

March 2016



1.45 million people are employed in adult social care in throughout England and by **2025** it is estimated that another **1 million workers** will be needed to meet England's growing social care demands and ageing population who will require increased levels of care¹.

An estimated 17,300 organisations were involved in providing or organising adult social care in England as at 2013 - an increase of 1% from 2012.

76% of jobs in adult social care were with independent employers (57% private and 19% voluntary). Jobs in local authorities accounted for just less than 10% of all jobs, and jobs in the NHS accounted for five per cent of the total.

The number of adult social care jobs was estimated to have increased by around 2% between 2012 and 2013 and by 15% since 2009 and since 2009 the workforce has continued to shift away from local authority jobs and towards independent sector jobs².

Further facts

- Overall, the adult social care workforce remains one where females make up over 80% of the workforce.
- The average age of a worker is 42 years old, the average age of someone holding a Managerial and professional role is 47, and the average age of someone holding a direct care role is 42.
- There is an estimated vacancy rate of 5.4% in the sector, which rises to 7.7% in domiciliary care
- Around half of all adult social care workers are employed in residential settings while a further 38% are employed in adult domiciliary care settings. The remaining workers are employed in adult community care, adult day care and other care settings.
- Looking at the workforce by broad job role group, almost three quarters of the workforce are working in a direct-care providing role
- The majority of roles are directly employed (91%) and of these 95% are employed on a permanent basis.
- Just over half the workforce (52%) work full-time in their position, while 36% hold a part-time role – lastly 12% work in a role classed as neither of these.
- Almost a quarter of jobs in the adult social care sector (23%) operate on a zero hour contract. Overall Skills for Care estimate there to be around 300,000 workers working on a zero hour basis.

¹ <http://www.skillsforcare.org.uk/Document-library/NMDS-SC,-workforce-intelligence-and-innovation/NMDS-SC/Sizeand-structure/SFC-SIZEANDSTRUCTURE-NEW-MASTER-FINAL-FINAL.pdf>

² <http://www.skillsforcare.org.uk/Document-library/NMDS-SC,-workforce-intelligence-and-innovation/NMDS-SC/Stateof-2014-ENGLAND-WEB-FINAL.pdf>



Health and Social Care in the South East region³

The South East encompasses Berkshire, Buckinghamshire, East Sussex, Hampshire, the Isle of Wight, Kent, Oxfordshire, Surrey and West Sussex. Our region (South Central) has overlap with the South East as a whole.

- There are estimated to be just under 265,000 adult social care jobs in the South East.
- Over 246,000 people are working in the adult social care sector in the South East.
- Workers who provide direct care make up nearly 198,000 (75%) of these jobs
- Almost 89% of these jobs are in the independent sector (including those working for people who receive a direct payment)
- More than 49,000 social care workers in the South East may retire in the next 10 years (22% over 55 years old).

(Skills for Care)

Qualification Examples

- Level 1 Preparing to Work in Adult Social Care
- Level 2 Supporting Individuals with Learning Disabilities
- Level 2 Awareness of Dementia
- Level 2 & 3 Diploma in Health and Social Care
- Level 5 Leadership in Health & Social Care

Typical Hours of Work

Working hours vary because due to different job roles and will include evenings, weekends and nightshifts. In some jobs, for example as a personal assistant, you may be expected to stay with the client. Part-time hours are widely available. If you work in the community you may need to travel between clients' homes.

³ <http://www.skillsforcare.org.uk/Document-library/NMDS-SC,-workforce-intelligence-and-innovation/NMDSSC/SouthEastregionalreport2013vweb.pdf>

JOB OPENINGS

530,000

(2012-2022)

There is a boom in demand for people in caring roles. The wider care industry already employs around 1.7 million people, but jobs in frontline care are set to see tremendous growth, and become a sector of increasing significance in the lives of many.

Life expectancy is rising



By 2037 the number of people aged 75+ is predicted almost to double from 5.2 million today, to 9.5 million. This means more than 1 in 10 (13%) people in the UK will be aged over 75.

FACTS ABOUT CARE WORK



People in this job:
729,000



Weekly Gross Pay:
£244

UK Average (63%) Care Worker (37%)

Average salary:
£12k

UK average: £22k



Average hours:
40

UK average: 39

Salary Potential⁴

- Starting salaries can be between £12,000 and £16,000 a year.
- With experience, qualifications and extra responsibilities a specialist support worker may earn between £18,000 and £21,000.
- You may be paid a higher hourly rate for night shifts and weekend work.

⁴ https://www.google.co.uk/search?hl=en&q=national+careers+service&meta=&safe=active&gws_rd=ssl

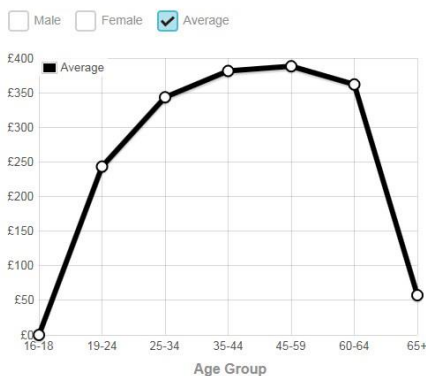
DBS Checks

The Disclosure and Barring Service (DBS) check replace the previous Criminal Records Bureau check (CRB). The check may reveal convictions, cautions, reprimands and warnings.

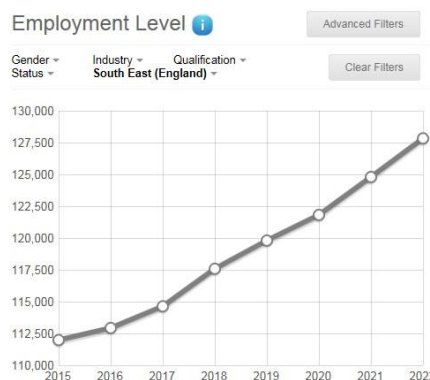
The new service was implemented on the 17th June where people can sign up to the Update Service. Individuals can reuse their certificates and with permission employers can carry out on line checks. For more information visit <https://www.gov.uk/disclosure-barring-service-check/overview>

The future for the Care Sector in the South East

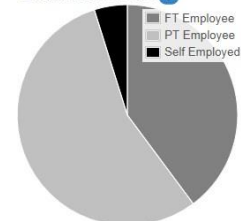
Estimated Weekly Pay i



Future Predictions



Status in 2022 i



Further Information

Sector Skills Council
www.skillsforcare.org.uk

Care Careers
www.caringcareers.org.uk

NHS Jobs
www.jobs.nhs.uk
Apprenticeships

Apprenticeships
Apprenticeships@skillsforcare.org.uk

National Careers Service website

<https://www.healthcareers.nhs.uk/>

<https://nationalcareersservice.direct.gov.uk> or call 0800 100 900 to speak to a Careers Adviser

Careers Practitioners in schools can access this factsheet and many other resources on our Supporting Inspiration website. If you are a Careers Practitioner and would like to gain access to these resources please email inspirations.sc@ncs-cfbt.com to request a log-in.

