

A summary of the adult social care sector and workforce in Surrey 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 Surrey had on average 9.2 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 Surrey had 33,000 adult social care filled posts in the local authority and independent sectors. These included 2,800 managerial roles, 1,700 regulated profession roles, 23,500 direct care (including 19,000 care workers), and 5,300 other-non-care proving roles.

The average number of sickness days taken in the last year in Surrey was 4.5, (5.1 in South East and 5.3 across England). With an estimated directly employed workforce of 30,000, this means employers in Surrey lost approximately 135,000 days to sickness in 2023/24.

Around two thirds of the workforce (68%) usually worked full-time hours in Surrey and 32% were part-time.

Less than a quarter (19%) of the workforce were on zero-hours contracts.

Workforce demographics

The majority (75%) of the workforce in Surrey were female, and the average age was 44.2

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 41% of the direct care providing workforce in Surrey 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, 48%