

A summary of the adult social care sector and workforce in



¹ <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 Kingston upon Hull had on average 9.8 years of experience in the sector and 78% 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'² and 'Seeing potential: widen your talent pool'.³ For more information please visit:

www.skillsforcare.org.uk/recruitment-retention

Employment information

We estimate Kingston upon Hull had 6,300 adult social care filled posts in the local authority and independent sectors. These included 500 managerial roles, 225 regulated professionals, 4,700 direct care (including 3,900 care workers), and 900 other-non-care proving roles.

The average number of sickness days taken in the last year in Kingston upon Hull was 8.4, (6.9 in Yorkshire and the Humber and 5.9 across England). With an estimated directly employed workforce of 5,200, this means employers in Kingston upon Hull lost approximately 44,000 days to sickness in 2022/23.

Less than a quarter (20%) of the workforce in Kingston upon Hull were on zero-hours contracts. Around half (51%) of the workforce usually worked full-time hours and 49% were part-time.

Workforce demographics

The majority (84%) of the workforce in Kingston upon Hull were female, and the average age was 43 years old. Workers aged under 25 made up 7% of the workforce and workers aged 55 and above represented 23%. Given this age profile approximately 1,500 posts will be reaching retirement age in the next 10 years.

Nationally varied by region, across England 81% of the workforce identified as British, while in the Yorkshire and the Humber region this was 91%. An estimated 89% of the workforce in Kingston upon Hull identified as British, 1% identified as of non-EU nationalities and 7% as non-EU nationalities, therefore there was a higher reliance on non-EU than EU workers.

Pay

² www.skillsforcare.org.uk/values

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 60% of the direct care providing workforce in Kingston upon Hull hold a *relevant* adult social care qualification (50% in Yorkshire and the Humber and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 56% had five or more years of experience in the adult social care sector, 49% had engaged with the Care Certificate and 93% had completed training.

Factors affecting turnover

Together with a data science specialist, we used ASC-WDS information to create machine learning models that were used to assess which variables had an effect on adult social care workers' propensity to leave their posts.

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

Workers who travelled further were more likely to leave.

Those under 25, and over 60 years old, were more likely to leave their posts.

Turnover decreased with higher levels of experience working in the sector.

Likelihood of leaving decreased as pay