



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 Rochdale had on average 9 years of experience in the sector and 68% of the workforce had been working in the sector for at least three years.

We have many resources and tools available to help. Please visit our [values-based recruitment](#) page for more information. Skills for Care have also collaborated with the adult social care sector and people who draw on care and support to develop a [Workforce Strategy](#), which includes [attraction recommendations and commitments](#).

## Employment information

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We estimate Rochdale had 5,800 adult social care filled posts in the local authority and independent sectors. These included 450 care proving roles, 1,755 regulated care proving roles, 4,400 direct care (including 3,600 care workers), and 750 other-non-care proving roles.

The average number of sickness days taken in the last year in Rochdale was 6.9, (6.8 in North West and 5.3 across England). With an estimated directly employed workforce of 5,000, this means employers in Rochdale lost approximately 35,000 days to sickness in 2023/24.

Over half of the workforce (55%) usually worked full-time hours in Rochdale and 45% were part-time.

Around a quarter (24%) of the workforce were on zero-hours contracts.

## Workforce demographics

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The majority (81%) of the workforce in Rochdale were female, and the average age was 42.7 years old. Workers aged under 25 made up 8% of the workforce and workers aged 55 and above represented 23%. Given this age profile approximately 1,300 posts will be reaching retirement age in the next 10 years.

Across England 73% of the workforce identified as British, while in the North West region this was 84%. An estimated 80% of the workforce in Rochdale identified as British, 17% identified as of a non-EU nationality and 3% identified as of an EU nationality, therefore there was a higher reliance on non-EU than EU workers.

## Pay

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Table 1 shows the full

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## **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 51% of the direct care providing workforce in