

A summary of the adult social care sector and workforce in Sunderland 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 18,000 organisations with 39,000 care-providing locations and a workforce of around 1.79 million posts.

The total number of posts in Sunderland was around 9,200 in 2022/23. This was comprised of 8,700 filled posts and 550 vacancies. Since the previous year, the total number of posts

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 Sunderland had on average 10.5 years of experience in the sector and 78% 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 Sunderland had 7,500 adult social care filled posts in the local authority and independent sectors.

These included 550 managerial roles, 350 regulated professionals, 5,400 direct care (including 4,500 care workers), and 1,100 other-non-care proving roles.

The average number of sickness days taken in the last year in Sunderland was 3.9, (6.9 in North East and 5.9 across England). With an estimated directly employed workforce of 7,000, this means employers in Sunderland lost approximately 28,000 days to sickness in 2022/23.

Around a quarter (23%) of the workforce in Sunderland were on zero-hours contracts. Over half (59%) of the workforce usually worked full-time hours and 41% were part-time.

Workforce demographics

The majority (82%) of the workforce in Sunderland were female, and the average age was 45 years old. Workers aged under 25 made up 7% of the workforce and workers aged 55 and above represented 29%. Given this age profile approximately 2,200 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 North East region this was 93%. An estimated 95% of the workforce in Sunderland identified as British, 1% identified as of an EU nationality and 4% a non-EU nationality, therefore there was a higher reliance on non-EU than EU workers

Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Sunderland (area), North East (region) and England. All figures represent the independent sector as at March 2023, except social workers which represent the local authority sector as at September 2022. At the time of analysis, the National Living Wage was £9.50.

Table 1. Average pay rate of selected job roles by area

	England	Region	Area
Full-time equivalent annual pay			
Social Worker*	£39,100	£36,100	£37,600
Registered nurse	£37,000	£35,200	£35,100
Hourly pay			
National Living Wage	£9.50	£9.50	£9.50

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-