

Summary of the adult social care workforce



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This summary of the adult social care workforce in **Wakefield** includes filled posts in local authority and independent sectors as well as filled posts for direct payment recipients. **Please note that the other pages refer to filled posts in the local authority and independent sector only.**

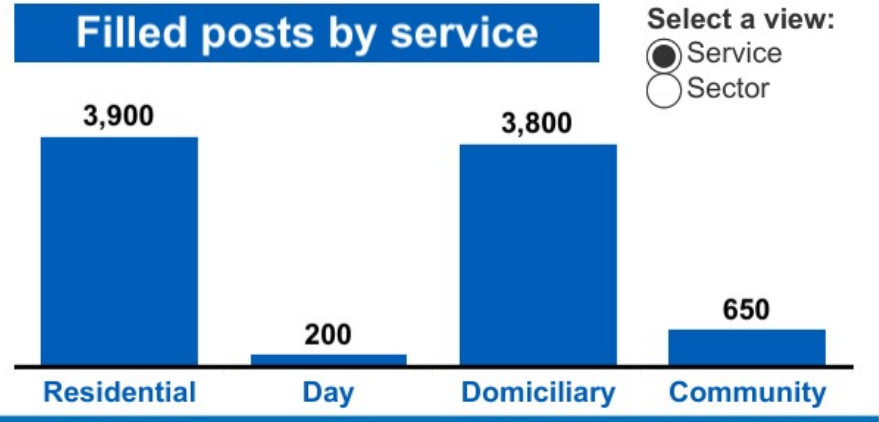
There were **9,100** filled posts in **Wakefield**.



8,100 filled posts were in the **local authority** and **independent sectors**.



CQC regulated establishments in **Wakefield**



In **Wakefield** there were the following number of filled posts...



6,300 Direct care

700 Managerial



375 Regulated professionals

There were also... **375** working for direct payment recipients

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Employment overview

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Employment overview

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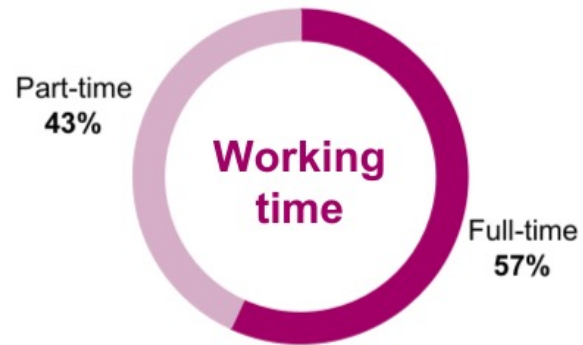
Use the drop-down menus to change the sector and/or job role.

Select a sector:
All sectors

Select a service group:
All services

Select a job role:
All job roles

Number of filled posts:
8,100



Zero-hours contracts

13%

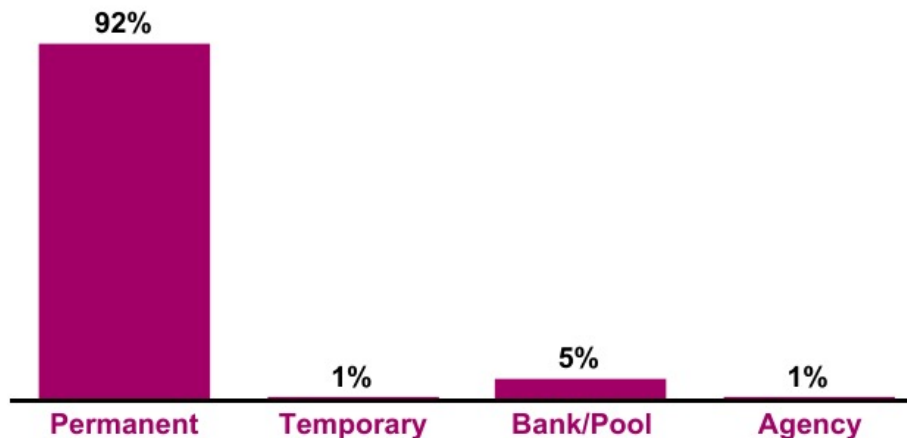
of workers were employed on zero-hours contracts (or 1,000 filled posts)



In comparison...

CQC non-residential services across England had an average of **46%** of all workers employed on zero-hours contracts (**260,000 filled posts**).

Employment status



Whole time equivalent filled posts

The **WTE filled posts** ratio in **Wakefield** is **0.79**

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Use the drop-down menus to change the sector and/or job role.

Select a sector:
All sectors

Select a service group:
CQC Non residential

Select a job role:
- Care worker

Number of filled posts:
2,400



Zero-hours contracts

28%

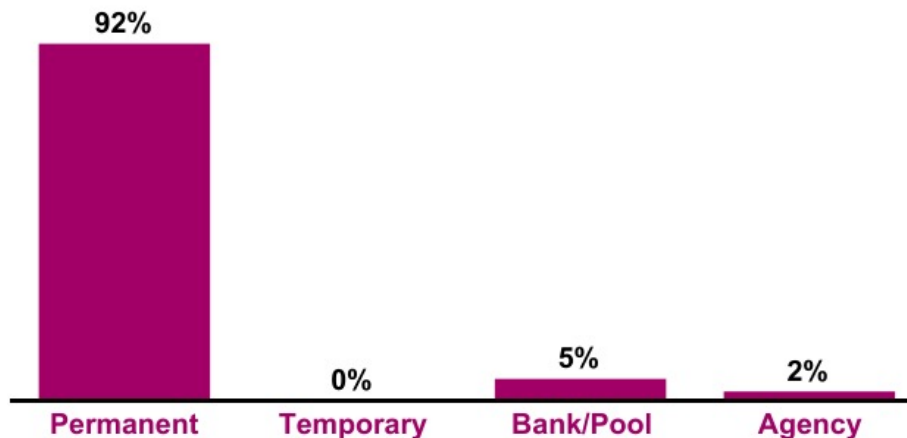
of workers were employed on zero-hours contracts (or 700 filled posts)



In comparison...

CQC non-residential services across England had an average of **46%** of all workers employed on zero-hours contracts (**260,000 filled posts**).

Employment status



Whole time equivalent filled posts

The **WTE filled posts** ratio in **Wakefield** is **0.71**

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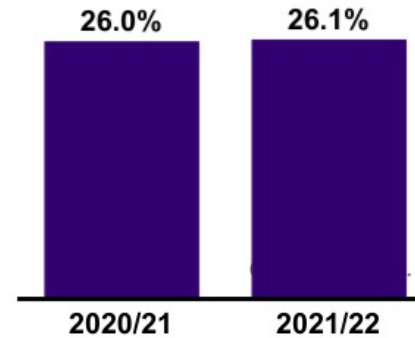
The **turnover rate** in 2021/22 was
26.1%
(or 2,000 leavers).

Sickness



The **average number of sickness days** taken in 2021/22

Turnover trend



Select a view:

- Turnover
- Vacancy

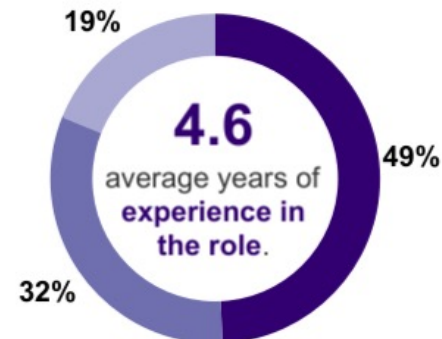
Vacancy and turnover trends have **increased** at a **national** and regional level since **March 2021**

COVID-19 dashboards

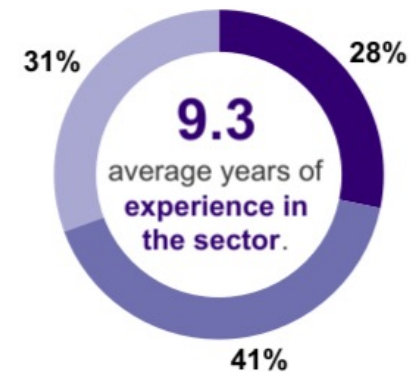


10.3%
vacancy rate
(850 vacant posts)
in 2021/22.

Experience in role

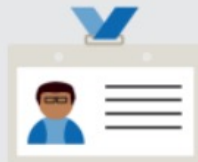


Experience in sector



Key:

- Less than 3 years
- 3 to 9 years
- 10 years or more



62%
of staff
recruited from within the sector.

Average days lost due to sickness: Change since March 2022



Average days lost to due to sickness in the previous 12 months - Demographics

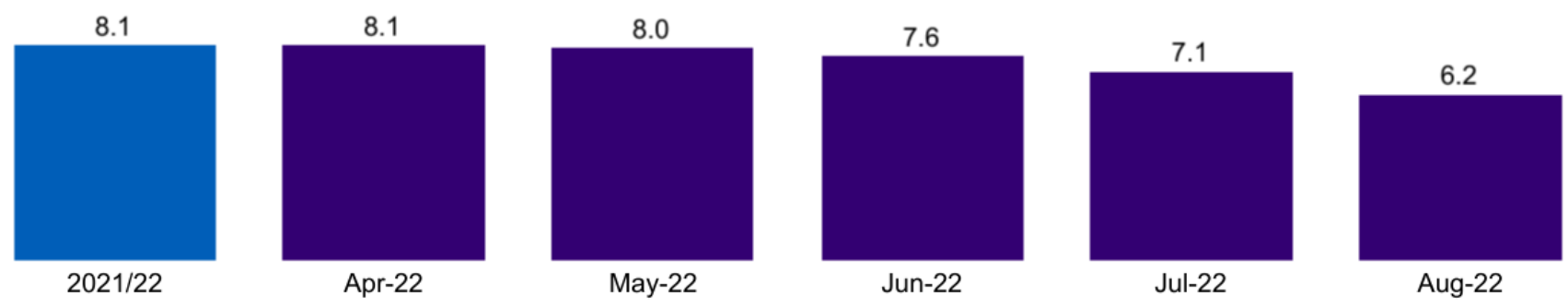
Sickness will include absence for reasons such as shielding and self-isolation.

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Select to display by: Age

- Estimate
- Raw

- All age groups
- Under 35
- 35 to 54
- 55 and above
- Average sickness days
- Percentage change

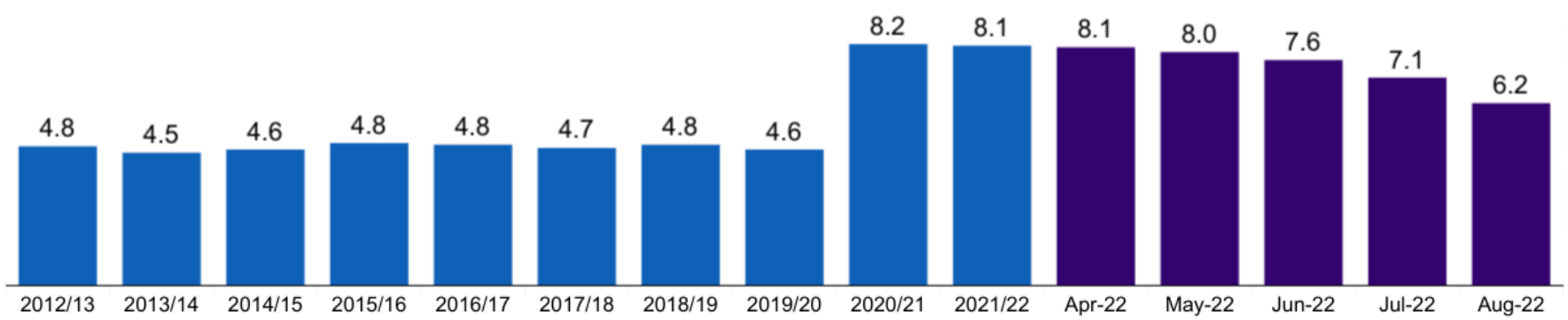


Average days lost to due to sickness in the previous 12 months - Trend

Select to display by: Job role

- Estimate
- Raw

- All job roles
- Care worker
- Senior care worker
- Registered manager
- Registered nurse



Adult social care vacancies

Source: Independent sector workforce estimates



Vacancy rate



Select a view:

- Region
- Service type

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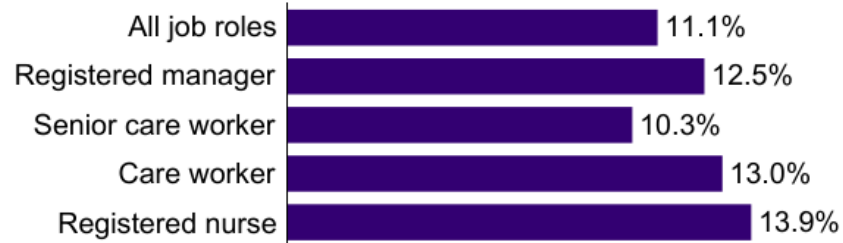
Current vacancy rate



Select a view:

- Current vacancy rate
- Percentage point change since March 2022

Current vacancy rate



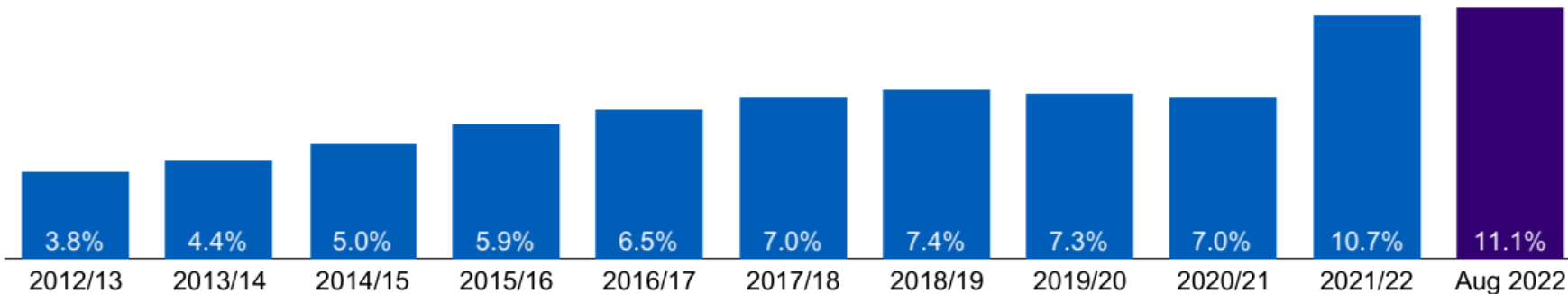
Vacancy rate trend

Select a service:
All services

- Whole sector estimate
- ASC-WDS data since March 2022

As at 2021/22 there were around 139,000 vacancies in the independent sector, up from around 91,000 in 2020/21.

Across the whole adult social care sector there were around 165,000 vacancies in 2021/22 and around 1.62 million filled posts.





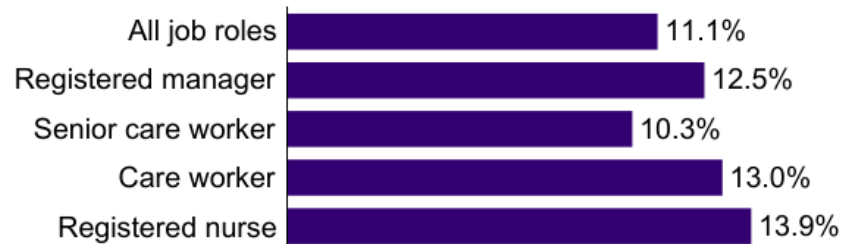
Vacancy rate



Select a view:

- Current vacancy rate
- Percentage point change since March 2022

Current vacancy rate

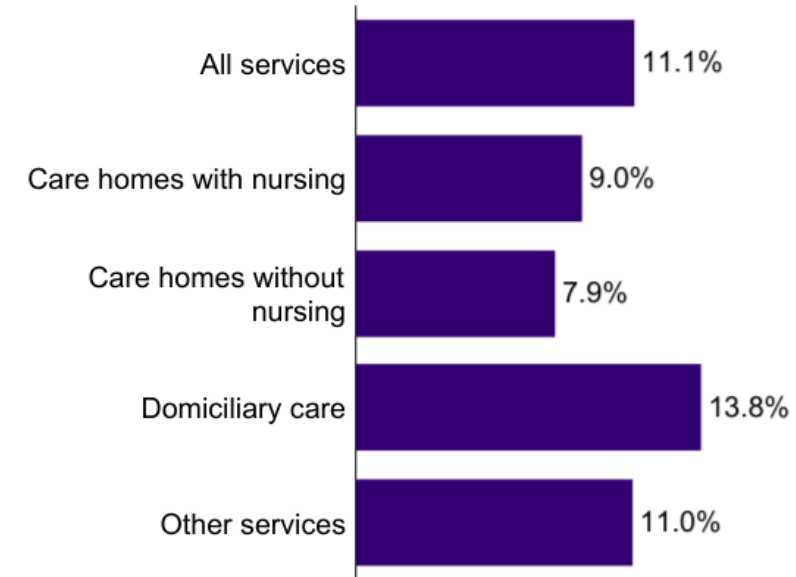


Select a view:

- Region
- Service type

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Current vacancy rate



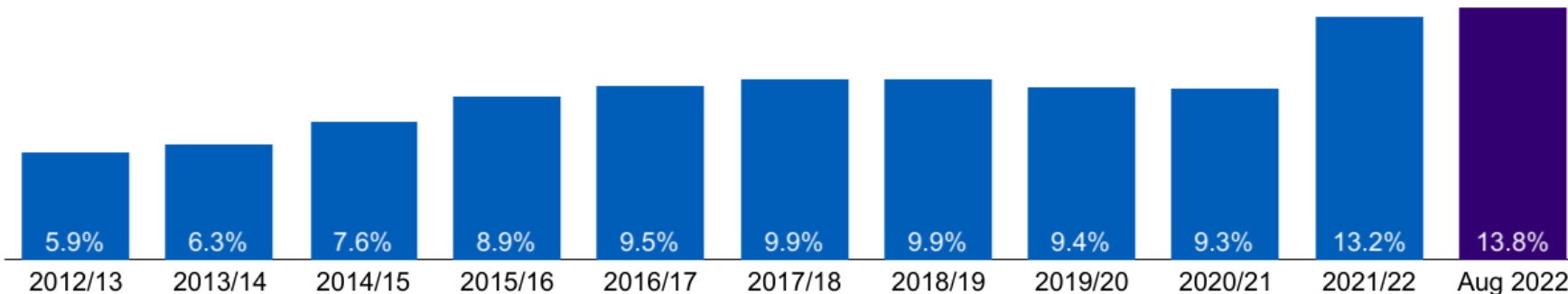
Vacancy rate trend

Select a service:
Domiciliary care

- Whole sector estimate
- ASC-WDS data since March 2022

As at 2021/22 there were around 139,000 vacancies in the independent sector, up from around 91,000 in 2020/21.

Across the whole adult social care sector there were around 165,000 vacancies in 2021/22 and around 1.62 million filled posts.



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Use the drop-down menus to change the sector and/or job role.

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All sectors

Select a service group:
All services

Select a job role:
All job roles

Number of filled posts:
8,100

Gender

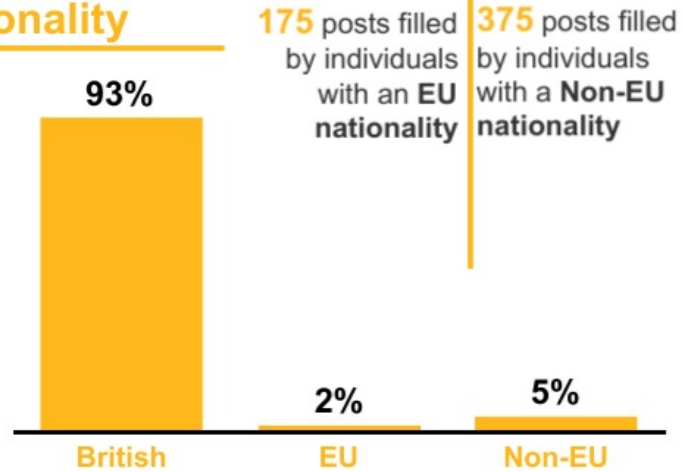


85%
of the workforce
were **female**.

15%
of the workforce
were **male**.



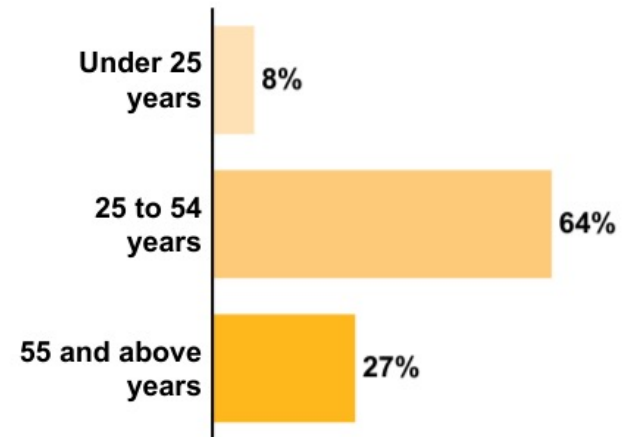
Nationality



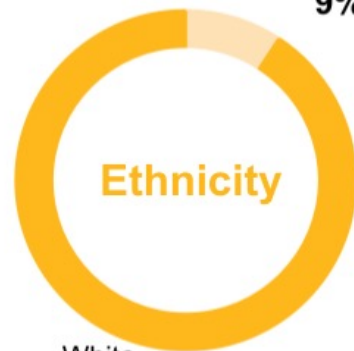
Age



44 years
average **age** of a worker



Black, Asian and Minority Ethnic
9%



White
91%

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Use the drop-down menus to change the job role

Please see sector breakdowns below.

Select a service group:
All services

Select a job role:
- Care worker

Number of filled posts:

Independent: **4,700**

Local Authority: **225**

Local authority sector

The average hourly rate for
- **Care worker** filled posts
in the **local authority sector**
in **September 2021** was

£10.52

On average, **pay in the local authority** was

£1.61 higher
than the National Living
Wage (£8.91).



Independent sector

The average hourly rate for
- **Care worker** filled posts
in the **independent sector**
in **March 2022** was

£9.48

On average, **pay in the independent sector** was

£0.57 higher
than the National Living
Wage (£8.91).



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Use the drop-down menus to change the sector and/or job role.

Select a sector:
All sectors

Select a service group:
All services

Select a job role:
All job roles (excluding regulated pr..

Number of filled posts:
8,100

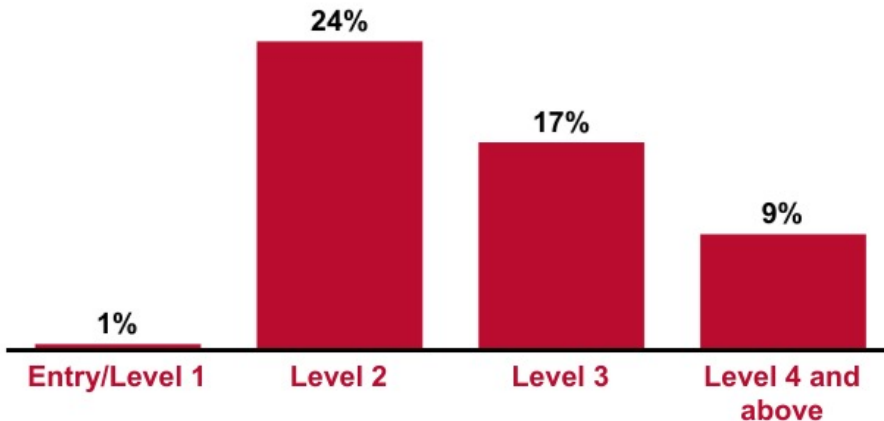
Social care qualifications held



51%
held a **qualification relevant to social care**
(excluding regulated professionals)

In comparison...

49% of individuals across England held a **qualification relevant to social care.**



Key:

- Complete
- In progress / partially completed
- Not started

60%
of individuals had **achieved or were working towards the Care Certificate**



In comparison...

in England **57%** of the total adult social care workforce had **achieved or were working towards the Care Certificate.**

Methodology

- We use data collected by the ASC-WDS to create workforce models that, in turn, allow for estimates of the whole adult social care workforce to be produced.
- To do this, we make estimates of workforce characteristics (e.g. demographics, pay rates, employment statuses) for each geographical area, service type, employer type and job role combination that we report by.
- These estimates are then ‘weighted’ according to coverage/completeness of the sector in each of the above areas. For example, an area with 50% coverage would use more weighted data in the final analysis than an area with 90% coverage. Using this methodology allows for the analysis to be representative of all adult social care workers even if the ASC-WDS has uneven levels of data coverage.
- Skills for Care is confident in the quality of these estimates and the methodologies used have been peer reviewed by universities and an independent statistician.

<https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/publications/local-information/My-local-area.aspx>