

# The adult social care workforce in England

## Quarterly media briefing

October 2018



This document shares the latest headline figures from the recently published 'State of the adult social care sector and workforce in England 2018' report. When quoting this document please cite Skills for Care 2018.

### Headline figures

- Adult social care sector contributes around £38.5 billion per annum to the English economy.
- An estimated 21,200 organisations and 41,000 establishments were involved in providing or organising adult social care in England.
- We estimate that approximately 70,000 direct payment recipients were employing their own staff.

### The size of our workforce...

There were an estimated

- 1.47 million people working in social care in England.
- 1.6 million jobs – amounting to 1.13 million full-time equivalent jobs.
- 830,000 care workers, 88,000 senior care workers and 19,500 social workers.
- 90% of the workforce were employed on permanent contracts. Approximately half (51%) worked on a full-time basis, 37% part-time and the remaining 12% had no fixed hours.
- 76% of adult social care jobs were providing direct care. Managerial and supervisory roles accounted for 7% of jobs, regulated professions accounted for 5% and 'other' accounted for 11% of jobs.

### Demographics

- The average age of a worker in the sector was 43 years old.
- A quarter of all workers (320,000 jobs) were aged over 55 years old.
- 82% of the adult social care workforce were female.
- 21% of workers in managerial roles are male, 34% of senior managers are male.
- Black, Asian and Minority Ethnic (BAME) workers made up 21% of the workforce.

### Where the jobs are based

- 109,300 jobs in adult social services departments (councils).
- 1.25m jobs in the independent sector (935,000 private, 300,000 voluntary).
- 675,000 (42%) jobs were based in residential services.
- 680,000 (43%) jobs were based in domiciliary services.

### Qualifications

- 68% of direct care staff new to the sector had engaged with the Care Certificate since January 2015 (achieved, partially completed or working towards).
- 51% of the workforce held a relevant adult social care qualification (with almost all of these qualifications at level 2 or higher).
- Around four in five (84%) senior care workers were recorded as having a qualification at level two or above, as were 49% of care workers.
- Of workers with training recorded in the NMDS-SC, the most popular areas were moving and handling (75%), safeguarding adults (71%) and health and safety (63%).

## Workforce experience

- Workers had an average of eight years of experience in the sector.
- Around 70% of the workforce had been working in the sector for three years or more.
- Approximately two thirds of workers were recruited from within the adult social care sector, therefore the sector has retained their skills and experience.

## Latest trends

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Between 2009 and 2017

- The number of jobs in the sector increased by 21% (275,000 jobs)
- Independent sector jobs up by 28% (280,000)
- Jobs within the independent sector care homes with nursing up 23% (54,000)
- Jobs in domiciliary care have increased 41% (200,000) although the rate of increase has been slower in recent years (up by 20,000 jobs, or 3%, since 2014).
- Local authority jobs decreased over the period by around 39% (-70,000 jobs).

## Key issues facing the sector

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### Brexit

- The majority (83%) of the adult social care workforce were British, 8% (104,000 jobs) had an EU nationality and 10% (129,000 jobs) a non-EU nationality.
- The proportion of the adult social care workforce with a British nationality has been consistent over the past five years (from 2012/13 to 2017/18), rising from 82% to 83% between 2012/13 and 2013/14 and remaining at 83% thereafter.
- The proportion of EU (non-British) workers has risen three percentage points and non-EU workers has fallen three percentage points over the same period.

### Recruitment and retention

- The staff turnover rate of directly employed staff working in the adult social care sector was 30.7%, equivalent to approximately 390,000 leavers over the year.
- Many leavers remain in the sector as 67% of recruitment is from within adult social care.
- Approximately a third (28%) of employers have a turnover rate of less than 10%.
- Skills for Care estimates that 8.0% of the roles in adult social care are vacant, equal to approximately 110,000 vacancies at any time.
- Around a quarter of the workforce (25%) were on a zero-hours contract (335,000 jobs).

### Pay

- Since the introduction of the mandatory National Living Wage, care workers pay in the independent sector has increased at a higher rate than previous years.
- Pay rates increased by an average of 13p (1.9%) per year (September 2012 to March 2016) prior to the National Living Wage. The launch of the NLW saw the average hourly rate increase by 20p (2.7%) then by 39p (5.2%) in the following year.

For more statistics and information visit [www.skillsforcare.org.uk/workforceintelligence](http://www.skillsforcare.org.uk/workforceintelligence).

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