A summary of the adult social care sector and workforce in Durham
2022/23

Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government, and partners to ensure social care has the right people, skills, and support required to deliver the highest quality care and support, now and in the future. Our role is to respond and adapt to the emerging trends and needs within social care, using data and evidence to drive forward widescale change.

The information within this summary has been produced by Skills for Care using the Adult Social Care Workforce Data Set (ASC-WDS). We use the data collected by the ASC-WDS to create workforce models that, in turn, allow for estimates of the whole adult social care workforce and its characteristics to be produced. The * notation indicates the figure has been suppressed.

Size and structure of the workforce

In 2022/23 the adult social care sector in England had an estimated 18,000 organisations with 39,000 care-providing locations and a workforce of around 1.79 million posts.
The total number of posts in Durham was around 16,000 in 2022/23. This was comprised of 15,000 filled posts and 1,200 vacancies. Since the previous year, the total number of posts were similar, the number of filled posts has increased by 150 (less than 1%) and the number of vacancies has decreased by 150 (-12%).

There were an estimated 15,000 filled posts in adult social care, split between local authorities (6%), independent sector providers (76%), posts working for direct payment recipients (7%) and other sectors (11%). As at March 2023, Durham contained 207 CQC-regulated services; of these, 146 were residential and 61 were non-residential services.

If the workforce grows proportionally to the projected number of people aged 65 and over then the total number of adult social care posts in the North East region will increase by 21% (from 94,000

Across England, the vacancy rate has decreased compared to last year and the number of filled posts has increased. During this period international recruitment increased substantially which has impacted these trends.

Workers in Durham had on average 10.3 years of experience in the sector and 77% of the workforce had been working in the sector for at least three years.

We know that recruitment and retention is one of the largest issues faced by employers. We have many resources and tools available to help, for example the 'Values-based recruitment and retention toolkit'[2] and 'Seeing potential: widen your talent pool'.[3] For more information please visit: www.skillsforcare.org.uk/recruitment-retention

Employment information

We estimate Durham had 12,000 adult social care filled posts in the local authority and independent sectors.
These included 750 managerial roles, 650 regulated professionals, 8,800 direct care (including 7,200 care workers), and 1,900 other-non-care proving roles.

Qualifica... ng and skills

We belie... yone working in adult social ca... e able to take part in learning ... pment so that they can carry out ... effectively. Learning and developm... to develop the ... right skill... ledge to enable them to provide h... care and support.

Skills for ... ates show that 57% of the direct ca... workforce in Durham hold a *re... social care qualification (56% in ... and 46% in England).

Raw dat... SC-WDS showed, of those wo... ut a relevant adult social care qua... corded, 50% had five or more yea... ence in the adult social care sector, 62% had engaged with the Care Certificate and 74% had completed training.

Factors affecting turnover

Together with a data science specialist, we used ASC-WDS information to create machine learning models that were used to assess which variables had an effect on adult social care workers' propensity to leave their posts.

Across England, variables that influence the likelihood of a worker leaving their role were:

- Workers who travelled further were more likely to leave.
- Those under 25, and over 60 years old, were more likely to leave their posts.
- Turnover decreased with higher levels of experience working in the sector.
- Likelihood of leaving decreased as pay levels increased.
- Likelihood of leaving decreased with higher levels of experience in role.
- Likelihood of leaving decreased if workers had more training.
» Turnover decreased if workers had a higher number of contracted hours.
- Likelihood of leaving decreased if workers had fewer sickness days.
- Workers on zero-hours contracts were more likely to leave their posts.
- Likelihood of leaving increased if the establishment had high turnover historically.