

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

2021



The information in this infographic looks at changes in the workforce since the start of the COVID-19 pandemic using Skills for Care's weighted whole sector data collected between 2019/20 and 2020/21.

It also shows, where relevant, more recent changes between April 2021 and August 2021 using Adult Social Care Workforce Dataset (ASC-WDS) data completed by employers during that period. This information has not been weighted to represent the whole sector but should still be indicative of recent changes and developments.

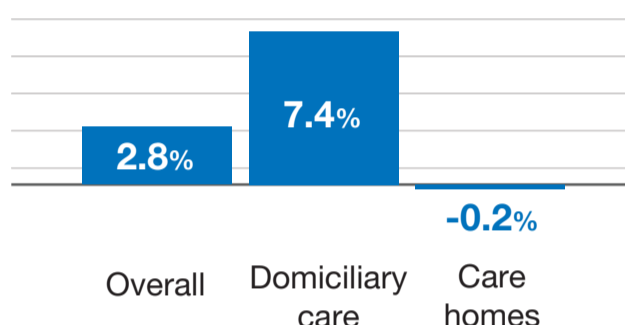
**1.67 million jobs**  
1.54m people



in adult social care in England

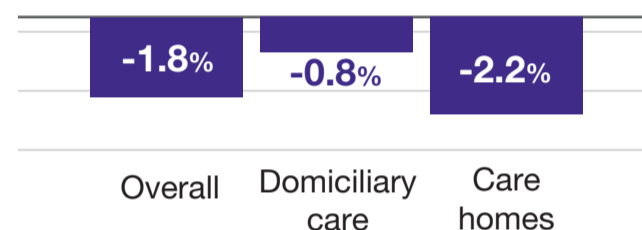
## Jobs (filled posts) trend

Change in jobs between 2019/20 and 2020/21



Since March 2021, the number of jobs has fallen, likely due to the opening back up of the wider economy and the impact of the mandatory vaccination policy.

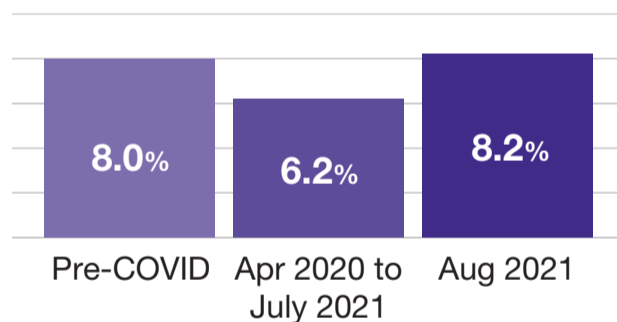
Change in jobs since March 2021



Between 2019/20 and 2020/21 the number of adult social care jobs increased by 45,000. The majority was jobs in domiciliary care services (up 40,000, 7%)

## Staff vacancies

105,000 vacancies were being advertised on an average day 2020/21

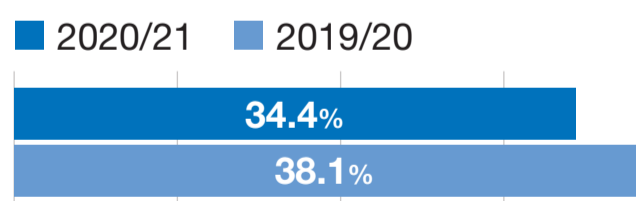


Staff vacancy rates decreased during the pandemic in 2020/21. Since March 2021, the vacancy rate has increased and is now back above pre-pandemic levels.

This suggests the fall in jobs is related to recruitment and retention difficulties rather than a decrease in demand.

## Care worker turnover

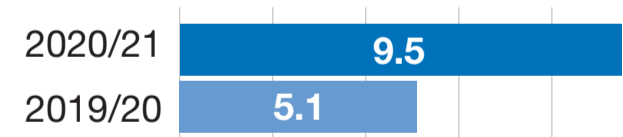
Leavers in the previous 12 months



Staff turnover rates decreased during the pandemic, however recent evidence suggests employers are struggling with retention now as the wider economy is opened back up.

## Absence

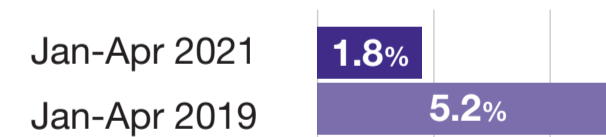
Average days in the previous 12 months



This will be mixture of illness and self-isolation, and people unable to work for other reasons, such as childcare issues.

## Nationality

% of starters arriving from outside of the UK



New immigration rules and restrictions mean there have been fewer starters from outside the UK.

For more information refer to the full report which can be downloaded at [www.skillsforcare.org.uk/stateof](http://www.skillsforcare.org.uk/stateof)

For the latest information on the impact of the COVID-19 pandemic please visit [www.skillsforcare.org.uk/monthly-tracking](http://www.skillsforcare.org.uk/monthly-tracking)

