

A summary of the adult social care sector and workforce in Calderdale 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

From here on, the figures in this report refer to the 4,700 filled posts in the

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 Calderdale was around 6,400 in 2023/24. This was comprised of 6,000 filled posts and 400 vacant posts across all sectors.

Since the previous year, the total number of posts has increased by 225 (4%), the number of filled posts has increased by 125 (2%) and the number of vacancies has increased by 100 (33%).

The estimated 6,000 filled posts were split between local authorities (9%), independent sector providers (70%), posts working for direct payment recipients (11%) and other sectors (10%).

In 2023/24, the CQC register showed there were 96 regulated services in Calderdale; 47 were residential and 49 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 Yorkshire and the Humber region will increase by 26% (from 176,000 to 222,000 posts) between 2023/24 and 2040.

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 Calderdale had on average 9.7 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 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

We estimate Calderdale had 4,700 adult

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 56% of the direct care providing workforce in Calderdale hold a *relevant*