A summary of the adult social care sector and workforce in Islington

2017/18

Skills for Care, as the leading source of adult social care workforce intelligence, has created this summary because good quality information about the workforce is vital to help inform planning and decision making. This will contribute to the delivery of high quality social care services and improve outcomes for people who use these services, both now and in the future.

The information within this summary has been produced by Skills for Care using the National Minimum Data Set for Social Care (NMDS-SC). We use the data collected by the NMDS-SC to create workforce models that, in turn, allow for estimates of the whole adult social care workforce and its characteristics to be produced. The * notation throughout refers to use of raw data from the NMDS-SC.

Size and structure of the workforce in this area

In 2017 the adult social care sector in England had an estimated 21,200 organisations, 41,000 care providing locations and 1.6 million jobs. In Islington there were an estimated **7,000** jobs in adult social care split between local authorities (**5%**), independent sector providers (**83%**) and jobs for direct payment recipients (**12%**). As at September 2018 Islington contained 44 CQC regulated services; of these, 17 were residential and 27 were non-residential services.

The adult social care workforce is growing. Across England it has increased by 21% since 2009, and in the London region, by 17% since 2012.

21%
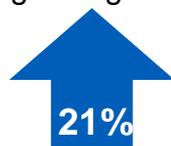
If the workforce grows proportionally to the projected number of people aged 65 and over then the number of adult social care jobs in the London region will increase by 38% (from 229,000 to 315,000 jobs) by 2035. Skills for Care can produce workforce forecasts at a local level, for more information please see: www.skillsforcare.org.uk/ wiandlocalauthorities

The adult social care sector was estimated to contribute £38.5 billion per annum to the English economy and in the London region, this contribution was estimated to be between £5.2 and £5.5 billion[1]. Almost half of this is estimated to be the wage bill of the sector. Skills for Care can produce economic contribution estimates at a local level, for more information please see: www.skillsforcare.org.uk/ economiccontribution

Recruitment and retention

Skills for Care estimates that the turnover rate in Islington was 30.8%, which was higher than the region average of 27.2% and similar to England at 30.70%. Not all turnover results in workers leaving the sector, over three quarters (*77%) of those recruited came from within the adult social care sector, therefore although employers need to recruit to these posts, the sector retains their skills and experience.

Adult social care has an experienced 'core' of workers. Workers in Islington had on average 5.6 years of experience in the sector and 73% of the workforce had been working in the sector for at least three years.

Skills for Care estimates that in Islington, 9.0% of roles in adult social care were vacant, this equates to around 550 vacancies at any one time. This vacancy rate was similar to the region average, at 10.5% and similar to England at 8.0%.

Using both workforce intelligence evidence and our links with employers and stakeholders across England, we know that recruitment and retention is one of the largest issues faced by employers. We have many resources and tools available to employers to help with recruitment and retention issues. For more information please visit: www.skillsforcare.org.uk/recruitment-retention

Staffing overview

The estimated number of adult social care jobs in the Islington area was 7,000 including 550 managerial roles, 275 regulated professionals, 5,700 direct care (including 3,900 care workers), and 550 other-non-care proving roles.

The average number of sickness days taken in the last year in Islington was 3.3 (4.1 in London and 5.1 across England). With an estimated directly employed workforce of 5,600 this would mean employers in Islington lost approximately 18,500 days to sickness in 2017/18.

Around half (46%) of the workforce in Islington were on zero-hours contracts.

Chart 1. Proportion of workers on zero hours contracts by area
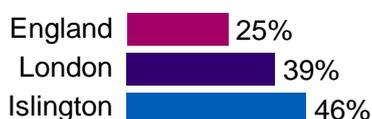
Approximately half (*44%) of the workforce worked on a full-time basis, *30% were part-time and the remaining *26% had no fixed hours.

Demographics

The majority (81%) of the workforce in Islington were female and the average age was 43.4 years old. Those aged 24 and under made up 7% of the workforce and those aged over 55 represented 22%. Given this age profile approximately 1,600 people will be reaching retirement age in the next 10 years.

Nationality varied by region, in England 83% of the workforce were British, while in London this was 61%. An estimated 68% of the workforce in Islington had a British nationality, 11% had an EU nationality and 21% had a non-EU nationality, therefore there was a higher reliance on non-EU than EU workers.

Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Islington (area), London (region) and England. These data were captured for the local authority sector as at September 2017 and the independent sector as at March 2018. At the time of analysis the National Living Wage was £7.50.

Skills for Care can produce national living wage tools and analysis at a local level, for more information please see: www.skillsforcare.org.uk/NLW

Table 1. Average pay rate of selected job roles by area

	England	Region	Area
Full-time equivalent annual pay			
Social Worker*	£34,900	£42,100	£33,300
Registered nurse**	£29,400	£30,600	£29,800
Hourly pay			
National Living Wage	£7.50	£7.50	£7.50
Senior care worker	£8.96	£9.57	£10.00
Care worker	£8.19	£8.68	£8.75
Support and outreach	£9.37	£9.99	£9.39

*Statutory sector social workers only.
**Independent sector registered nurses only.

Please note that pay varies by sector, with local authority pay generally being higher than independent sector pay.

Qualifications, training and skills

Skills for Care believes that everyone working in adult social care should be able to take part in learning and development so they can carry out their role effectively, this will help to develop the right skills and knowledge so they can provide high quality care and support.

Skills for Care estimates show that 35% of the workforce in Islington hold a *relevant* adult social care qualification (53% in London and 53% in England).

Of those workers without a relevant adult social care qualification recorded, 56% had three or more years of experience in the adult social care sector, 91% had completed or were in the process of an induction and 44% had engaged with the Care Certificate.

Further information and relevant resources

Workforce estimates were based on independent sector information derived from the NMDS-SC as at March 2018 and local authority information as at September 2017. For more detail about the methodology used to create these estimates please see: www.skillsforcare.org.uk/workforceestimates

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the State of the adult social care sector and workforce in the London region and short briefings covering topics such as pay trends, social workers, registered nurses in the adult social care sector and the nationality of the workforce please see:
www.skillsforcare.org.uk/WIpublications

For a bespoke analysis of workforce information at a local level or to answer any specific questions you have about the adult social care workforce please contact: analysis@skillsforcare.org.uk Example topics include; a more detailed workforce report about adult social care within this area, provision of care for people with learning disabilities or other types of people who use social care services, and much more.

To be kept up to date with workforce intelligence news please join our mailing list by registering with Skills for Care and selecting "workforce intelligence publications". You can also follow us on twitter @SfC_NMDS_SC

For more information please email analysis@skillsforcare.org.uk