

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

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 Hampshire had on average 9.5 years of experience in the sector and 77% 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 Hampshire had 35,000 adult social care filled posts in the local authority and independent sectors. These included 2,700 managerial roles, 1,600 regulated professionals, 25,000 direct care (including 21,000 care workers), and 5,400 other-non-care proving roles.

The average number of sickness days taken in the last year in Hampshire was 5.7, (5.5 in South East and 5.9 across England). With an estimated directly employed workforce of 32,000, this means employers in Hampshire lost approximately 180,000 days to sickness in 2022/23.

Less than a quarter (19%) of the workforce in Hampshire were on zero-hours contracts. Around two thirds (59%) of the workforce usually worked full-time hours and 41% were part-time.

Workforce demographics

The majority (81%) of the workforce in Hampshire were female, and the average age was 44 years old. Workers aged under 25 made up 10% of the workforce and workers aged 55 and above represented 27%. Given this age profile approximately 9,400 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 South East region this was 74%. An estimated 77% of the workforce in Hampshire identified as British, 7% identified as of an EU nationality and 16% 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 Hampshire (area), South 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

² www.skillsforcare.org.uk/values

Qualifications, training and skills

We believe that everyone working in adult