

# A summary of the adult social care sector and workforce in Tower Hamlets 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.

<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 Tower Hamlets had on average 8.7 years of experience in the sector and 81% 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 Tower Hamlets had 6,700 adult social care filled posts in the local authority and independent sectors.

These included 550 managerial roles, 400 regulated professionals, 5,200 direct care (including 4,600 care workers), and 550 other-non-care providing roles.

The average number of sickness days taken in the last year in Tower Hamlets was 9.8, (5.4 in London and 5.9 across England). With an estimated directly employed workforce of 5,600, this means employers in Tower Hamlets lost approximately 54,000 days to sickness in 2022/23.

Around half (46%) of the workforce in Tower Hamlets were on zero-hours contracts. Over half (56%) of the workforce usually worked full-time hours and 44% were part-time.

## Workforce demographics

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The majority (75%) of the workforce in Tower Hamlets were female, and the average age was 45 years old. Workers aged under 25 made up 4% of the workforce and workers aged 55 and above represented 22%. Given this age profile approximately 1,400 posts will be reaching retirement age in the next 10 years.

Nationality varied by region, across England 81% of the workforce identified as British, while in the London region this was 59%. An estimated 73% of the workforce in Tower Hamlets identified as British, 9% identified as of an EU nationality and 18% a non-EU nationality, therefore there was a higher reliance on non-EU than EU workers

## Pay

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Table 1 shows the full G[ ]TETQ EMC

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<sup>2</sup> [www.skillsforcare.org.uk/values](http://www.skillsforcare.org.uk/values)

## 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 52% of the direct care providing workforce in Tower Hamlets hold a *relevant* adult social care qualification (48% in London and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 80% had engaged with the Care Certificate and suppress 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 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 8 of 'The State of the adult social care sector and workforce, 2023' available at:

[www.skillsforcare.org.uk/Stateof](http://www.skillsforcare.org.uk/Stateof)

## Analytical service and relevant resources

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Our analysis team provides an external analysis service which is able to produce a range of in-depth reports, tailored to your specific requirement0.000008871 0 595.32 841.92 reW