

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



Skills for Care is the strategic workforce development and planning body for adult social care in

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.

## 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 47% of the direct care providing workforce in Hillingdon hold a *relevant* adult social care qualification (51% in London and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 59% had five or more years of experience in the adult social care sector, 56% had engaged with the Care Certificate and 62% 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