

# A summary of the adult social care sector and workforce in Bromley 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 Bromley was around 8,800 in 2022/23. This was comprised of 8,000 filled posts and 750 vacancies. Since the previous year, the total number of posts has increased by 325 (4%), the number of filled posts has increased by 225 (3%) and the number of vacancies has increased by 100 (15%).

There were an estimated 8,000 filled posts in adult social care, split between local authorities (4%), independent sector providers (82%), posts working for direct payment recipients (6%) and other sectors (8%). As at March 2023, Bromley contained 138 CQC-regulated services; of these, 54 were residential and 84 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 London region will increase by 25% (from 250,000 to 315,000 post) between 2022/23 and 2035.

**From here on, the figures in this report refer to the 6,900 filled posts in the**

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



## Qualifications, training and skills

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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 40% of the direct care providing workforce in Bromley hold a *relevant* adult social care qualification (48% in London and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 55% had five or more years of experience in the adult social care sector, 75% had engaged with the Care Certificate and 85% 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 email [analysis@skillsforcare.org.uk](mailto:analysis@skillsforcare.org.uk)

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](http://www.skillsforcare.org.uk/Stateof)

### Analytical service and relevant resources

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Our analysis team provides an external analysis service which is able to produce a range of in-depth reports, tailored to your specific requirements.

You can commission us to help you:

Partner with us to draw on our adult social care data and expertise to win bids and tenders.

Provide a detailed analysis of a geographic area, including analysis below local authority level.

Draw on our data science capabilities - discover how key outcomes (such as CQC scores, turnover rates and vacancy rates) can be improved.

Provide trends back to 2012/13 and forecasts for how the workforce could look like in the future.

Request a feed of data to enhance or improve a product or service.

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the 'State of the adult social care sector and workforce in London' and key workforce topic areas please see:

[www.skillsforcare.org.uk/W/publications](http://www.skillsforcare.org.uk/W/publications)

For more detail about the methodology used to create these estimates please see:

[www.skillsforcare.org.uk/workforceestimates](http://www.skillsforcare.org.uk/workforceestimates)

### Interactive visualisations

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Two interactive visualisations have been created at an LA level, to enable you to see and understand your workforce intelligence in a more visual and interactive way. One allows you to see your LA area in more detail and another to compare LA areas. To access the visualisations, please see

[www.skillsforcare.org.uk/lasummaries](http://www.skillsforcare.org.uk/lasummaries)

