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 Plymouth had on average 8.8 years of experience in the sector and 69% 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 Plymouth had 6,900 adult social care filled posts in the local authority and independent sectors.
These included 550 managerial roles, 175 regulated professionals, 5,200 direct care (including 4,300 care workers), and 950 other-non-care proving roles.

The average number of sickness days taken in the last year in Plymouth was 4.3, (6.3 in South West and 5.9 across England). With an estimated directly employed work1eE3ed pos5T/F1 12 Tf1 0 0 1 120.2xTm0 g0 G[q0.000008871 0 595.3

Qualifica... ...ng and skills

We belie... ...yone working in adult social ca... ...e able to take part in learning ...oment so that they can carry out ... effectively. Learning and developm... ...to develop the... right skill... ...ledge to enable them to provide h... ...care and support.

Skills for ... ...ates show that 52% of the direct ca... ...workforce in Plymouth hold a *re...* social care qualification (45% in ... and 46% in England).

Raw data ... SC-WDS showed, of those wo... ...ut a relevant adult social care qua... ...orded, 35% had five or more yea... ...ence in the adult social care sector, 73% had engaged with the Care Certificate and 49% 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 levels increased.
  Likelihood of leaving decreased with higher levels of experience in role.
  Likelihood of leaving decreased if workers had more training.
» Turnover decreased if workers had a higher number of contracted hours.
  Likelihood of leaving decreased if workers had fewer sickness days.
  Workers on zero-hours contracts were more likely to leave their posts.
  Likelihood of leaving increased if the establishment had high turnover historically.

...formation please see Chapte...