

# A summary of the adult social care sector and workforce in Hammersmith & Fulham 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

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 Hammersmith & Fulham was around 4,000 in 2023/24. This was comprised of 3,700 filled posts and 275 vacant posts across all sectors.

Since the previous year, the total number of posts has decreased by 175 (4%), the number of filled posts were similar and the number of vacancies has decreased by 150 (36%).

The estimated 3,700 filled posts were split between local authorities (9%), independent sector providers (76%), posts working for direct payment recipients (8%) and other sectors (8%).

In 2023/24, the CQC register showed there were 46 regulated services in Hammersmith & Fulham; 9 were residential and 37 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 London region will increase by 33% (from 255,000 to 340,000 posts) between 2023/24 and 2040.

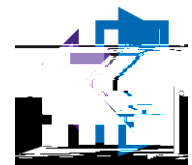
**From here on, the figures in this report refer to the 3,100 filled posts** in the independent sector and local authority only. Filled posts in other sectors are not included.

The independent sector information in this report was collected between April 2023 and March 2024, and local authority information dates from September 2023.

For information about changes in the workforce since March 2024, using monthly monitoring of the ASC-WDS, please see our [Workforce Intelligence website](#).

## Recruitment and retention

Skills for Care estimates that the staff turnover rate in Hammersmith & Fulham was 20.2%, which was similar to the region average of 19.0% and lower than England at 24.8%. Not all turnover results in workers leaving the sector, over half (59%) 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 Hammersmith & Fulham was 7.7%, which was lower than the regional average of 10.6% and similar to England at 8.1%.

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 Hammersmith & Fulham had on average 7.8 years of experience in the sector and 67% 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

## **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.