

A summary of the adult social care sector and workforce in Hertfordshire 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.

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 Hertfordshire had on average 8.7 years of experience in the sector and 68% 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 Hertfordshire had 32,000 adult social care filled posts in the local authority and independent sectors. These included 2,900 managerial roles, 1,200 regulated profession roles, 24,000 direct care (including 20,500 care workers), and 4,200 other-non-care proving roles.

The average number of sickness days taken in the last year in Hertfordshire was 4.9, (4.5 in Eastern and 5.3 across England). With an estimated directly employed workforce of 30,000, this means employers in Hertfordshire lost approximately 146,000 days to sickness in 2023/24.

Around two thirds of the workforce (62%) usually worked full-time hours in Hertfordshire and 38% were part-time.

Less than a quarter (18%) of the workforce were on zero-hours contracts.

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



Workforce demographics

The majority (77%) of the workforce in Hertfordshire were female, and the average age was 43.6 years old. Workers aged under 25 made up 8% of the workforce and workers aged 55 and above represented 26%. Given this age profile approximately 8,500 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 60% of the workforce in Hertfordshire identified as British, 31% identified as of a non-EU nationality and 9% 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 Hertfordshire (area), Eastern (region) and England. All figures represent the independent sector as at March 2024, except social workers which represent the local authority sector as at September 2023. At the time of analysis, the National Living Wage was £10.42.

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

	England	Region	Area
Full-time equivalent annual pay			
Social Worker**	£41,500	£39,400	£43,500
Registered nurse	£39,500	£39,100	£40,700
Hourly pay			
National Living Wage	£10.42	£10.42	£10.42
Senior care worker	£12.04	£12.03	£12.30
Care worker	£11.23	£11.22	£11.51
Support and outreach	£11.11	£11.13	£11.62

**Local authority social workers only.

