

A summary of the adult social care sector and workforce in Solihull



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 Solihull 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 three years.

We have many resources and tools available to help

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.

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Skills for Care estimates show that 42% of the direct care providing workforce in Solihull 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, 60% had five or more years of experience in the adult social care sector, 56% had engaged with the Care Certificate and 92% 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.

For more information please see Chapter 9 of 'The State of the adult social care sector and workforce, 2024' available at:

www.skillsforcare.org.uk/Stateof

Analytical service and relevant resources

Our analysis team provides an external analysis service which is able to produce a range of in-depth reports, tailored to your specific requirements.

You can commission us to help you: