

# A summary of the adult social care sector and workforce in Sutton

## 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 Sutton was around 6,800 in 2023/24. This was comprised of 6,000 filled posts and 800 vacant posts across all sectors.

Since the previous year, the total number of posts has increased by 150 (2%), the number of filled posts has increased by 100 (2%) and the number of vacancies has increased by 50 (8%).

The estimated 6,000 filled posts were split between local authorities (4%), independent sector providers (83%), posts working for direct payment recipients (8%) and other sectors (5%).

In 2023/24, the CQC register showed there were 131 regulated services in Sutton; 72 were residential and 59 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 London region will increase by 33% (from 255,000 to 340,000 posts) between 2023/24 and 2040.

**From here on, the figures in this report refer to the 5,200 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-WDS5 463.03 Tm0 g0 G(rep)-4

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 Sutton had on average 9.1 years of experience in the sector and 72% 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

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We estimate Sutton had 5,200 adult social care filled posts in the local authority and independent sectors. These included 425 managerial roles, 200 regulated profession roles, 4,000 direct care (including 3,600 care workers), and 600 other-non-care providing roles.

The average number of sickness days taken in the last year in Sutton was 3.6, (4.2 in London and 5.3 across England). With an estimated directly employed workforce of 4,700, this means employers in Sutton lost approximately 17,000 days to sickness in 2023/24.

Around three quarters of the workforce (78%) usually worked full-time hours in Sutton and 22% were part-time.

Under half (43%) of the workforce were on zero-hours contracts.

## Workforce demographics

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The majority (82%) of the workforce in Sutton were female, and the average age was 45.2 years old.

Workers aged under 25 made up 8% of the workforce and workers aged 55 and above repre(a)-3(rs o)-2(l)12(d)-3(. )]TET

## Qualifications, training and skills

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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 24% of the direct care providing workforce in Sutton hold a *relevant* adult social care qualification (51% in London and 47% 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, 83% had engaged with the Care Certificate and 89% 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 care workers' propensity to leave their posts.

### Across England, variables that influence the likelihood of a care