

A summary of the adult social care sector and workforce in Brent 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 Brent was around 8,700 in 2023/24. This was comprised of 7,600 filled posts and 1,100 vacant posts across all sectors.

Since the previous year, the total number of posts has decreased by 300 (3%), the number of filled posts has increased by 250 (4%) and the number of vacancies has decreased by 550 (34%).

The estimated 7,600 filled posts were split between local authorities (5%), independent sector providers (81%), posts working for direct payment recipients (8%) and other sectors (6%).

In 2023/24, the CQC register showed there were 154 regulated services in Brent; 54 were residential and 100 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 London region will increase by 33% (from 255,000 to 340,000 posts) between 2023/24 and 2040.

From here on, the figures in this report refer to the 6,600 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

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 Brent had on average 9.5 years of experience in the sector and 74% 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](#)

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 39% of the direct care providing workforce in Brent hold a *relevant* adult social care qualification (51% in London and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 42% had five or more years of experience in the adult social care sector, 79% had engaged with the Care Certificate and 69% 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.

Likelihood of leaving decreased if workers had fewer sickness days.

Workers on zero-hours contracts were more likely to leave their posts.

Likelihood of high turnover rates increased if the establishment had high turnover historically.

For more information please see Chapter 9 of 'The State of the adult social care sector and workforce, 2024' available at:

www.skillsforcare.org.uk/Stateof

Analytical service and relevant resources

Our analysis team provides an external analysis service which is able to produce a range of in-depth reports, tailored to your specific requirements.

You can commission us to help you:

Partner with us to draw on our adult social care data and expertise to win bids and tenders.

Provide a detailed analysis of a geographic area, including analysis below local authority level.

Draw on our data science capabilities - discover how key outcomes (such as CQC scores, turnover rates and vacancy rates) can be improved.

Provide trends back to 2012/13 and forecasts for how the workforce could look like in the future.

Request a feed of data to enhance or improve a product or service.

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the 'State of the adult social care sector and workforce in London' and key workforce topic areas please see:

www.skillsforcare.org.uk/WIpublications

For more detail about the methodology used to create these estimates please see:

www.skillsforcare.org.uk/workforceestimates

Interactive visualisations

Two interactive visualisations have been created at an LA level, to enable you to see and understand your workforce intelligence in a more visual and interactive way. One allows you to see your LA area in more detail and another to compare LA areas. To access the visualisations, please see

www.skillsforcare.org.uk/lasummaries

For more information please email analysis@skillsforcare.org.uk