

# A summary of the adult social care sector and workforce in Southend on Sea 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 Southend on Sea was around 6,700 in 2023/24. This was comprised of 6,200 filled posts and 550 vacant posts across all sectors.

Since the previous year, the total number of posts were similar, the number of filled posts were similar and the number of vacancies were similar.

The estimated 6,200 filled posts were split between local authorities (4%), independent sector providers (84%), posts working for direct payment recipients (6%) and other sectors (6%).

In 2023/24, the CQC register showed there were 158 regulated services in Southend on Sea

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 Southend on Sea had on average 10.3 years of experience in the sector and 80% 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**

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We estimate Southend on Sea had 5,400 adult social care filled posts in the local authority and independent sectors. These included 500 managerial roles, 150 regulated profession roles, 4,100 direct care (including 3,400 care workers), and 650 other-non-care proving roles.

The average number of sickness days taken in the last year in Southend on Sea was 4.4, (4.5 in Eastern and 5.3 across England). With an estimated directly employed workforce of 4,900, this means employers in Southend on Sea lost approximately 21,500 days to sickness in 2023/24.

Over half of the workforce (57%) usually worked full-time hours in Southend on Sea and 43% were part-time.

Around a third

## Qualifications, training and skills

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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 40% of the direct care providing workforce in Southend on Sea hold a *relevant* adult social care qualification (44% in Eastern and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 58% had five or more years of experience in the adult social care sector, 72% 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