

# A summary of the adult social care sector and workforce in Medway



<sup>1</sup> <https://www.skillsforcare.org.uk/monthlytracking>

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 Medway had on average 8.4 years of experience in the sector and 74% 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 employers. We have many resources and tools available to help, for example the ‘Values-based recruitment and retention toolkit’<sup>2</sup> and ‘Seeing potential: widen your talent pool’.<sup>3</sup> For more information please visit:

[www.skillsforcare.org.uk/recruitment-retention](http://www.skillsforcare.org.uk/recruitment-retention)

### Employment information

**We estimate**

Medway had 5,900 adult social care filled posts in the local authority and

**These included**

independent sector. These included 500 managerial roles, 200 regulated professionals, 4,500 direct care (including 3,800 care workers), and 700 other-non-care proving roles.

The average number of sickness days taken in the last year in Medway was 4.1, (5.5 in South East and 5.9 across England). With an estimated directly employed workforce of 5,300, this means employers in Medway lost approximately 21,500 days to sickness in 2022/23.

Around a third (30%) of the workforce in Medway were on zero-hours contracts. Around two thirds (60%) of the workforce usually worked full-time hours and 40% were part-time.

<sup>2</sup> [www.skillsforcare.org.uk/values](http://www.skillsforcare.org.uk/values)

## Qualifications, training and skills

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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 43% of the direct care providing workforce in Medway hold a *relevant* adult social care qualification (42% in