



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 Coventry had on average 8.8 years of experience in the sector and 69% 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 Coventry had 9,100 adult social care filled posts in the local authority and independent sectors. These included 750 managerial roles, 325 regulated profession roles, 6,900 direct care (including 6,000 care workers), and 1,100 other-non-care proving roles.

The average number of sickness days taken in the last year in Coventry was 4.6, (5.1 in West Midlands and 5.3 across England). With an estimated directly employed workforce of 8,000, this means employers in Coventry

## 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 Coventry hold a *relevant* adult social care qualification (50% in West Midlands and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 45% had five or more years of experience in the adult social care sector, 63% had engaged with the Care Certificate and 73% 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.