

# A summary of the adult social care sector and workforce in Oxfordshire 2023/24



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 Oxfordshire had on average 8.8 years of experience in the sector and 70% 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 Oxfordshire had 16,500 adult social care filled posts in the local authority and independent sectors. These included 1,500 managerial roles, 900 regulated profession roles, 11,500 direct care (including 9,700 care workers), and 2,600 other-non-care proving roles.

The average number of sickness days taken in the last year in Oxfordshire was 3.4, (5.1 in South East and 5.3 across England). With an estimated directly employed workforce of 14,500, this means employers in Oxfordshire lost approximately 50,000 days to sickness in 2023/24.

Around two thirds of the workforce (64%) usually worked full-time hours in Oxfordshire and 36% were part-time.

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

### Chart 1. Proportion of workers on zero hours contracts by area



## Workforce demographics

The majority (78%) of the workforce in Oxfordshire were female, and the average age was 43.3 years old. Workers aged under 25 made up 9% of the workforce and workers aged 55 and above represented 25%. Given this age profile approximately 4,100 posts will be reaching retirement age in the next 10 years.



Across England 73% of the workforce identified as British, while in the South East region this was 67%. An estimated 60% of the workforce in Oxfordshire identified as British, 29% identified as of a non-EU nationality and 11% 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 Oxfordshire (area), South East (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	£42,900	£38,300
Registered nurse	£39,500	£40,800	£41,500
Hourly pay			
National Living Wage	£10.42	£10.42	£10.42
Senior care worker	£12.04	£12.29	£12.64
Care worker	£11.23	£11.39	£11.50
Support and outreach	£11.11	£11.15	£11.13

\*\*Local authority social workers only.

## 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 42% of the direct care providing workforce in Oxfordshire hold a *relevant* adult social care qualification (43% in South East and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 52% had five or more years of experience in the adult social care sector, 60% had engaged with the Care Certificate and 87% 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 care 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 9 of 'The State of the adult social care sector and workforce, 2024' 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 requirements.

You can commission us to help you:

- Partner with us to draw on our adult social care data and expertise to win bids and tenders.

- Provide a detailed analysis of a geographic area, including analysis below local authority level.

- Draw on our data science capabilities - discover how key outcomes (such as CQC scores, turnover rates and vacancy rates) can be improved.

- Provide trends back to 2012/13 and forecasts for how the workforce could look like in the future.

- Request a feed of data to enhance or improve a product or service.

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the 'State of the adult social care sector and workforce in South East' and key workforce topic areas please see:

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

For more detail about the methodology used