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

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 Darlington hold a *relevant* adult social care qualification (57% in North East and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 54% had five or more years of experience in the adult social care sector, 75% had engaged with the Care Certificate and 71% 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 care 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 high turnover rates increased if the establishment had high turnover historically.

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