





For the purpose of this report the National Living Wage (NLW) of _____ per hour is referenced to match the period in which the data was collected. In April 2023, after the data in this report was analysed, the National Living Wage had increased to _____.

In the West Midlands region around _____ of the adult social care workforce were British, _____ were of EU nationality and _____ were of a non-EU nationality.

