



# Apprenticeships in adult social care 2022/23

Skills for Care analysis of Department for  
Education data

February 2024

## Scope of the report

This report describes the number of adult social care apprenticeships which were started or achieved during the 2022/23 academic year (August 2022 to July 2023). Those who achieved an apprenticeship includes people who started in a previous year. This report also includes achievement rates for apprenticeships in the 2021/22 academic year (August 2021 to July 2022). This is the latest available information from the Department for Education.

Apprenticeships included in this report are the Health and Social Care framework and the Care Leadership and Management framework which are now closed to new entrants, as well as the more recently launched standards. For more details on all of the apprenticeships that are included in this report see Table 1.

This report covers factors such as apprenticeship Level, demographics, regional comparisons, trend analysis and comparisons to other frameworks 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

### Apprenticeship starts

- There were around 24,600 adult social care apprenticeship starts in 2022/23, 14% less than in 2021/22. Across all apprenticeships, the overall number of starts decreased by 3%.
- Employers of the Lead Adult Care Worker apprenticeship (Level 3) received around 10,180 starts, Adult Care Worker (Level 2) employers received 7,460 starts, Leader in Adult Care apprenticeship (Level 5) received 3,930 starts and Lead Practitioner in Adult Care apprenticeship (Level 4) received 1,890 starts.
- There were around 1,060 starts in the Social Worker degree apprenticeship (Level 6) in 2022/23, which made up 13% of all degree level apprenticeship starts across Health and Social Care.
- The Lead Adult Care Worker and Adult Care Worker apprenticeship standards ranked 4th and 5th in terms of Intermediate/Advanced Level starts in 2022/23 out of all apprenticeships.

### Apprenticeship achievements

- There were around 26,000 leavers from adult social care apprenticeships in 2021/22, of which 42.8% completed their course, and of these 97.2% passed the end point assessment.
- Over three quarters (81%) of adult social care achievements in 2022/23 were from the Adult Care Worker and Lead Adult Care Worker apprenticeship standards.

### Demographic trends

- The proportion of adult social care apprenticeship starts aged under 25 has decreased from 25% in 2016/17 to 19% in 2022/23. This is also a decrease from 2021/22, when the proportion of adult social care apprenticeship starts aged under 25 was 20%.
- The proportion of adult social care apprenticeship starts that identified as male in 2022/23 was 16%, the same as in 2021/22. The proportion of male adult social care apprenticeship starts has been between 16% and 17% since 2016/17.
- The proportion of adult social care apprenticeship starts that identified as having learning difficulties or disabilities has increased from 10% in 2016/17 to 16% in 2022/23. This was the same proportion as in 2021/22.

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## Glossary

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### Apprenticeships

Paid roles with training designed to bring the apprentice to full capability in a specific occupation by the end. This report is about English apprenticeships, as signed off by the UK Government.

### Intermediate apprenticeships

Roles in occupations with training needed at Level 2, which is the equivalent of a grade C / grade 4 GCSE.

### Advanced apprenticeships

Roles in occupations with training needed at Level 3, which is equivalent to an A-Level.

### Higher apprenticeships

Roles in occupations with training needed at Levels 4 to 7 and which are equivalent to a foundation degree and above such as a professional qualification.

### Degree apprenticeships

Roles in occupations with training needed at Levels 6 and 7 (equivalent to a full bachelor's and Master's degree).

### Course leaver

A learner whose programme aim has ended. This is when a student leaves their course, either through completing and/or achieving their course aim, or prior to completing the course.

### Course completer

A learner whose programme aim was completed. This is a student who completed their course but may or may not have passed (achieved the course aim).

### Course achiever

A learner whose programme aim has been achieved. This is a student who completed their course and has passed.

### Retention rate

This rate indicates the proportion of learners who completed their course. Retention rate is calculated as the overall number of course completers divided by the overall number of course leavers.

### Pass rate

This rate indicates the proportion of learners who completed and passed their course. Pass rate is calculated as the overall number of course achievers divided by the overall number of course completers.

### Achievement rate

This rate indicates the number of learners who achieved (completed and passed) their course aim as a proportion of all course leavers. This can include leavers who did not complete their course or did not pass. Achievement rate is calculated as the overall number of course achievers divided by the overall number of course leavers.

## 1. Introduction

Apprenticeships are periods of paid employment that include at least 20% of their working hours spent doing off-the-job studying and developing the skills needed for their new role. Under the reformed system of apprenticeship standards, it is no longer mandatory to include qualifications, although there are required qualifications in the standards within the adult social care sector. An apprenticeship can be undertaken to gain knowledge and skills specific to a sector of employment or as a valuable programme of training in its own right. We provide support and information about apprenticeships on our [website](#).

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 was completed in August 2020 at which point all new starts into apprenticeships were on employer-led standards<sup>1</sup>.

There are currently 10 apprenticeship standards that are open to entrants with either a direct link to adult social care or multidisciplinary learning between health and social care. The body of this report covers the adult social care apprenticeship standards Adult Care Worker, Lead Adult Care Worker, Leader in Adult Care, Lead Practitioner in Adult Care, the Social Worker degree apprenticeship, and the recently closed frameworks Health and Social Care, and Care Leadership and Management. The healthcare degree-level apprenticeships Registered Nurse, Occupational Therapist, and Physiotherapist as well as the Nursing Associate standard are shown in Chapter 5 – Healthcare Apprenticeships. Table 1 describes each of the five apprenticeship standards that have a direct link to adult social care as well as the two frameworks.

**Table 1. Apprenticeships in adult social care**

Source: Institute for Apprenticeships

Framework/standard	Name	Status	Level
Framework	Health and social care	Closed in: 31/12/2017	2/3
Framework	Care leadership and management	Closed in: 31/07/2020	5
Standard	Adult Care Worker	Approved: 21/07/2016	2
Standard	Lead Adult Care Worker	Approved: 21/07/2016	3
Standard	Leader in Adult Care	Approved: 03/02/2020	5
Standard	Lead Practitioner in Adult Care	Approved: 31/03/2020	4
Standard	Social Worker degree apprenticeship	Approved: 30/11/2018	6

Each apprenticeship standard has specific skills, knowledge and behaviours necessary to be competent in that role. At the end of their learning, apprentices go through an end-point assessment which must be carried out by an organisation independent from the learning provider and employer. At the end of the process, successful apprentices receive a final grade.

<sup>1</sup> <https://www.gov.uk/government/news/package-of-measures-unveiled-to-boost-apprenticeships>

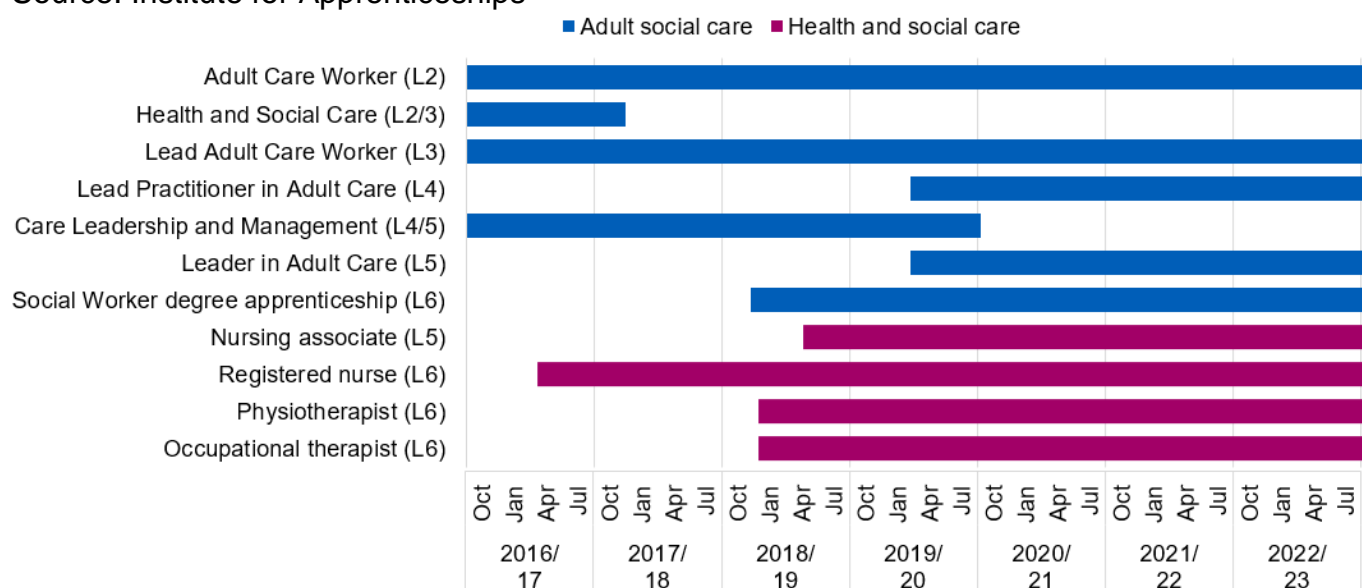
External quality assurance (EQA) is carried out on the end-point assessment organisations (EPAOs) to ensure consistency and quality for all apprentices and their employers. The EQA responsibility for these standards was taken on by The National Skills Academy for Rail (NSAR) in November 2019<sup>2</sup>.

Chart 1 below shows the apprenticeships included and reporting period of this report. The Health and Social Care apprenticeship framework, which previously accounted for the majority of apprenticeships, was closed to new entrants on 31<sup>st</sup> December 2017. This was replaced by the Lead Adult Care Worker and the Adult Care Worker apprenticeship standards. The Care Leadership and Management framework apprenticeship also closed to new entrants on 31<sup>st</sup> July 2020 and was replaced by the Leader in Adult Care apprenticeship standard.

In November 2018, the Social Worker degree apprenticeship was launched, which covers working with adults, children, carers, and families. Skills for Care supported a trailblazer group of employers and universities to develop this new standard. It typically takes three years to complete, combining on-the-job experience with a minimum of 20% of the apprentice's paid working hours spent on off-the-job training. Successful apprentices are awarded an honours degree by their partnered university and are eligible to apply to the Social Work England register.

### Chart 1. Timeline of adult social care apprenticeships, 2016/17 to 2022/23

Source: Institute for Apprenticeships



It should be noted that throughout this report trends will vary and have been shown to the fullest extent possible. This is due to restrictions with the data source which varies depending on specific variables.

Throughout this report, charts and tables will display rounded whole numbers and percentages. Therefore, it should be noted that charts and tables may not always total to

<sup>2</sup> <https://www.nsar.co.uk/services/eqa/care-ega/care-ega-documents>



100%.

### 1.1. Apprenticeship levy

Apprentices starting on the new standards will be funded either through the use of the apprenticeship levy for employers who are required to pay this, or through a co-funded model for non-levy paying employers. The apprenticeships levy was launched in April 2017. The levy is charged at 0.5% of the employer wage bill above £3 million if the organisation has a wage bill over £3 million.

The payments are made into an Apprenticeship Service account controlled by the employer and supplemented by a 10% contribution from the Government. Providers of apprenticeships' training to the employer are paid through this account and unused funds in the account expire after two years.

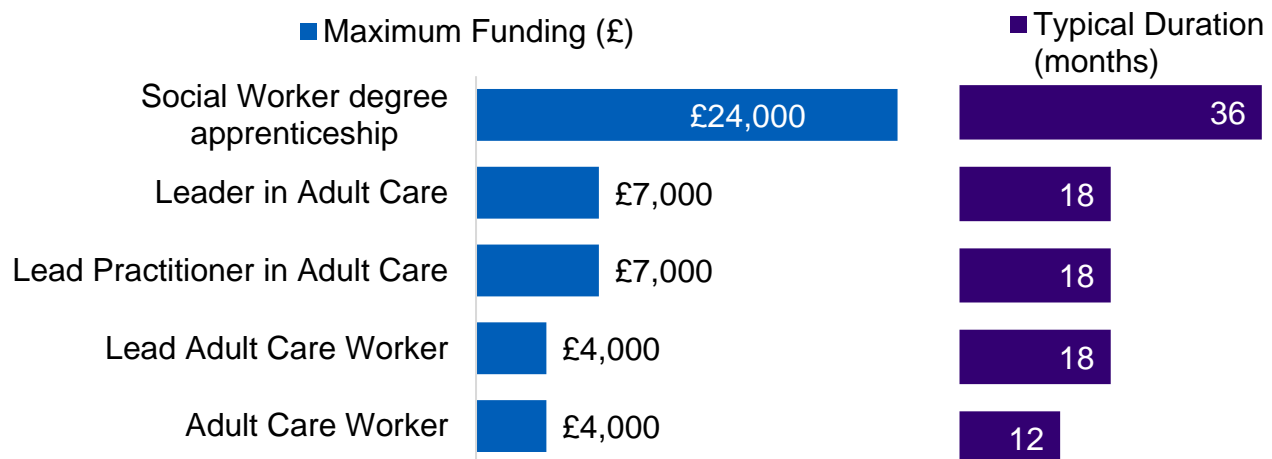
Skills for Care estimates that around 625 adult social care organisations have a wage bill over £3 million and are therefore contributing to the apprenticeship levy. This was based on the estimated wage bill of organisations in the Adult Social Care Workforce Dataset (ASC-WDS).

Non-levy paying employers have access to co-funding arrangements for apprenticeship learning in which the employer pays 5% of the cost and 95% 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 contribute 95% of these extra costs. A levy-paying employer can choose to donate up to 25% of their apprenticeship levy fund to any other employer who can then use it to fund learning and assessment of their apprentices. Find out more about apprenticeship funding on Skills for Care's [website](#).

Each apprenticeship has a maximum funding amount to which the Government will contribute. As shown in Chart 2, this ranged from £4,000 for the Adult Care Worker and Lead Adult Care Worker apprenticeship, to £7,000 for the Leader in Adult Care and Lead Practitioner in Adult Care apprenticeship standards, and was highest for the Social Worker degree apprenticeship (£24,000).

## Chart 2. Adult social care apprenticeships by maximum funding and typical duration

Source: Institute for Apprenticeships



In addition, employers can also claim funding in two stages from the Workforce Development Fund (WDF) upon completion of the diploma and after the end-point assessment has been passed, however this only applies to standards that are Level 2 to Level 5. WDF cannot be claimed by levy payers to pay for training or end-point assessment as this is covered by the levy, but it can be for other associated costs such as off-the-job learning or wage replacement costs. Find out more about the Workforce Development Fund on Skills for Care's [website](#).

## 2. Apprenticeship starts

Starts refers to the number of programmes that begin in the academic year from 1 August to 31 July. Adult social care apprenticeships for academic year 2022/23 include the frameworks Health and Social Care and Care Leadership and Management as well as the standards Adult Care Worker, Lead Adult Care Worker, Leader in Adult Care, Lead Practitioner in Adult Care, and Social Worker degree apprenticeship. An apprentice is counted for each apprenticeship started.

### 2.1. Number of apprenticeship starts



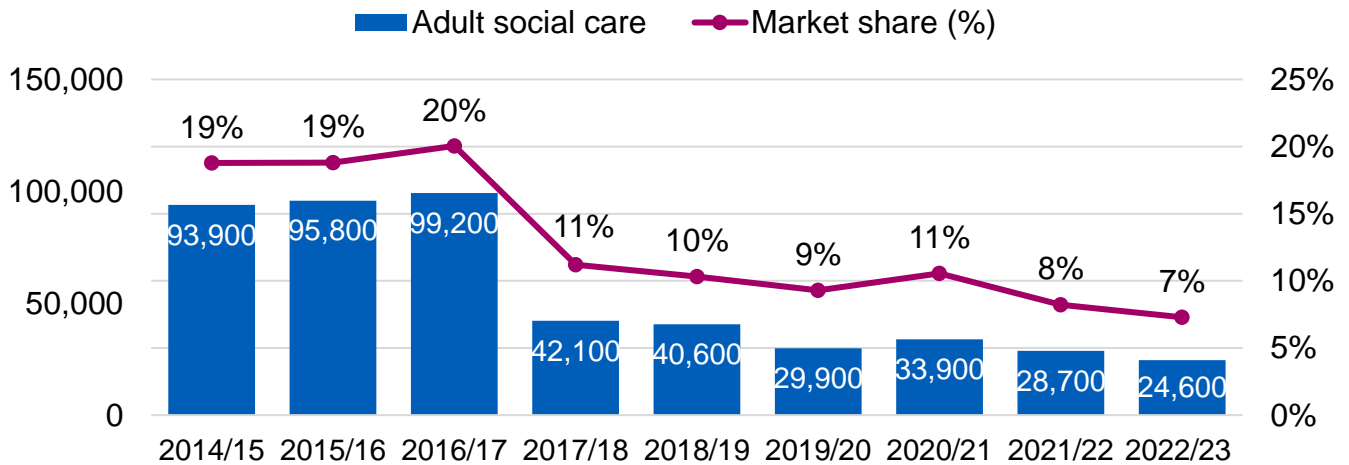
There were around 24,600 adult social care apprenticeship starts in 2022/23, equivalent to 7% of all apprenticeship starts (337,140). Adult social care apprenticeship starts decreased by 14% in 2022/23 compared to the previous year, while the overall number of apprenticeship starts decreased by 3%.

Historically, apprenticeship starts were much higher. Between 2014/15 and 2016/17, there were an average of around 501,400 apprenticeships started each year across all sectors. In 2017/18, the number of starts dropped by 24% to around 375,800. The number of starts in adult social care peaked at around 99,200 in 2016/17 before also decreasing by 58% to around 42,100 in 2017/18. Consequently, the market share held by adult social care fell from 20% in 2016/17 to 11% in 2017/18. The Department for Education apprenticeships policy changed around this time with the move from frameworks to employer-led standards, and the launch of the apprenticeship levy, both of which may have contributed to the decrease.

In 2019/20, when restrictions were put in place to combat COVID-19, the number of starts across all apprenticeships fell by 18% and in adult social care by 26%. Apprenticeship starts in adult social care increased slightly to 33,900 in 2020/21 despite lockdown restrictions continuing to be implemented. Adult social care apprenticeship starts continued to decrease after the end of lockdown restrictions, down to 24,600 in 2022/23 and constituting just 7% of all apprenticeship starts.

**Chart 3. Apprenticeships started between 2014/15 and 2022/23**

Source: Department for Education



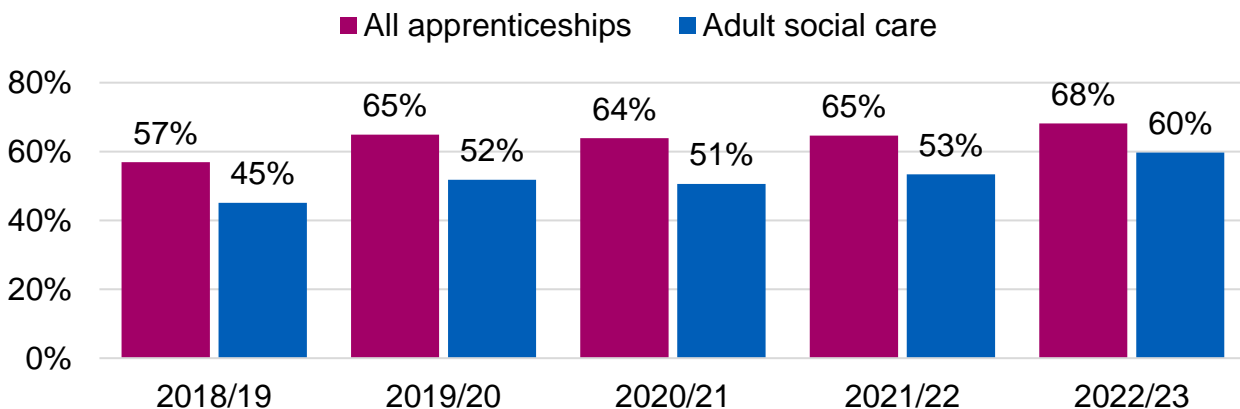
Following the Government's decision to reform apprenticeships from frameworks into employer-led standards, the Adult Care Worker and Lead Adult Care Worker standards were approved for admission in the 2016/17 academic year. The Lead Practitioner in Adult Care and Leader in Adult Care were approved for admissions in the 2019/20 academic year. The reduction between 2017/18 and 2019/20 shows the start of a transition period as employers take on apprenticeships in these new standards.

As mentioned above, the apprenticeship levy may have also contributed to the reduction in starts, as employers need to accumulate reserves in their Apprenticeship Service account to fund new apprenticeship starts. The apprenticeship levy was launched in April 2017, prior to the academic year 2017/18. Before the launch, there was a relatively large increase in starts to apprenticeship frameworks.

Three-fifths (60%) of adult social care apprenticeships were supported by levy funds in 2022/23. This was a smaller reliance than for all apprenticeships, where over two-thirds (68%) were supported by levy funding. The Social Worker degree apprentice had by far the highest proportion of adult social care starts supported by the levy at 96%.

**Chart 4. Percentage of apprenticeship starts supported by levy funds**

Source: Department for Education



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%.

Chart 5 below shows the number of starts into adult social care apprenticeships in 2022/23. The Lead Adult Care Worker apprenticeship was the most popular with 10,180 starts, followed by the Adult Care Worker apprenticeship with 7,460 starts. The Leader in Adult Care and Lead Practitioner in Adult Care received 3,930 and 1,890 starts respectively. The Social Worker degree apprenticeship received around 1,060 starts.

**Chart 5. Number of adult social care apprenticeships by framework/standard in 2022/23**

Source: Department for Education

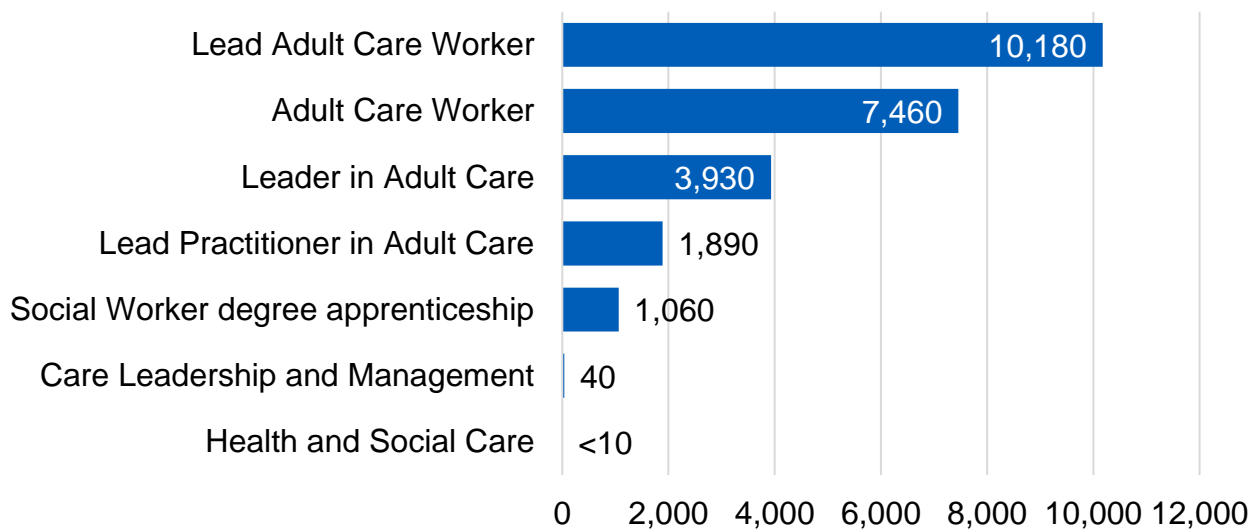


Chart 6 shows the transition of apprenticeship starts from the Health and Social Care and the Care Leadership and Management frameworks to the Adult Care Worker, Lead Adult Care Worker, and Leader in Adult Care standards.

The proportion of starts in the Adult Care Worker apprenticeship increased from 24% in 2017/18 to a peak of 38% in 2020/21, but has decreased to 30% in 2022/23. The Lead Adult Care Worker apprenticeship increased from 20% in 2017/18 to 41% in 2022/23.

<sup>3</sup> The apprenticeships programme - 6 March 2019

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

**Chart 6. Proportion of adult social care apprenticeship starts by framework/standard, 2017/18 to 2022/23**

Source: Department for Education

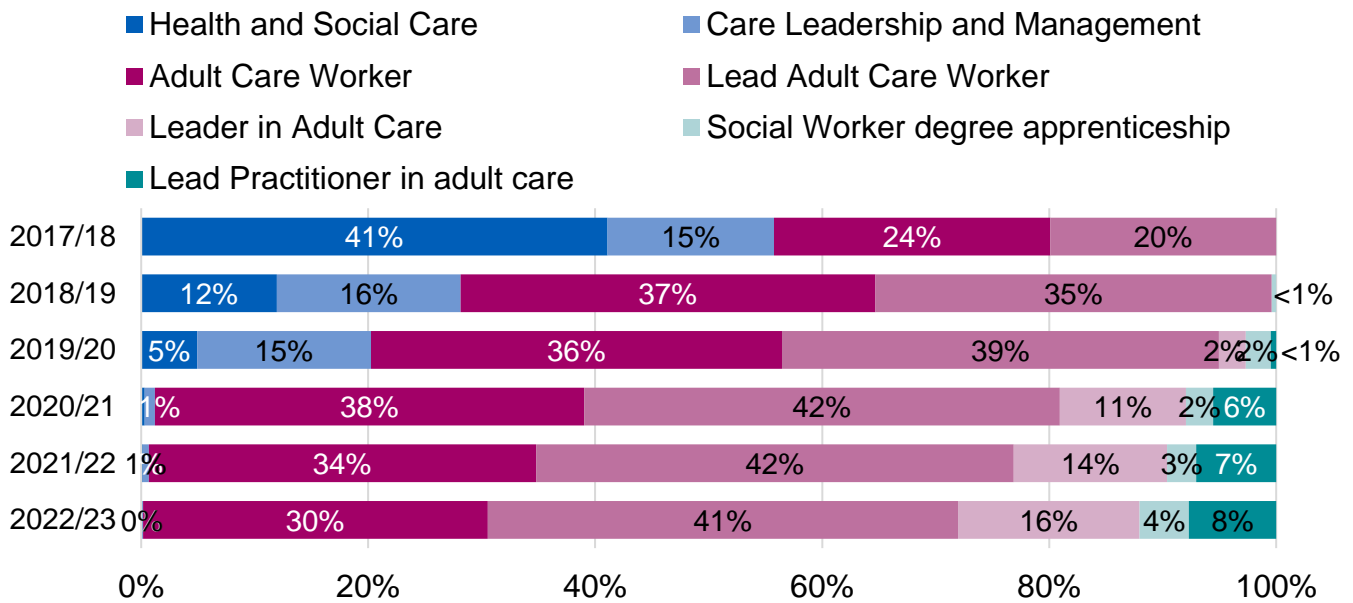
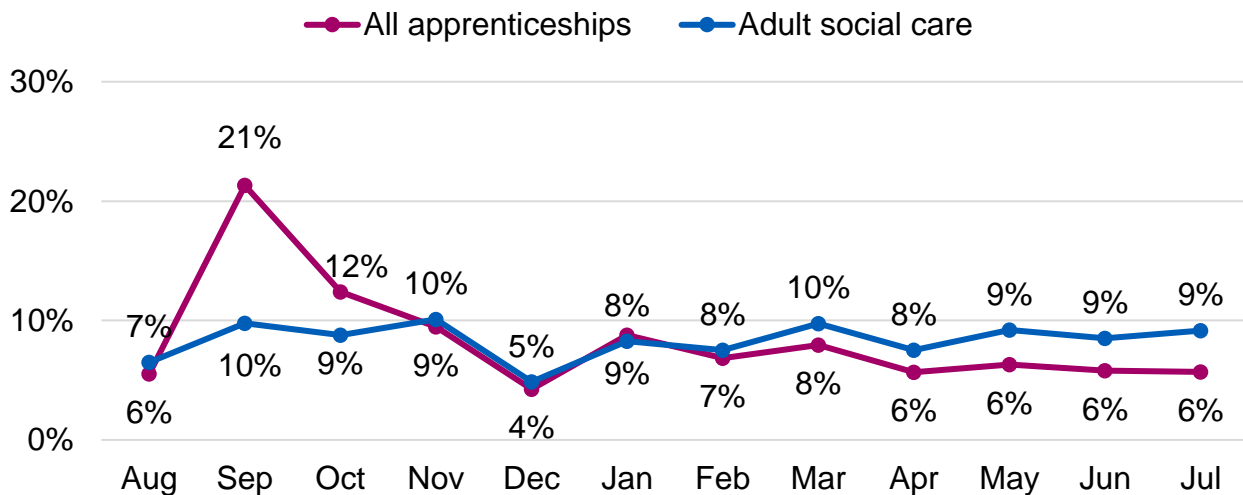


Chart 7 compares the proportion of apprenticeship starts per month in 2022/23 in adult social care to all apprenticeships. Apprenticeships generally receive a large proportion of their starts at the beginning of the academic year, whereas the proportion per month in adult social care is even throughout the academic year.

**Chart 7. Proportion of adult social care apprenticeship starts per month, 2022/23**

Source: Department for Education



**2.2. Comparison to other apprenticeships**

When combined, adult social care apprenticeships accounted for 7% of all apprenticeship starts in 2022/23. Table 2 compares the five largest apprenticeships and their proportion by programme level.

Of the 359 apprenticeships at the Intermediate/Advanced Level with recorded starts in 2022/23, the standards Lead Adult Care Worker and Adult Care Worker ranked 4<sup>th</sup> and 5<sup>th</sup> respectively. The most popular Intermediate/Advanced level non-social care apprenticeships included Early Years Educator, Team Leader or Supervisor, and Business Administrator.

Of the 263 apprenticeships at the Higher level with recorded starts, the Leader in Adult Care and Lead Practitioner in Adult Care standards were ranked 8<sup>th</sup> and 16<sup>th</sup> respectively. The Social Worker degree apprenticeship ranked 24<sup>th</sup> in terms of starts. The most popular Higher Level non-social care apprenticeships included Operations and Departmental Manager, Accountancy or Taxation Professional, and Senior Leader.

**Table 2. Top five apprenticeship starts by level, 2022/23**

Source: Department for Education

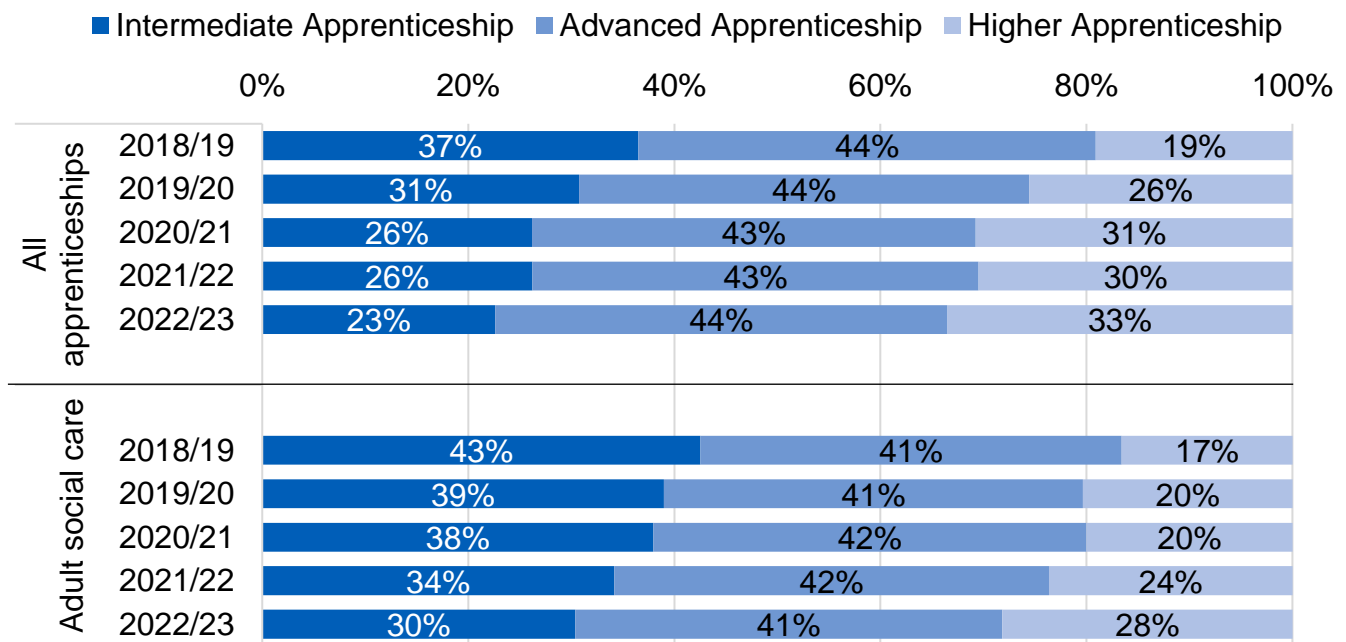
Intermediate/Advanced (Levels 2-3)			Higher (Levels 4-7)		
<b>All apprenticeships</b>	<b>224,210</b>		<b>All apprenticeships</b>	<b>112,930</b>	
Early Years Educator	14,850	7%	Operations or Departmental Manager	9,770	9%
Team Leader or Supervisor	14,010	6%	Accountancy or Taxation Professional	9,550	8%
Business Administrator	12,900	6%	Senior Leader	6,110	5%
<b>Lead Adult Care Worker</b>	<b>10,180</b>	<b>5%</b>	Data Analyst	5,380	5%
<b>Adult Care Worker</b>	<b>7,460</b>	<b>3%</b>	Children, Young People and Families Practitioner	4,710	4%

### 2.3. Apprenticeship starts by level

Chart 8 compares the proportion of starts per level between adult social care apprenticeships and all apprenticeships. The standards Adult Care Worker and Lead Adult Care Worker are at the Intermediate and Advanced Level, while Care Leadership and Management, Leader in Adult Care and Lead Practitioner in Adult Care are at Higher Level.

## Chart 8. Apprenticeship starts in all apprenticeships and adult social care by programme level, 2018/19 to 2022/23

Source: Department for Education



Across all apprenticeships, the proportion of starts at the Intermediate Level decreased each year between 2018/19 and 2022/23, and those at the Higher Level increased.

Those in adult social care also showed a consecutive decrease in starts at the Intermediate Level from 43% in 2018/19 to 30% in 2022/23. They also saw an increase in Higher Level (Care Leadership and Management, Lead Practitioner in Adult Care and Leader in Adult Care) apprenticeships from 17% in 2018/19 to 28% in 2022/23.

### 2.4. Demographics of apprenticeship starts

The majority of people starting adult social care apprenticeships in 2022/23 were aged 25 or above (81%), followed by those aged 19 to 24 (16%) and those aged up to 19 (3%). This age profile was notably older than that of all apprenticeships, in which more than half were under 25 years old (52%).

The Care Leadership and Management framework and the Social Worker degree apprenticeship had the oldest age profiles out of the adult social care apprenticeships, with 94% and 95% aged 25 or above respectively. This would be expected as these apprenticeships are at a higher academic level. It is also generally expected that the people starting these courses have had experience working in a care setting.



### Chart 9. Apprenticeship starts by framework/standard and age group, 2022/23

Source: Department for Education

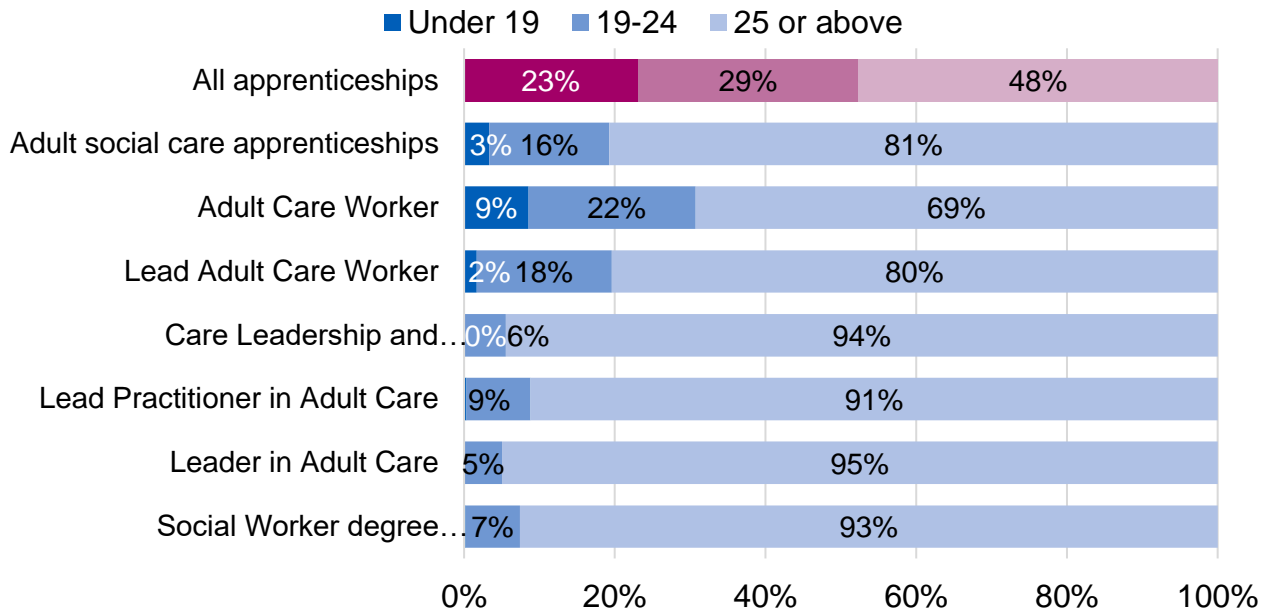
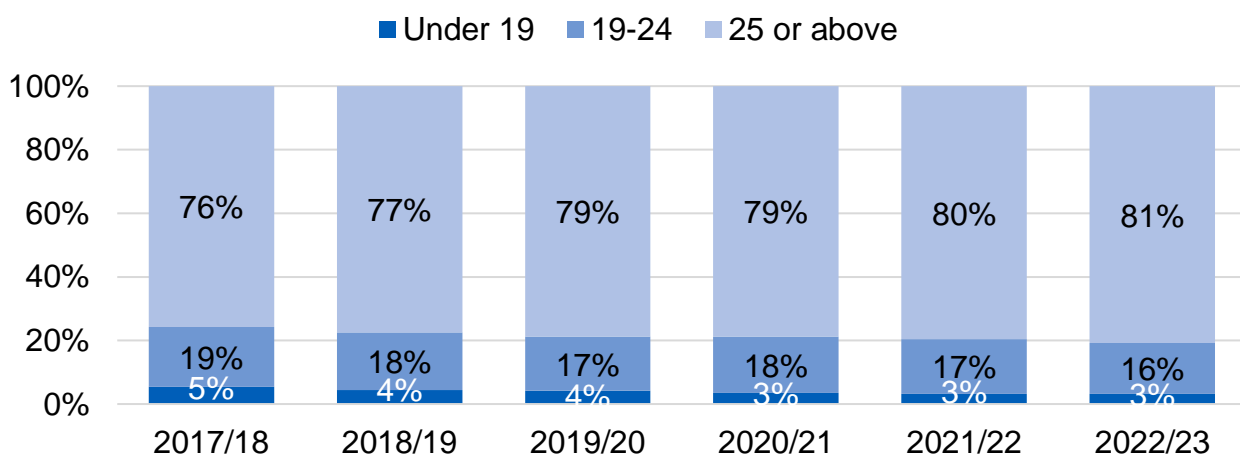


Chart 10 below shows the age trend of adult social care apprenticeship starts between 2017/18 and 2022/23. The proportion of starts aged under 19 was consistently low over the period, whereas those aged 19 to 24 have been decreasing in favour of those aged 25 or above.

This age profile is reflective of the wider adult social care sector in which the average age of the workforce was 45 years old. More information about this topic can be found in the Workforce Demographics chapter of [‘The state of the adult social care sector and workforce in England 2023’](#).

### Chart 10. Adult social care apprenticeship starts by age group, 2017/18 to 2022/23

Source: Department for Education



The majority of adult social care apprenticeship starts identified as female (84%). This proportion has been consistent since 2016/17, only dropping to 83% in 2019/20, and is reflected across the wider adult social care sector in which 81% of workers identified as female in 2022/23. Across all apprenticeships, around 51% identified as female.

The Department for Education data categorises ethnicities as “white” or “ethnic minorities (excluding white minorities)”. We have taken this to mean that the latter group encompasses Black/African/Caribbean/Black British, Asian/Asian British, mixed/multiple ethnic groups, and other ethnic groups, which are the categories within the Adult Social Care Workforce Dataset (ASC-WDS). The Department for Education dataset is limited by grouping ethnicity in this way, but in order to compare to the ASC-WDS, we have grouped ethnicity data.

Around a fifth of adult social care apprenticeship starts (17%) identified as of Black/African/Caribbean/Black British, Asian/Asian British, mixed/multiple ethnic groups, and other ethnic groups. This was lower than the wider adult social care workforce, in which 14% were Black/African/Caribbean/Black British, 9% were Asian/Asian British, 2% were mixed/multiple ethnic groups, and 1% were other ethnic groups (26% of the workforce). However, this was more diverse than across all apprenticeships (15%).

Around 16% of adult social care apprenticeship starts identified as having learning difficulties or disabilities. This proportion has increased from 10% in 2016/17.

## 2.5. Apprenticeship starts by home region

Table 3 shows the largest proportion of adult social care apprenticeship starts in 2022/23 were people living in the South East (17%). The lowest proportion of starts were in the North East and London (both 6%). This generally follows the regional distribution of the adult social care workforce, with London being the only exception.

London made up 14% of adult social care filled posts but only 6% of the adult social care apprenticeship starts, therefore apprenticeships are under-represented in London. In contrast, the North West also made up 14% of adult social care filled posts but made up 15% of adult social care apprenticeship starts.

**Table 3. Apprenticeship starts and adult social care filled posts by home region, 2022/23**

Source: Workforce estimates 2022/23, Department for Education

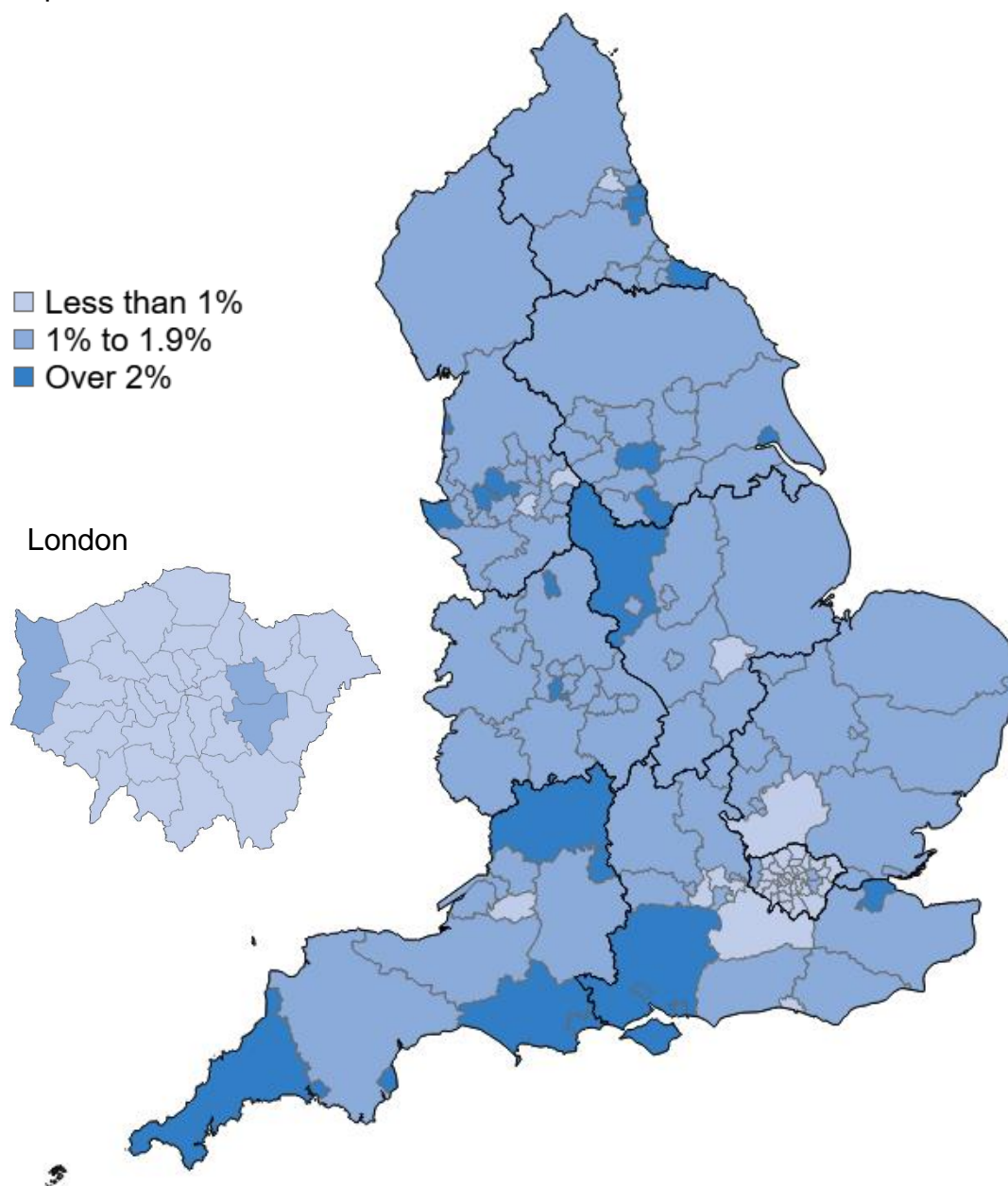
	Adult social care filled posts		Adult social care apprenticeship starts		Difference
<b>Total</b>	<b>1.635 million</b>		<b>24,600</b>		
Eastern	174,000	11%	2,490	10%	0%
East Midlands	155,000	9%	2,410	10%	1%
London	226,000	14%	1,400	6%	-8%
North East	87,000	5%	1,370	6%	0%
North West	231,000	14%	3,740	15%	1%
South East	255,000	16%	4,150	17%	1%
South West	174,000	11%	3,460	14%	4%
West Midlands	174,000	11%	2,790	11%	1%
Yorkshire and the Humber	159,000	10%	2,580	11%	1%

Map 1 below shows the number of adult social care apprenticeship starts by home local authority area as a ratio of adult social care filled posts in the academic year 2022/23. The local authority areas with the highest ratio of apprenticeship starts to filled posts (where there were the most starts relative to the size of the sector in that area) were Wigan (3.4%), Portsmouth (3.1%) and Swindon (3.0%). The local authorities with the lowest ratio of apprenticeship starts were in London: City of London (<0.1%), Westminster (0.1%), and Kensington & Chelsea (0.1%).

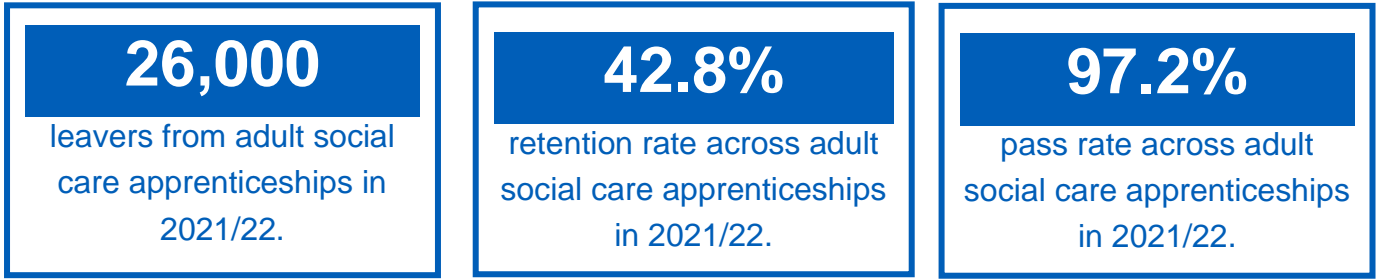
Regionally, London had the lowest proportion of apprenticeship starts to filled posts (0.6%), whereas the South West had the highest (2.0%).

**Map 1. Ratio of apprenticeship starts to adult social care filled posts by home local authority area, 2022/23**

Source: Department for Education



### 3. Apprenticeship achievements



#### 3.1. Apprenticeship retention, pass rates and achievement rates

Please note that this section refers to achievement rates from the academic year 2021/22. Figures in this section were not available for 2022/23 at the time of writing as the Department for Education has not yet released achievement rates for this period.

There were around 26,000 leavers from adult social care apprenticeships in 2021/22. Just over two-fifths of these leavers completed their course (retention rate – 42.8%) which was equivalent to around 11,130 completers and, of these, 97.2% achieved their learning aim. Therefore, there were around 10,820 successful leavers from adult social care apprenticeships in 2021/22.

Chart 11 below shows the retention rate of adult social care apprenticeships (42.8%) was lower than that of all apprenticeships (54.8%). Therefore, a greater proportion of people drop out of adult social care apprenticeships prior to completing.

**Chart 11. Apprenticeship retention rate, 2021/22**

Source: Department for Education

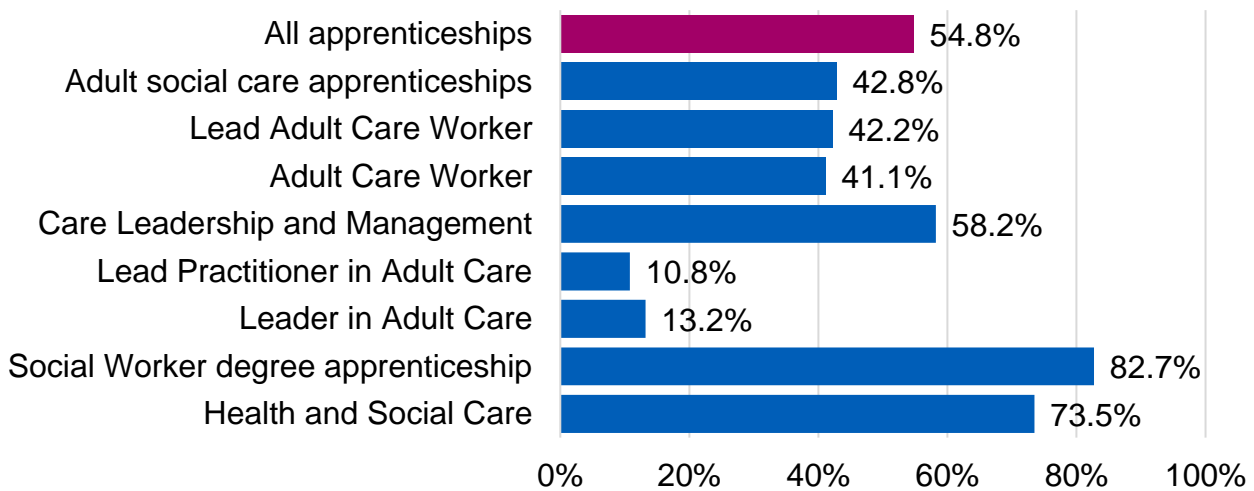
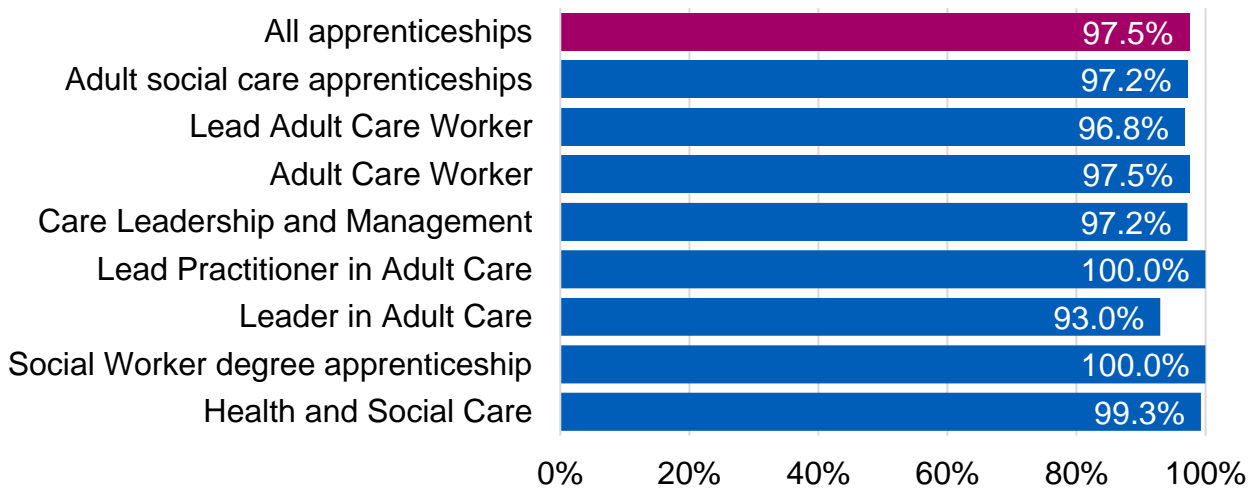


Chart 12 shows the pass rate of adult social care apprenticeships (97.2%) was similar to that of all apprenticeships (97.5%). This indicates that learners who reach their end point assessment are very likely to pass, however many learners drop out from the course before this point.

### Chart 12. Apprenticeship pass rate, 2021/22

Source: Department for Education

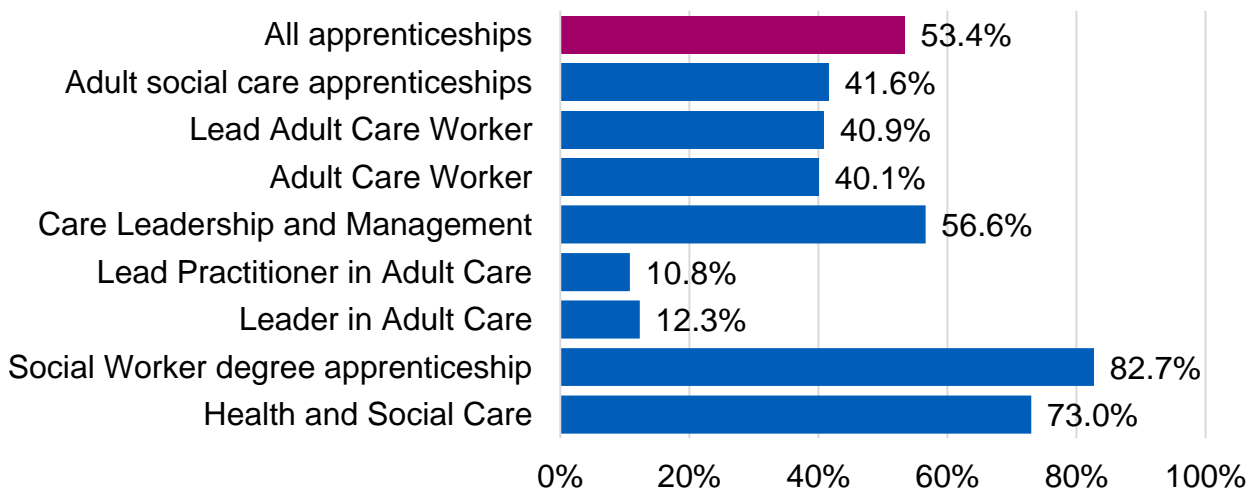


The achievement rate of adult social care apprenticeships was 41.6% in 2021/22, which was lower than the average across all apprenticeships (53.4%).

There was little variation between the achievement rate of the Lead Adult Care Worker standard (40.9%) and Adult Care worker standard (40.1%). The Social Worker degree apprenticeship had a much higher achievement rate (82.7%).

### Chart 13. Apprenticeship achievement rates, 2021/22

Source: Department for Education



## 3.2. Apprenticeship achievements in 2022/23

This section includes number of achievements from the 2022/23 academic year.

There were around 9,700 adult social care apprenticeship achievements in 2022/23, a decrease of 8% from 10,500 achievements in 2021/22. The same pattern is reflected in the average across all apprenticeships, however the variation is lower between years.

**Chart 14. Apprenticeship achievements between 2017/18 and 2022/23**

Source: Department for Education

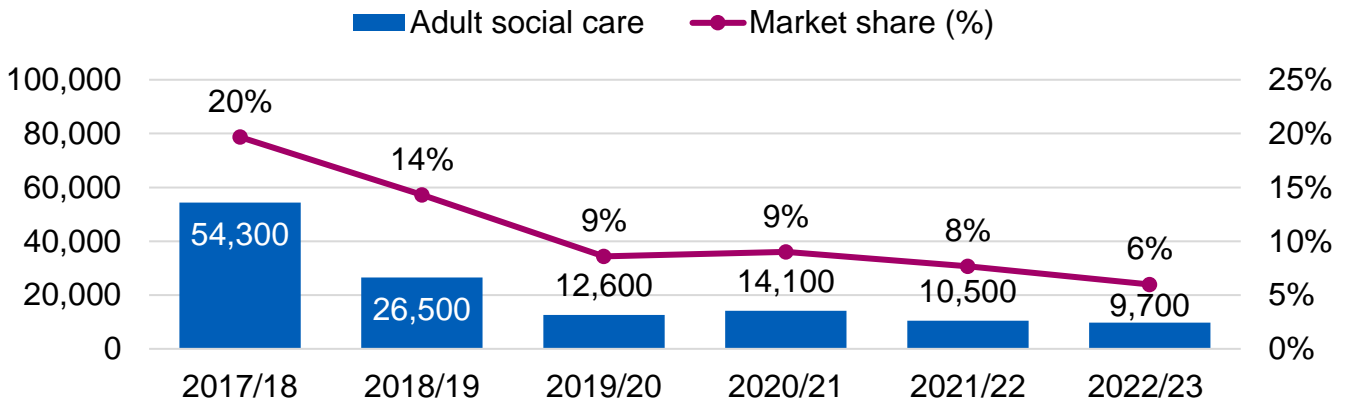
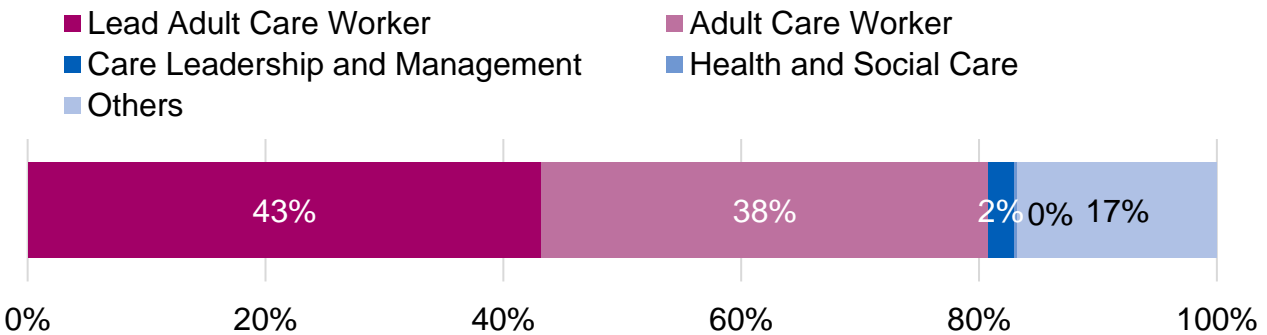


Chart 15 shows the proportion of adult social care apprenticeships achievements for each framework or standard. Around two in five (43%) achievements were from the Lead Adult Care Worker apprenticeship and a further 38% from the Adult Care Worker apprenticeship.

**Chart 15. Adult social care achievements by framework/standard, 2022/23**

Source: Department for Education

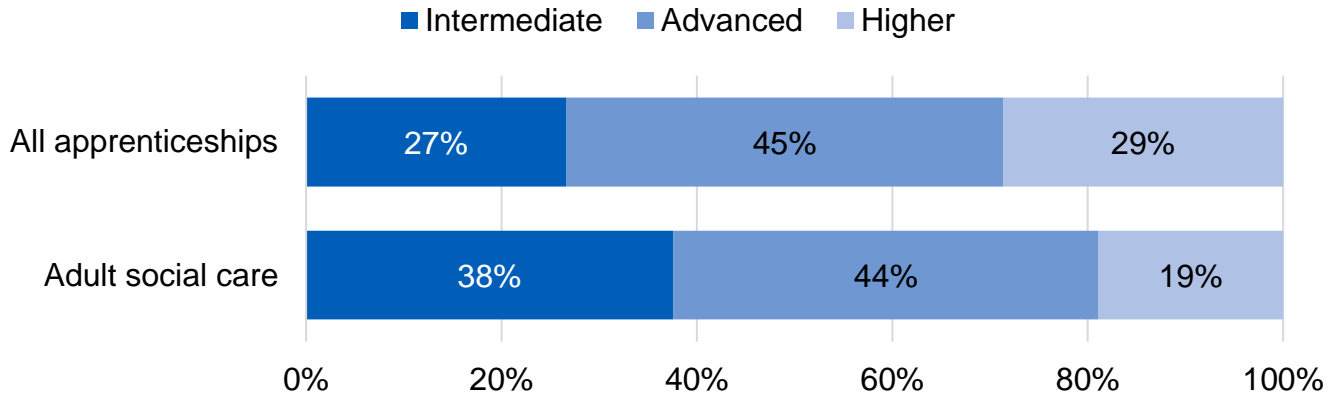


As expected, due to the closing of new entrants, the proportion of achievements for the Health and Social Care apprenticeship dropped from 22% in 2019/20 to 0% in 2022/23. The proportion of achievements of the Lead Adult Care Worker apprenticeship increased from 27% in 2019/20 to 43% in 2022/23 and from 28% to 38% for the Adult Care Worker apprenticeship in the same period.

Chart 16 below shows the proportion of apprenticeship achievements by level in 2022/23. Intermediate apprenticeships made up a larger proportion of the adult social care sector (38%) compared to all apprenticeships (27%). There were a similar proportion of Advanced apprenticeships, and there were proportionally fewer adult social care apprenticeships at the Higher Level. This could be a product of the transition from the now closed Care Leadership and Management framework to the Lead Practitioner in Adult Care and Leader in Adult Care standards.

**Chart 16. Adult social care achievements by apprenticeship level, 2022/23**

Source: Department for Education



## 4. Comparison of adult social care apprenticeships with other sectors

Please note that this section shows trends from 2019/20 onwards as these are the years provided by the data source.

In this section, we compared adult social care apprenticeships with apprenticeships in other sectors. These apprenticeships have been selected as these sectors are comparable to adult social care based on their pay and conditions as reported in [‘The state of the adult social care sector and workforce in England 2023’](#).

The four sector subject areas selected were:

- Administration – e.g. Business Administrator and Customer Service Practitioner apprenticeships.
- Hospitality and Catering – e.g. Hospitality Team Member apprenticeships.
- Retailing and Wholesaling – e.g. Retailer apprenticeships.
- Service Enterprises – e.g. Hairdressing Professional and Beauty Therapist apprenticeships.

These analyses include only apprenticeships in these sectors which are between Level 2-5 so figures in this section may not match those in other sections.

### 4.1. Apprenticeship starts in adult social care and other selected sectors

In 2022/23, three quarters (75%) of adult social care apprenticeship starts between Level 2-5 were of Level 2 or Level 3, which was the lowest of all selected sectors. Adult social care also had the greatest proportion of starters to Level 5 apprenticeships of the selected sectors (17%), with administration being the only other sector offering this level of apprenticeship.

**Chart 17. Apprenticeship starts by level in selected sectors, 2022/23**

Source: Department for Education

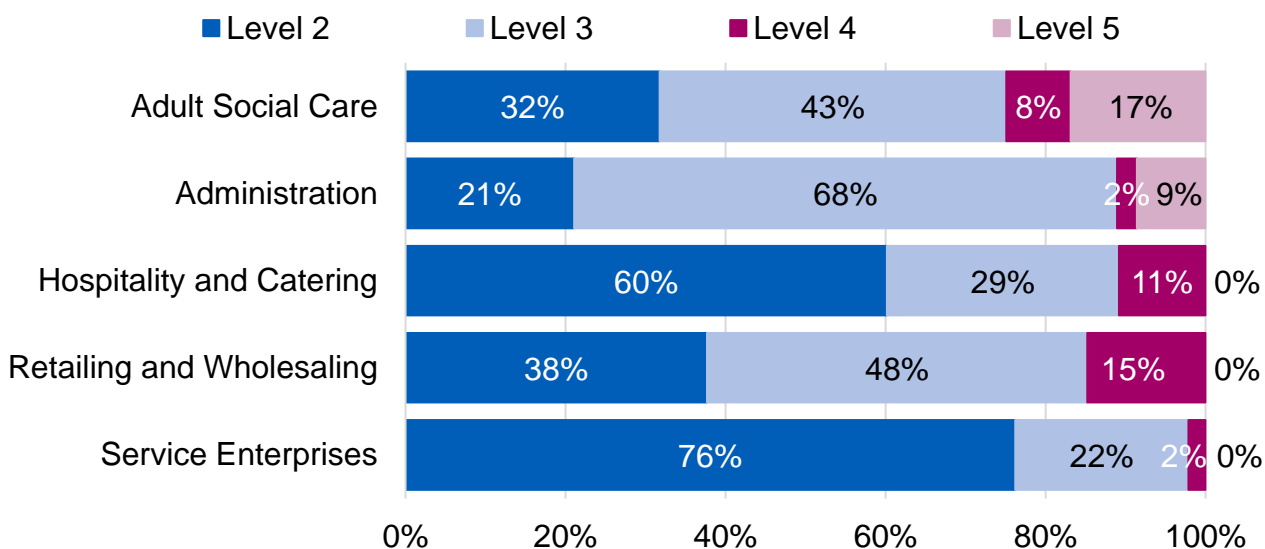




Chart 18 shows that in 2019/20, the number of Level 2 to 5 apprenticeship starts in Adult Social Care and Administration were very close (29,300 and 30,900 respectively) while the starts for the other sectors were much lower.

**Chart 18. Level 2 to 5 apprenticeship starts in selected sectors, 2019/20 to 2022/23**

Source: Department for Education

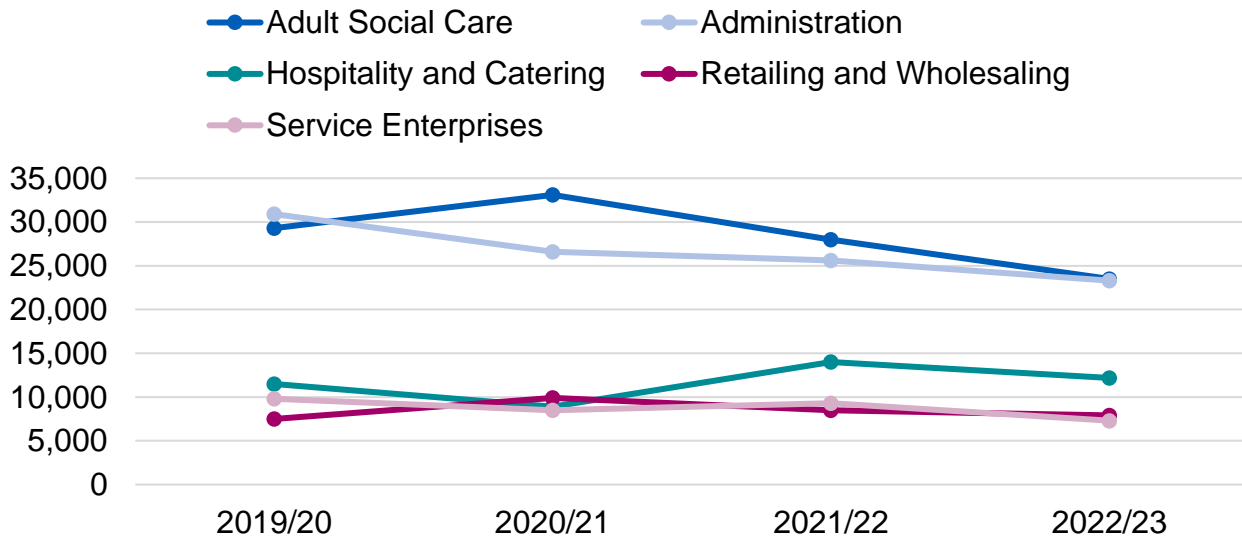


Table 4 shows that Adult Social Care starts declined by 20% to 23,500 in 2022/23 while administration starts declined by 25% to 23,300. Service Enterprises starts also declined by 25% over the period, while Hospitality and Catering and Retailing and Wholesaling both slightly increased (6% and 5% respectively).

**Table 4. Level 2 to 5 apprenticeship starts in selected sectors and % change, 2019/20 to 2022/23**

Source: Department for Education

Sector	2019/20	2020/21	2021/22	2022/23	% change since 2019/20
Adult Social Care	29,300	33,100	28,000	23,500	-20%
Administration	30,900	26,600	25,600	23,300	-25%
Hospitality and Catering	11,500	8,900	14,000	12,200	6%
Retailing and Wholesaling	7,500	9,900	8,500	7,900	5%
Service Enterprises	9,800	8,500	9,300	7,300	-25%

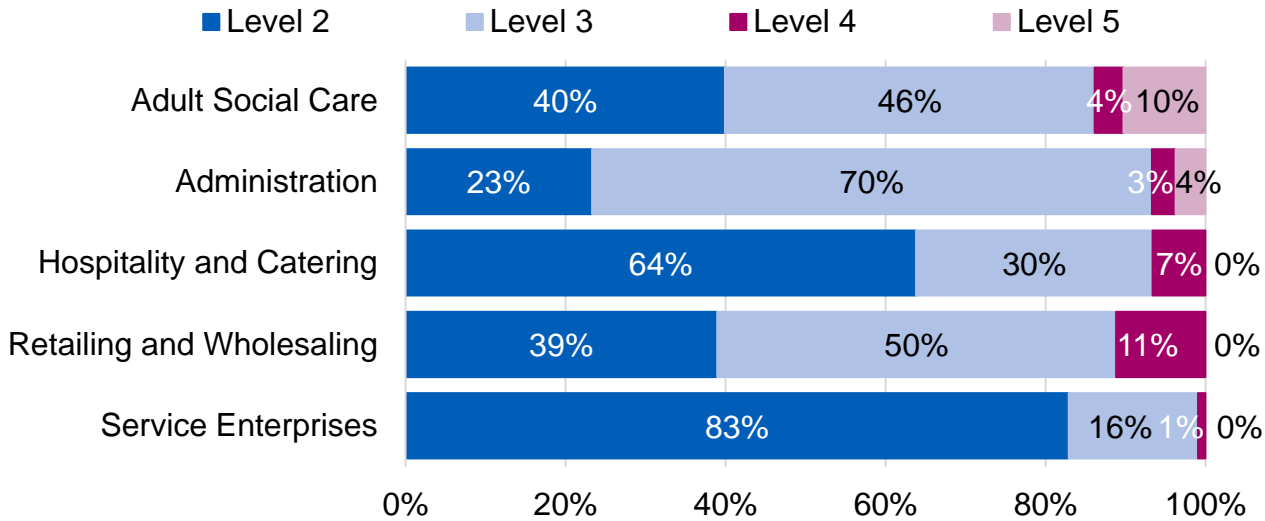
#### 4.2. Apprenticeship achievements in adult social care and other selected sectors

Chart 19 shows that a higher proportion of achievements were from people completing Level 2 and 3 apprenticeships across the sectors in 2022/23. In Adult Social Care, 14% of achievements were in Level 4 and Level 5 apprenticeships, which was the highest among the

sectors. 1% of Service Enterprises apprenticeship achievements were in Level 4 and Level 5 apprenticeships.

**Chart 19. Apprenticeship achievements by level in selected sectors, 2022/23**

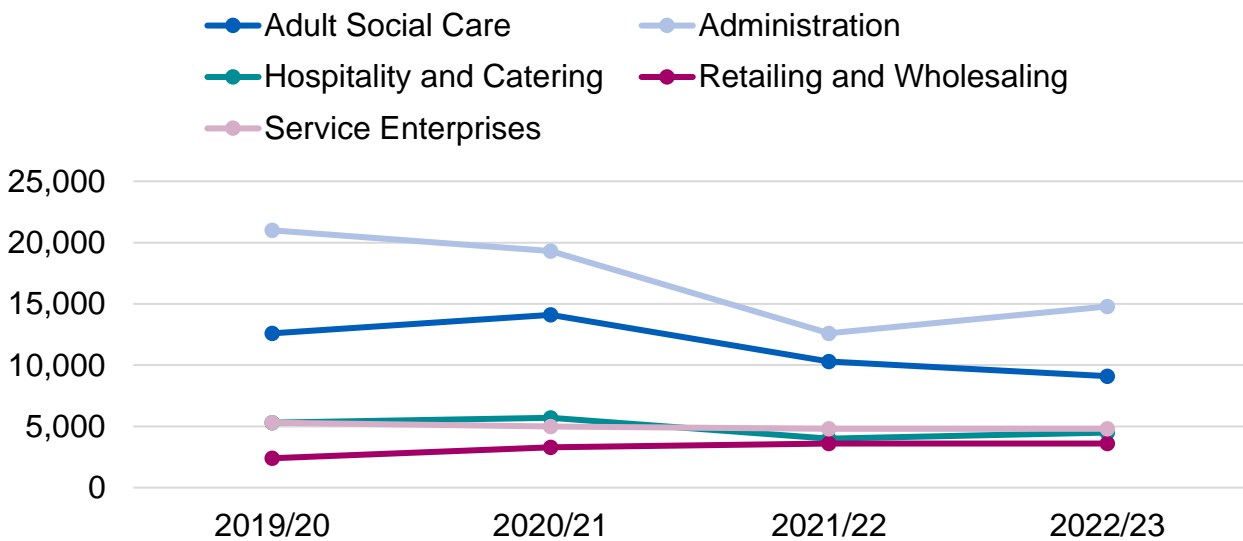
Source: Department for Education



Although Adult Social Care typically had a higher number of apprenticeships starts than the Administration sector, the number of achievements remained lower. Both sectors saw a decrease in the number of achievements since 2019/20. Chart 20 below shows that Adult Social Care achievements decreased by 28% from 12,600 in 2019/20 to 9,100 in 2022/23 while Administration achievements decreased by 30%, from 21,000 in 2019/20 to 14,800 in 2022/23.

**Chart 20. Level 2 to 5 apprenticeship achievements in selected sectors, 2019/20 to 2022/23**

Source: Department for Education



The number of achievements in the Hospitality and Catering and Service Enterprises sectors have remained fairly steady over time, though the number of Retailing and Wholesaling achievements increased by 52% from 2,400 to 3,600.

**Table 5. Level 2 to 5 apprenticeship achievements in selected sectors and % change, 2019/20 to 2022/23**

Source: Department for Education

Sector	2019/20	2020/21	2021/22	2022/23	% change since 2019/20
Adult Social Care	12,600	14,100	10,300	9,100	-28%
Administration	21,000	19,300	12,600	14,800	-30%
Hospitality and Catering	5,300	5,700	4,000	4,500	-15%
Retailing and Wholesaling	2,400	3,300	3,600	3,600	52%
Service Enterprises	5,300	5,000	4,800	4,800	-9%

### 4.3. Apprenticeship retention, pass rates and achievement rates across sectors

Please note that this section refers to academic year 2021/22. Figures in this section were not available for 2022/23 at the time of writing.

Chart 21 below shows the retention rate of Adult Social Care apprenticeships (42.8%) was lower than that of all apprenticeships (54.8%) and of the selected apprenticeships in this analysis. Administration and Service Enterprises apprenticeships had a higher retention rate than the overall apprenticeships rate (59.0% and 57.3% respectively). Hospitality and Catering and Retailing and Wholesaling had retention rates below the overall apprenticeship rate (44.7% and 46.1% respectively), though these were both above the Adult Social Care retention rate.

**Chart 21. Apprenticeship retention rate, 2021/22**

Source: Department for Education

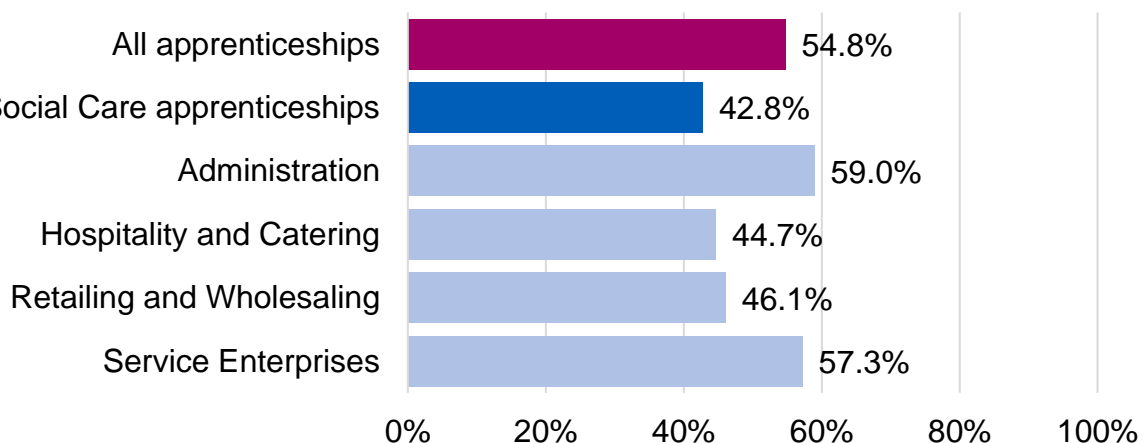
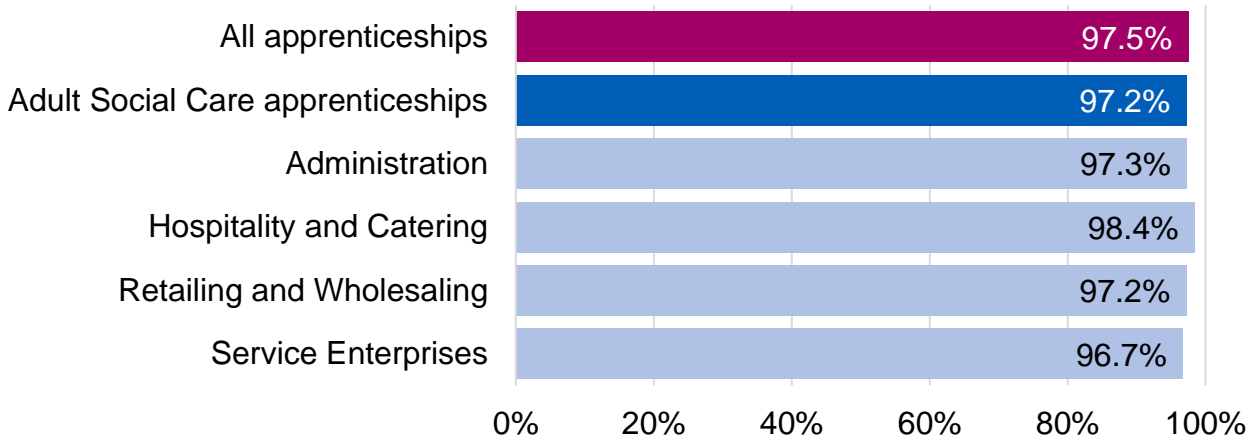


Chart 22 shows the pass rate of adult social care apprenticeships (97.2%) was similar to that of all apprenticeships (97.5%) and of the other selected apprenticeships. The selected sector with the lowest pass rate was Service Enterprises at 96.7%, which was less than 1% lower than the overall apprenticeship and Adult Social Care pass rates. In all apprenticeships, learners who

reach their end point assessment are very likely to pass, though many learners drop out from the course before this point. This pattern is seen across the selected apprenticeships.

**Chart 22. Apprenticeship pass rate, 2021/22**

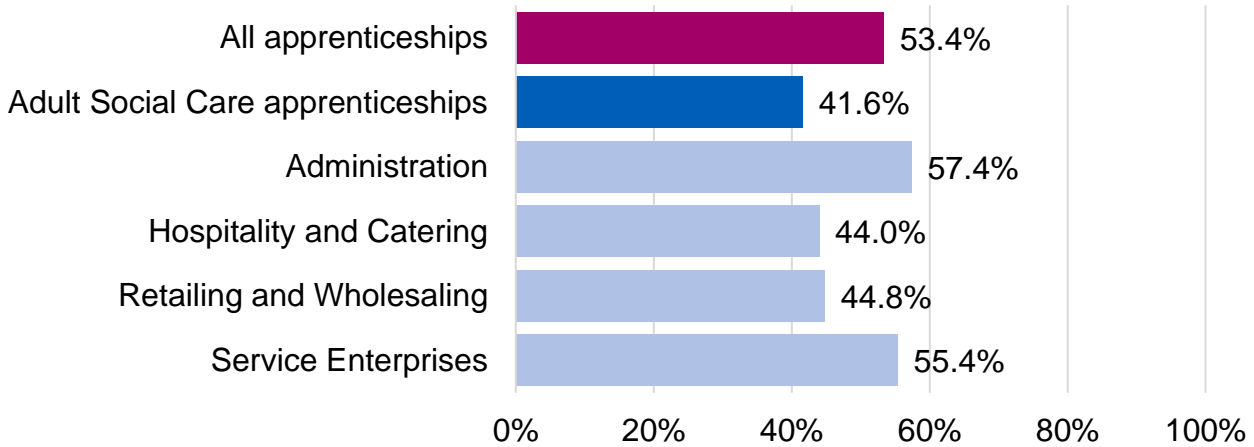
Source: Department for Education



The achievement rate of Adult Social Care apprenticeships was 41.6% in 2021/22, which was lower than the average across all apprenticeships (53.4%). It was also the lowest among the selected apprenticeships, with the next lowest achievement rate being Hospitality and Catering at 44.0%. Administration and Service Enterprises had achievement rates above the overall apprenticeships rate (57.4% and 55.4% respectively).

**Chart 23. Apprenticeship achievement rate, 2021/22**

Source: Department for Education



## 5. Healthcare apprenticeships

The following section looks at healthcare apprenticeships that may link to adult social care via multidisciplinary learning between health and social care. The majority of occupational therapists, physiotherapists, nursing associates and registered nurses are employed within health settings, but some are employed in adult social care settings.

**Table 6. Healthcare apprenticeships**

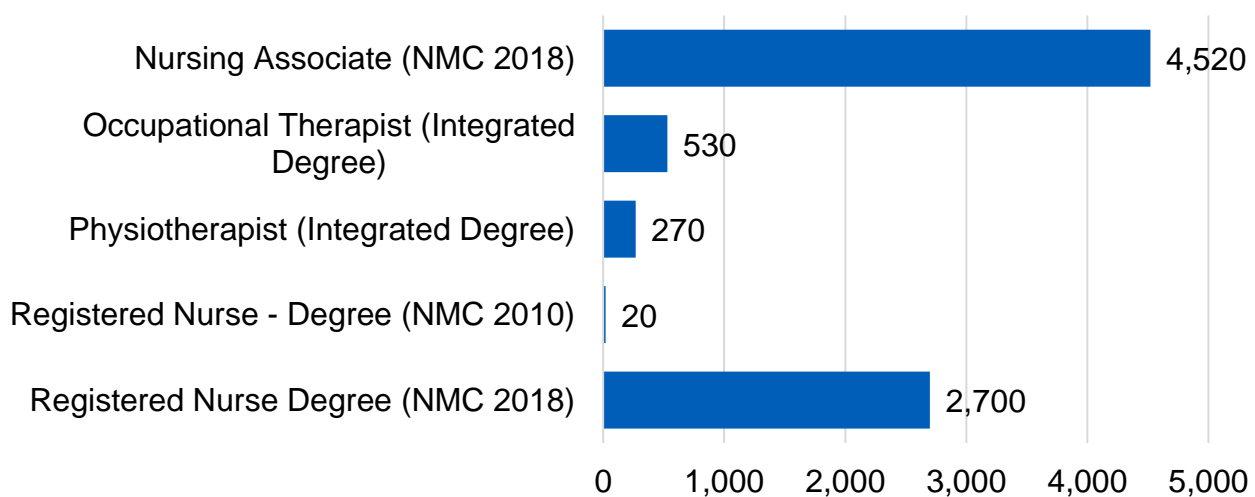
Source: Institute for Apprenticeships

Framework/standard	Name	Status	Level
Standard	Occupational Therapist	Approved: 07/12/2018	6
Standard	Physiotherapist	Approved: 18/12/2018	6
Standard	Registered Nurse (NMC 2010)	Approved: 07/05/2017	6
Standard	Registered Nurse (NMC 2018)	Approved: 13/02/2019	6
Standard	Nursing Associate (NMC 2018)	Approved: 08/04/2019	5

The relatively new role of Nursing Associate (NMC 2018), which was approved for delivery in April 2019, had around 4,520 starts. Its previous version, "Nursing Associate", which was retired in 2019, had 0 starts in the 2022/23 academic year. The Nursing Associate (NMC 2018) apprenticeship emphasises the multidisciplinary learning programme due to the increasing integration of health and social care services. The standard Nursing Associate (NMC 2018) ranked 6<sup>th</sup> out of 263 Higher Level apprenticeships that had starts in 2022/23, while the degree Registered Nurse (NMC 2018) ranked 10<sup>th</sup>. The degree Registered Nurse (NMC 2010) was retired on 11/01/2024, after the period this report covers.

**Chart 24. Number of degree level apprenticeship starts in 2022/23**

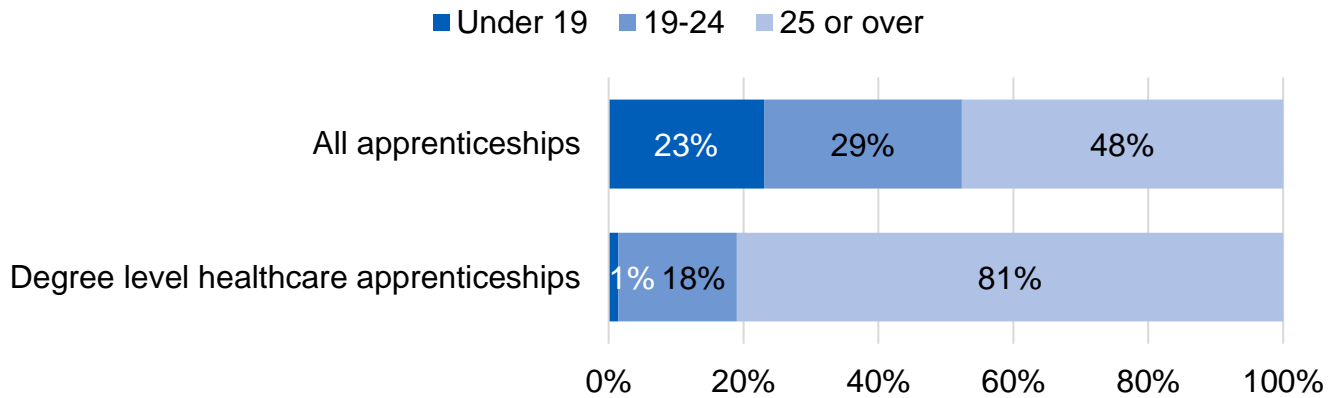
Source: Department for Education



The age profile of the healthcare apprenticeships was much older than the overall age profile of apprenticeships. The proportion of apprenticeships who were aged 25 or over was 81% for healthcare compared to under half (48%) for all apprenticeships.

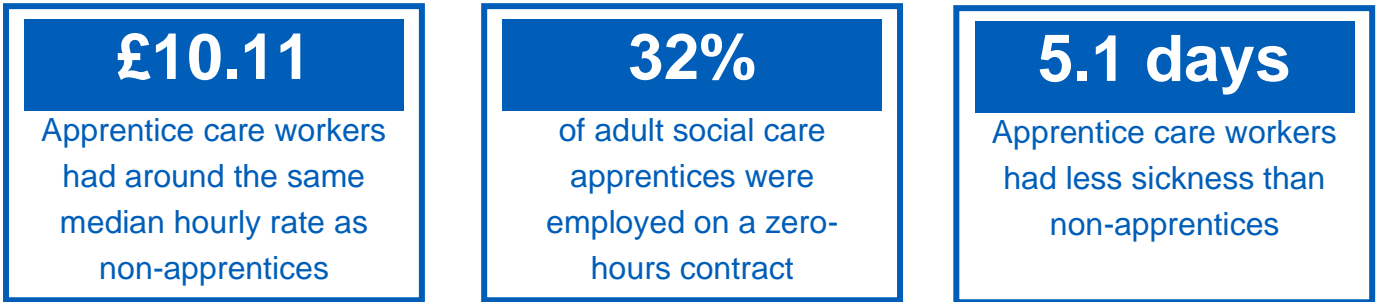
### Chart 25. Age profile of degree level healthcare apprenticeship starts in 2022/23

Source: Department for Education



Achievement rates for 2022/23 were not published at the time of writing. However, in 2021/22, there were 1,300 leavers from the Nursing Associate standard and of these 58.2% completed the course, with a 99.1% pass rate. There were 2,620 leavers from the Nursing Associate (NMC 2018) standard, of which 77.3% completed the course, with a 99.9% pass rate. There were also 530 leavers from the Registered Nurse (NMC 2010) degree, of which 74.4% completed the course, with a 98.7% pass rate. There were 360 leavers from the Registered Nurse (NMC 2018) degree, of which 79.7% completed the course, and all of whom passed.

## 6. ASC-WDS apprenticeships data



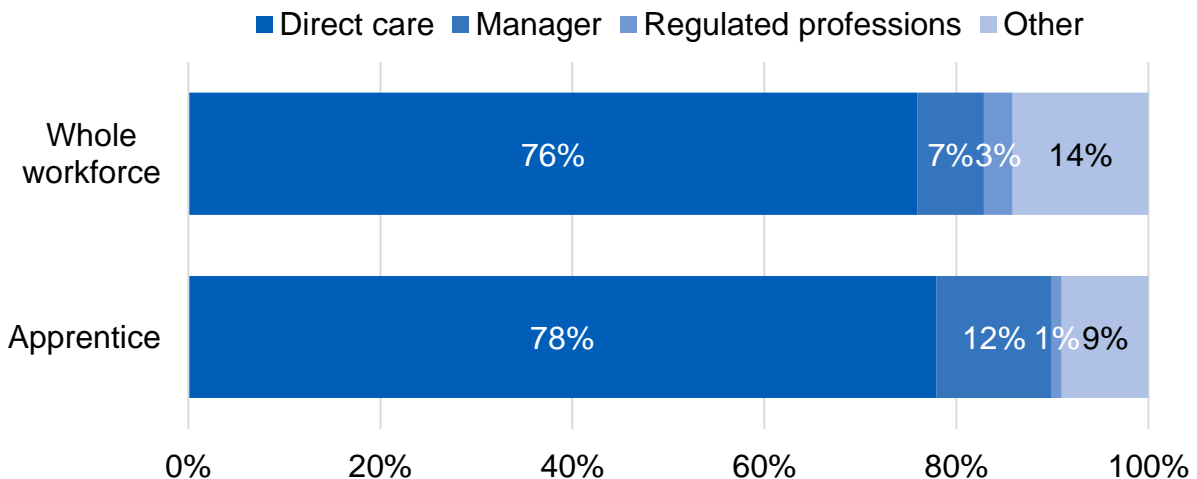
To further understand the characteristics of people in apprenticeship roles, analysis of the Adult Social Care Workforce Data Set (ASC-WDS) is used in this chapter. Employers are asked to respond “yes” or “no” to whether each of their staff were doing training as part of an apprenticeship. This data includes employers in the independent sector as at March 2023 only.

### 6.1. Apprenticeships in the ASC-WDS

Chart 26 below shows that workers who were doing training as part of an apprenticeship were slightly more likely to have a direct care role (78%) than the overall workforce (76%). They were also less likely to have a regulated professional role (1%). Around two thirds (62%) of those training as part of an apprenticeship were in care worker roles, and 12% in senior care worker roles.

**Chart 26. Job role group of apprenticeships**

Source: ASC-WDS unweighted data March 2023



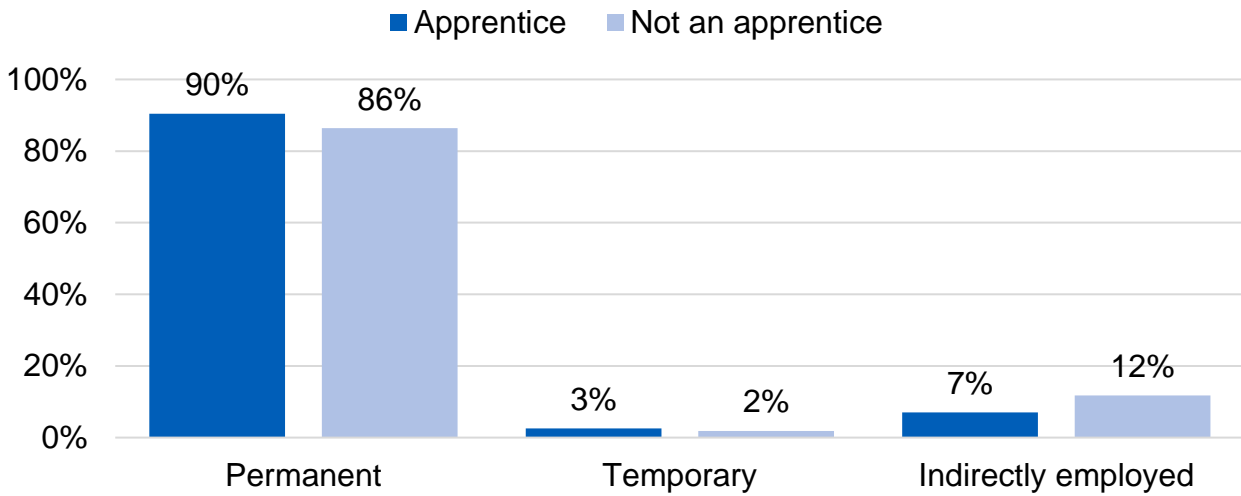
### 6.2. Employment overview

The majority of care workers apprentices and care workers not studying for an apprenticeship were employed on permanent contracts (90% and 86% respectively). A lower proportion of care worker apprentices were indirectly employed (7%) than care workers not studying for an

apprenticeship (12%). Indirectly employed staff include those on bank, pool, agency, and/or other contracts.

**Chart 27. Employment status of care workers**

Source: ASC-WDS unweighted data March 2023

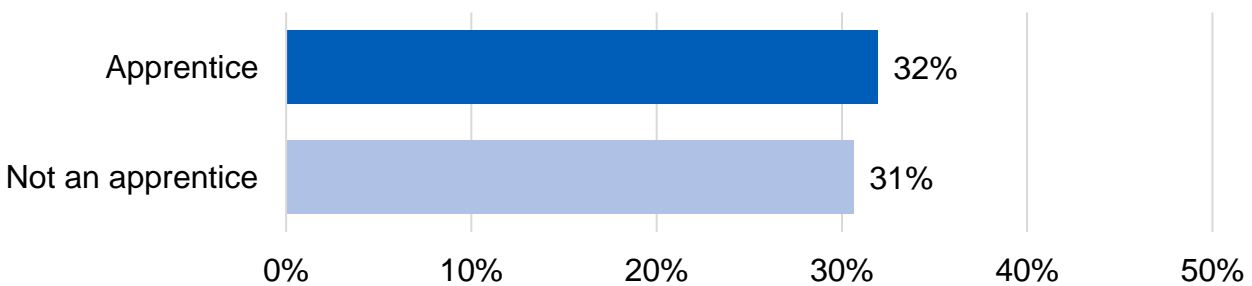


There was also very little difference in terms of full-time or part-time hours between care worker apprentices (53% full-time) and those not studying for an apprenticeship (52% full-time).

Care worker apprentices had a similar proportion employed on a zero-hours contract at 32% compared to 31% of those not studying for an apprenticeship.

**Chart 28. Zero-hours contract status of care workers**

Source: ASC-WDS unweighted data March 2023



Care worker apprentices had a lower average number of sickness days compared to those not studying for an apprenticeship, with 5.1 days and 8.8 days respectively.



**Chart 29. Average number of sickness days in the previous 12 months of care workers**

Source: ASC-WDS unweighted data March 2023

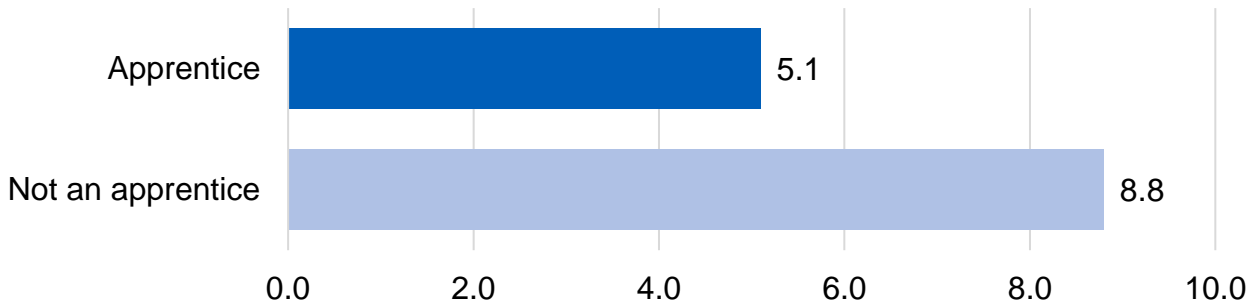


Chart 30 shows the care worker hourly rate change across the percentile distribution, where p10 refers to the bottom 10% of earners, the median represents half of earners, and p90 refers to the top 10% of earners.

There was very little difference in terms of hourly rates between care worker apprentices and those not studying for an apprenticeship.

Care worker apprentices had a median hourly rate of £10.10, which was nearly identical to care workers not studying for an apprenticeship (£10.11). The lowest paid 10% of care worker apprentices (p10) had a rate of £9.50, and the highest paid apprentice care workers (p90) had a rate £11.30. The apprentice minimum wage in this period was £4.81, however this distribution indicates that employers pay apprentice care workers the same rates as those not studying an apprenticeship.

**Chart 30. Hourly pay distribution of care workers**

Source: ASC-WDS unweighted data March 2023



## 7. Further resources

We provide outstanding workforce intelligence which the Government, strategic bodies, employers, and individuals rely upon to help them make decisions that will improve outcomes for the people who use care services. This chapter provides an overview of some of the reports and resources published by our Workforce Intelligence team.

The ASC-WDS is recognised as the leading source of workforce intelligence for adult social care. We're grateful to all the employers who have completed ASC-WDS data. Without their contributions, our workforce intelligence wouldn't be possible.

### Interactive visualisations

We've created interactive visualisations to enable you to see and understand our publications and workforce intelligence in a more visual and interactive way. By clicking on and moving around the visualisations, you can discover and compare the characteristics of the adult social care workforce in applicable topic areas.

Users have been involved in the design of these visualisations to ensure that they're both simple to use and full of useful information. To access the visualisations, please refer to the relevant pages within [www.skillsforcare.org.uk/WIpublications](http://www.skillsforcare.org.uk/WIpublications).

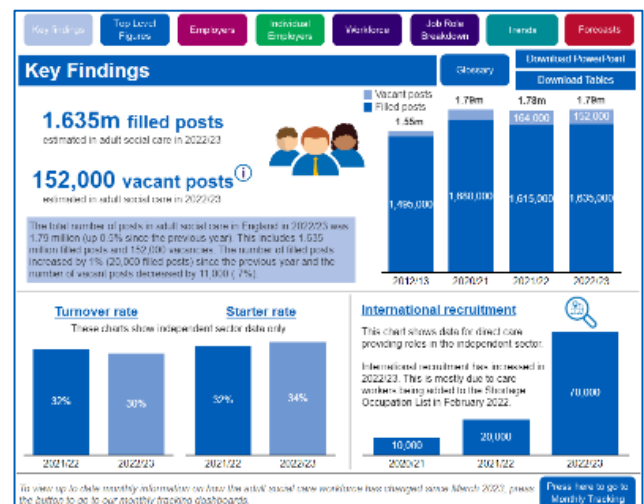
### Key workforce intelligence publications

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

This data visualisation provides estimates of the number of organisations and establishments involved in providing or organising adult social care, as well as the size and structure of the workforce, including people and filled posts estimates, trend data, and future projections.

To access this webpage, please visit [www.skillsforcare.org.uk/sizeandstructure](http://www.skillsforcare.org.uk/sizeandstructure)

*Latest version, July 2023. Updated information is due in July 2024*



### Regional information

We have published a data visualisation showing regional level information, one region at a time. This report provides an annual overview of adult social care services and the workforce in each



region. Also available is a regional comparison data visualisation, comparing key variables. Alongside these data visualisation are nine regional written summaries.

To access these, please visit [www.skillsforcare.org.uk/regionalreports](http://www.skillsforcare.org.uk/regionalreports)  
*Latest version, October 2023. Updated information is due October 2024*

## Local area information

There are six pages of local area information:

- 'My local area' page is a detailed interactive visualisation showing local areas in England one at a time.
- 'Local area comparison', is where you'll find the local authority comparison interactive visualisation which allows you to compare multiple local areas in England.
- 'Local area summary reports' page contains written summary reports for each area.
- 'My ICB area', showing the latest information from ASC-WDS split into Integrated Care Board (ICB) areas.
- 'ICB comparison area' page is where you can compare multiple ICB areas in England.
- 'My ICB area (MH and LD&A)', showing the latest information from ASC-WDS for the mental health and learning disability and/or autism workforces split into Integrated Care Board (ICB) areas.

To access these data visualisations and reports, please visit [www.skillsforcare.org.uk/local-information](http://www.skillsforcare.org.uk/local-information)

*Latest versions, October 2023. Updated information is due in October 2024.*

## Key topic areas

The Workforce Intelligence website includes information on the following popular topic areas. Each topic includes a summary of the workforce information available, and signposts to the latest publications and relevant resources. Many of the topic areas include an interactive visualisation:

- |   |                             |
|---|-----------------------------|
| ▪ Monthly tracking of key metrics             | ▪ Nurses in social care     |
| ▪ Learning disability and/or autism workforce | ▪ Recruitment and retention |
| ▪ Apprenticeships                             | ▪ Registered managers       |
| ▪ Pay rates                                   | ▪ Social work               |
| ▪ Personal assistants                         | ▪ Workforce nationality.    |

To access these topics, visit [www.skillsforcare.org.uk/topics](http://www.skillsforcare.org.uk/topics)

## Commission our services

Our Workforce Intelligence team are the experts in adult social care workforce insight. The data we collect in the ASC-WDS gives an unrivalled overview of the adult social care workforce in England. We have over 15 years of experience in analysing and interpreting social care data - it's what we do.

Beyond the wealth of information already available publicly on our website you can commission the services of the Workforce Intelligence team to produce bespoke reports and analysis for your organisation or area.

## How we can help you

- We can partner with you or form part of your project team on tenders and bids. By using our expertise and sector knowledge we can add value to your research or project.
- We can use advanced analytics techniques to help you understand how key outcomes such as CQC scores, turnover and vacancy rates can be improved.
- We can produce bespoke reports and analysis to help you solve problems and provide data solutions to help you improve your services.
- We can provide a detailed analysis into the adult social care workforce in your local area or look at performance in comparison to other areas.
- Request a feed of data to enhance or improve a product or service.

## Our values

Skills for Care is guided by core values. Throughout everything we do, we're inclusive, motivated, passionate, ambitious, collaborative and trustworthy. For more information about the Skills for Care strategy, our vision, mission, values and plan to achieve our mission, please visit [skillsforcare.org.uk/Our-strategy](http://skillsforcare.org.uk/Our-strategy).

As a Workforce Intelligence team, we:

- help people to understand what's already available without commissioning our services and what options are available
- aren't selling the data, we're selling our analysis and sector expertise
- carry out bespoke work in particular areas that we can't cover in general outputs
- have a 'good for the sector' aim on all projects we work on
- channel any money we earn straight back into the sector.

All analysts leading on the production of this report are certified statisticians, meaning we work to the standard of the 'five safes'. We always make sure that our research and outputs are appropriate and trustworthy, and that there's no risk of misuse or confidentially breach. When creating outputs, we always adhere to statistical disclosure controls.

The Skills for Care Workforce Intelligence team are committed to the three pillars of trustworthiness, quality and value, and principles of the Code of Practice for Statistics. To learn more about our values and read our full statement visit [www.skillsforcare.org.uk/WI-values](http://www.skillsforcare.org.uk/WI-values).

For more information about these services, please email [analysis@skillsforcare.org.uk](mailto:analysis@skillsforcare.org.uk).

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