

Apprenticeships in

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

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. 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.

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

Chart 2. Adult

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

Source: Department for Education

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

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

Source: Department for Education

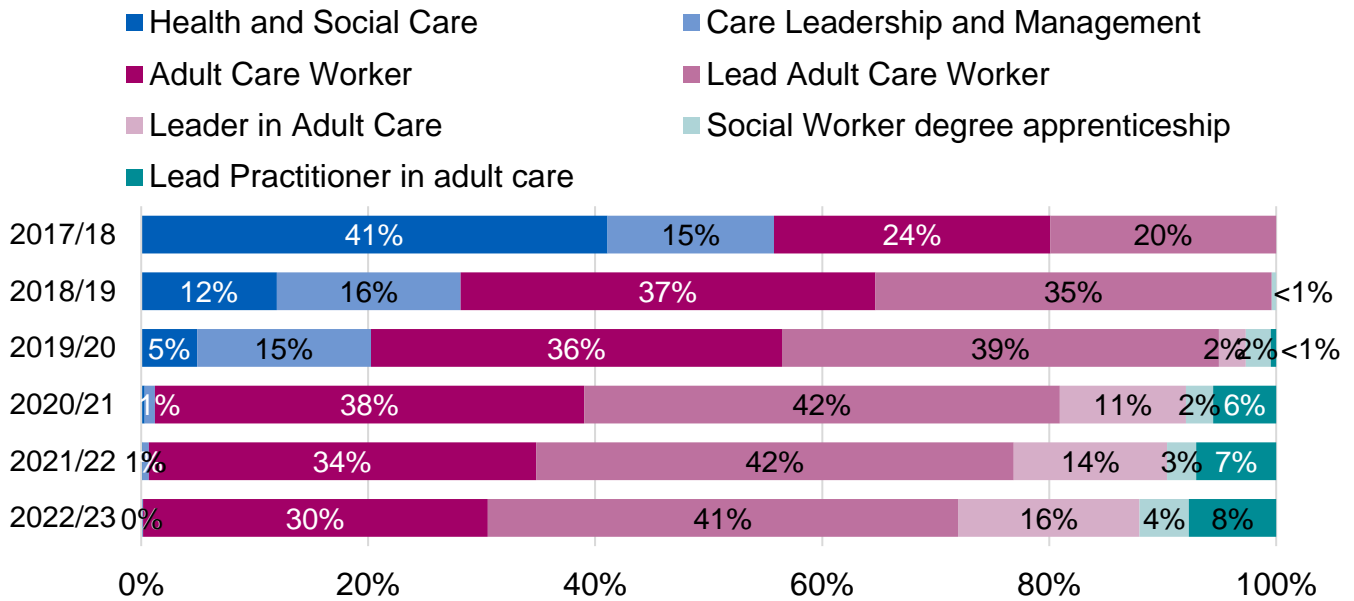
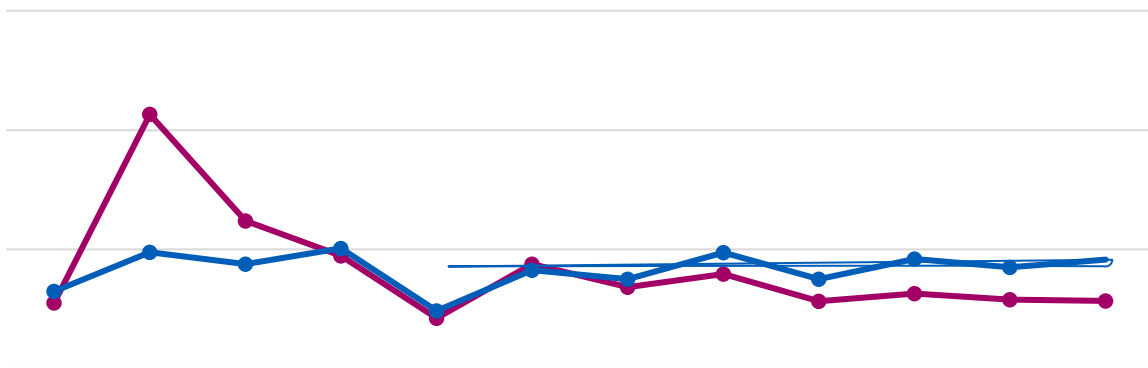


Chart 7 compares the proportion of apprenticeship starts per month in 2022/23 in adult social care to all apprenticeships. Apprenticeships generally receive a large proportion of their starts at the beginning of the academic year, whereas the proportion per month in adult social care is even throughout 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 4th and 5th 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 8th and 16th respectively. The Social Worker degree apprenticeship ranked 24th 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,

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

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 [_____](#)

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.

The Department for Education data categoris

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 2021/22 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

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

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

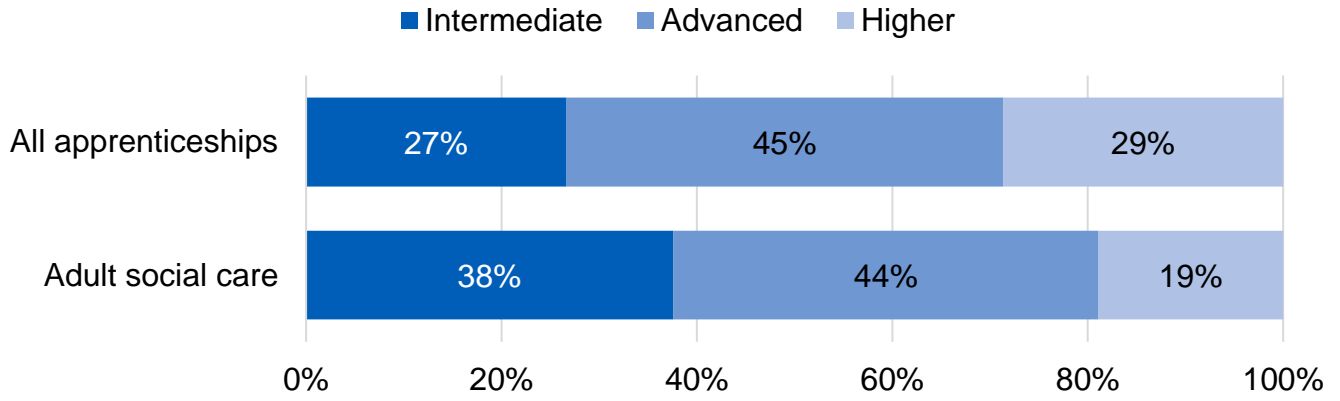
Source: Department for Education

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

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 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

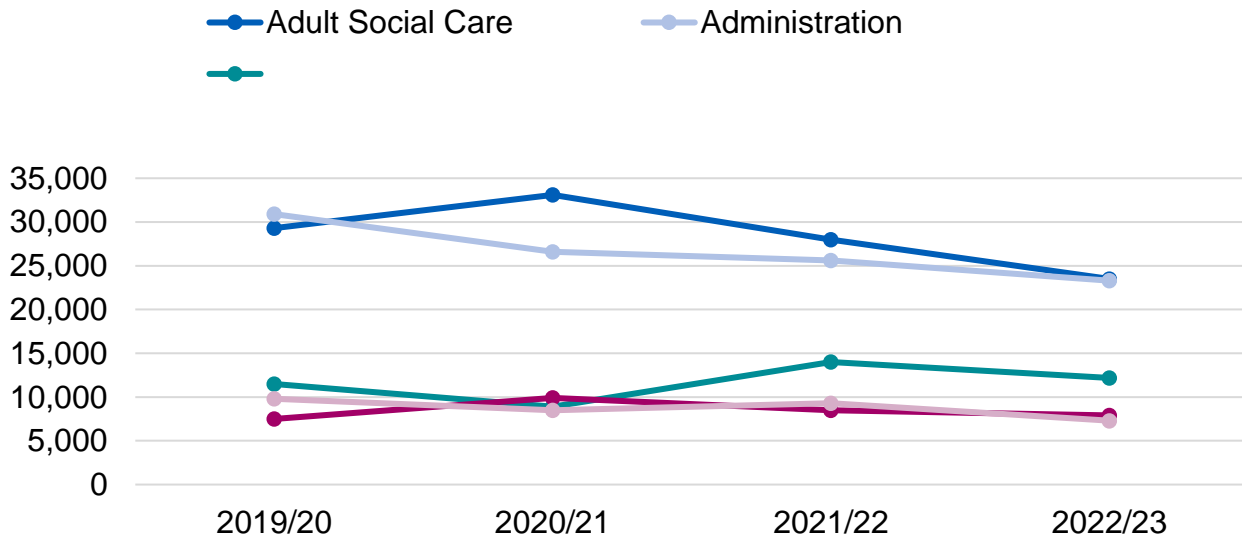


Table 4 shows that Adult Social Care starts declined by 20% to 23,500 in 2022/23 while administration starts declined by 25% to 23,300. Service Enterprises starts also declined by 25% over the period, while Hospitality and Catering and Retailing and Wholesaling both slightly increased (6% and 5% respectively).

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

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%

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

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

Source: Department for Education

Achievement rates for 2022/23

6. ASC-

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).

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

Source: ASC-WDS unweighted data March 2023

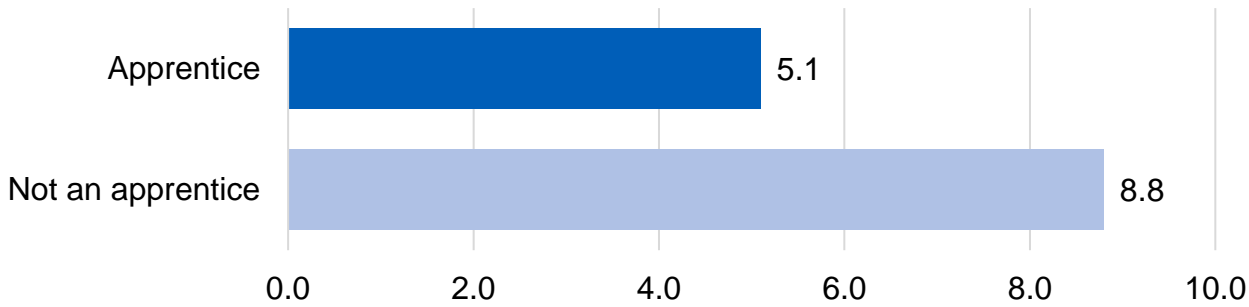


Chart 30 shows the care worker hourly rate change across the percentile distribution, where p10 refers to the bottom 10% of earners, the median represents half of earners, and p90 refers to the top 10% of earners.

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

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
Latest version, October 2023. Updated information is due October 2024

Local area information

There are six pages of local area information:

one at a time.

authority comparison interactive visualisation which allows you to compare multiple local areas in England.

-WDS split into Integrated Care

Board (ICB) areas.

-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

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

To access these topics, visit 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

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.

As a Workforce Intelligence team, we:

and what options are available

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.

For more information about these services, please email analysis@skillsforcare.org.uk.

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