A summary of the adult social care sector and workforce in Calderdale
2025/26

Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, the Government, and sector partners to ensure social care has the right people, skills, and support required to deliver high-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 2025/26 the adult social care sector in England had an estimated 19,000 organisations with 41,000 care-providing locations and a workforce of around 1.69 million posts. The total number of posts in Calderdale was around 5,800 in 2025/26. This was comprised of 5,600 filled posts and 175 vacant posts across all sectors.

Since the previous year, the total number of posts has increased by 50 (less than 1%), the number of filled posts has increased by 150 (3%) and the number of vacant posts has decreased by 100 (37%).

The estimated 5,600 filled posts were split between local authorities (11%), independent sector providers (77%), and posts working for direct payment recipients (12%).

In 2025/26, the CQC register showed there were 97 regulated services in Calderdale; 47 were residential and 50 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 Yorkshire and the Humber region will increase by 22% (from 167,000 to 204,000 posts) between 2025/26 and 2040.

From here on, the figures in this report refer to the 5,000 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 2025 and March 2026, and local authority information dates from September 2025.

For information about changes in the workforce since March 2026, see our monthly tracking webpages.

Recruitment and retention

Skills for Care estimates that the staff turnover rate in Calderdale was 9.6%, which was lower than the region average of 22.7% and lower than England at 22.6%. 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 Calderdale was 2.7%, which was lower than the regional average of 5.4% and lower than England at 6.1%.

Across England, the vacancy rate has decreased compared to last year and the number of filled posts has increased. This has occurred despite a decline in international recruitment.

Workers in Calderdale had on average 9.0 years of experience in the sector and 72% of the workforce had been working in the sector for at least three years.

We have many resources and tools available to help. Visit our values-based recruitment page for more information. Skills for Care has 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.

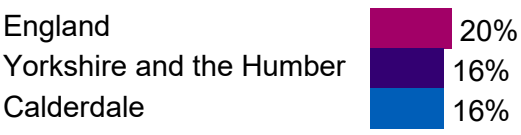
Employment information

We estimate that Calderdale had 5,000 adult social care filled posts in the local authority and independent sectors. These included 500 in manager roles, 225 in regulated professions roles, 3,600 in direct care (including 2,400 care workers), and 700 in other non-care providing roles.

The average number of sickness days taken in the last year in Calderdale was 6.8, (5.4 in Yorkshire and the Humber and 5.2 across England). With an estimated directly employed workforce of 4,600, this means employers in Calderdale lost approximately 31,000 days to sickness in 2025/26.

Around two thirds of the workforce (60%) usually worked full-time hours in Calderdale and 40% were part-time. Less than a quarter (16%) of the workforce were on zero-hours contracts.

Chart 1. Proportion of workers on a zero-hours contract by area, 2025/26
Source: Skills for Care estimates



Workforce demographics



The majority (81%) of the workforce in Calderdale were female. The average age was 42.9 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 1,200 posts will be reaching retirement age in the next 10 years.

Across England 65% of the workforce identified as British, while in the Yorkshire and the Humber region this was 77%. An estimated 82% of the workforce in Calderdale identified as British, 16% identified as a non-EU nationality and 2% identified as an EU nationality, therefore there was a higher reliance on non-EU than EU workers.

Pay



Table 1 shows the full-time equivalent (FTE) average annual or hourly pay rate of selected job roles in Calderdale (area), Yorkshire and the Humber (region) and England. All figures represent the independent sector, as at March 2026, except social workers which represent the local authority sector as at September 2025. At the time of analysis, the National Living Wage (NLW) was £12.21.

Table 1. Average (mean) pay rate of selected job roles by area, 2025/26
Source: Skills for Care estimates

	England	Region	Local area
FTE annual pay			
Social worker**	£45,300	£43,300	£40,600
Registered nurse	£42,600	£41,800	£38,400
Hourly pay			
NLW	**£12.21**	**£12.21**	**£12.21**
Senior care worker	£13.62	£13.49	£13.34
Care worker	£12.89	£12.77	£12.78
Community support and outreach	£13.02	£12.85	£12.66

**Local authority employed social workers only.

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 54% of the direct care providing workforce in Calderdale hold a *relevant* adult social care qualification (49% in Yorkshire and the Humber and 45% in England). Unweighted data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 38% had five or more years of experience in the adult social care sector, 86% had engaged with the Care Certificate standards and 91% had completed non-statutory training.

Factors affecting turnover

We used ASC-WDS information to assess which variables influenced independent sector care workers' likelihood to leave their post. We used binary logistic regression models to confirm which variables had an effect on turnover.

Across England, variables that influence the likelihood of a care worker in the independent sector leaving their role were:

- Those aged under 25 were more likely to leave their posts.
- Turnover decreased with higher levels of experience working in their role and in the sector overall.
- Likelihood of leaving decreased as pay levels increased.
- 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, 2026' available here.

Analytical service and relevant resources

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:

- 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 'A summary of the adult social care sector and workforce in the Yorkshire and the Humber region' and other topic areas please visit our website.

You can also learn more about the methodology used to create our workforce estimates on our website.

Data visualisations

Two data visualisations have been created at local authority area level, to enable you to see and understand your workforce intelligence. One allows you to see your local authority area in more detail and another to compare variables across local authority areas. To access the visualisations, please see our local area information page.