

# A summary of the adult social care sector and workforce in Cornwall and Isles of Scilly 2022/23



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 2022/23 the adult social care sector in England had an estimated 18,000 organisations with 39,000 care-providing locations and a workforce of around 1.79 million posts.



The total number of posts in Cornwall and Isles of Scilly was around 19,500 in 2022/23. This was comprised of 17,500 filled posts and 1,900 vacancies. Since the previous year, the total number of posts were similar, the number of filled posts were similar and the number of vacancies has decreased by 50 (-2%).

There were an estimated 17,500 filled posts in adult social care, split between local authorities (6%), independent sector providers (81%), posts working for direct payment recipients (7%) and other sectors (7%). As at March 2023, Cornwall and Isles of Scilly contained 325 CQC-regulated services; of these, 215 were residential and 110 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 30% (from 190,000 to 246,000 post) between 2022/23 and 2035.

**From here on, the figures in this report refer to the 15,000 filled posts** in the independent sector and local authority in Cornwall and Isles of Scilly only. Filled posts in other sectors are not included.

The independent sector information in this report was collected between April 2022 and March 2023, and local authority information dates from September 2022.

For information about changes in the workforce since March 2023, using monthly monitoring of the ASC-WDS, please see our Workforce Intelligence website<sup>1</sup>.

## Recruitment and retention

Skills for Care estimates that the staff turnover rate in Cornwall and Isles of Scilly was 27.4%, which was lower than the region average of 32.2% and similar to England at 28.3%. Not all turnover results in workers leaving the sector, around two thirds (60%) 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 Cornwall and Isles of Scilly was 11.30%, which was similar to the regional average of 9.6% and similar to England at 9.9%.

<sup>1</sup> <https://www.skillsforcare.org.uk/monthlytracking>

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 substantially which has impacted these trends.

Workers in Cornwall and Isles of Scilly had on average 9.9 years of experience in the sector and 77% of the workforce had been working in the sector for at least three years.

We know that recruitment and retention is one of the largest issues faced by employers. We have many resources and tools available to help, for example the 'Values-based recruitment and retention toolkit'<sup>2</sup> and 'Seeing potential: widen your talent pool'.<sup>3</sup> For more information please visit:

[www.skillsforcare.org.uk/recruitment-retention](http://www.skillsforcare.org.uk/recruitment-retention)

## **Employment information**

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We estimate Cornwall and Isles of Scilly had 15,000 adult social care filled posts in the local authority and independent sectors.

These included 1,300 managerial roles, 600 regulated professionals, 11,000 direct care (including 9,000 care workers), and 2,500 other-non-care proving roles.

The average number of sickness days taken in the last year in Cornwall and Isles of Scilly was 6.5, (6.3 in South West and 5.9 across England). With an estimated directly employed workforce of 14,000, this means employers in Cornwall and Isles of Scilly lost approximately 91,000 days to sickness in 2022/23.

Less than a quarter (15%)

## **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 48%