

A summary of the adult social care sector and workforce in West Northamptonshire 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

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 West Northamptonshire had on average 8.2 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

Employment information

We estimate West Northamptonshire had 11,000 adult social care filled posts in the local authority and independent sectors.

These included 900 managerial roles, 325 regulated professionals, 8,500 direct care (including 7,300 care workers), and 1,400 other-non-care proving roles.

The average number of sickness days taken in the last year in West Northamptonshire was 5.2, (7 in East Midlands and 5.9 across England). With an estimated directly employed workforce of 9,900, this means employers in West Northamptonshire lost approximately 51,000 days to sickness in 2022/23.

Around a quarter (27%) of the workforce in West Northamptonshire were on zero-hours contracts. Over half (55%) of the workforce usually worked full-time hours and 45% were part-time.

Workforce demographics

The majority (79%) of the workforce in West Northamptonshire were female, and the average age was 43 years old.

Workers aged under 25 made up 8% of the workforce and workers aged 66 or above represented 24%. Given this age profile approximately 2,600 posts will be reaching retirement age in the next 10 years.

Nationality varied by region, across England 81% of the workforce identified as British, while in the East Midlands region this was 82%. An estimated 67%

² www.skillsforcare.org.uk/values

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.