



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 Lancashire had on average 9.2 years of experience in the sector and 76% 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'<sup>2</sup> and 'Seeing potential: widen your talent pool'.<sup>3</sup> For more information please visit:

[www.skillsforcare.org.uk/recruitment-retention](http://www.skillsforcare.org.uk/recruitment-retention)

## Employment information

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We estimate Lancashire had 35,000 adult social care filled posts in the local authority and independent sectors.

These included 2,500 managerial roles, 1,300 regulated professionals, 27,000 direct care (including 21,500 care workers), and 4,500 other-non-care proving roles.

The average number of sickness days taken in the last year in Lancashire was 6.8, (7.5 in North West and 5.9 across England). With an estimated directly employed workforce of 32,000, this means employers in Lancashire lost approximately 218,000 days to sickness in 2022/23.

Less than a quarter (20%) of the workforce in Lancashire were on zero-hours contracts. Around half (54%) of the workforce usually worked full-time hours and 46% were part-time.

## Workforce demographics

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The majority (80%) of the workforce in Lancashire were female, and the average age was 43 years old. Workers aged under 25 made up 11% of the workforce and workers aged 55 and above represented 27%. Given this age profile approximately 9,500 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 West region this was 90%. An estimated 91% of the workforce in Lancashire identified as British, 3% identified as of an EU nationality and 6% a non-EU nationality, therefore there was a higher reliance on non-EU than EU workers

## Pay

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Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Lancashire (area), North West (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.

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<sup>2</sup> [www.skillsforcare.org.uk/values](http://www.skillsforcare.org.uk/values)

## Qualifications, training and skills

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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 47% of the direct care providing workforce in Lancashire hold a *relevant* adult social care qualification (48% in North West and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 64% had five or more years of experience in the adult social care sector, 58% had engaged with the Care Certificate and 74% had completed training.

### Factors affecting turnover

Together with a data science specialist, we used ASC-WDS information to create machine learning models that were used to assess which variables had an effect on adult social care workers' propensity to leave their posts.

### Across England, variables that influence the likelihood of a worker leaving their role were:

Workers who travelled further were more likely to leave.

Those under 25, and over 60 years old, were more likely to leave their posts.

Turnover decreased with higher levels of experience working in the sector.

Likelihood of leaving decreased as pay levels increased.

Likelihood of leaving decreased with higher levels of experience in role.

Likelihood of leaving decreased if workers had more training.

Turnover decreased if workers had a higher number of contracted hours.

Likelihood of leaving decreased if workers had fewer sickness days.

Workers on zero-hours contracts were more likely to leave their posts.

Likelihood of high turnover rates increased if the establishment had high turnover historically.

For more information please see Chapter 8 of 'The State of the adult social care sector and workforce, 2023' available at:

[www.skillsforcare.org.uk/Stateof](http://www.skillsforcare.org.uk/Stateof)

## Analytical service and relevant resources

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Our analysis team provides an external analysis service which is able to produce a range of in-depth reports, tailored to your specific requirements.

You can commission us to help you:

Partner with us to draw on our adult social care data and expertise to win bids and tenders.

Provide a detailed analysis of a geographic area, including analysis below local authority level.

Draw on our data science capabilities - discover how key outcomes (such as CQC scores, turnover rates and vacancy rates) can be improved.

Provide trends back to 2012/13 and forecasts for how the workforce could look like in the future.

Request a feed of data to enhance or improve a product or service.

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the 'State of the adult social care sector and workforce in North West' and key workforce topic areas please see:

[www.skillsforcare.org.uk/WIpublications](http://www.skillsforcare.org.uk/WIpublications)

For more detail about the methodology used to create these estimates please see:

[www.skillsforcare.org.uk/workforceestimates](http://www.skillsforcare.org.uk/workforceestimates)

## Interactive visualisations