

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

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 Hampshire was around 45,000 in 2023/24. This was comprised of 41,000 filled posts and 3,400 vacant posts across all sectors.

Since the previous year, the total number of posts has increased by 2,000 (5%), the number of filled posts has increased by 2,600 (7%) and the number of vacancies has decreased by 600 (15%).

The estimated 41,000 filled posts were split between local authorities (8%), independent sector providers (82%), posts working for direct payment recipients (6%) and other sectors (4%).

In 2023/24, the CQC register showed there were 815 regulated services in Hampshire; 471 were residential and 344 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 South East region will increase by 33% (from 290,000 to 385,000 posts) between 2023/24 and 2040.

From here on, the figures in this report refer to the 37,000 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 Hampshire was 34.5%, which was higher than the region average of 26.7% and higher than England at 24.8%. Not all turnover results in workers leaving the sector, around half (53%) 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 Hampshire was 8.2%, which was similar to the regional average of 8.1% 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 Hampshire had on average 8.8

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