Workforce Update

Mathew Kendall
Adults and Communities Director
London Borough of Barnet &
LondonADASS workforce lead
The size and structure of the adult social care workforce in England, 2016

Adult social care jobs in England: 1.55 million

Increase of 240,000 jobs since 2009

Estimated number of adult social care jobs in England

<table>
<thead>
<tr>
<th>Year</th>
<th>Number</th>
<th>Percentage Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>1.32m</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>1.39m</td>
<td>5%</td>
</tr>
<tr>
<td>2011</td>
<td>1.41m</td>
<td>2%</td>
</tr>
<tr>
<td>2012</td>
<td>1.47m</td>
<td>4%</td>
</tr>
<tr>
<td>2013</td>
<td>1.5m</td>
<td>2%</td>
</tr>
<tr>
<td>2014</td>
<td>1.54m</td>
<td>3%</td>
</tr>
<tr>
<td>2015</td>
<td>1.55m</td>
<td>1%</td>
</tr>
<tr>
<td>NHS 2015</td>
<td>1.3m</td>
<td></td>
</tr>
</tbody>
</table>

Projected number of adult social care jobs in England in 2025: 1,830,000*

18% increase from 2015

*Demand based forecast based on the projected number of people aged 65 and over in the population from Projecting Older People Population Information System (POPPI)
London Social Care Workforce

Adult social care jobs in London
205,000

Number of jobs by sector

- Independent sector jobs: 158,500
- Statutory local authority jobs: 13,800
- Jobs for direct payment recipients: 25,000
- NHS jobs classified as ‘adult social care’: 8,800
Summary of the ASC London workforce

There are around 3,800 organisations and 5,900 locations delivering or offering adult social care.

The workforce has increased by 8% since 2011 and is projected to increase by another 17% by 2025 (35,000 extra jobs).

Selected job roles:
- 106,000 care workers
- 9,400 senior care workers
- 25,000 jobs for direct payment recipients
- 5,500 registered nurses
- 16,000 managerial roles
- 3,100 social workers

Summary of key workforce information:

The data below is based on 170,000 jobs in the statutory local authority and independent sectors as at 2015. Jobs for direct payment recipients and those working in the NHS are not included.

- Male 21%
  - Female 79%

- 57,000 (37.3%) of the workforce started their role in the past 12 months
- 35,000 (23.2%) left their role in the past 12 months
- Vacancy rate 10.1%

Workers have an average of 4 years experience in their role and 7 years experience in the sector.

The average social care worker is 44 years old.

Nationality of our workers:
- 59% British
- 13% EU
- 29% non-EU
Challenge: Working as a Health and Social Care system rather than an organisation or sector and developing a workforce to support and understand this.
Recruitment
Rotation
Integration
Technology
Current workforce
Leadership
Training

OPPORTUNITIES