



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 substantially which has impacted these trends.

Workers in Harrow 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 know that recruitment and retention is one of the largest issues faced by employersW\* nBT/F1 12 Tf1 0 0 1 225.05 712.42 Tm0 g0 G[8]6(.9)]T&TQi0

## **Qualifications, training and skills**

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We believe that everyone working in adult social care should be able to take part in