A summary of the adult social care sector and workforce in Camden
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)

[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 Camden had on average 10.1 years of experience in the sector and 84% 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 Camden had 6,100 adult social care filled posts in the local authority and independent sectors.
These included 600 managerial roles, 225 regulated professionals, 4,500 direct care (including 3,700 care workers), and 750 other-non-care proving roles.

The average number of sickness days taken in the last year in Camden was 6.8, (5.4 in London and 5.9 across England). With an estimated directly employed workforce of 4,500, this means employers in Camden lost approximately 31,000 days to sickness in 2022/23.

Around a third (35%) of the workforce in Camden were on zero-hours contracts. Around two thirds (61%) of the workforce usually worked full-time hours and 39% were part-time.

Workforce demographics

The majority (79%) of the workforce in Camden were female, and the average age was 46 years old. Workers aged under 25 made up 6% of the workforce and workers aged 55 and above represented 30%. Given this age profile approximately 1,800 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 London region this was 59%. An estimated 60% of the workforce in Camden identified as British, 14% identified as of an EU nationality and 26% a non-EU nationality, therefore there were more non-EU than EU workers

Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Camden (area), London (region) and England. All figures represent the independent sector as at March 2023, except social workers which represent the local authority sector as at September 2022. At the time of analysis, the National Living Wage was £9.50.

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[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 38% of the direct care providing workforce in Camden 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, 62% had engaged with the Care Certificate and 54% 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 analysis service which is able to produce a range of in-depth reports, tailored to your specific requirement BDC q0.000008871 0 595.32 841.