



**Leicester, Leicestershire
and Rutland**
Integrated Care Board

Appendix B: LLR Adult Social Care 22/23

Skills for Care workforce intelligence

A proud partner in the:



**Leicester, Leicestershire
and Rutland**
Health and Wellbeing Partnership

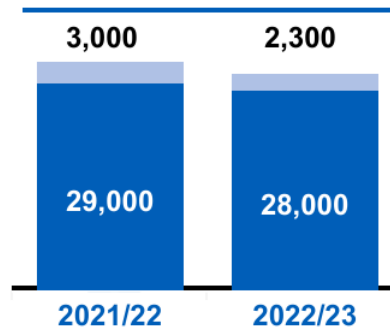
Key Findings 22/23



In the local authority and independent sector:

31,000 total posts
28,000 filled posts
20,500 FTE filled posts
 (full-time equivalent filled posts)

Change in filled posts and vacancies



There was a change of **-1,000 filled posts (-3%)** since 2021/22 in local authority and independent sectors

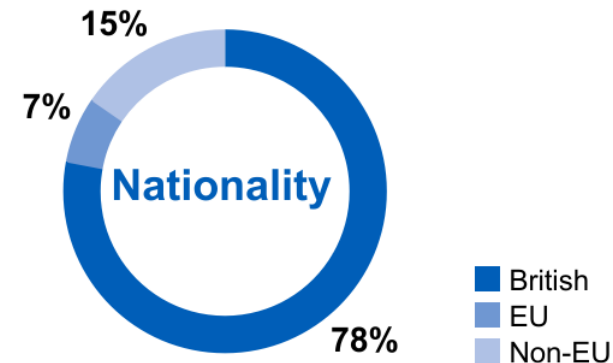
Average hourly pay for care workers

Local authority

£10.94

Independent sector

£10.11



32% of workers were on zero-hours contracts



8.0% average vacancy rate in 2022/23



The average turnover rate was **27.5%**



23% were aged 55 or above

This page contains information about **local authority** and **independent** sectors only

Employment overview 22/23

Number of filled posts
28,000

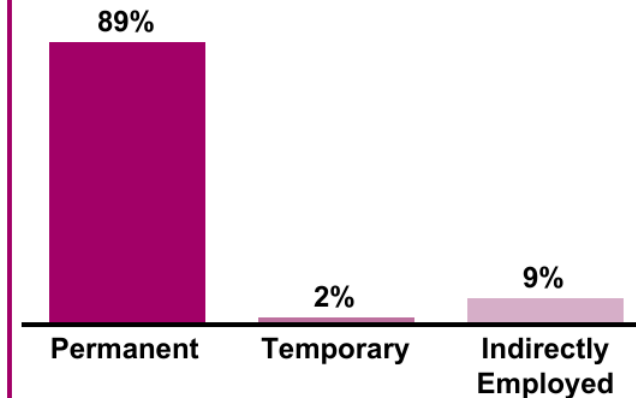
■ Full-time
■ Part-time



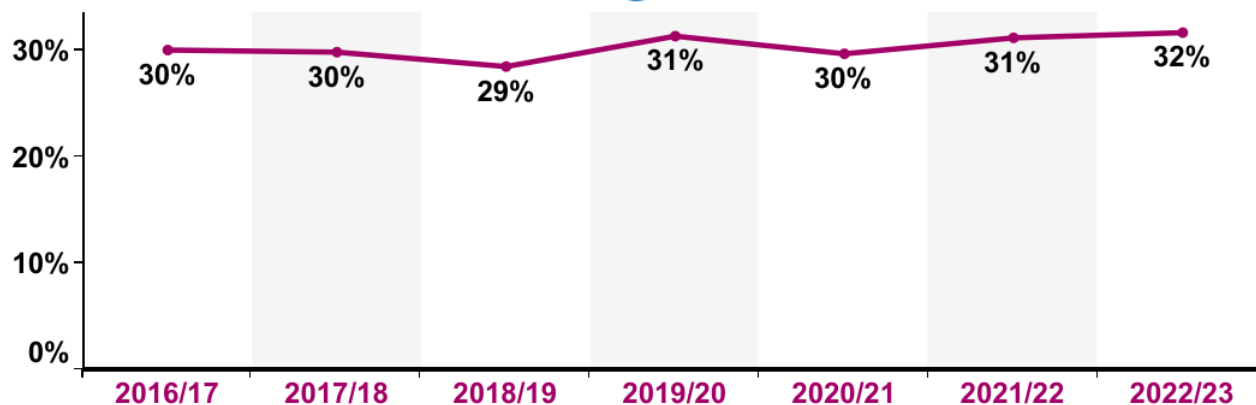
Full-time equivalent filled posts

The FTE filled posts ratio in Leicester, Leicestershire and Rutland is **0.71**

Employment status



Zero-hours contracts trend



In 2022/23

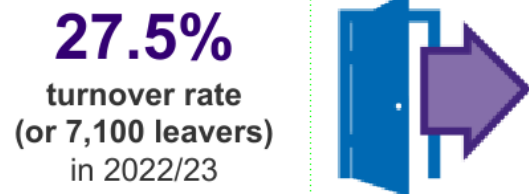
32%

of filled posts were zero-hours contracts (or 9,000 filled posts)



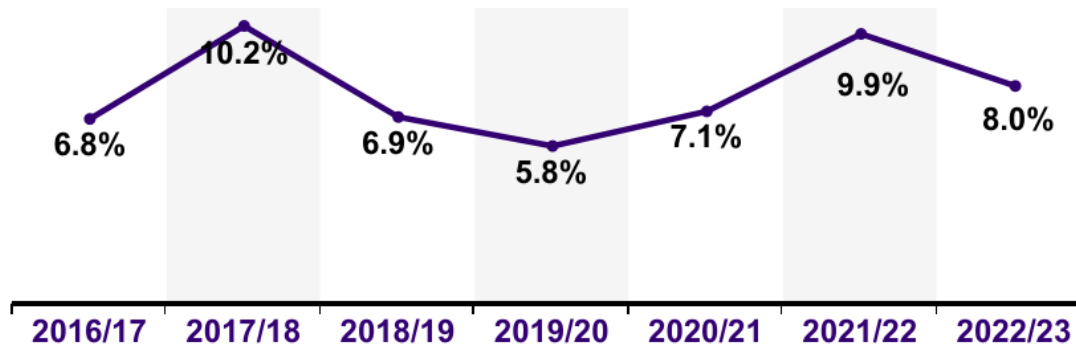
This page contains information about **local authority** and **independent** sectors only

Recruitment and retention 22/23



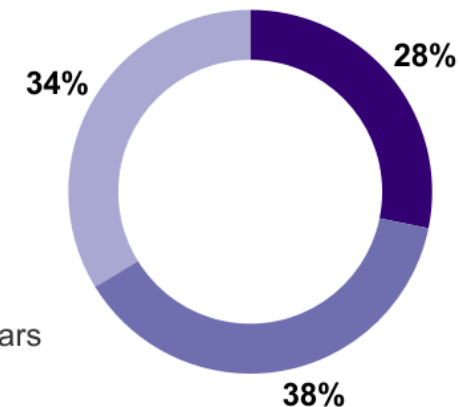
Select a view:
 Vacancy rate
 Turnover rate

Vacancy rate trend i



Experience in sector

Select a view:
 Experience in sector
 Experience in role



This page contains information about **local authority** and **independent** sectors only

Demographics 22/23

Gender

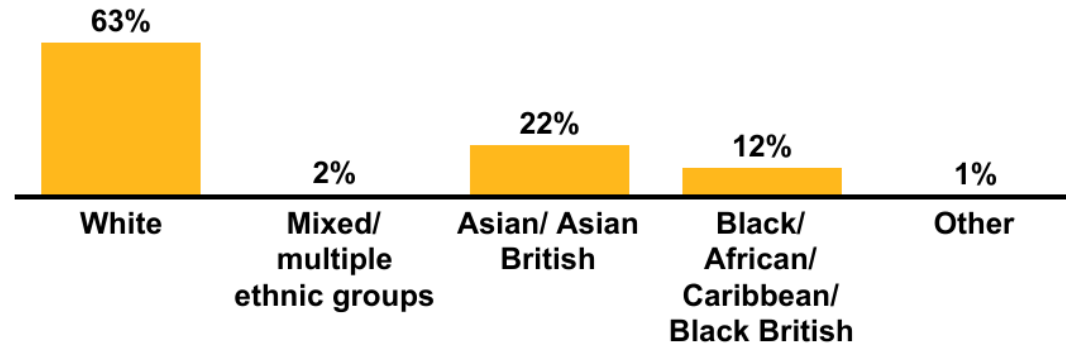
81% of the workforce were **female**

19% of the workforce were **male**

'Other' gender is collected but not yet included in analysis. Press the report for more information:

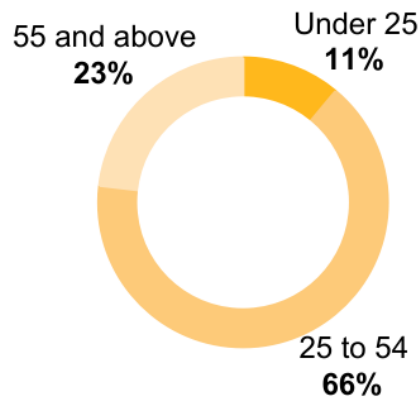


Ethnicity

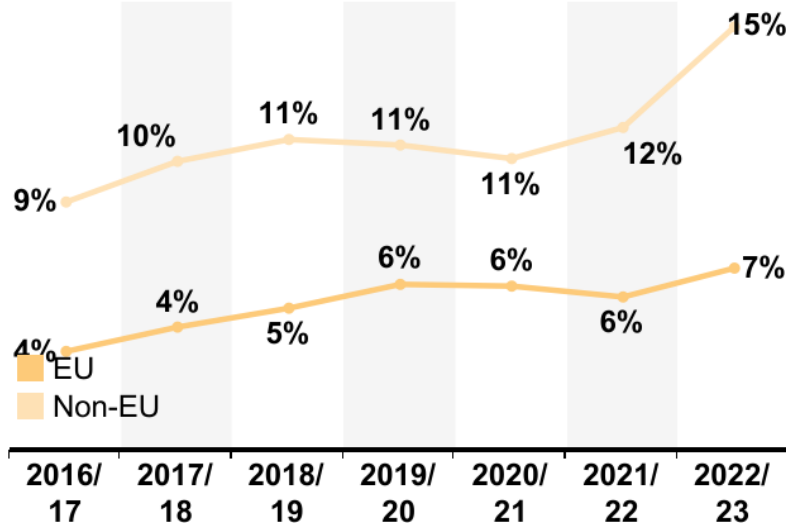


Age

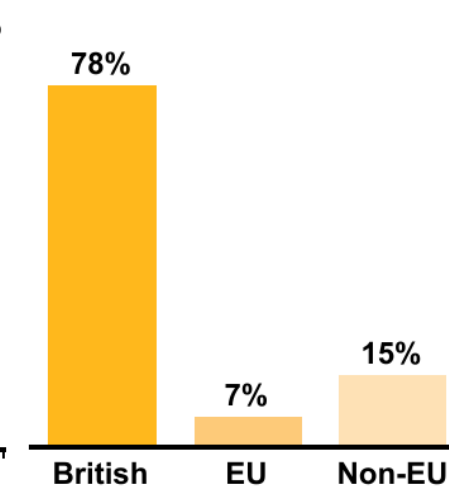
The average age was **42 years old**



Nationality trend



Nationality (2022/23)

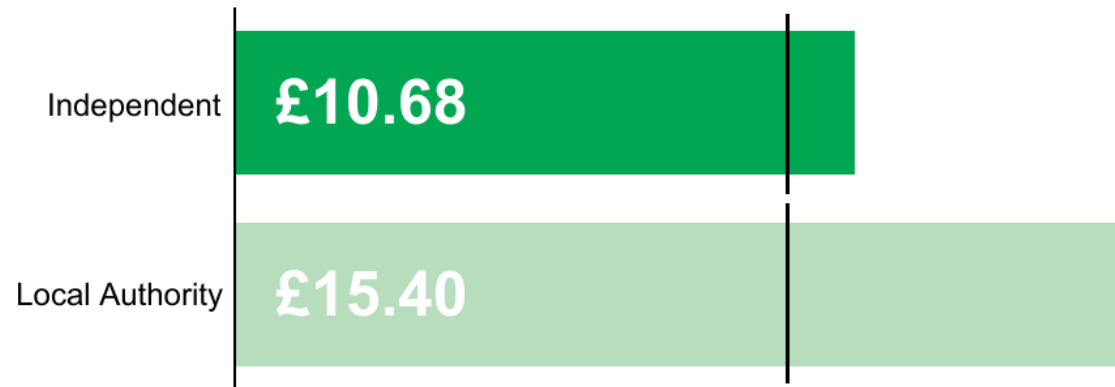


This page contains information about **local authority** and **independent** sectors only

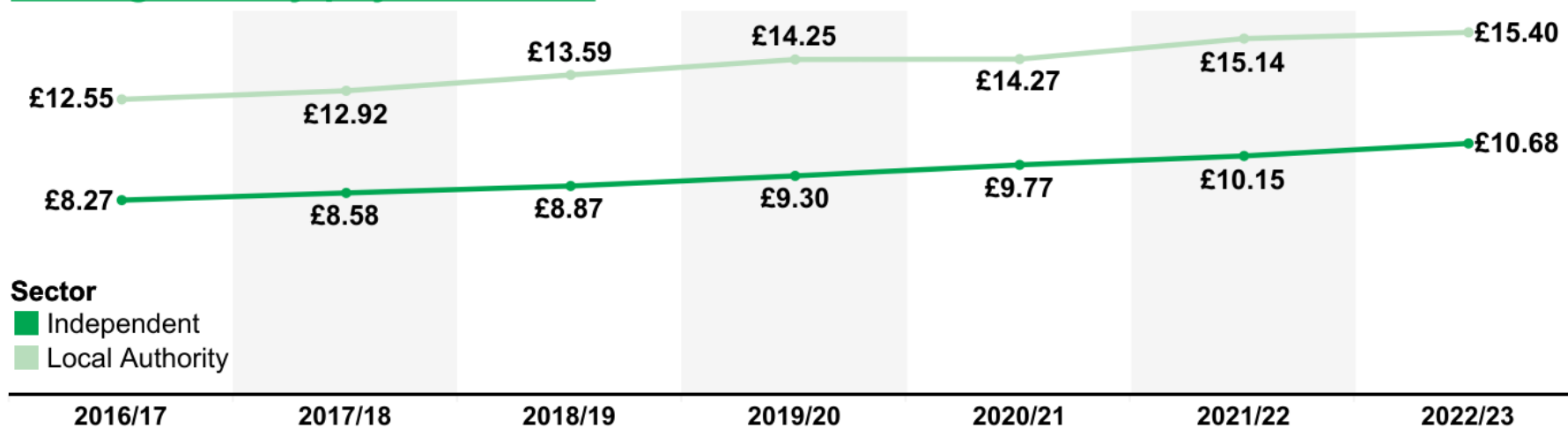
Pay (Hourly) 22/23

Average hourly pay rate

The National Living Wage was £9.50
(April 2022 - March 2023)



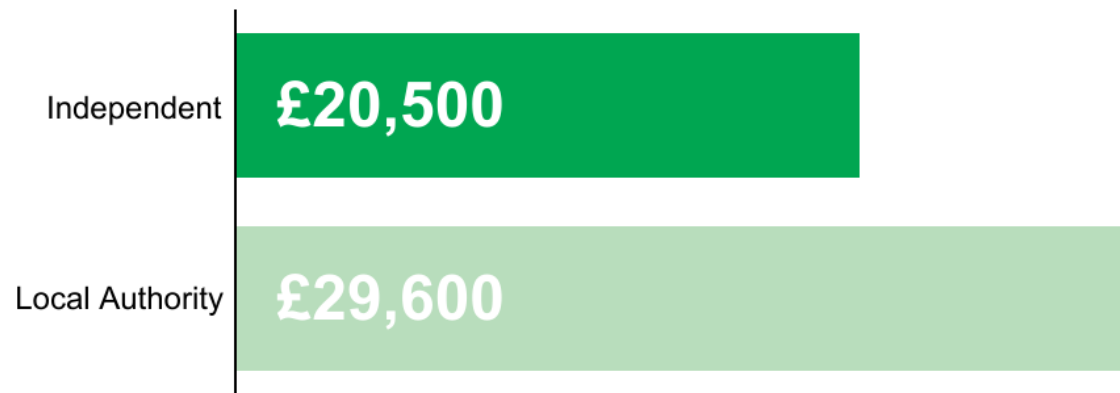
Average hourly pay rate trend



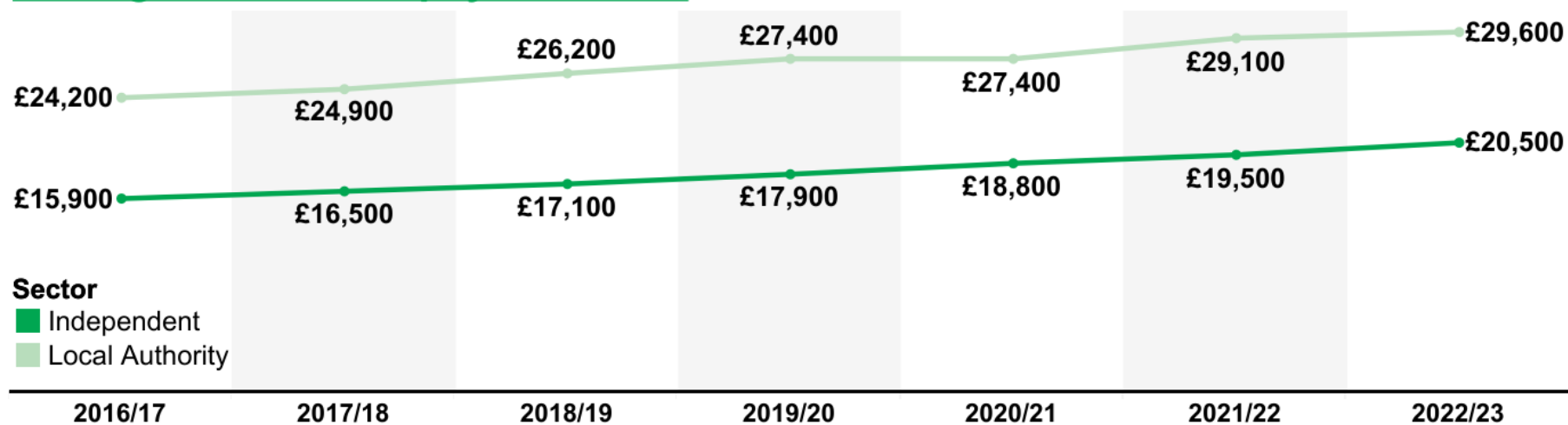
This page contains information about **local authority** and **independent** sectors only

Pay (FTE Annual) 22/23

Average FTE annual pay rate



Average FTE annual pay rate trend i



This page contains information about **local authority** and **independent** sectors only

Qualifications & training 22/23

Relevant social care qualification

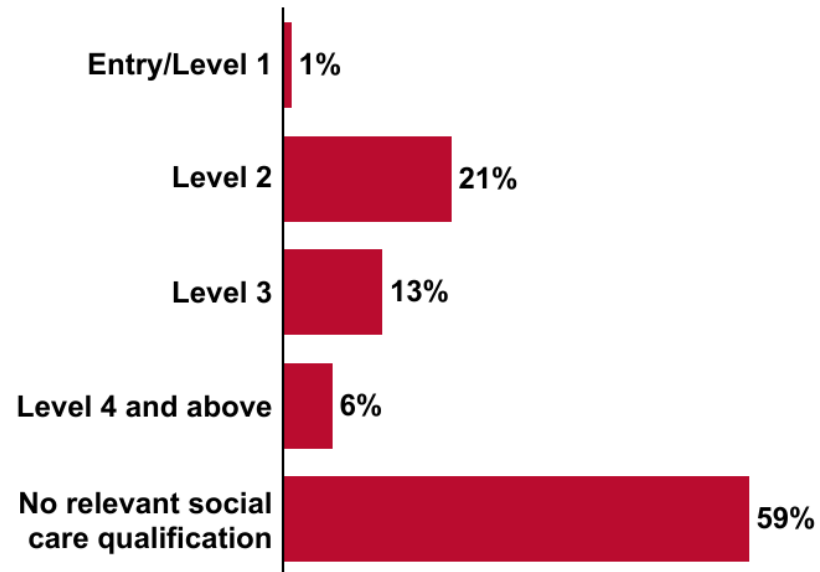
Select a job role:
All job roles

Number of filled posts
28,000



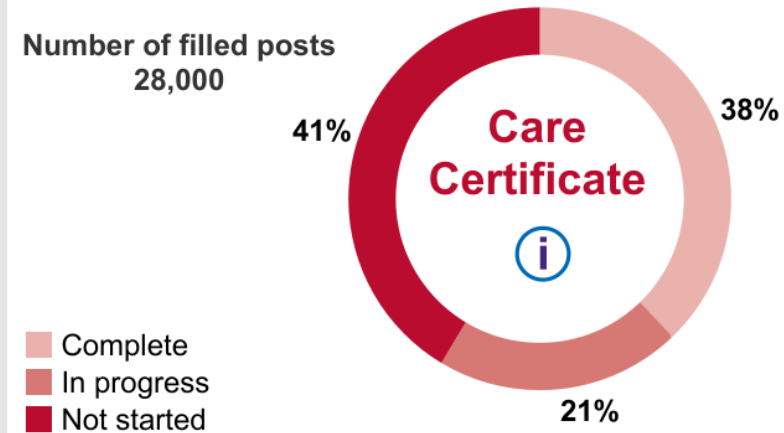
41%

of workers held a qualification relevant to social care

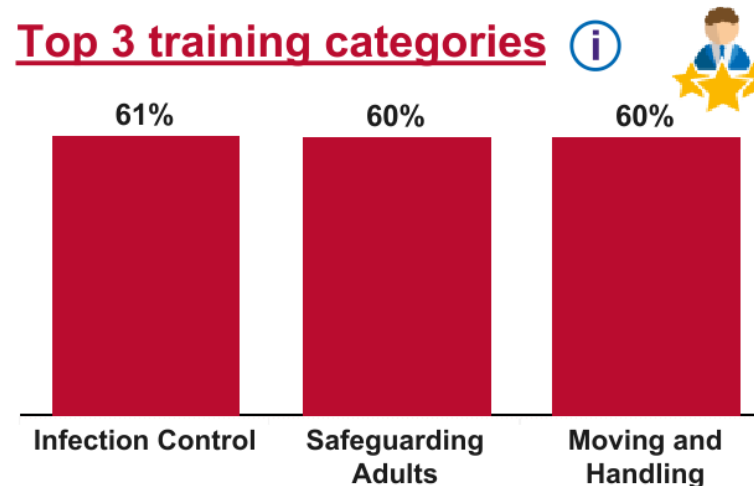


Select a job role:
All job roles

Number of filled posts
28,000



Top 3 training categories



This page contains information about **local authority** and **independent** sectors only

Workforce projections 22/23

This model projects the size of the workforce if it grows proportionally to the number of people aged 65 and over in the population. Population information has been taken from poppi.org.uk. Please note that demand due to replacing leavers will be in addition to the figures shown below.

This workforce includes adult social care total posts employed by local authorities and the independent sector only.

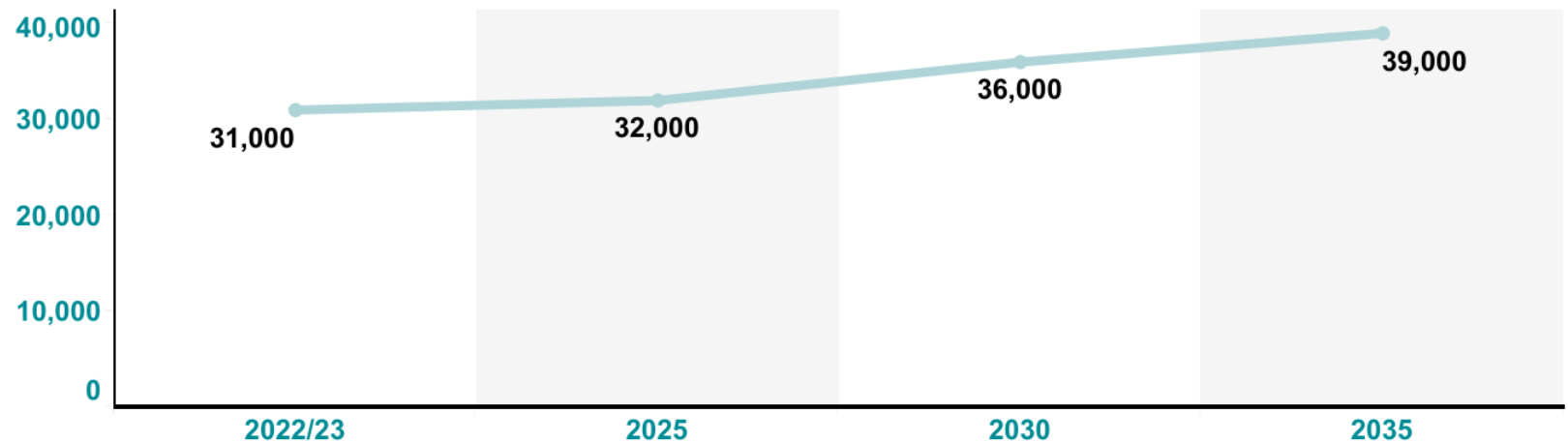
If the adult social care workforce grows proportionally to the projected number of people aged 65 and over in the population then the number of total posts needs to **increase by +26%** (8,000 additional posts).



This would take the number of **total posts in 2035** to around **39,000**.



Projected number of total posts in adult social care required by 2035



This page contains information about **local authority** and **independent** sectors only

This page is intentionally left blank