



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 North Yorkshire had on average 9.8 years of experience in the sector and 75% of the workforce had been working in the sector for at least three years.

We know that recruitment and retention is one

## 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 49% of the direct care providing workforce in North Yorkshire hold a *relevant* adult social care