

The state of the adult social care sector and workforce in England

2021



The information in this infographic looks at changes in the workforce since the start of the COVID-19 pandemic using Skills for Care's weighted whole sector data collected between 2019/20 and 2020/21.

It also shows, where relevant, more recent changes between April 2021 and August 2021 using Adult Social Care Workforce Dataset (ASC-WDS) data completed by employers during that period. This information has not been weighted to represent the whole sector but should still be indicative of recent changes and developments.

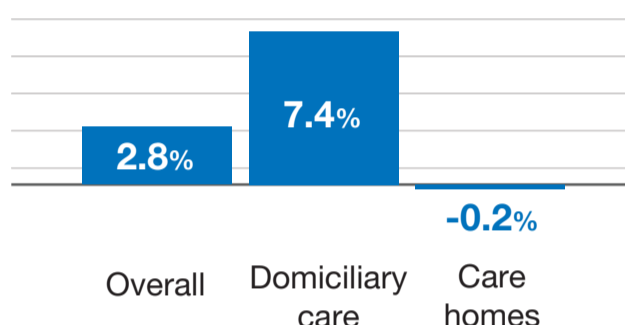
1.67 million jobs
1.54m people



in adult social care in England

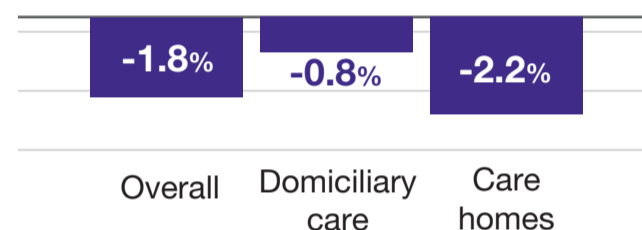
Jobs (filled posts) trend

Change in jobs between 2019/20 and 2020/21



Since March 2021, the number of jobs has fallen, likely due to the opening back up of the wider economy and the impact of the mandatory vaccination policy.

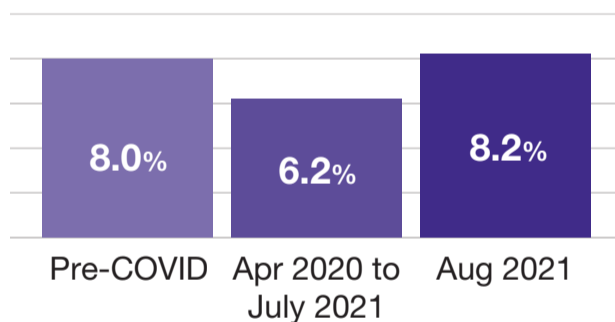
Change in jobs since March 2021



Between 2019/20 and 2020/21 the number of adult social care jobs increased by 45,000. The majority was jobs in domiciliary care services (up 40,000, 7%)

Staff vacancies

105,000 vacancies were being advertised on an average day 2020/21

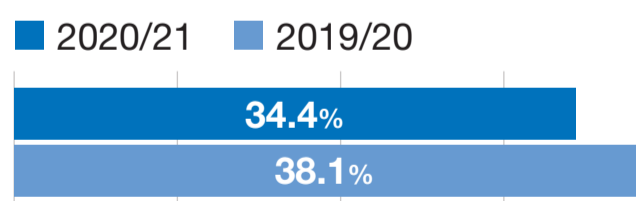


Staff vacancy rates decreased during the pandemic in 2020/21. Since March 2021, the vacancy rate has increased and is now back above pre-pandemic levels.

This suggests the fall in jobs is related to recruitment and retention difficulties rather than a decrease in demand.

Care worker turnover

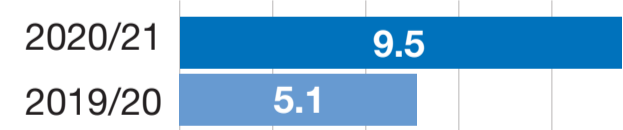
Leavers in the previous 12 months



Staff turnover rates decreased during the pandemic, however recent evidence suggests employers are struggling with retention now as the wider economy is opened back up.

Absence

Average days in the previous 12 months



This will be mixture of illness and self-isolation, and people unable to work for other reasons, such as childcare issues.

Nationality

% of starters arriving from outside of the UK



New immigration rules and restrictions mean there have been fewer starters from outside the UK.

For more information refer to the full report which can be downloaded at www.skillsforcare.org.uk/stateof

For the latest information on the impact of the COVID-19 pandemic please visit www.skillsforcare.org.uk/monthly-tracking



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Key findings



Source: Skills for Care workforce estimates, 2020/21

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[Press here to view more data from the report](#)

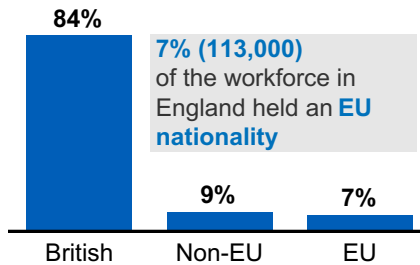
1.67m jobs



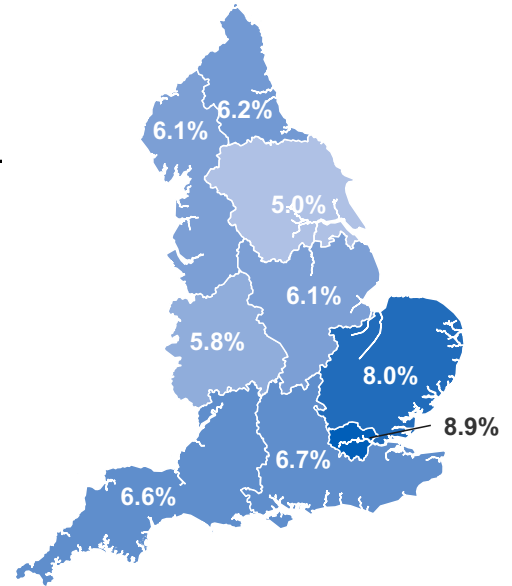
1.54m people

working in adult social care in 2020/21

Nationality



Workforce vacancy rate



Care worker real term median hourly pay



March 2021

£9.01

Mar 2020

£8.50

Please note this refers to care workers in the independent sector only



In England the average **vacancy rate** was **6.8%** (105,000 vacancies)



24%

of jobs were on zero-hours contracts



27%

were aged 55 and above



63%

of leavers remained in adult social care in 2020/21



The average **turnover rate** was

28.5%

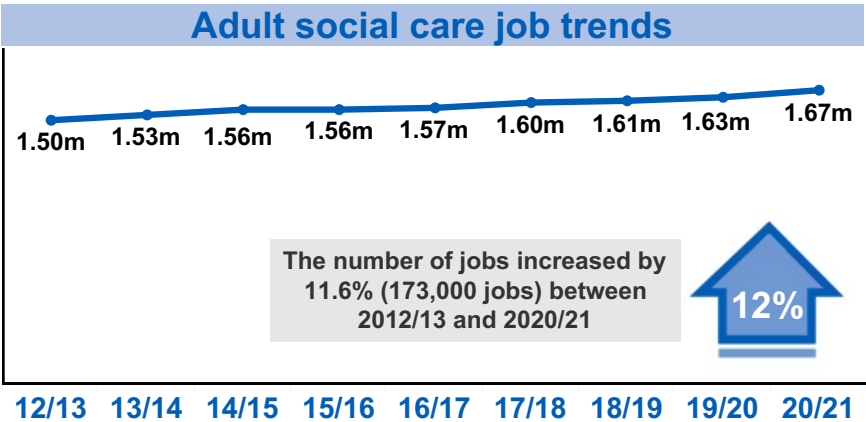
(410,000 leavers in last 12 months)

Size and structure Source: Skills for Care workforce estimates 2020/21

1.67m jobs
in adult social care in 2020/21



1.54m people



Economic contribution



£50.3 billion

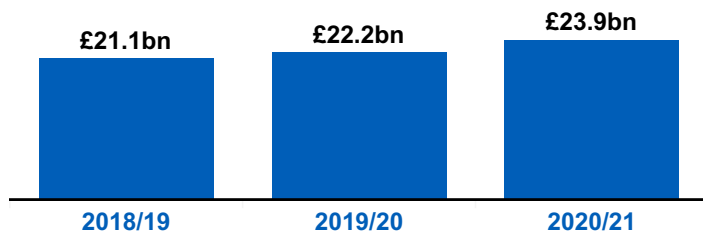
economic contribution of adult social care to the economy in England



17,700 organisations

39,000 establishments

Wage bill trend



For more information about this data and to view the 'Size of the workforce' data visualisation press the image on the right.

