



Source: Skills for Care adult social care workforce estimates 2022/23

Recent trends – Workforce supply and demand

Across the whole adult social care sector, we estimate there were 1.68 million filled posts in 2020/21. The number of filled posts decreased to 1.615 million in 2021/22, a decrease of 4% (60,000 filled posts), but has increased to 1.635 million in 2022/23, an increase of 1% (20,000 filled posts). During this period, the number of vacant posts increased from 109,000 to 164,000 between 2020/21 and 2021/22, reaching a peak vacancy rate of 10.6%, however the vacancy rate fell in 2022/23 to 9.9% (152,000 vacant posts).

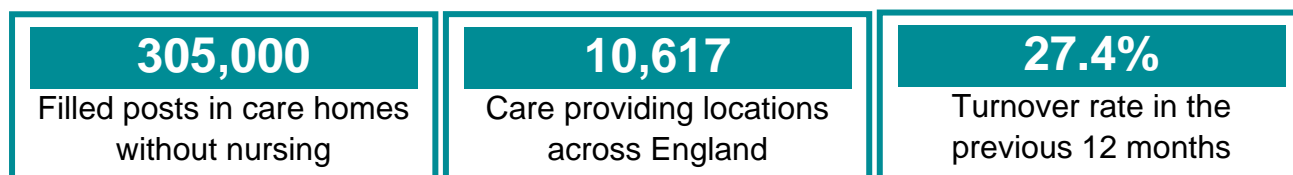
Care homes without nursing in the independent sector had a decrease of 12,500 filled posts between 2020/21 and 2021/22, a decrease of 4%, and the number of vacant posts increased by 9,300 (73%). Between 2021/2

An increase in international recruitment is playing a part in these recent trends. Care workers were added to the Shortage Occupation List in February 2022 and this opened a route for people to immigrate into the UK into this role, given that they meet the points-based criteria.

We estimate that the number of people starting direct care providing roles in the independent sector having arrived in the UK during the year has increased from 10,000 in 2020/21 to 70,000 in 2022/23 across all services. It is estimated that around 10,000 of these starters in 2022/23 were in care homes without nursing.

Data from the ASC-WDS has shown that international recruits were less likely to leave their role with a turnover rate of 16.5% compared to 30.7% from domestically recruited workers.

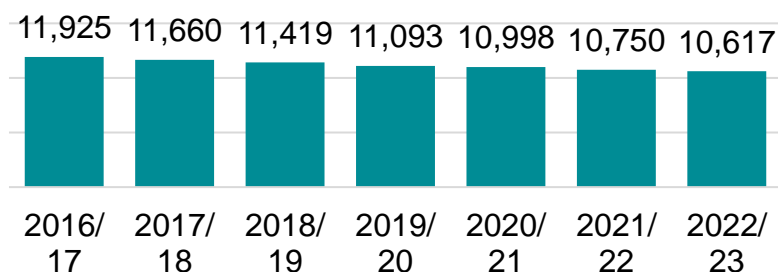
Key findings



This report provides a summary of the adult social care workforce within care homes without nursing workforce estimates. Across England there were 10,617 care homes without nursing registered with CQC as at March 2023. These care providing locations had an estimated workforce of 305,000 posts. Around 290,000 of these roles were within the independent sector, with 13,300 in local authorities.

The number CQC regulated in care homes without nursing decreased from 11,925 to 10,617 between 2016/17 and 2022/23, a decrease of 11%. In the same period, the number of CQC regulated care homes with nursing decreased by 5% and the number of CQC domiciliary care services increased by 48%.

Estimated number of CQC regulated care homes without nursing



Staffing overview



There were an estimated 221,000 direct care providing filled posts in care homes without nursing, 27,000 managerial filled posts, 550 regulated professionals and 57,000 other filled posts including ancillary non-care providing roles.

Over half of staff in care homes without nursing were employed on a full-time basis (55%) and 45% employed part-time.

Around 9% of the workforce in care homes without nursing were employed on zero-hours contracts. This proportion has remained stable, increasing one percentage point since 2016/17. Across all services, 22% of the workforce were employed on zero-hours contracts.

Recruitment and retention

The turnover rate for care homes without nursing was 27.4%, which was lower than care homes with nursing (34.9%). This equates to an estimated 77,000 workers leaving their role in the previous 12 months. Care workers had a turnover rate of 32.9%, which equates to an estimated 54,000 leavers. It should be noted that around a third of leavers leave the sector altogether.²

The turnover rate in care homes without nursing has tended to increase between 2016/17 and 2019/20, but the starter rate was always slightly higher, which replenished the workforce. This pattern changed in 2021/22 when the turnover rate reached 28.2%, and the starter rate fell to 27.9%, indicating a decrease in the workforce. At this time, the vacancy rate reached a peak of 7.7%. In 2022/23, the starter rate climbed above the turnover rate again, indicating the workforce increased and the vacancy rate decreased to 6.3%. Data from the ASC-WDS shows that vacancy rates in care homes without nursing have continued to decrease into August 2023 -pandemic level.

Comparison of starter, turnover and vacancy rate trend in care homes without nursing from 2016/17 to 2022/23

Not all turnover results in workers leaving the sector. Around two thirds of the workforce in care homes without nursing were recruited from within adult social care (66%). This means that although the high turnover rate results in employers going through the recruitment process, with its associated costs, the skills and experience of many workers are retained by the sector.

The workforce in care homes without nursing had an average of 10.0 years of experience working in social care. This was similar to the average for workers from care homes with nursing (9.8 years) but higher than the average for domiciliary care services (8.6 years).

