

# A summary of the adult social care sector and workforce in Wakefield 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

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 Wakefield was around 11,000 in 2023/24. This was comprised of 10,000 filled posts and 750 vacant posts across all sectors.

Since the previous year, the total number of posts has increased by 600 (6%), the number of filled posts has increased by 600 (6%) and the number of vacancies were similar.

The estimated 10,000 filled posts were split between local authorities (11%), independent sector providers (77%), posts working for direct payment recipients (5%) and other sectors (7%).

In 2023/24, the CQC register showed there were 184 regulated services in Wakefield; 96 were residential and 88 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 Wakefield had on average 9.2 years of experience in the sector and 72% 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 Wakefield had 8,900 adult social care filled posts in the local authority and independent sectors. These included 750 managerial roles, 400 regulated profession roles, 6,500 direct care (including 5,500 care workers), and 1,300 other-non-care proving roles.

The average number of sickness days taken in the last year in Wakefield was 9, (6.1 in Yorkshire and the Humber and 5.3 across England). With an estimated directly employed workforce of 8,300, this means employers in Wakefield lost approximately 74,000 days to sickness in 2023/24.

Over half of the workforce (55%) usually worked full-time hours in Wakefield and 45% were part-time.

Less than a quarter (20%) of the workforce were on zero-hours contracts.

## Workforce demographics

The majority (79%) of the workforce in Wakefield were female, and the average age was 42 years old. Workers aged under 25 made up 10% of the workforce and workers aged 55 and above represented 23%. Given this age profile approximately 2,100 posts will be reaching retirement age in the next 10 years.

Across England 73% of the workforce identified as British, while in the Yorkshire and the Humber region this was 84%. An estimated 82% of the workforce in Wakefield identified as British, 15% identified as of a non-EU nationality and 2% identified as of an EU nationality, therefore there was a higher reliance on non-EU than EU workers.

## Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Wakefield (area), Yorkshire and the Humber (region) and England. All figures represent the independent sector as at March 2024, except social workers which represent the local authority sector as at September 2023. At the time of analysis, the National Living Wage was £10.42.

**Table 1. Average pay rate of selected job roles by area**

	England	Region	Area
Full-time equivalent annual pay			
Social Worker**	£41,500	£38,900	£39,500
Registered nurse	£39,500	£38,800	£41,400
Hourly pay			
National Living Wage	£10.42	£10.42	£10.42
Senior care worker	£12.04	£11.84	£11.55

