

# A summary of the adult social care sector and workforce in North Lincolnshire 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 1

<sup>1</sup> <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 North Lincolnshire had on average 9.1 years of experience in the sector and 70% 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'<sup>2</sup> and 'Seeing potential: widen your talent pool'.<sup>3</sup> For more information please visit:

[www.skillsforcare.org.uk/recruitment-retention](http://www.skillsforcare.org.uk/recruitment-retention)

## Employment information

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We estimate North Lincolnshire had 4,000 adult social care filled posts in the local authority and independent sectors. These included 275 managerial roles, 125 regulated professionals, 2,900 direct care (including 2,300 care workers), and 700 other-non-care proving roles.

The average number of sickness days taken in the last year in North Lincolnshire was 5.2, (6.9 in Yorkshire and the Humber and 5.9 across England). With an estimated directly employed workforce of 3,600, this means employers in North Lincolnshire lost approximately 19,000 days to sickne

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## 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 61% of the direct care providing workforce in North Lincolnshire hold a *relevant* adult social care qualification (50% in Yorkshire and the Humber and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 39% had five or