Key findings

This report provides a summary of the adult social care workforce within care only home services and includes Skills for Care’s workforce estimates. Across England there were 11,400 care only home services registered with CQC as at September 2018. These care providing locations had an estimated workforce of 305,000. Around 290,000 of these roles were within the independent sector, with 14,400 in local authorities.

The chart to the right shows that between 2012/13 and 2018/19 the number of jobs in care only home services decreased from 310,000 in 2012/13 to 305,000 in 2018/19, an overall decrease of 2%. The estimated number of locations providing care home services with nursing increased by 6% over the same period.

Staffing overview

There were an estimated 224,000 direct care providing jobs in care only home services, 28,000 managerial jobs, 550 regulated professionals and 53,000 other jobs including ancillary non-care providing roles.

Over half of staff in care only home services were employed on a full-time basis (52%), with 41% employed part-time and 8% employed as neither full nor part-time (no set hours).

Around 8% of the workforce were employed on zero-hours contracts and this proportion has been relatively stable since 2012. Across all services, 24% of the workforce were employed on zero-hours contracts.

Recruitment and retention

The turnover rate for care only home services was 29.6%, which was higher than care home services with nursing (31.5%). This equates to an estimated 86,000 workers leaving their role in the previous 12 months. Care workers had a turnover rate of 35.9%, which equates to an estimated 61,000 leavers. Registered managers and support and outreach workers had turnover rates of 21.6% and 17.8% respectively, equating to around 2,400 and 225 leavers.
Most of the workforce in care only home services were recruited from within adult social care (71%). This means that although the high turnover rate results in employers going through the recruitment process, with its associated costs, the skills and experience of many workers are retained by the sector.

The workforce in care only home services had an average of 9.2 years of experience working in social care. This was similar to the average for workers from care home services with nursing (8.5 years) but higher than the average for domiciliary care services (6.9 years).

The average length of time in current role for the workforce in care only home services was 4.5 years, which was higher than the average of those working in care home services with nursing (3.9 years). This would suggest that workers in nursing homes change roles within the sector more frequently than those in care only home services.

The vacancy rate for care only home services was 5.5%, equating to an estimated 17,000 vacancies at any one time. This rate was lower than the average across all services (7.8%) and care home services with nursing (6.3%).

Demographics

Around 84% of workers in care only home services were female, and the average worker was 43 years old. These demographic breakdowns broadly match those seen in the rest of the adult social care workforce.

The nationality of the workforce in care only home services was 85% British, 7% EU (non-British) and 8% non-EU. This was similar to the diversity across all services (84% British, 8% EU (non-British) and 9% non-EU). Care workers at care only home services had a slightly higher proportion of EU (non-British) workers (8%) and non-EU workers (10%).

The proportion of workers at care only home services with an EU nationality has increased from 5% in 2012/13 to 7% in 2018/19. The proportion with a non-EU nationality decreased over the same period from 10% in 2012/13 to 8% in 2018/19.

Pay

The table below shows the full-time equivalent (FTE) mean pay rates of selected job roles in care only home services. Pay tended to be higher in local authorities, which mirrors the national trend in social care.

<table>
<thead>
<tr>
<th></th>
<th>Local authority</th>
<th>Independent sector</th>
</tr>
</thead>
<tbody>
<tr>
<td>FTE annual pay</td>
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<td></td>
</tr>
<tr>
<td>Registered manager</td>
<td>£39,000</td>
<td>£29,800</td>
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<tr>
<td>Hourly rate</td>
<td></td>
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<tr>
<td>Senior care worker</td>
<td>£11.28</td>
<td>£9.10</td>
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<td>Care worker</td>
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<tr>
<td>Support and outreach</td>
<td>£10.46</td>
<td>£8.42</td>
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</table>

Further information

For more information about the adult social care sector and workforce in England please see www.skillsforcare.org.uk/stateof.

For bespoke analysis of workforce information or to answer any specific questions you have about the adult social care workforce please contact us using the email below.