

A summary of the adult social care sector and workforce in Kent 2023/24



Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government, and partners to ensure social care has the right people, skills, and support required to deliver the highest 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 2023/24 the adult social care sector in England had an estimated 18,500 organisations with 40,000 care-providing locations and a workforce of around 1.84 million posts. The total number of posts in Kent was around 50,000 in 2023/24. This was comprised of 47,000 filled posts and 3,500 vacant posts across all sectors.

Since the previous year, the total number of posts were similar, the number of filled posts has increased by 1,300 (3%) and the number of vacancies has decreased by 950 (22%).

The estimated 47,000 filled posts were split between local authorities (5%), independent sector providers (84%), posts working for direct payment recipients (5%) and other sectors (6%).

In 2023/24, the CQC

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 which has impacted these trends.

Workers in Kent had on average 9.1 years of experience in the sector and 71% of the workforce had been working in the sector for at least

Tm0 841.92 reW* n26()JTETQq0.00000oy(re)0.0005.32 841.92 reW* nBT/F1 12 Tf1 0 0 1 213.5

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 47% of the direct care providing workforce in Kent hold a *relevant* adult social care qualification (43% in South East and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 37% had five or more years of experience in the adult social care sector, 72% had engaged with the Care Certificate and 81% 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 turnover. The models identified that variables such as age, experience, and training completion had a significant impact on turnover rates. The models also identified that variables such as job satisfaction, pay, and work-life balance had a significant impact on turnover rates. The models also identified that variables such as job satisfaction, pay, and work-life balance had a significant impact on turnover rates.