

A summary of the adult social care sector and workforce in Lincolnshire 2023/24



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 Lincolnshire had on average 9.6 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 Lincolnshire had 22,000 adult social care filled posts in the local authority and independent sectors. These included 1,600 managerial roles, 650 regulated profession roles, 16,500 direct care (including 14,000 care workers), and 3,200 other-non-care providing roles.

The average number of sickness days taken in the last year in Lincolnshire was 5.1, (5.7 in East Midlands and 5.3 across England). With an estimated directly employed workforce of 19,500, this means employers in Lincolnshire lost approximately 100,000 days to sickness in 2023/24.

Over half of the workforce (58%) usually worked full-time hours in Lincolnshire and 42% were part-time.

Less than a quarter (15%) of the workforce were on zero-

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 42% of the direct care providing workforce in Lincolnshire hold a *relevant*