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 Greenwich had on average 9.9 years of experience in the sector and 77% 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 Greenwich had 5,100 adult social care filled posts in the local authority and independent sectors.
These included 500 managerial roles, 200 regulated professionals, 3,800 direct care (including 3,300 care workers), and 600 other-non-care proving roles.

The average number of sickness days taken in the last year in Greenwich was 6.4, (5.4 in London and 5.9 across England). With an estimated directly employed workforce of 4,300, this means employers in Greenwich lost approximately 28,000 days to sickness in 2022/23.

Around half (4/Span ÅMCID 12/Lang (en-GB)>BDC q0.000008871 0 595.32 841.92 reW* nBTs⁄2

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 70% of the direct care providing workforce in Greenwich hold a *relevant* adult social care qualification (48% in London and 46% in England).

Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 64% had five or more years of experience in the adult social care sector, 56% 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