

A summary of the adult social care sector and workforce in Southend on Sea 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 Southend on Sea was around 6,700 in 2022/23. This was comprised of 6,100 filled posts and 550 vacancies. Since the previous year, the total number of posts has decreased by 150 (-2%), the number of filled posts were similar and the number of vacancies has decreased by 175 (-24%).

There were an estimated 6,100 filled posts in adult social care, split between local authorities (4%), independent sector providers (83%), posts working for direct payment recipients (7%) and other sectors (6%). As at March 2023, Southend on Sea contained 149 CQC-

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 Southend on Sea had on average 9.9 years of experience in the sector and 82% 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 Southend on Sea had 5,300 adult social care filled posts in the local authority and independent sectors. These included 450 managerial roles, 150 regulated professionals, 4,100 direct care (including 3,300 care workers), and 650 other-non-care proving roles.

The average number of sickness days taken in the last year in Southend on Sea was 5, (5.4 in Eastern and 5.9 across England). With an estimated directly employed workforce of 4,700, this means employers in Southend on Sea lost approximately 23,500 days to sickness in 2022/23.

Around a third (36%) of the workforce in Southend on Sea were on zero-hours contracts. Around half (51%) of the workforce usually worked full-time hours and 49% were part-time.

Workforce demographics

The majority (83%) of the workforce in Southend on Sea were female, and the average age was 46 years old. Workers aged under 25 made up 7% of the workforce and workers aged 55 and above represented 33%. Given this age profile approximately 1,700 posts will be reaching retirement age in the next 10 years.

Nationality varied by region, across England

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.

Skills for Care estimates show that 44% of the direct care providing workforce in Southend on Sea hold a *relevant* adult social care qualification (43% in Eastern and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 54% had five or more years of experience in the adult social care sector, 79% had engaged with the Care Certificate and 59% had completed training.