

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 Kent had on average 9.1 years of experience in the sector and 71% of the workforce had been working in the sector for at least

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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 Kent hold a *relevant* adult social care qualification (43% in South East and 47% in England). Raw data from the ASC-WDS showed, of those workers without a relevant adult social care qualification recorded, 37% had five or more years of experience in the adult social care sector, 72% had engaged with the Care Certificate and 81% 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 turnover. The models identified that variables such as age, experience, and training completion had a significant impact on turnover rates. The models also identified that variables such as job satisfaction, pay, and working conditions had a significant impact on turnover rates. The models also identified that variables such as job satisfaction, pay, and working conditions had a significant impact on turnover rates.