

# Apprenticeships in adult social care 2017/18

Skills for Care analysis of Education and  
Skills Funding Agency data

March 2019

This report describes the number of adult social care apprenticeships which were started and participated in during the 2017/18 academic year. This includes the adult social care pathways of the Health and Social Care framework, the Care Leadership and Management framework, as well as the more recently launched Adult Care Worker and Lead Adult Care Worker standards.

The report covers factors such as apprenticeship level, demographics, regional make-up, trend analysis, end of year outcomes and comparisons to other frameworks in order 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.

## Key findings

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### Apprenticeship starts

- There were 38,300 adult social care apprenticeships starts in 2017/18, a decrease of 58% from 2016/17.
- Contributing factors to the decrease include the transition from frameworks to standards and the change to apprenticeship funding through the apprenticeship levy.
- The adult social care pathways of the Health and Social Care framework received 13,500 starts, Care Leadership and Management received 6,200, Adult Care Worker received 10,200 and Lead Adult Care Worker received 8,400.
- The 'market share' of adult social care apprenticeship starts decreased from 19% in 2016/17 to 10% in 2017/18.
- The majority of adult social care apprentices were aged between 25 and 44 (54%), whereas across all apprenticeships most were aged up to 24 (59%).

### Participation

- There were around 126,700 apprentices participating in the adult social care workforce throughout 2017/18. In any given month there were around 73,200 active apprentices in the adult social care workforce.
- The recently launched Adult Care Worker and Lead Adult Care Worker standards showed consistent growth in participants throughout 2017/18.

### Apprenticeship outcomes

- Around 71,800 adult social care apprenticeships finished in 2017/18.
- Of those that finished an adult social care apprenticeship, 69% had achieved their learning aim, 30% withdrew and less than 1% either transferred to a new provider or did not achieve their learning aim.
- Around 73% of those that finished the social care pathways of the Health and Social Care framework had achieved their learning aim, which was slightly higher than Care Leadership and Management at 69%.

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# 1. Introduction

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Apprenticeships are periods of paid employment that include on and off-the-job training combined with studying for recognised qualifications. 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 right<sup>1</sup>.

The training undertaken as part of an apprenticeship is tailored to the sector of employment and is currently separated into frameworks and standards.

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 has been set to complete by August 2020 at which point all new starts into apprenticeships will be on employer led standards<sup>2</sup>.

There are currently three apprenticeship standards open to enrolments. These are the **Adult Care Worker** (level 2) who are the frontline staff helping adults with care and support needs, **Lead Adult Care Worker** (level 3) who take on additional responsibilities of supervising others and exercising judgement and accountability and **Social Worker** (level 6) which allows apprentices to gain an approved degree with eligibility to join the Health and Care Professions Council (HCPC) register of social workers.

The first two standards were launched in July 2016 and have now replaced the social care pathways of the **Health and Social Care** framework which closed to enrolments at the end of December 2017. The social worker apprenticeship degree was launched in November 2018.

Currently in development are two additional standards. These are the **Lead Practitioner in Adult Care** (level 4), where people gain specialist skills and knowledge of particular conditions experienced by adults in social care, and **Leader in Adult Care** (level 5), for those who have responsibility for managing community or residential based services and responsibility for ensuring regulatory compliance of the services provided.

These level 5 standards will ultimately replace the current **framework Care Leadership and Management** which will be closed to enrolments in December 2019.

The standards are documents summarising the occupation and listing the skills, knowledge and behaviours needed to be competent in that role. At the end of their learning apprentices undertaking Adult Care Worker and Lead Adult Care Worker will go through an end-point assessment where they will be tested through a situational judgement test (multiple choice) followed by a professional discussion. This end-point assessment 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 graded outcome of pass, merit or distinction.

These changes were designed by adult social care employers acting as part of the trailblazer initiative, together with representatives of awarding organisations and learning providers, and were supported through the process by Skills for Care backed by the Department of Health and Social Care. The trailblazer group has now evolved into the Care Apprenticeship Board (CAB). This welcomes membership from any care service provider. One reason it was created was to oversee the employer-led solution to external quality assurance (EQA) of the end-point

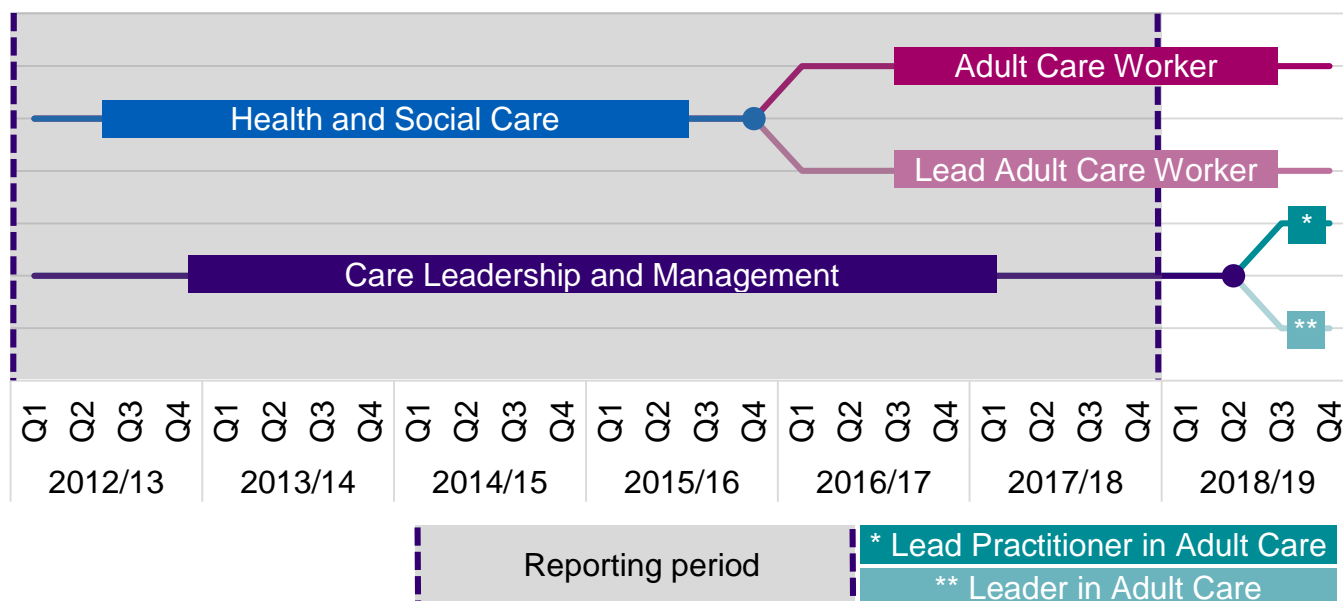
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<sup>1</sup> <http://www.skillsforcare.org.uk/Learning-development/Apprenticeships/Apprenticeships.aspx>

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

assessment phase of the apprenticeships. Skills for Care is named as the executive service provider undertaking the EQA and reporting the results to CAB. The Skills for Care service is called the Adult Care Apprenticeships External Quality Assurance Service (ACEQUAS).

### Adult social care apprenticeship timeline



#### 1.1. Apprenticeship levy

Apprentices starting on the new standards will be funded either through the use of the new apprenticeship levy for employers who are required to pay this, or through a co-funded model for non-levy paying employers.

In April 2017 the apprenticeship levy was launched. Employers with a payroll over £3 million are required to pay a monthly tax of 0.5% of the payroll amount over the £3 million threshold. The payments are made into a Digital Apprenticeship Service account controlled by the employer and supplemented by a 10% contribution from the Government. Providers of apprenticeships to the employer are paid through this account and unused funds in the account expire after two years.

Skills for Care estimates that around 1,100 adult social care employers are subject to the apprenticeship levy. This was based on the number of employees required to reach the threshold of £3 million, using the average pay of employees taken from the National Minimum Data Set for Social Care (NMDS-SC).

Non-levy paying employers have access to co-funding arrangements for apprenticeship learning in which the employer pays 10% of the cost and 90% 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 fund 90% of the costs. The funding provided by the Government is capped depending on which funding band (one to 15) the apprenticeship is grouped within. Both the Adult Care Worker and Lead Adult Care Worker standards are in funding band four which is capped at £3,000. The Institute for Apprenticeships and Technical Education (IfATE) will be reviewing the funding band for both of these standards.

In addition, the Government will also provide £1,000 to the employer and £1,000 to the learning provider of an apprenticeship if they train a person aged 16 to 18, or a person aged 19 to 24 leaving care or who has a Local Authority Education and Healthcare plan. If an employer has fewer than 50 employees, all of the training costs will be covered for these individuals.

## 2. Apprenticeship starts

Starts refer to the number of programmes that begin in the academic year from 1 August to 31 July. Social care apprenticeships for academic year 2017/18 include the frameworks Health and Social Care (social care pathways only) and Care Leadership and Management as well as the standards Adult Care Worker and Lead Adult Care Worker. An apprentice is counted for each apprenticeship started.



### 2.1. Number of apprentice starts

In 2017/18 there were around 38,300 adult social care apprenticeships started, which equated to 10% of the 375,800 apprenticeships in total across England.

This is a drop of 58% compared to 2016/17, when there were around 91,700 apprenticeships started, and adult social care accounted for 19% of all apprenticeships started, as shown in Chart 1 below. The overall number of apprenticeships started decreased by 24%.

Between 2014/15 and 2016/17 there was relatively little change in the total number of apprenticeship starts, varying between 494,900 in 2016/17 and 509,400 in 2015/16, equivalent to around 1% change. Over the same period, starts in adult social care apprenticeships increased each year by an average of 3%, reaching around 91,700 in 2016/17, and increasing their market share from 14% to 19%.

Following the Government's reform to transition apprenticeships from frameworks into employer-led standards, the Adult Care Worker and Lead Adult Care Worker standards were approved for admissions in the 2016/17 academic year. At the end of December 2017, half-way through the 2017/18 academic year, the adult social care pathways of the Health and Social Care framework were closed to new starters. The reduction shown in 2017/18 shows the start of a period of transition as employers take on apprenticeships in these new standards.

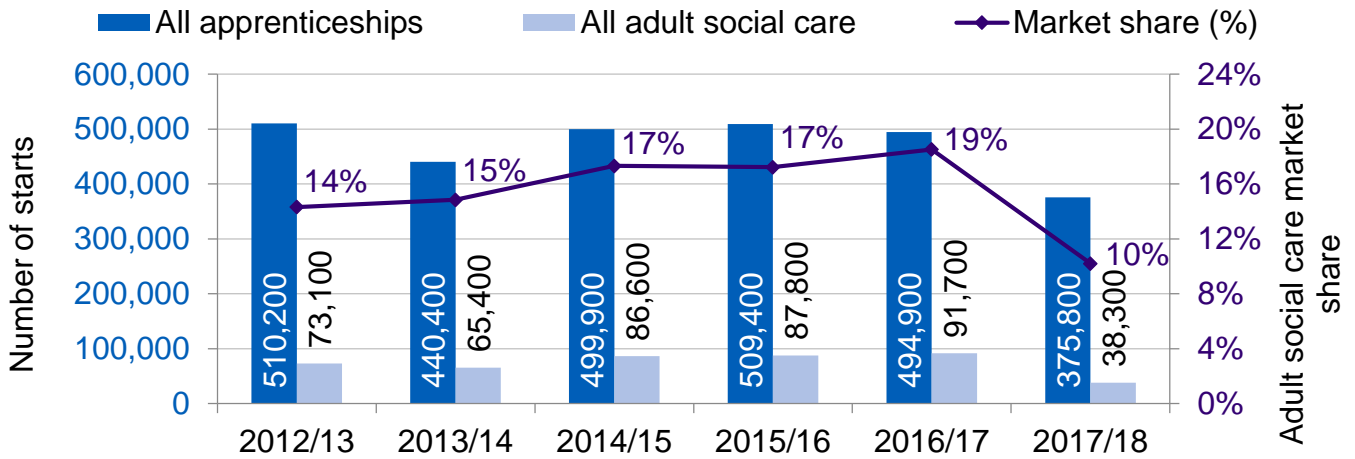
The apprenticeships levy, which launched in April 2017, may have also contributed to the reduction, as employers need to accumulate reserves in their Digital Apprenticeship Service account to fund new apprenticeships starts.

The National Audit Office<sup>3</sup> 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.

<sup>3</sup> The apprenticeships programme - <https://www.nao.org.uk/wp-content/uploads/2019/03/The-apprenticeships-programme.pdf> - 6th March 2019

### Chart 1. Number of apprenticeship start and market share

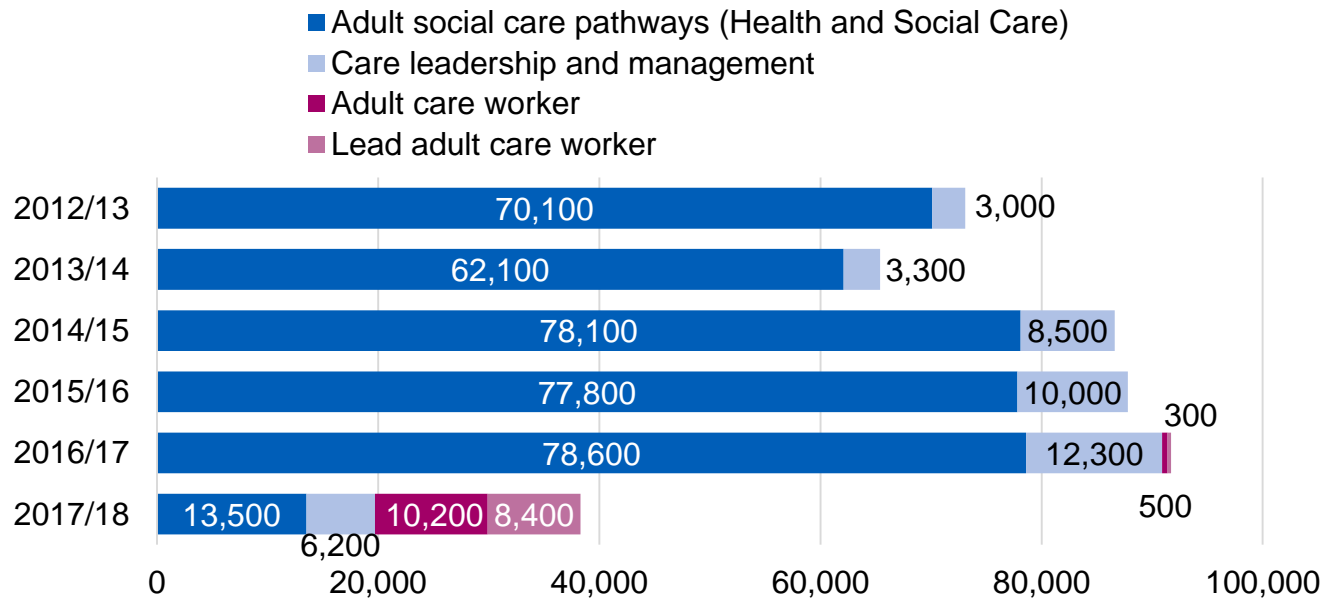
Source: Education and Skills Funding Agency.



In 2017/18, 51% of adult social care apprentices started on frameworks (13,500 on the social care pathway of Health and Social Care and 6,200 on Care Leadership and Management) and 49% started on the recently launched standards (10,200 on Adult Care Worker and 8,400 on Lead Adult Care Workers).

### Chart 2. Number of adult social care starts, 2012/13 to 2017/18

Source: Education and Skills Funding Agency.

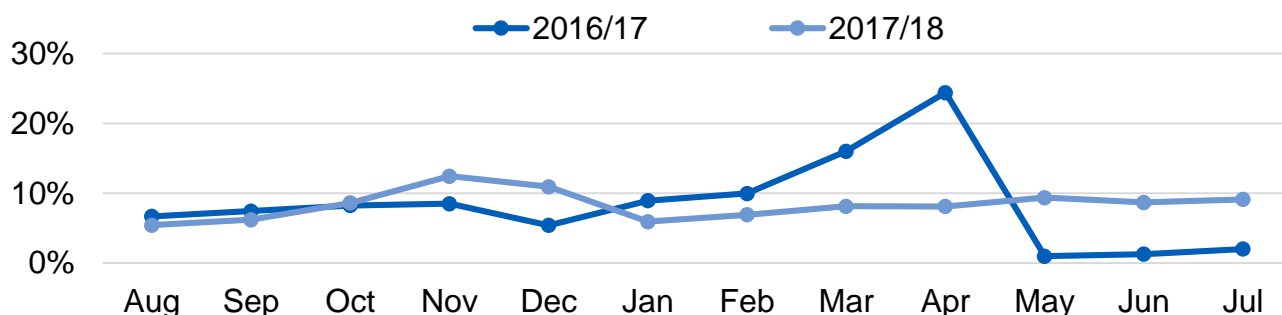


Prior to 2017/18, the only decrease shown over time was in 2013/14. This followed a change in policy by the Department for Business, Innovation and Skills (BIS) – from August 2013 funding for apprentices aged 24 years or older was available only in the form of loans. This funding system was subsequently removed for apprentices in February 2014 after a fall in the number of starts in this age group. It is likely that this explains at least some of the decrease in the number of apprenticeship starts in 2013/14 and therefore the increase in 2014/15 when this loan scheme was no longer in place.

Chart 3 below shows the proportion of starts in each month throughout academic years 2016/17 and 2017/18. In 2016/17, the number of starts surged between February and April, equating to 50% of the entire year starting within this period. This coincides with the lead-up to the apprenticeship levy launched in April 2017. Throughout 2017/18, the monthly proportion of starts was similar to the early half of 2016/17.

### Chart 3. Number of adult social care apprenticeship starts, 2016/17 and 2017/18

Source: Education and Skills Funding Agency.

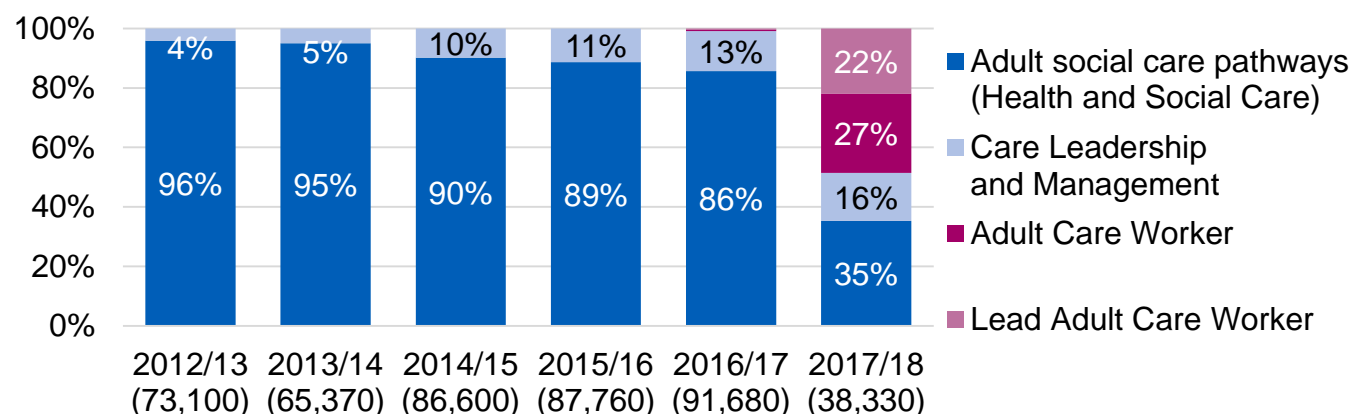


Between 2012/13 and 2016/17, the adult social care pathways of the Health and Social Care framework made up the majority of apprenticeship starts, as shown in Chart 4 below. This framework included apprenticeships at the intermediate and advanced level which are now superseded by the Adult Care Worker and Lead Adult Care Worker standard respectively.

Care Leadership and Management, a higher level apprenticeship, had more starts in each consecutive year between 2014/15 and 2016/17 and therefore increased its proportional share from 4% to 13%. In the 2017/18, this increased to 16% but the number of starts was around half that of the previous year, despite remaining open through the academic year.

### Chart 4. Proportion of adult social care apprenticeship starts by framework/standard

Source: Education and Skills Funding Agency.



## 2.2. Comparison to other apprenticeships

Chart 1 showed that the combined adult social care apprenticeships accounted for 10% of all apprenticeship starts in 2017/18. Table 1 (below) compares the ten largest apprenticeships and their proportion by programme level.

The adult social care pathways of the Health and Social Care framework was the fifth highest apprenticeship in terms of starts in 2017/18 at the intermediate/advanced level. The recently launched standard Adult Care Worker reached seventh and Lead Adult Care Worker reached tenth, out of 264 apprenticeship programmes. Care Leadership and Management was second out of 112 higher apprenticeship programmes.

Over the previous three academic years, both the adult social care pathways of Health and Social Care and Care Leadership and Management were the highest in terms of starts at their respective levels. The adult social care pathways had a 7% greater market share of apprenticeships on average than the next highest framework/standard and Care Leadership and Management had an average of 10% greater.



**Table 1. Top five apprenticeship starts by level in 2017/18**

Source: Education and Skills Funding Agency.

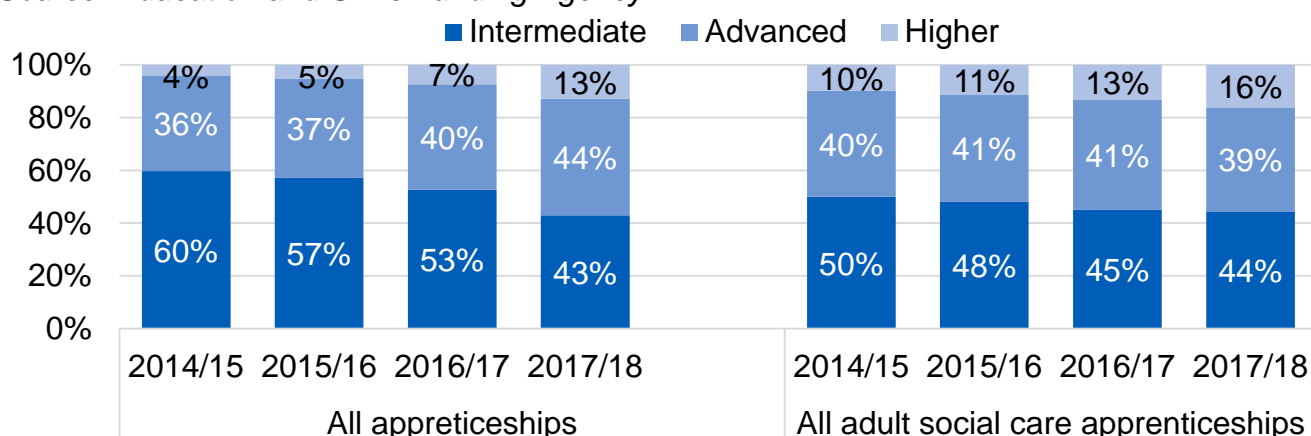
Intermediate/Advanced			Higher		
<b>All apprenticeships</b>	<b>327,600</b>		<b>All apprenticeships</b>	<b>48,200</b>	
Business Administration	26,600	8%	Operations/Departmental Manager	8,000	17%
Children's Care Learning and Development	25,100	8%	<b>Care Leadership and Management</b>	<b>6,200</b>	<b>13%</b>
Construction Skills	18,400	6%	Accountancy / Taxation Professional	3,700	8%
Team Leader/Supervisor	17,300	5%	Professional Accounting / Taxation Technician	2,800	6%
<b>Social Care pathway</b>	<b>13,500</b>	<b>4%</b>	Chartered Manager (degree)	2,300	5%
Engineering	11,200	3%	Business Administration	2,200	4%
<b>Adult Care Worker</b>	<b>10,300</b>	<b>3%</b>	Management	2,200	4%
Industrial Applications	10,000	3%	Healthcare Assistant Practitioner	1,500	3%
Management	8,400	3%	Nursing Associate	1,400	3%
<b>Lead Adult Care Worker</b>	<b>8,400</b>	<b>3%</b>	Digital and Technology Solutions Professional (degree)	1,300	3%

### 2.3. Apprenticeship starts by level

Chart 5 compares adult social care apprenticeship starts to all apprenticeships level. The adult social care pathways of the Health and Social Care framework, as well as the standard Adult Care Worker and Lead Adult Care Worker, are at the intermediate or advanced level while Care Leadership and Management is at higher level.

**Chart 5. Apprenticeship starts in adult social care frameworks by programme level, 2014/15 to 2017/18**

Source: Education and Skills Funding Agency.



Across all apprenticeships, the proportion of starts at the intermediate level have decreased in each consecutive year between 2014/15 and 2017/18, and those at the advanced and higher level have increased.

Those in adult social care also showed a consecutive decrease in starts at the intermediate level, but those at the advanced level remained proportionally similar, and the proportion at the higher level (Care Leadership and Management) increased by six percentage points.

## 2.4. Demographics of apprenticeship starts

The majority of people starting adult social care apprenticeships in 2017/18 were aged 25 to 44 (54%), followed by those aged 45 and above (25%) and those aged up to 24 (22%).

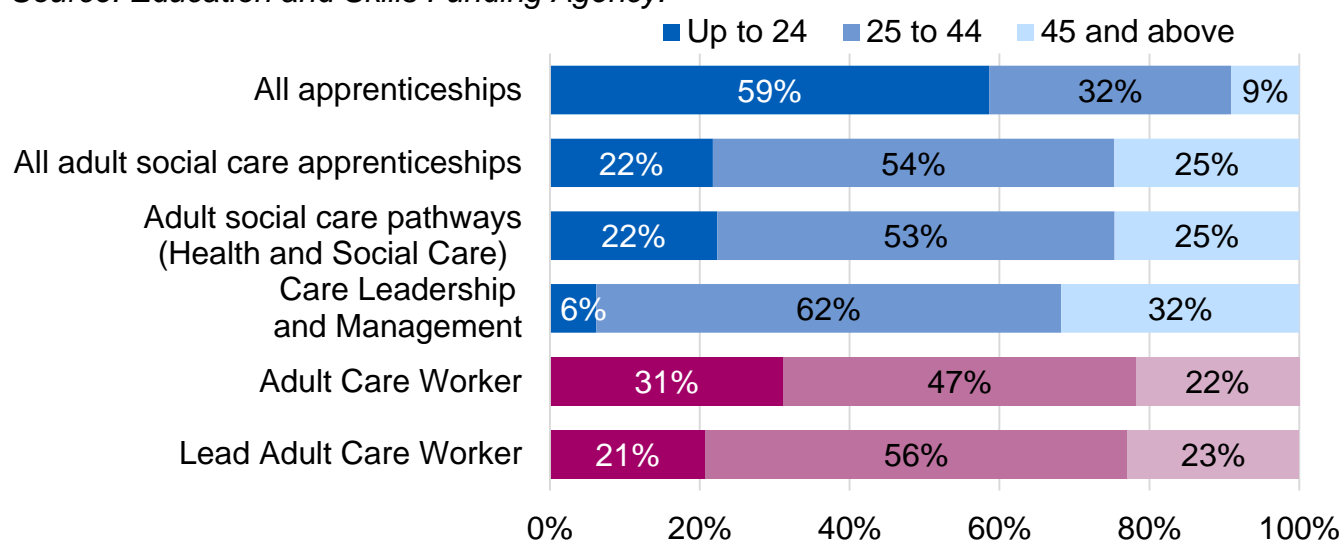
This age profile was notably older than that of all apprenticeships in which the majority of people starting were aged up to 24 (59%).

The Care Leadership and Management framework had an older age profile than the adult social care pathways. This would be expected as this framework is at a higher academic level and it is generally expected that people starting have had experience working in a care setting.

These age profiles were in line with the adult social care workforce as a whole in which the majority of frontline care workers were aged between 25 and 54 (67%)<sup>4</sup>.

**Chart 6. Apprenticeship starts in adult social care by framework and age, 2017/18**

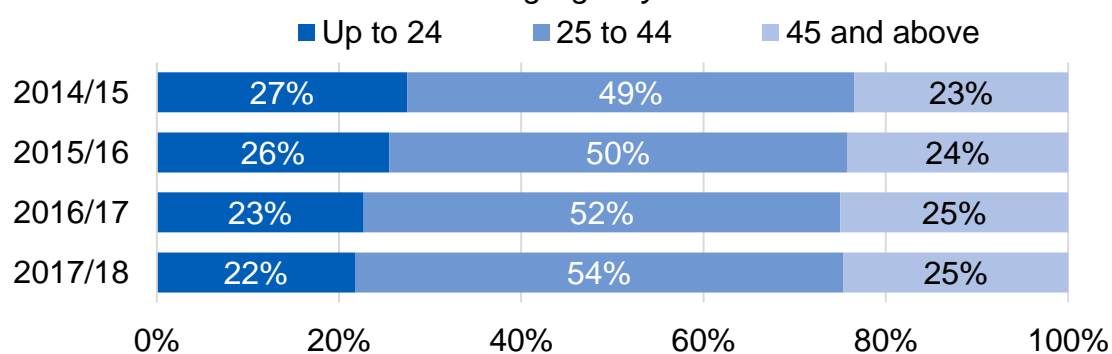
Source: Education and Skills Funding Agency.



Since 2014/15 the proportion of adult social care apprentices aged up to 24 has fallen from 27% to 22%, which is also reflected in the wider adult social care workforce in which the proportion made up by this age group fell from 14% to 12% over the same period.

**Chart 7. Adult social care apprenticeship starts by age, 2014/15 to 2017/18**

Source: Education and Skills Funding Agency.



In 2017/18, around 16% of people starting adult social care apprenticeships were people from a black, Asian and minority ethnic (BAME) background, which was a greater proportion than across all apprenticeships (11% BAME). Care Leadership and Management was the most ethnically diverse adult social care apprenticeship with 19% of people starting from BAME backgrounds.

<sup>4</sup> The state of the adult social care sector and workforce in England - [www.skillsforcare.org.uk/stateof](http://www.skillsforcare.org.uk/stateof)

### Chart 8. Apprenticeship starts by ethnicity, 2017/18

Source: Education and Skills Funding Agency.

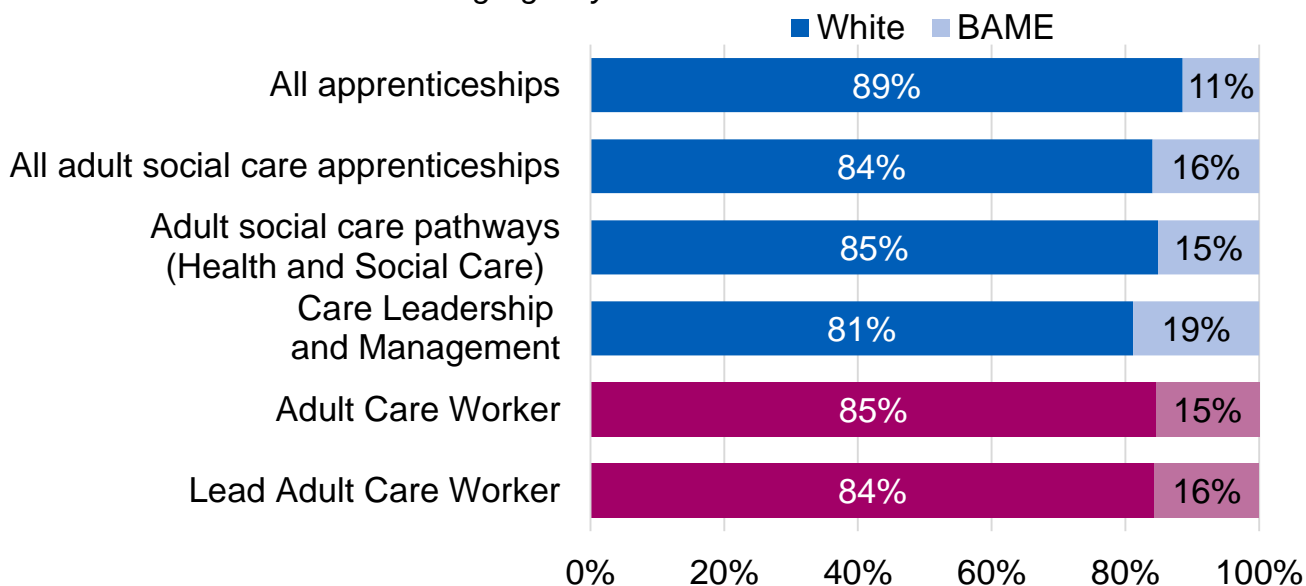
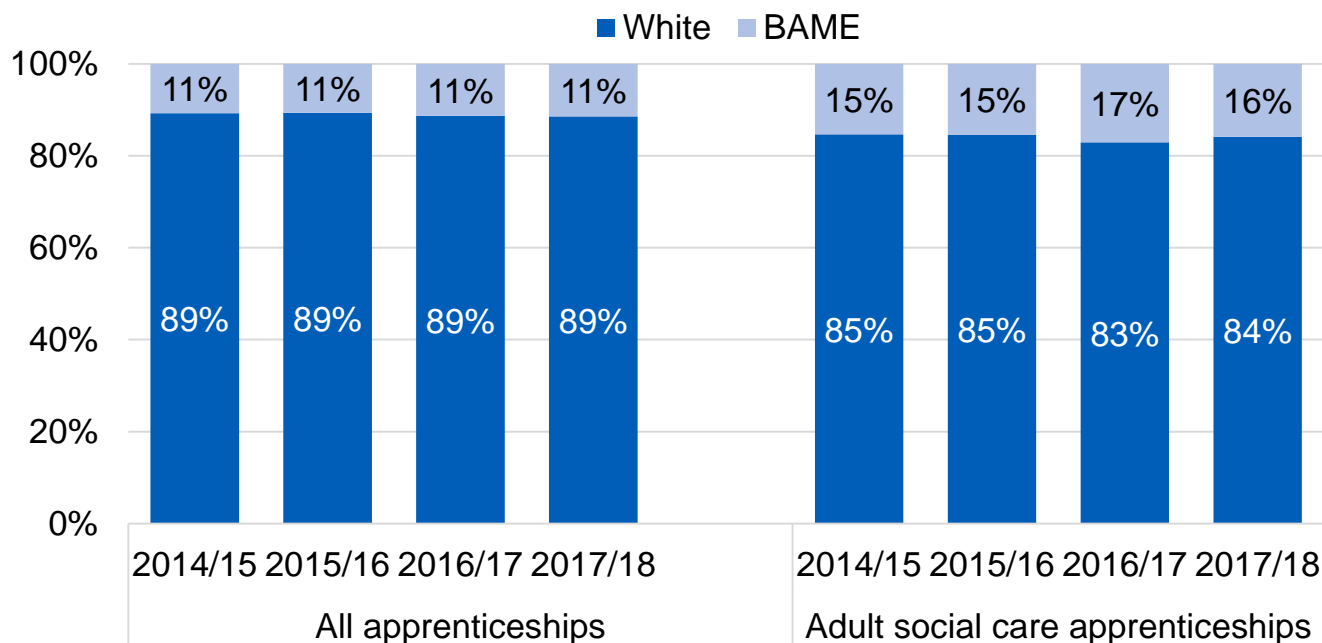


Chart 9 shows that the ethnic diversity of apprenticeships overall has remained at 11% since 2014/15, whereas Care Leadership Management increased from 15% over this same period.

Across the wider adult social care workforce, managerial roles tend to have a lower proportion of workers from BAME backgrounds (14%) compared to direct care roles (23%) and regulated professions (33%)<sup>5</sup>.

### Chart 9. Apprenticeship starts by ethnicity trend, 2014/15 to 2017/18

Source: Education and Skills Funding Agency.



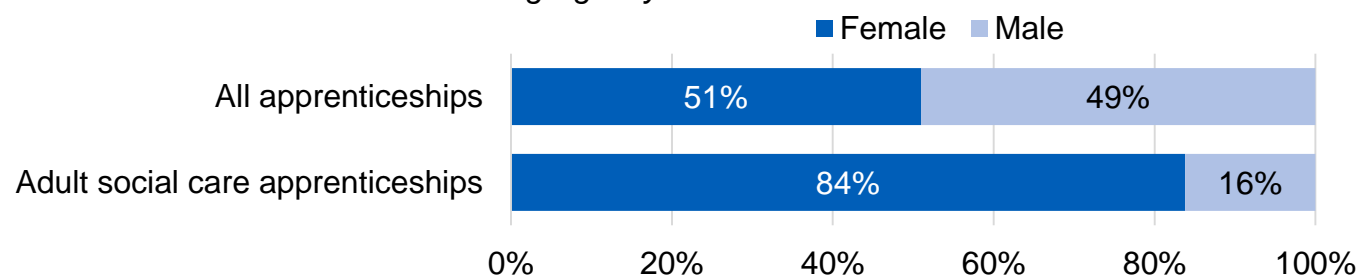
The majority of people starting adult social care apprenticeships were female (84%), which was greater than the proportion across all apprenticeships (51%). Care Leadership and Management had a higher proportion of male apprentices (19%) compared to other adult social care apprenticeships, and this has increased from 17% in 2014/15.

<sup>5</sup> The state of the adult social care sector and workforce in England - [www.skillsforcare.org.uk/stateof](http://www.skillsforcare.org.uk/stateof)

This gender diversity reflects that of the wider adult social care workforce in which 84% of people in direct care roles were female and 79% of people in managerial roles were female.

### Chart 10. Apprenticeship starts by gender, 2017/18

Source: Education and Skills Funding Agency.



### 2.5. Apprenticeship starts by workplace region


Table 2 shows the largest proportion of adult social care apprenticeship starts in 2017/18 were people working in the South East (16%) and North West (16%). The least were delivered in the North East (7%). This follows the regional distribution of the adult social care workforce, with only slight variances.

**Table 2. Apprenticeship starts and adult social care jobs by region, 2017/18**

Source: Workforce estimates 2017, Education and Skills Funding Agency.

	Adult social care jobs		Adult social care apprenticeship starts		Percentage difference
	Number	%	Number	%	
<b>Total</b>	<b>1,600,000</b>	-	<b>38,300</b>	-	-
<b>Total (known)</b>	-	-	<b>38,100</b>	-	-
Eastern	171,000	11%	3,600	10%	-1%
East Midlands	148,000	9%	3,400	9%	0%
London	230,000	14%	3,400	9%	-6%
North East	89,000	6%	2,700	7%	2%
North West	213,000	13%	6,000	16%	2%
South East	250,000	16%	6,100	16%	0%
South West	174,000	11%	4,800	13%	2%
West Midlands	173,000	11%	4,100	11%	0%
Yorkshire and the Humber	154,000	10%	3,900	10%	1%
Unknown / Outside England	-	-	300	-	-

### 3. Participation

 <p><b>126,700</b> people participated in social care apprenticeships in 2017/18</p>	<p>Average of <b>73,200</b> active adult social care apprentices per month, 25% less than 2016/17</p>	<p>Adult social care apprentices accounted for <b>16%</b> of all active participants</p>
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Participation refers to the number of individual people who are undertaking an apprenticeship throughout the academic year. These figures include any apprenticeships which were started during the academic year as well as those carried over from previous years. An apprentice studying towards more than one apprenticeship is counted once.

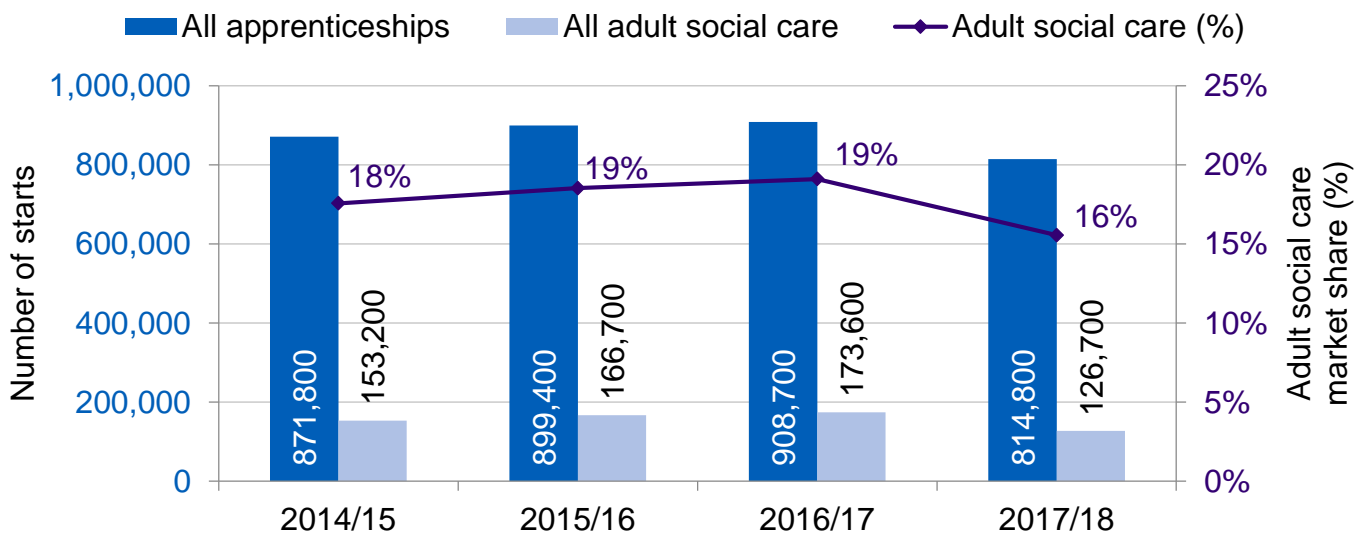
#### 3.1. Number of participating apprentices

Around 126,700 people participated in an adult social care apprenticeship during the 2017/18 academic year which was a decrease of 27% since 2016/17. Across all apprenticeships, participation decreased by 10% from 908,700 to 814,800 over the same period.

Despite this decrease, adult social care apprentices accounted for 16% of all active apprentices in 2017/18. Between 2014/15 and 2016/17, this proportion varied between 18% and 19%.

**Chart 11. Apprenticeship participation in adult social care and all frameworks**

Source: Education and Skills Funding Agency.



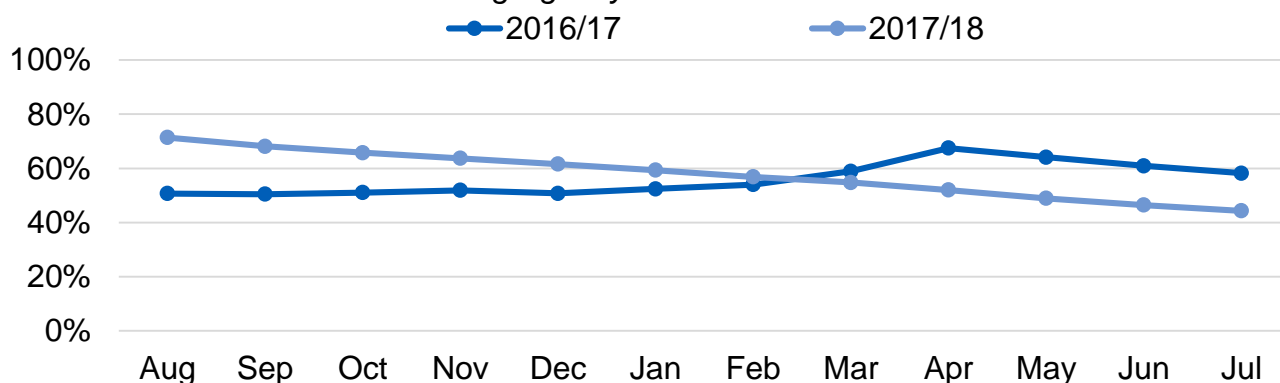
Of the adult social care apprenticeships, there were around 88,500 (70%) active apprentices in the adult social care pathway of the Health and Social Care framework, 18,890 (15%) active in Care Leadership and Management, 10,600 (8%) active in the Adult Care Worker standard and 8,700 (7%) active in the Lead Adult Care Worker standard.

On average, around 73,200 adult social care apprentices were in learning in each calendar month during the 2017/18 academic year; down from an average of 97,100 in 2016/17.

Chart 12 below shows that participation in 2016/17 peaked in April, which coincides with the peak in apprenticeship starts. Throughout 2017/18, the overall number of active apprentices decreased each month.

**Chart 12. Adult social care apprenticeship participation by month, 2016/17 and 2017/18**

Source: Education and Skills Funding Agency.

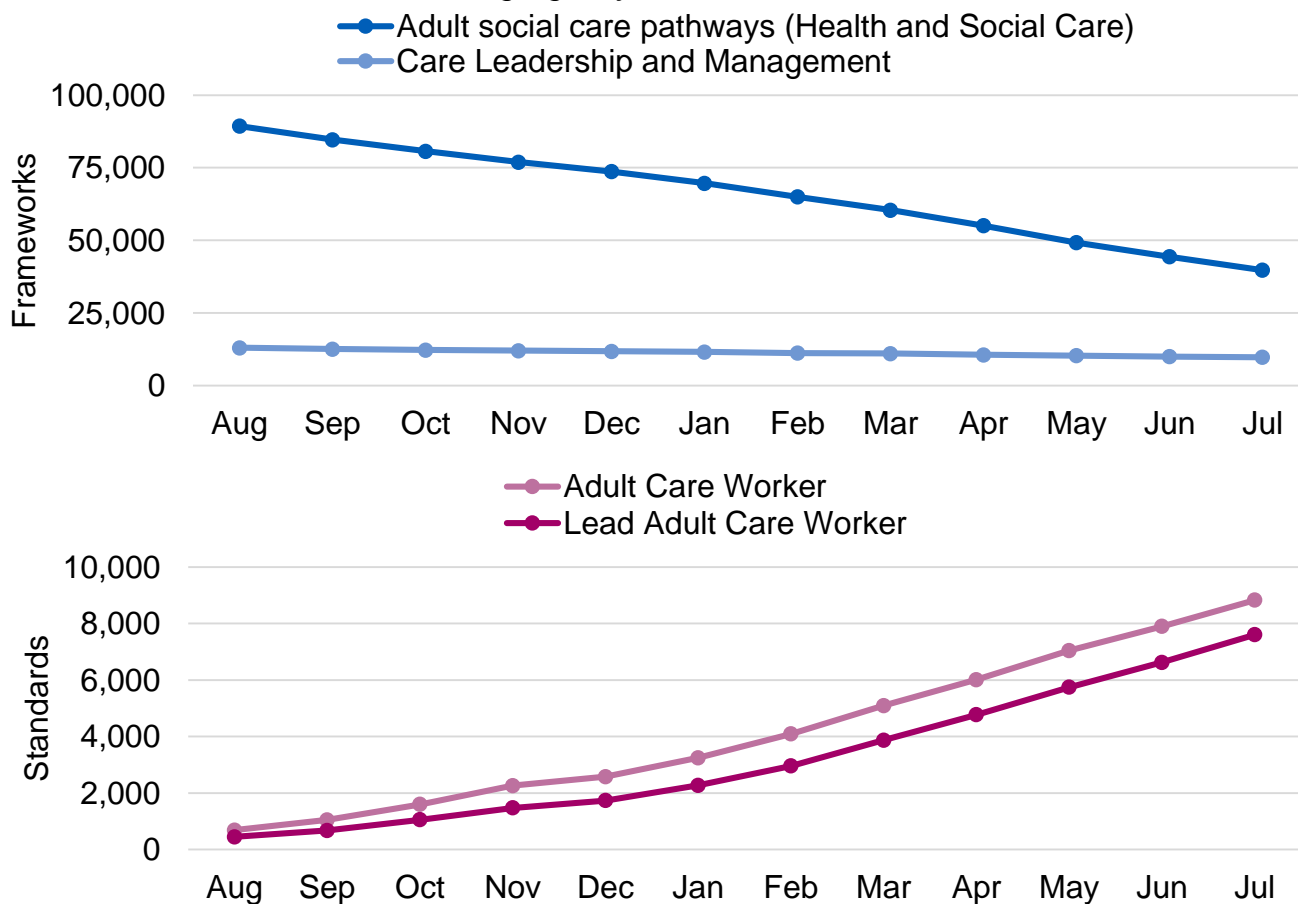


Throughout 2017/18, the adult social care pathways of the Health and Social Care framework had fewer participants each month, which is expected as there are no longer any new starts entering the framework after December 2017. There were some recorded starts for this framework after the closing date, however the ESFA suggest these are restarts. To a lesser extent, Care Leadership and Management participation also decreased in each consecutive month by an average of 3%.

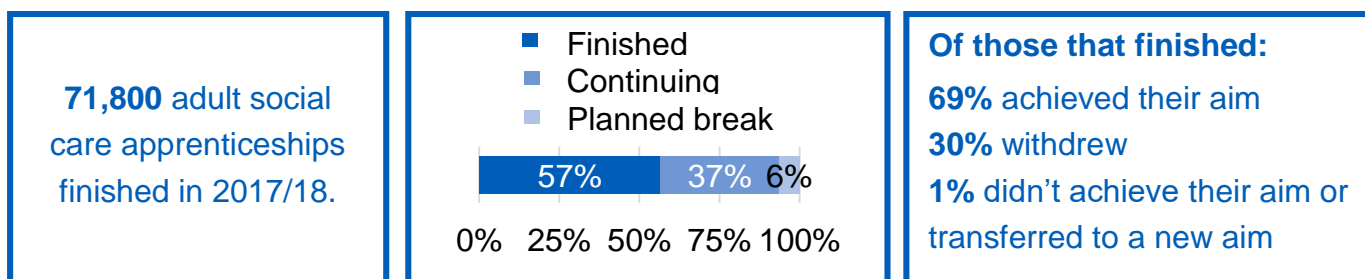
Both the recently launched standards showed consistent growth in 2017/18, with the Adult Care Worker standard having consistently more participants throughout the year. The rate of increase was much greater in the first half of the year, at around 36% each month, than in the second half of the year at around 20% each month.

**Chart 13. Number of adult social care apprenticeship participants by month and framework/standard, 2017/18**

Source: Education and Skills Funding Agency.



## 4. Apprenticeship outcomes



### 4.1. Apprenticeship participation and final outcome

Chapter 3 showed that around 126,700 people participated in an adult social care apprenticeship during the 2017/18 academic year. Table 4 shows that 57% of these apprentices finished, 6% took a planned break and 37% continued into the following academic year. The proportion that finished increased from 41% in the previous academic year, and fewer apprentices were continuing, due to the end of the Health and Social Care framework.

**Table 4. Adult social care apprenticeship outcomes within academic year**

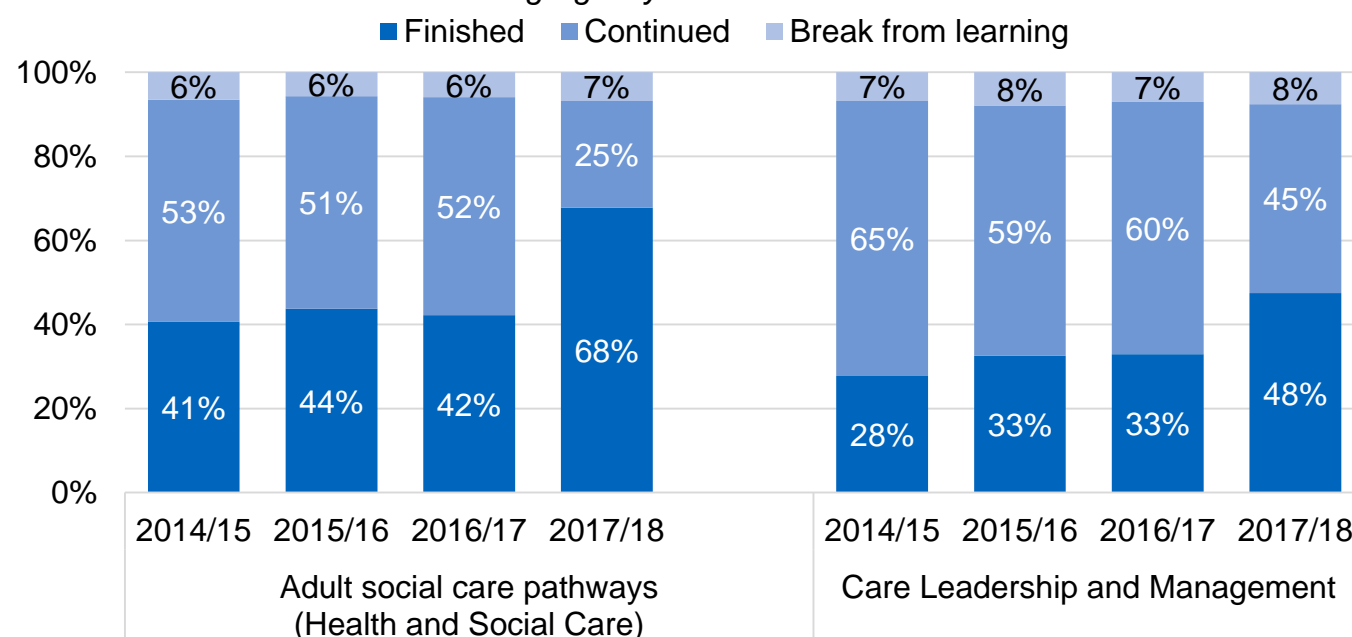
Source: Education and Skills Funding Agency. Values have been rounded.

	2014/15		2015/16		2016/17		2017/18	
<b>Participants</b>	<b>153,200</b>		<b>166,700</b>		<b>173,600</b>		<b>126,700</b>	
Finished	60,600	40%	70,900	43%	71,000	41%	71,800	57%
Planned break	82,600	54%	85,900	52%	92,100	53%	46,700	37%
Continuing	10,000	7%	9,900	6%	10,500	6%	8,100	6%

Chart 14 breaks down the adult social care apprenticeships into each framework. The recently-launched standards have been omitted. This trend emphasises that in 2017/18, proportionally fewer apprentices were continuing into the following year and more were completed as the programmes transition into the new standards.

**Chart 14. Proportion of adult social care apprenticeship outcomes, 2014/15 to 2017/18**

Source: Education and Skills Funding Agency.



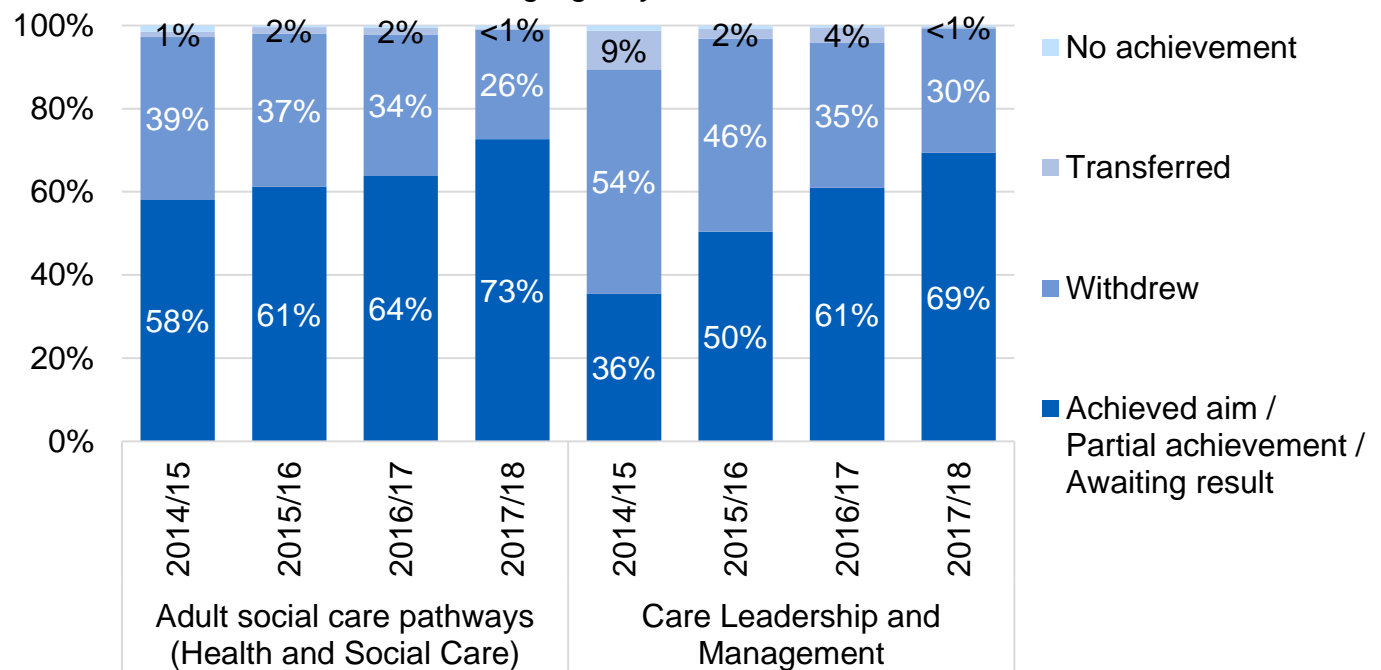
## 4.2. Proportion achieving their learning aim

In 2017/18, 69% of those that finished an adult social care apprenticeship achieved or partially achieved their learning aim, 30% withdrew from learning and 1% either transferred to a new provider or did not achieve their learning aim.

Chart 15 below shows the proportion of apprenticeships finished, where the learner achieved their aim, in each adult social care framework. The recently launched standards are omitted from this trend as there were very few in learning long enough to reach the end point assessment. Since 2014/15 the proportion of those who finished having achieved their learning aim increased in each consecutive year.

**Chart 15. Proportion of apprenticeships finished by learning outcome**

Source: Education and Skills Funding Agency.



## 4.3. Apprentices continuing with apprenticeship

For those that continued into the following academic year, Table 5 shows the majority were set to complete their apprenticeship in the following year. This proportion varied little between 2014/15 and 2016/17, however this reduced in 2017/18 as more apprentices completed.

This could in part be due to the stoppage of the adult social care pathways of the Health and Social Care framework at the beginning of the second half of 2016/17, leading to fewer apprentices joining at this later stage and carrying over into the following academic year.

**Table 5. Planned end date of continuing adult social care apprentices**

Source: Education and Skills Funding Agency.

	2014/15	2015/16	2016/17	2017/18
<b>Continuing participants</b>	<b>82,600</b>	<b>85,900</b>	<b>92,100</b>	<b>46,700</b>
Within academic year	8%	9%	8%	18%
+1 year	68%	67%	71%	63%
+2 years	23%	25%	20%	19%



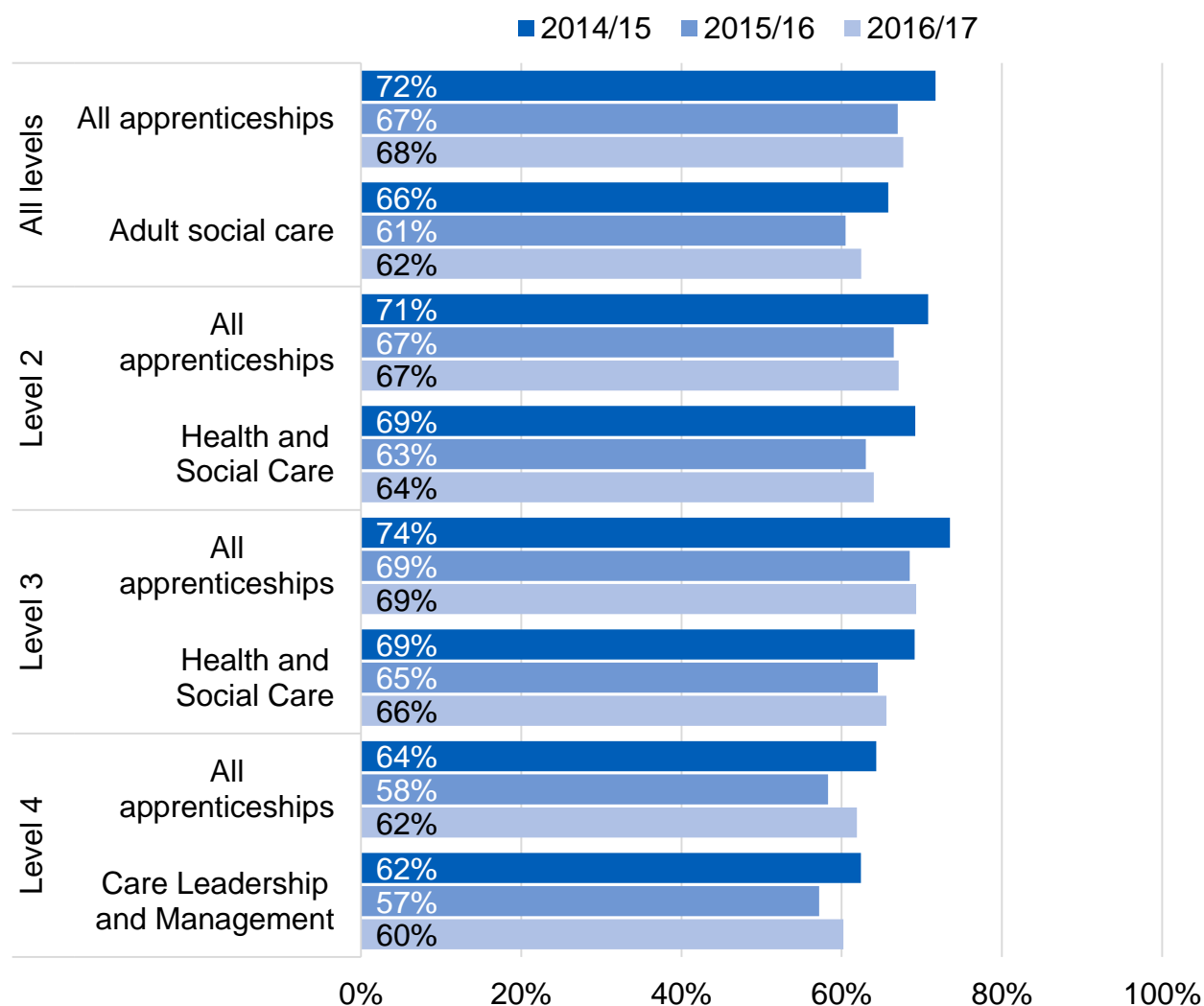
#### 4.4. Achievement rates from Education and Skills Funding Agency (ESFA)

Please note that the number and percentage of achievers in this report should not be directly compared to achievement rates published by the ESFA. The figures shown in this report are based on participants with a learning outcome classified as “achieved” or “partially achieved”. The ESFA apply several additional filters for their achievement rates, such as whether the apprenticeship was funded by ESFA, excluding withdrawals for certain reasons from the calculations and academic years are assigned using the latest of the “actual end date” and “planned end date”.

The Education and Skills Funding Agency headline achievement rates are provided here for comparison of all frameworks at the same programme level. Across all apprenticeships, and those specific to adult social care, the achievement rate was highest in 2014/15. In the following year the achievement rate dropped slightly and has remained close to this lower rate in 2016/17. The achievement rate for 2017/18 academic year was not available at the time of writing.

**Chart 16. Apprenticeship achievement rates**

Source: National achievement rate tables<sup>6</sup>



<sup>6</sup> <https://www.gov.uk/government/collections/sfa-national-success-rates-tables>

## 5. Social worker degree apprenticeship

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In November 2018 the social worker degree apprenticeship was launched. 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 apprentices 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 Health and Care Professions Council register of social workers in England.

Universities will now need to develop new degrees and have them approved by the regulator before the first apprentices can start. This could take up to a year. Skills for Care will be monitoring this apprenticeship in future releases.

## 6. Workforce intelligence publications

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Skills for Care provides outstanding workforce intelligence relied upon by government, strategic bodies, employers and individuals to make decisions that will improve outcomes for people who need care and support.

The NMDS-SC is an online data collection service about the adult social care workforce in England. It's the leading source of workforce information for the whole adult social care sector. Skills for Care manages the service on behalf of the Department of Health and Social Care and has been collecting information online since 2007.

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