

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

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 Essex had on average 9.7 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

We estimate Essex had 35,000 adult social care filled posts in the local authority and independent sectors. These included 3,000 managerial roles, 1,400 regulated profession roles, 26,000 direct care (including 22,000 care workers), and 4,700 other-non-care proving roles.

The average number of sickness days taken in the last year in Essex was 3.7, (4.5 in Eastern and 5.3 across England). With an estimated directly employed workforce of 31,000, this means employers in Essex lost approximately 116,000 days to sickness in 2023/24.

Around two thirds of the workforce (60%) usually worked full-time hours in Essex and 40% were part-time.

Less than a quarter (21%) of the workforce were on zero-hours contracts.

Workforce demographics

The majority (79%) of the workforce in Essex were female, and the average age was 44.3 years old. Workers aged under 25 made up 8% of the workforce and workers aged 55 and above represented 28%. Given this age profile approximately 9,600 posts will be reaching retirement age in the next 10 years.

Across England 73% of the workforce identified as British, while in the Eastern region this was 70%. An estimated 73% of the workforce in Essex identified as British, 20% identified as of a non-EU nationality and 6% identified as of an EU nationality, therefore there was a higher reliance on non-EU than EU workers.

Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Essex (area), Eastern (region) and England. All figures represent W* nBT/F1 12 Tf1 0 0 1 529.78 669.46 Tm0

