

A summary of the adult social care sector and workforce in Doncaster

2019/20

Skills for Care, as the leading source of adult social care workforce intelligence, helps to create a skilled, valued and better-led adult social care workforce. We provide the practical tools and support to help adult social care organisations in England recruit, retain, develop and lead their workforce. We work with employers and related services to ensure dignity and respect are at the heart of service delivery.

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 2019/20 the adult social care sector in England had an estimated 18,200 organisations with 38,000 care-providing locations and a workforce of around 1.65 million jobs. In Doncaster there were an estimated **8,800** jobs in adult social care, split between local authorities (**8%**), independent sector providers (**77%**) and jobs working for direct payment recipients (**15%**). As at March 2020, Doncaster contained 121 CQC-regulated services; of these, 78 were residential and 43 were non-residential services.



Adult social care is a growing sector. Across England it has increased by 9% since 2012, and in the Yorkshire and the Humber region it increased by 6% since 2012.



If the workforce grows proportionally to the projected number of people aged 65 and over then the number of adult social care jobs in the Yorkshire and the Humber region will increase by 29% (from 159,000 to 206,000 jobs) between 2020 and 2035.

From here on, the figures in this report refer to the 7,400 jobs in the independent sector and local authority in Doncaster. Jobs working for direct payment recipients are not included.

The information in this report was provided by local authorities as at September 2019 and by independent sector employers as at March 2020.

It should be noted that the data used in this report for 2019/20 was collected prior to the height of the COVID-19 pandemic in England. We're analysing ASC-WDS data on a monthly basis to monitor the impact of COVID-19 on the sector and workforce. The outputs from this analysis can be found on the COVID-19 section of our Workforce Intelligence website¹.

Recruitment and retention

Skills for Care estimates that the **staff turnover rate** in Doncaster was 24.1%, which was lower than the region average of 31.0% and lower than England, at 31.9%. Not all turnover results in workers leaving the sector, over three quarters (81%) of starters were recruited from within the adult social care sector, therefore although employers need to recruit to these posts, the



¹ www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/publications/Topics/COVID-19

sector retains their skills and experience.

Adult social care has an experienced 'core' of workers. Workers in Doncaster had on average **8 years of experience in the sector** and 64% of the workforce had been working in the sector for at least three years.

Using both workforce intelligence evidence and our links with employers and stakeholders across England, we know that recruitment and retention is one of the largest issues faced by employers. We have many resources and tools available to help, for example the 'Values-based recruitment and retention toolkit'² and 'Seeing potential: widen your talent pool'.³ For more information please visit: www.skillsforcare.org.uk/recruitment-retention

Employment information

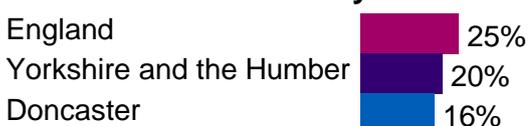
We estimate Doncaster had **7,400** adult social care jobs employed in the local authority and independent sectors. These included 475 managerial roles, 325 regulated professionals, 5,500 direct care (including 4,800 care workers), and 1,100 other-non-care proving roles.

The average number of **sickness days** taken in the last year in Doncaster was 7.8, (6 in Yorkshire and the Humber and 5.1 across England). With an estimated directly employed workforce of 7,100 this would mean employers in Doncaster lost approximately **56,000 days to sickness in 2019/20**.

Less than a quarter (16%) of the workforce in Doncaster were on zero-hours contracts.

Over half (61%) of the workforce usually worked full-time hours and 39% were part-time.

Chart 1. Proportion of workers on zero hours contracts by area



² www.skillsforcare.org.uk/vba

Workforce demographics

The majority (86%) of the workforce in Doncaster were female, and the average age was 43 years old. Workers aged 24 and under made up 10% of the workforce and workers aged over 55 represented 27%. Given this age profile approximately 2,000 people will be reaching retirement age in the next 10 years.



Nationality varied by region, in England 83% of the workforce identified as British, while in the Yorkshire and the Humber region this was 93%. An estimated 96% of the workforce in Doncaster identified as British, 3% identified as of an EU nationality and 2% a non-EU nationality, therefore there was a higher reliance on EU than non-EU workers.

Pay



Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Doncaster (area), Yorkshire and the Humber (region) and England. All figures represent the independent sector as at March 2020, except social workers which represent the local authority sector as at September 2019. At the time of analysis, the National Living Wage was £8.21.

Table 1. Average pay rate of selected job roles by area

	England	Region	Area
Full-time equivalent annual pay			
Social Worker [†]	£36,400	£33,100	£33,700
Registered nurse	£31,800	£30,700	£30,400
Hourly pay			
National Living Wage	£8.21	£8.21	£8.21
Senior care worker	£9.54	£9.40	£9.19
Care worker	£8.80	£8.58	£8.61
Support and outreach	£8.97	£8.89	£8.84

[†]Local authority social workers only.

Please note that pay varies by sector, with local authority pay generally being higher than independent sector pay.

³ www.skillsforcare.org.uk/seeingpotential

Qualifications, training and skills

Skills for Care believes that everyone working in adult social care should be able to take part in learning and development so that they can carry out their role effectively. This helps to develop the right skills and knowledge to enable them to provide high quality care and support.

Skills for Care estimates show that 49% of the direct care providing workforce in Doncaster hold a *relevant* adult social care qualification (55% in Yorkshire and the Humber and 50% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 24% had five or more years of experience in the adult social care sector, 70% had engaged with the Care Certificate and 63% 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 jobs.

Across England, variables that influence the likelihood of a worker leaving their role were:

- Workers who travelled further were more likely to leave.
- Those under 25, and over 60 years old, were more likely to leave their posts.
- Turnover decreased with higher levels of experience working in the sector.
- Likelihood of leaving decreased as pay levels increased.
- Likelihood of leaving decreased with higher levels of experience in role.
- Likelihood of leaving decreased if workers had more training.
- Turnover decreased if workers had a higher number of contracted hours.
- Likelihood of leaving decreased if workers had fewer sickness days.
- Workers on zero-hours contracts were more likely to leave their posts.
- Likelihood of high turnover rates increased if the establishment had high turnover historically.

For more information please see Chapter 8 of 'The State of the adult social care sector and workforce, 2020' available at:

www.skillsforcare.org.uk/Stateof

Analytical service and relevant resources

For a bespoke analysis of workforce information at a local level or to answer any specific questions you have about the adult social care workforce please contact:

analysis@skillsforcare.org.uk

Example topics include;

- A more detailed workforce report about adult social care within this area
- Workforce trends between 2012/13 and 2019/20
- Workforce forecasts between 2020 and 2035
- Information on the provision of care for people with learning disabilities or other people who use social care services.
- Data science and factors affecting turnover in your local area

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the 'State of the adult social care sector and workforce in Yorkshire and the Humber' and key workforce topic areas please see: www.skillsforcare.org.uk/WI/publications

For more detail about the methodology used to create these estimates please see:

www.skillsforcare.org.uk/workforceestimates

Interactive visualisations

Two interactive visualisations have been created at an LA level, to enable you to see and understand your workforce intelligence in a more visual and interactive way. One allows you to see your LA area in more detail and the other to compare LA areas.

They have been designed with users, to ensure that they are simple to use, but full of useful information. To access the visualisations, please see

www.skillsforcare.org.uk/lasummaries

For more information please email analysis@skillsforcare.org.uk