

# A summary of the adult social care sector and workforce in Wirral 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 Wirral was around 11,000 in 2022/23. This was comprised of 10,500 filled posts and 700 vacancies. Since the previous year, the total number of posts were similar, the number of filled posts were similar and the number of vacancies has decreased by 100 (-11%).

There were an estimated 10,500 filled posts in adult social care, split between local authorities (1%), independent sector providers (78%), posts working for direct payment recipients (8%) and other se nBT/F1 12 Tf1 0 -3(cte)4(d)-3( b)4(y t)-3(h)-3(e)-3( )JTÆTQq0.000008871 0 5

<sup>1</sup> <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 Wirral had on average 9.9 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’<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

We estimate Wirral had 8,300 adult social care filled posts in the local authority and independent sectors.

These included 600 managerial roles, 350 regulated professionals, 6,100 direct care (including 5,200 care workers), and 1,300 other-non-care proving roles.

The average number of sickness days taken in the last year in Wirral was 6.1, (7.5 in North West and 5.9 across England). With an estimated directly employed workforce of 7,600, this means employers in Wirral lost approximately 47,000 days to sickness in 2022/23.

Around a quarter (22%) of the workforce in Wirral were on zero-hours contracts. Around half (53%) of the workforce usually worked full-time hours and 47% were part-time.

### Chart 1. Proportion of workers on zero hours contracts by area



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

## Workforce demographics

The majority (78%) of the workforce in Wirral were female, and the average age was 44 years old.

Workers aged under 25 made up 9% of the workforce and workers aged 55 and above represented 30%. Given this age profile approximately 2,500 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 94% of the workforce in Wirral identified as British, 2% identified as of an EU nationality and 4% a non-EU nationality, therefore there was a similar reliance on EU and non-EU workers

## Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Wirral (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.

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

	England	Region	Area
Full-time equivalent annual pay			
Social Worker*	£39,100	£37,200	*
Registered nurse	£37,000	£35,900	£36,200
Hourly pay			
National Living Wage	£9.50	£9.50	£9.50
Senior care worker	£11.09	£11.00	£10.91
Care worker	£10.34	£10.18	£10.25
Support and outreach	£10.31	£9.96	£10.63

\*Local authority social workers only.

<sup>3</sup> <https://www.skillsforcare.org.uk/Seeing-potential-Leeds-City-Council-Step-into-Care>

## 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 47% of the direct care providing workforce in Wirral 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, 47% had five or more years of experience in the adult social care sector, 81% had engaged with the Care Certificate and 78% 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.