

A summary of the adult social care sector and workforce in Rutland 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 Rutland was around 1,600 in 2022/23. This was comprised of 1,400 filled posts and 175 vacancies. Since the previous year, the total number of posts has increased by 50 (3%), the number of filled posts has increased by 50 (4%) and the number of vacancies were similar.

There were an estimated 1,400 filled posts in adult social care, split between local authorities (8%), independent sector providers (75%), posts working for direct payment recipients (8%) and other sectors (9%). As at March 2023, Rutland contained 23 CQC-regulated services; of these, 12 were residential and 11 were non-residential services.

If the workforce grows proportionally to the projected number of people aged 65 and over then the total number of adult social care posts in the East Midlands region will increase by 25% (from 169,000 to 212,000 post) between 2022/23 and 2035.

From here on, the figures in this report refer to the 1,200 filled posts in the independent sector and local authority in Rutland only. Filled posts in other sectors are not included.

The independent sector information in this report was collected between April 2022 and March 2023, and local authority information dates from September 2022.

For information about changes in the workforce since March 2023, using monthly monitoring of the ASC-WDS, please see our Workforce Intelligence website¹.

Recruitment and retention

Skills for Care estimates that the staff turnover rate in Rutland was 32.5%, which was higher than the region average of 29.7% and higher than England at

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

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 48% of the direct care providing workforce in Rutland hold a *relevant* adult social care qualification (43% in East Midlands and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 38% had five or more years of experience in the adult social care sector and 81% had engaged with the Care Certificate.

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: