



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 Herefordshire had on average 9.4 years of experience in the sector and 70% 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 Herefordshire had 5,300 adult social care filled posts in the local authority and independent sectors. These included 425 managerial roles, 275 regulated profession roles, 3,700 direct care (including 3,100 care workers), and 950 other-non-care proving roles.

The average number of sickness days taken in the last year in Herefordshire was 3.1, (5.1 in West Midlands and 5.3 across England).

## **Qualifications, training and skills**

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