

A summary of the adult social care sector and workforce in Southwark 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

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 Southwark had on average 9.2 years of experience in the sector and 80% 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 Southwark had 5,600 adult social care filled posts in the local authority and independent sectors.

These included 550 managerial roles, 225 regulated professionals, 4,100 direct care (including 3,400 care workers), and 700 other-non-care proving roles.

The average number of sickness days taken in the last year in Southwark was 4.6, (5.4 in London and 5.9 across England). With an estimated directly employed workforce of 4,500, this means employers in Southwark lost approximately 20,500 days to sickness in 2022/23.

Under half (39%) of the workforce in Southwark were on zero-hours contracts. Around two thirds (62%) of the workforce usually worked full-time hours and 38% were part-time.

Workforce demographics

The majority (78%) of the workforce in Southwark were female, and the average age was 46 years old. Workers aged under 25 made up 4% of the workforce and workers aged 55 and above represented 28%. Given this age profile approximately 1,600 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 74% of the workforce in Southwark identified as British, 7% identified as a non-EU nationality and 20% a non-EU nationality, therefore there was a higher reliance on non-EU than EU workers

Pay

Table 1 shows the full-time

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 43% of the direct care providing workforce in Southwark 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