A summary of the adult social care sector and workforce in Durham
2023/24

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 2023/24 the adult social care sector in England had an estimated 18,500 organisations with 40,000 care-providing locations and a workforce of around 1.84 million posts.
The total number of posts in Durham was around 16,000 in 2023/24. This was comprised of 15,300 filled posts and 850 vacant posts across all sectors.

Since the previous year, the total number of posts were similar, the number of filled posts has increased by 500 (4%) and the number of vacancies has decreased by 325 (27%).

The estimated 15,000 filled posts were split between local authorities (6%), independent sector providers (77%), posts working for direct payment recipients (6%) and other sectors (11%).

In 2023/24, the CQC register showed there were 210 regulated services in Durham; 146 were residential and 64 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 North East region will increase by 23% (from 95,000 to 116,000 posts) between 2023/24 and 2040.

From here on, the figures in this report refer to the 12,500 filled posts in the independent sector and local authority only. Filled posts in other sectors are not included.

The independent sector information in this report was collected between April 2023 and March 2024, and local authority information dates from September 2023.

For information about changes in the workforce since March 2024, using monthly monitoring of the ASC-WDS, please see our Workforce InteQq0tufnce 8(eo(W)-5(DS)]TETQ/F1 12 T

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 which has impacted these trends.

Workers in Durham had on average 10.3 years of experience in the sector and 73% of the workforce had been working in the sector for at least three years.

We have many resources and tools available to help. Please visit our values-based recruitment page for more information. Skills for Care have also collaborated with the adult social care sector and people who draw on care and support to develop a Workforce Strategy, which includes attraction recommendations and commitments.

Employment information

We estimate Durham had 12,500 adult social care filled posts in the local authority and independent sectors. These included 800 managerial roles, 700

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 58% of the direct care providing workforce in Durham hold a *relevant* adult social care qualification (57% in North East and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 53% had five or more years of experience in the adult social care sector, 74% had engaged with the Care Certificate and 76% 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