

A summary of the adult social care sector and workforce in Bath and North East Somerset 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 Bath and North East Somerset was around 5,000 in 2023/24. This was comprised of 4,700 filled posts and 325 vacant posts across all sectors.

Since the previous year, the total number of posts has decreased by 25 (less than 1%), the number of filled posts has increased by 150 (3%) and the number of vacancies has decreased by 175 (36%).

The estimated 4,700 filled posts were split between local authorities (9%), independent sector providers (75%), posts working for direct payment recipients (7%) and other sectors (9%).

In 2023/24, the CQC register showed there were 79 regulated services in Bath and North East Somerset; 53 were residential and 26 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 South West region will increase by 35% (from 194,000 to 260,000 posts) between 2023/24 and 2040.

From here on, the figures in this report refer to the 4,000 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 Intelligence website](#).

Recruitment and retention

Skills for Care estimates that the staff turnover rate in Bath and North East Somerset was 25.2%, which was similar to the region average of 26.1% and similar to England at 24.8%. Not all turnover results in workers leaving the sector, around two thirds (65%) of starters were recruited from within the adult social care sector, therefore although employers need to recruit to these posts, the sector retains their skills and experience.



We estimate that the vacancy rate in Bath and North East Somerset was 7.2%, which was similar to the regional average of 7.4% and similar to England at 8.1%.

Across England, the vacancy rate has

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 35% of the direct care providing workforce in Bath and North East Somerset hold a *relevant* adult social care qualification (46% in South West and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 42% 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 care workers' propensity to leave their posts.

Across England, variables that influence the likelihood of a care 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