

A summary of the adult social care sector and workforce in Lancashire 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 Lancashire had on average 8.9 years of experience in the sector and 71% 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 Lancashire had 37,000 adult social care filled posts in the local authority and independent sectors. These included 2,800

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 48% of the direct care providing workforce in Lancashire hold a *relevant* adult social care qualification (49% in North West and 47% in England).

Raw data from the ASC-