

A summary of the adult social care sector and workforce in Southampton 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 Southampton was around 7,100 in 2022/23. This was comprised of 6,500 filled posts and 650 vacancies. Since the previous year, the total number of posts were similar, the number of filled posts has increased by 125 (2%) and the number of vacancies has decreased by 100 (-13%).

There were an estimated 6,500 filled posts in adult social care, split between local authorities (10%), independent sector providers (80%), posts working for direct payment recipients (4%) and other sectors (6%). As at March 2023, Southampton contained 130 CQC-regulated services; of these, 59 were residential and 71 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 South East region will increase by 28% (from 280,000 to 360,000 post) between 2022/23 and 2035.

From here on, the figures in this report refer to the 5,800 filled posts in the independent sector and local authority in Southampton only. Filled posts in other sectors are not included.

The independent sector information in this report was collected between April 2022 and March 2023, and local authority information dates from September 2022.

For information about changes in the workforce since March 2023, using monthly monitoring of the ASC-WDS, please see our Workforce Intelligence website¹.

Recruitment and retention

Skills for Care estimates that the staff turnover rate in Southampton was 28.3%, which was lower than the region average of 31.9% and similar to England at 28.3%. Not all turnover results in workers leaving the sector, around two thirds (65%) of starters were recruited from within the adult social care sector, therefore although employers need to recruit to these posts, the sector retains their skills and experience.



We estimate that the vacancy rate in Southampton was 10.20%, which was similar to the regional average of 10.3% and similar to England at 9.9%.

¹ <https://www.skillsforcare.org.uk/monthlytracking>

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 Southampton had on average 8.6 years of experience in the sector and 71% 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

Qualifications, training and skills

We believe that everyone working in adult social care should be able to take part in learning and development so that they can carry out their roles effectively. Learning and development helps everyone to develop the right skills and knowledge to enable them to provide high-quality care and support.

Skills for Care estimates show that 30% of the direct care providing workforce in Southampton hold a *relevant* adult social care qualification (42% in South East and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 57% had five or more years of experience in the adult social care sector, 41% had engaged with the Care Certificate and 70% 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 high turnover rates increased if the establishment had high turnover historically.

For more information please see Chapter 8 of 'The State of the adult social care sector and workforce, 2023' available at:

www.skillsforcare.org.uk/Stateof

Analytical service and relevant resources

Our analysis team provides an external