as seen in the chart below.

When analysing the 'other' employment status further (which includes 'Bank or pool', 'Agency' and 'Other' workers), Direct care roles had the highest proportion of bank or pool workers (7%) and the professional group had the highest number of agency staff (8%).

Chart 10. Proportion of adult social services jobs, by employment status and job role group, 2021

Source. Skills for Care's workforce estimate, 2021



3.2. Zero Hours Contracts

A zero-hours contract is a contract type where the employer is not obliged to provide any minimum working hours. This contract type could be particularly attractive to adult social care employers to help manage fluctuating demand for services, or as a temporary solution to staff shortages due to turnover or sickness.

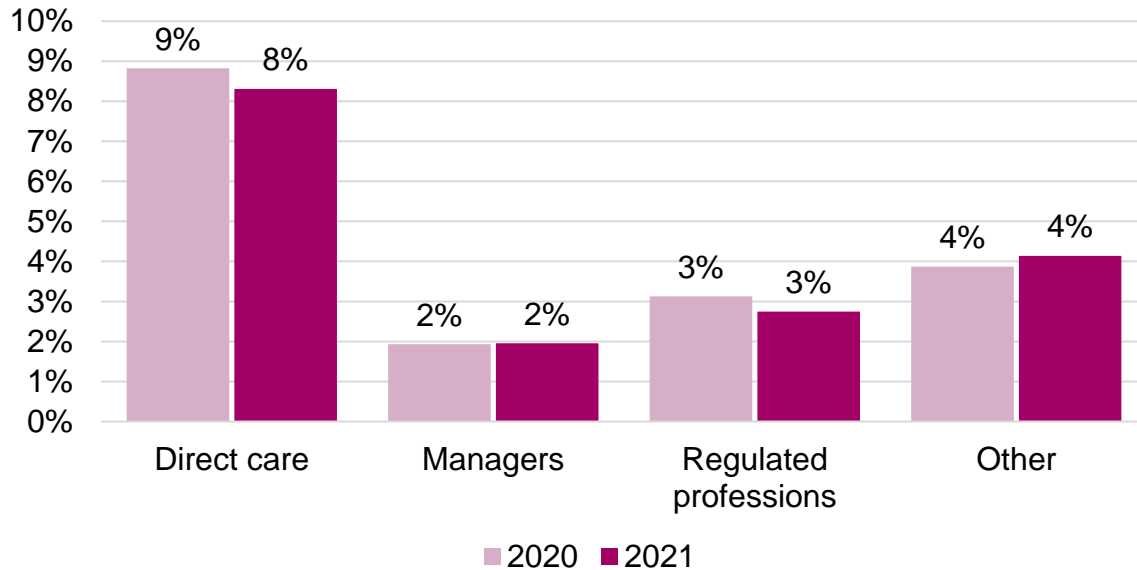
In 2021, 6,300 (5%) jobs in local authority adult social care workforce were zero-hours contracts.

There has been a decrease in the proportion of zero hours contracts across all job roles between 2020 and 2021. Direct care jobs have the highest proportion of zero-hour contract at 8%.

The use of zero hours contracts within adult social services departments in local authorities is considerably lower than within the independent sector, where 26% of all job roles are zero hours contracts.

Chart 11. Proportion of adult social services jobs with zero hours contracts, by job role group, 2020 to 2021

Source. *Skills for Care's workforce estimates, 2021*



4. Recruitment and retention

This section covers starters, leavers, vacancy and sickness information for local authority adult social services staff.

4.1 Turnover and starters rates

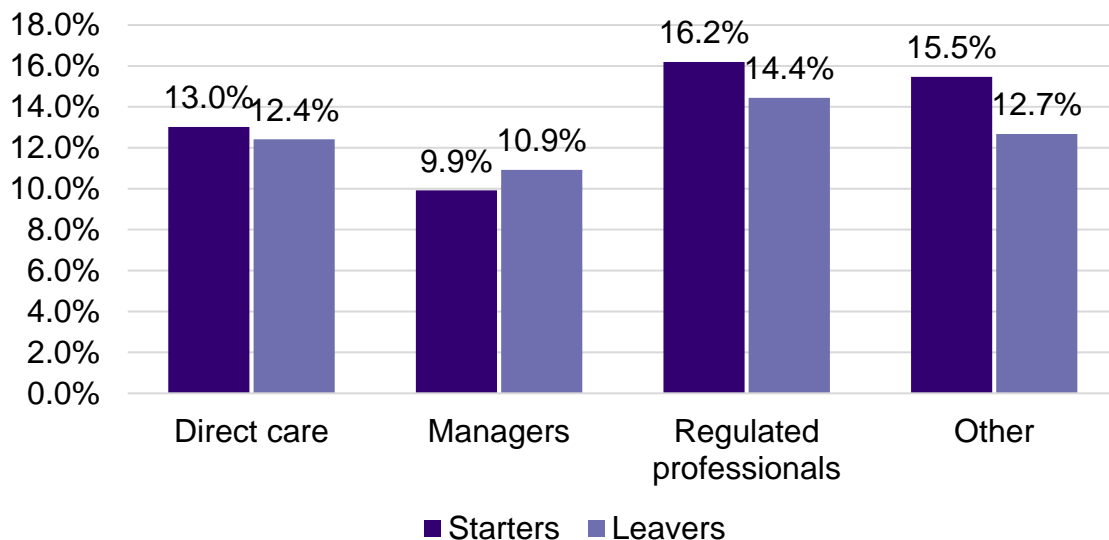
In 2021 the starter rate within local authorities was 13.6% (14,400 starters), while the turnover rate was slightly lower at 12.6% (13,300 leavers). This means that there was a higher number of people joining the organisations than leaving in the year, resulting in an increase in the number of jobs.

In general, the turnover rates for staff within social care departments in local authorities are much lower than rates in the independent social care sector where the turnover rate was 31.1% as at March 2021.

Chart 12 shows starters and turnover rates by job role group. Starters rates were higher than turnover rates for all job role groups except managers which had higher turnover rates. Regulated professionals have the highest starter rate (16.2%) with 3,100 people starting local authority social care jobs. This was closely followed by the Other job group with a starter rate of 15.5%.

Chart 12. Starters and turnover rate for adult social services jobs, by job role group

Source. Skills for Care's workforce estimates, 2021



Within the regulated profession group, the starter rates for social workers and occupational therapists in 2021 were 16.2% (2,500 starters) and 16.3% (475 starters), respectively. Social workers had a turnover rate of 15.0% (2,400 leavers) and occupational therapists had a turnover rate of 12.0% (350 leavers).

4.2. Vacancy rates

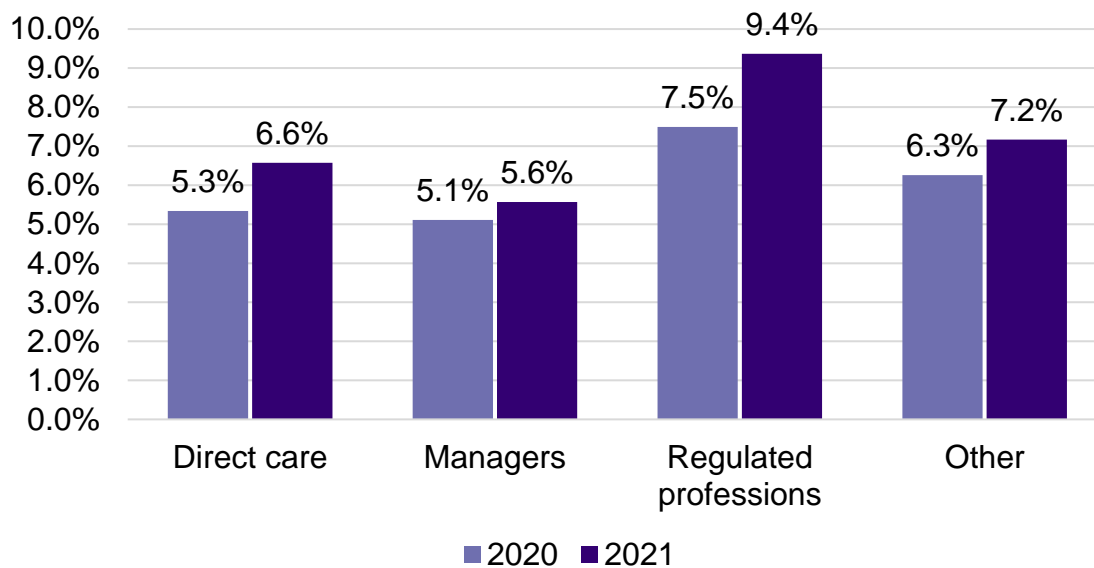
Vacancy rates are calculated based on all local authorities who were able to provide this data. In September 2021 this information was available for all 152 local authorities.

There were 8,000 vacant posts in adult social services departments within local authorities in 2021, an increase of 1,400 from 2020. This equates to a vacancy rate that is 7.1% of the total number of employees (directly employed) in 2021, comparable to September 2020, which showed a 5.9% vacancy rate, based on data from all local authorities.

As at September 2021, vacancy rates were highest for regulated profession job roles with a rate of 9.4% (2,000 vacant posts compared to 19,300 employees). This was an increase from 2020. All job role groups saw an increase in vacancy rates.

Chart 13. Vacancy rate for adult social services jobs, by job role group

Source. *Skills for Care's workforce estimates, 2021*



In the independent sector regulated professionals also had the highest vacancy rate at 9.8%. However, there was a different pattern to vacancy rates in this sector, compared to those within local authorities. Direct care had the second highest vacancy rate at 7.4%, and managerial and other roles having comparatively lower vacancy rates at 5.9% and 3.3% respectively.

Within the regulated professional job group, in 2021 the local authority vacancy rate was 9.5% for social workers (who make up most of this job group) and 8.9% for occupational therapists.

4.3. Sickness

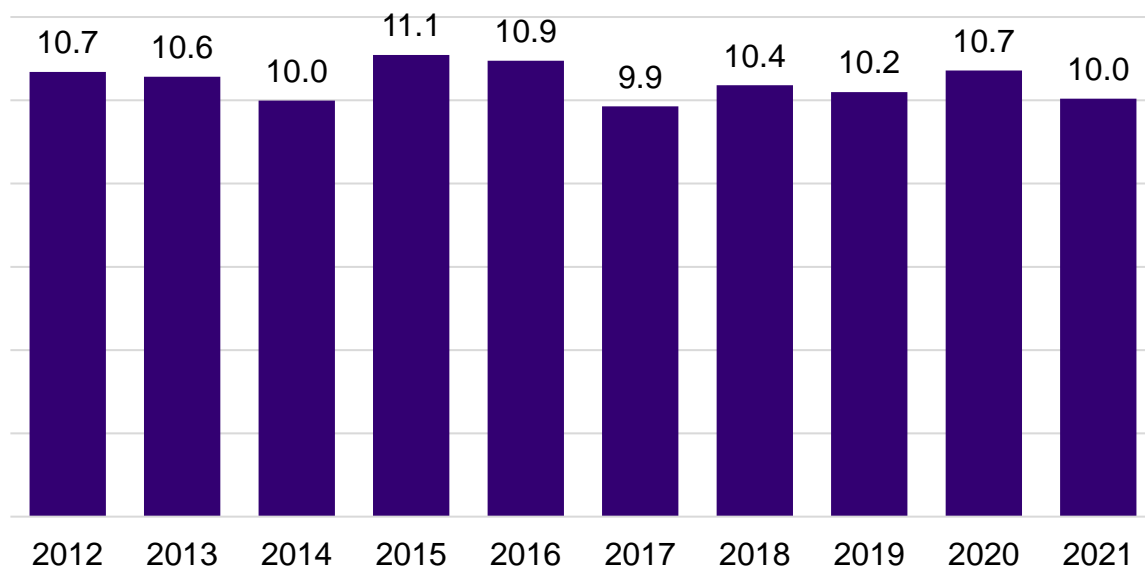
In 2021, the mean number of sickness days for the 105,800 directly employed adult social care staff in local authorities was 10.0 days. This equates to just over 1.06 million estimated days lost to sickness in the year. Since 2020 the mean number of sickness days has decreased by 0.7 days.

Sickness days will include those self-isolating and shielding, as well as those who were unwell (including COVID-19 and non-COVID-19 related illness).

Workers in direct care jobs had the highest number of sickness days with an average of 12.5 days and workers in managerial roles had fewer sickness days on average, at 6.6 days.

The mean number of sickness days in the previous 12 months for directly employed workers in adult social services jobs is shown in Chart 14.

Chart 14. Mean number of sickness days in 2012 and 2021, by job role group
Source. Skills for Care's workforce estimates



The local authority average sickness days of 10.0 is slightly higher than their independent sector counterparts where the mean number of sickness days is 9.4, which may reflect differing terms and conditions. When compared to the UK employment and labour market population⁵ sickness average of 3.6 days per worker

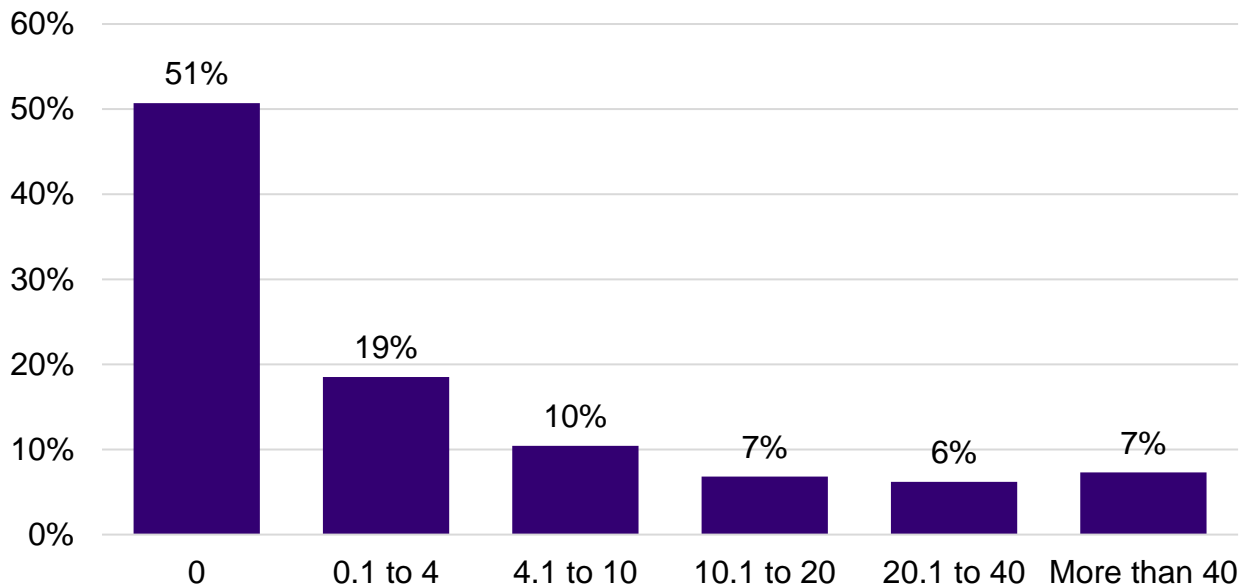
⁵ ONS Sickness absence in the UK labour market, March 2021, <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/sicknessabsenceinthelabourmarket>

the gap increases further with local authority workers taking on average over six (6.4) more days sickness.

Although the mean number of sickness days for workers in adult social services jobs in 2021 was relatively high (10.0 days), Chart 15 shows that it is important to note over half of workers (51%) had no sickness days and over two thirds of workers (70%) had four or fewer sickness days in the previous 12 months. 7% of workers had over 40 sickness days, and particularly high numbers of sickness days can have an impact on the overall mean. Median numbers of sick days per local authority are available in the reference data tables which accompany this publication.

Chart 15. Distribution of days of sickness (all job roles), 2021

Source. *Skills for Care's workforce estimates, 2021*



5. Demographics

This section contains detailed demographics information about local authority adult social services staff in 2021. Local authorities are required to complete worker level information, the topic areas covered are gender, age, ethnicity, pay, sickness days and qualifications. The ASC-WDS collects other data items including training, experience and nationality but these data items were voluntary for local authorities to complete and have not been included in this publication.

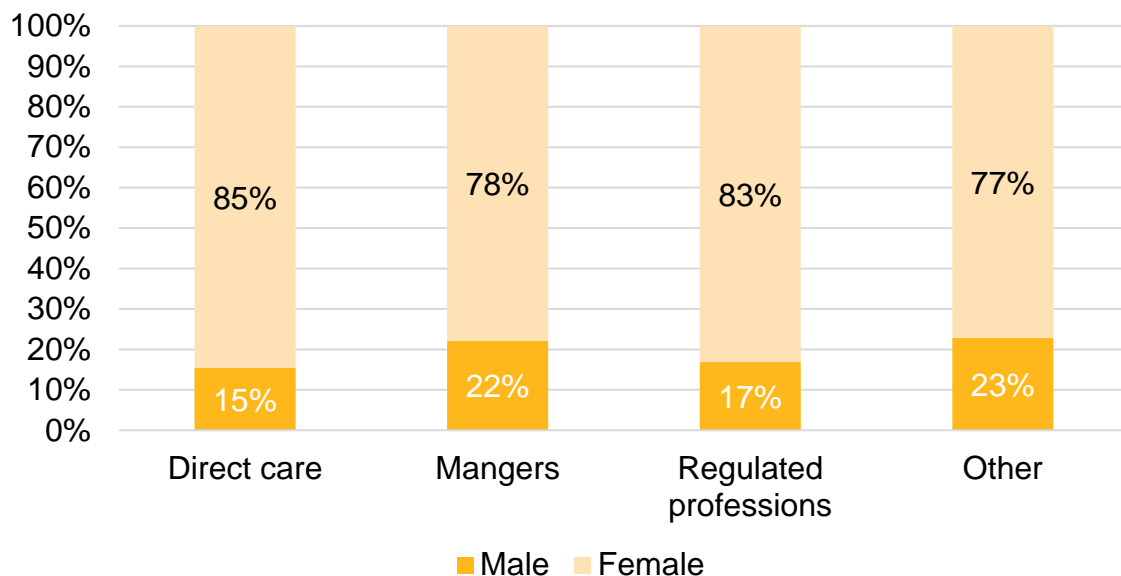
5.1. Gender

The majority (82%) of the adult social services jobs in 2021 were carried out by female workers. These proportions have remained unchanged since 2011. In 2019 a new category 'Other' was introduced to capture those not identifying as male or female.

The proportion of male workers was highest for managerial and other roles (22% and 23% respectively), and lowest in direct care providing roles (15%).

Chart 16. Proportion of adult social services jobs, by gender (where known) and job role group, 2021

Source. *Skills for Care's workforce estimates, 2021*



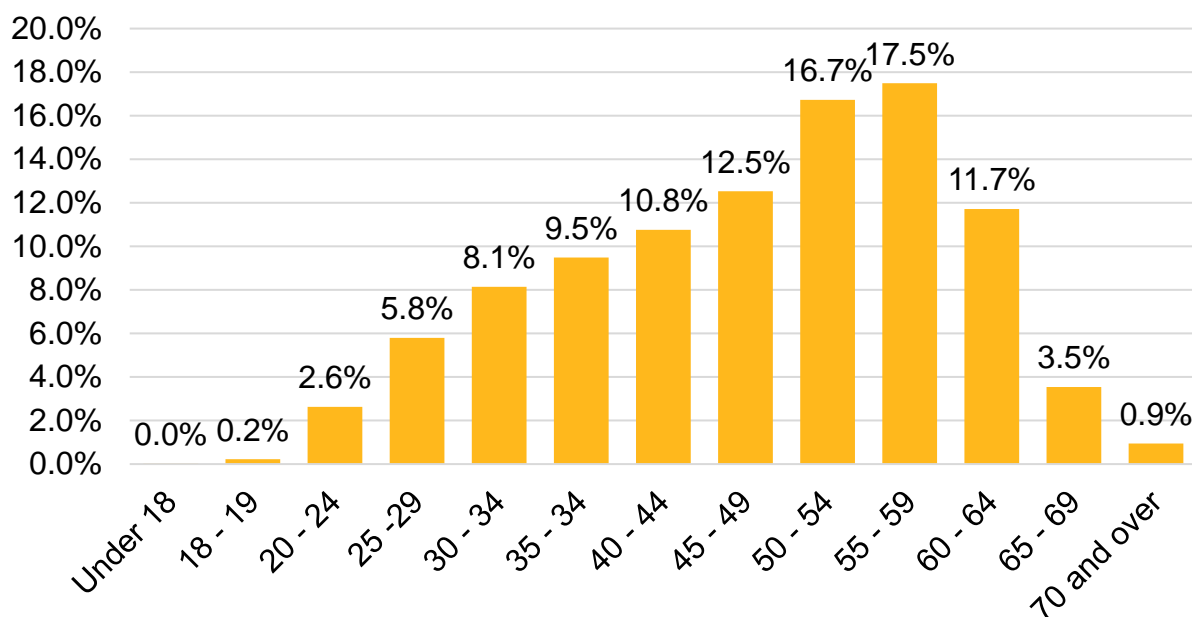
5.2. Age

In 2021, three quarters of the jobs in adult social care in local authorities (73.7%) were filled by workers aged 40 or over and a third (33.7%) by workers aged 55 or over. Furthermore, very few jobs (2.9%) were filled by workers aged 24 and below.

The mean age of workers in local authority adult social services jobs has increased from 47 to 48 years old since 2012. Local authority adult social services workers are older, on average, than workers in the independent sector where the average age was 44 years old. This is also higher than the average age of the NHS workforce⁶, which is 42.8. Chart 17 shows the age distribution of all workers in local authority adult social services jobs at September 2021.

Chart 17. Proportion of local authority adult social services jobs, by worker age band, 2021.

Source. *Skills for Care's workforce estimates, 2021*



The average age differed slightly by job role group, with workers in direct care and managerial roles having the oldest average age of 48.6. Workers in professional roles were youngest on average (44.9 years old).

When compared to the age bands of the labour market population⁷ of people in work, as seen in Chart 18, workers in local authority adult social services jobs are much older than those from the labour market population. Half (50%) of the local authority workers are aged 50 and over compared to just 32% of the labour market. From a workforce planning point of view, workers aged 50 and over could retire within the next ten to fifteen years.

At the younger end of the age bands (18-24 and 25-34) the local authority workforce has lower proportions (3% and 14% respectively) than the wider labour market

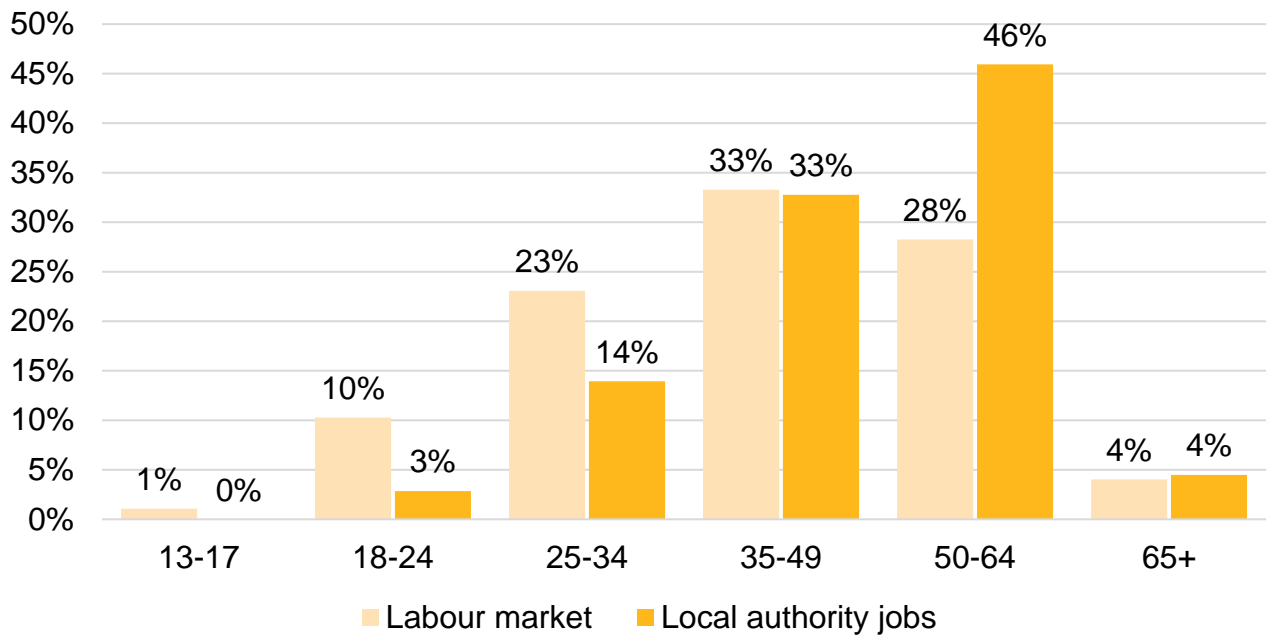
⁶ <https://digital.nhs.uk/supplementary-information/2022/hchs-staff-age-breakdown-sep21>

⁷ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyagegroupnotseasonallyadjustedada05nsa>

population showing that younger people are less likely to be employed in adult social care jobs within the local authority.

Chart 18. Comparison of workers in local authority adult social services jobs against labour market, by age bands

Source. Skills for Care's workforce estimates and ONS Labour market population figures⁸



⁸ ONS labour market population figures – Sep-Nov 2021-

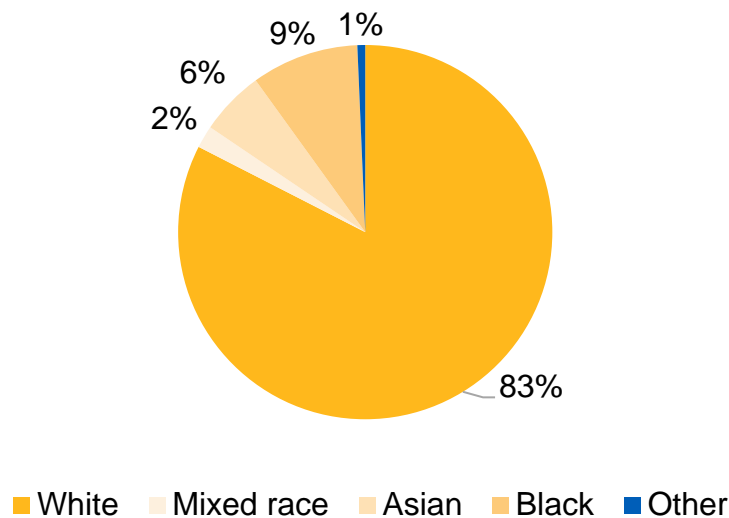
<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/employmentunemploymentandeconomicinactivitybyagegroupnotseasonallyadjusted05nsa>

5.3. Ethnicity

The majority (83%) of the adult social services jobs within local authorities in 2021 were carried out by workers who identified as White, with 17% carried out by workers from a Black, Asian and Minority Ethnic minority background.

Chart 19. Proportion of adult social services jobs by ethnicity, 2021

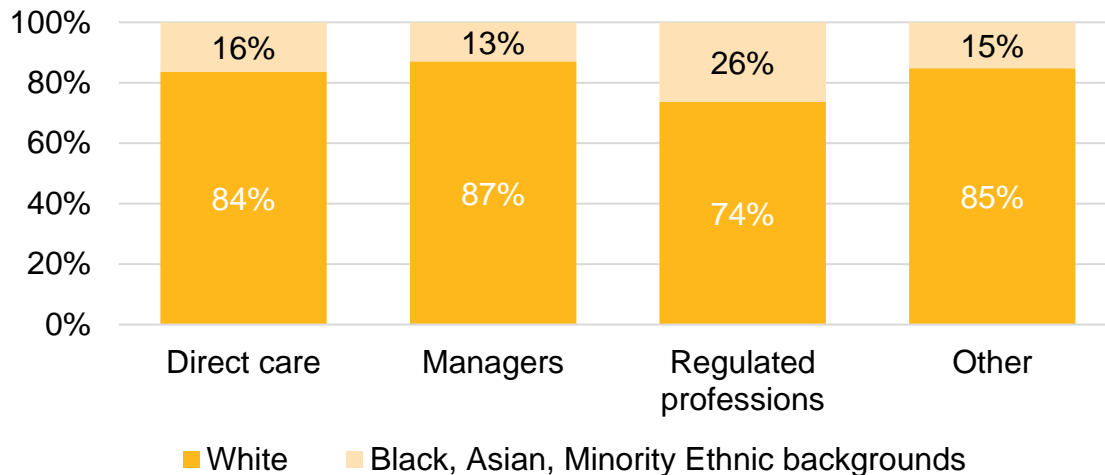
Source. Skills for Care workforce estimates, 2021



When looking at ethnicity of local authority social services workers by job role group, regulated professionals had the highest amount of Black, Asian and Minority Ethnic background workers with 26%. The proportion of workers from a Black, Asian and Minority Ethnic background is even higher, at 29%, for Social Worker roles. In comparison, the managerial and supervisor job role group had the least amount of Black, Asian and Minority Ethnic workers (13%).

Chart 20. Proportion of adult social services jobs, by ethnicity group of worker and job role group, 2021

Source. Skills for Care's workforce estimates, 2021



The proportion of workers from a Black, Asian and Minority ethnic background in the local authority workforce varied between region; accounting for 55% of total workers in London, and just 3% of the total workforce in the North East.

In the London region, people of a Black, Asian and Minority ethnic background made up 40% of all the whole population, whilst more than half (55%) of local authority jobs in London (adult social care) were held by workers of a Black, Asian and Minority ethnic background.

Generally, the proportion of workers from a Black, Asian and Minority ethnic background in the wider population in a region is lower than the proportion of workers from a Black, Asian or Minority ethnic background employed within the adult social care workforce of local authorities.

Chart 21. Workers from a Black, Asian, or Minority Ethnic background proportion of local authority adult social care workforce population versus wider general population, by region, 2021⁹

Source. *Skills for Care's workforce estimates, 2021*



⁹ Nomis (2011 census estimates – Table KS201EW - Ethnic group,

<https://www.nomisweb.co.uk/default.asp>)

6. Pay

The ASC-WDS collects pay data for both annual and hourly rates. The ASC-WDS also collects information about workers' contracted hours and usual hours worked for both agency and zero-hours staff. The information in this section shows full-time equivalent (FTE) average salaries. Pay data was converted into FTE annual salaries using an average working week of 37 hours (the full-time equivalent). Hourly pay data was also converted into annual salaries, based on the full-time equivalent. Converting pay in this way allows for the pay of full-time and part-time workers to be compared.

Chart 22 shows full time equivalent pay in 2021 ordered from the highest paid role to the lowest paid role within each job role group. Senior management roles were the highest paid with a median of £81,700 (up £3,000 or 3.9% since 2020) and ancillary staff were the lowest paid with a median pay of £18,700 (up £300 or 1.6% since 2020). Care workers (who represent 29.7% of all jobs) had the second lowest median pay at just over £19,700 (up £100 or 0.8% since 2020).

Chart 22. Full time equivalent annual 'median' pay of adult social services jobs, by job roles

Source. Skills for Care's workforce estimates, 2021



Table 6 'Nominal and Table 7 'real terms' show the change in whole time equivalent pay rates between 2012 and 2021 by job role.

'Real terms' means that pay rates have been adjusted to take inflation into account and have been calculated using the Consumers Price Index (CPI) (the official measure of inflation of consumer prices in the UK) and expressed in prices as at September 2021.

'Nominal' pay isn't adjusted for inflation and shows the actual pay rates as they were at the time.

In cash terms, all the listed job roles below received a cash terms increase of up to 2.5%, between 2020 and 2021. Supervisors (up £1,700) received the highest increase in cash terms pay since 2020.

When comparing the changes between 2012 to 2021 all job roles saw a nominal pay increase. Ancillary staff not care-providing roles who are the lowest paid workers had the biggest percentage increase (24% or £3,600), although First Line Manager roles increased by the most in terms of monetary value (£7,400 or 21%) between 2012 and 2021.

Table 6. Median whole time equivalent annual pay of adult social services jobs in cash terms by year¹ and job role², September 2021

Source. Skills for Care's workforce estimates, 2021

Job role	Year			Percentage change	
	2012	2020	2021	12-21	20-21
Direct Care					
Senior care worker	£22,600	£23,800	£24,500	8.2%	2.7%
Care worker	£17,100	£19,600	£19,700	15.1%	0.8%
Support and outreach	£20,900	£23,800	£24,400	17.1%	2.4%
Managers					
First line manager	£34,500	£40,800	£41,900	21.2%	2.7%
Supervisor	£26,200	£29,600	£31,300	19.4%	5.7%
Managers in non care-providing roles	£29,600	£31,400	£32,200	8.8%	2.8%
Regulated professions					
Social worker	£31,800	£35,800	£36,700	15.7%	2.8%
Occupational therapist	£30,800	£35,600	£36,100	16.9%	1.3%
Other					
Administrative non care-providing	£19,100	£22,500	£23,200	21.1%	2.8%
Ancillary staff not care-providing	£15,100	£18,400	£18,700	24.0%	1.6%

Real term changes between 2020 and 2021 (in Table 7 below) shows increases in average pay for six of the ten job role, when factoring the Consumer Price Index (CPI) inflation rate.

In real terms, between 2012 and 2021 again there was a mixed picture with six job roles showing an increase. 'Senior care worker' showed the largest decrease, down 7.1% over this period.

Table 7. Median whole time equivalent annual pay of adult social services jobs in real terms* by year and job role***, September 2021**

Source. Skills for Care's workforce estimates, 2021

Job role	Year			Percentage change	
	2012	2020	2021	12-21	20-21
Direct Care					
Senior Care Worker	£26,400	£24,600	£24,500	-7.1%	-0.3%
Care Worker	£19,900	£20,100	£19,700	-1.2%	-2.2%
Support and Outreach	£24,300	£24,600	£24,400	0.5%	-0.6%
Managers					
First Line Manager	£40,200	£42,000	£41,900	4.1%	-0.3%
Supervisor	£30,500	£30,500	£31,300	2.5%	2.6%
Managers in non care-providing roles	£34,500	£32,300	£32,200	-6.6%	-0.2%
Regulated professions					
Social Worker	£37,000	£36,800	£36,700	-0.7%	-0.3%
Occupational Therapist	£35,900	£36,700	£36,100	0.4%	-1.6%
Other					
Administrative non care-providing	£22,300	£23,200	£23,200	4.0%	-0.2%
Ancillary staff not care-providing	£17,500	£18,900	£18,700	6.5%	-1.3%

*Cash terms pay was converted into 2020 prices (real terms) using CPI inflation.

**Timeline data starts from 2012 when data is based on 152 local authorities with whole time equivalent pay data recorded. 2021 is based on 152 local authorities.

***Only job roles with 2,000 or more worker records are shown as median pay trends are more vulnerable to skew as a result of small numbers of workers.

Further resources

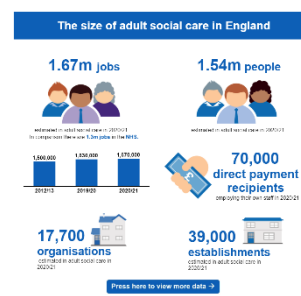
We provide outstanding workforce intelligence which the Government, strategic bodies, employers, and individuals rely upon to help them make decisions that will improve outcomes for the people who use care services. The ASC Workforce Data Set (ASC-WDS) is recognised as the leading source of workforce intelligence for adult social care. This chapter provides an overview of some of the reports and resources published by our Workforce Intelligence team.

Workforce intelligence publications

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

This data visualisation 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 webpage, please visit www.skillsforcare.org.uk/sizeandstructure.

Latest version, July 2021. Updated information is due in July 2022



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



This report and data visualisation provides comprehensive workforce characteristics about the 1.65 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 2021. Updated information is due in mid-

October 2022

Regional reports

These nine regional reports and data visualisations provide an annual overview of adult social care services and the workforce in each region. To access these, please visit

www.skillsforcare.org.uk/regionalreports.

Latest version, October 2021. Updated information is due in mid-October 2022



Local area information

There are three pages of local area information:

- Local area comparison page, where you'll find the local authority comparison interactive visualisation which allows you to compare two or more local areas in England.
- 'My local area' page is a detailed interactive visualisation showing local areas in England one at a time, and summary reports for each area.
- 'My ICS area', showing the latest information from ASC-WDS split into Integrated Care System (ICS) areas.

To access these data visualisations and reports, please visit

www.skillsforcare.org.uk/lasummaries.

Latest version, October 2021. Updated information is due in October 2022.

Key topic areas

The Workforce Intelligence website includes information on the following popular topic areas. Each topic includes a summary of the workforce information available, and signposts to the latest publications and relevant resources. Many of the topic areas include an interactive visualisation:

- COVID-19
- Learning disability and/or autism workforce
- Apprenticeships
- Pay rates
- Personal assistants
- Nurses in social care
- Recruitment and retention
- Registered managers
- Workforce nationality.

To access these topics, please visit www.skillsforcare.org.uk/topics.

Commission our services

Our analysis team provides an external analysis service which can produce a range of in-depth reports, tailored to your specific requirements.

How we can help you

We use our expertise and sector knowledge to turn the ASC-WDS data into meaningful information and insight.

You can commission us to help you:

- Partner with us to draw on our adult social care data and expertise to win bids and tenders
- Provide a detailed analysis of a geographic area, including analysis below local authority level
- Draw on our data science capabilities - discover how key outcomes (such as CQC scores, turnover rates and vacancy rates) can be improved
- Provide trends back to 2012/13 and forecasts for how the workforce could look in the future
- Request a feed of data to enhance or improve a product or service.

Why we're the right people to talk to

We're the experts because:

- the data we collect in the Adult Social Care Workforce Data Set (ASC-WDS) offers an unrivalled overview of the adult social care workforce in England
- we've more than 15 years of experience in analysing and interpreting social care data - it's what we do
- our analysts have worked with leading universities and data scientists to create our workforce models.

Our values

Skills for Care is guided by core values. Throughout everything we do, we're inclusive, motivated, passionate, ambitious, collaborative and trustworthy. For more information about the Skills for Care strategy, our vision, mission, values and plan to achieve our mission, please visit strategy.skillsforcare.org.uk.

As a Workforce Intelligence team we,

- help people to understand what's already available without commissioning our services and what options are available
- aren't selling the data, we're selling our analysis and sector expertise
- carry out bespoke work in particular areas that we can't cover in general outputs
- have a 'good for the sector' aim on all projects we work on
- channel any money we earn straight back into the sector.

The Skills for Care Workforce Intelligence team, in January 2022, were approved to join the UK Statistics Authority's (UKSA) list for voluntary



Office for
Statistics Regulation

commitment to the Code of Practice for Statistics. This approval helps us evidence the quality, trustworthiness and value of our analysis. We are only the fifth non-public sector organisation to join the list. For more information please see our website.¹⁰

Many of our analysts are certified statisticians, meaning we work to the standard of the 'five safes'. We make it a priority to keep these front-of-mind when conducting research and analysis or storing and sharing any research or data. We always make sure that our research and outputs are appropriate and trustworthy, and that there's no risk of misuse or confidentially breach. When creating outputs, we always adhere to statistical disclosure controls.

Keeping informed



To be kept up to date with Workforce Intelligence news, please join our mailing list by registering with us and selecting 'Workforce Intelligence publications'. You can also follow us on Twitter @ASCWDS or visit

www.skillsforcare.org.uk/contactWI.

¹⁰ <https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/about-us/Our-Values.aspx>



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