

A summary of the adult social care sector and workforce in Wolverhampton 2023/24



Skills for Care is the strategic workforce development and planning body for adult social care in England. We work with employers, Government, and partners to ensure social care has the right people, skills, and support required to deliver the highest quality care and support, now and in the future. Our role is to respond and adapt to the emerging trends and needs within social care, using data and evidence to drive forward widescale change.

The information within this summary has been produced by Skills for Care using the Adult Social Care Workforce Data Set (ASC-WDS). We use the data collected by the ASC-WDS to create

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 Wolverhampton had on average 9.2 years of experience in the sector and 72% 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

We estimate Wolverhampton had 9,100 adult social care filled posts in the local authority and independent sectors. These included 650 managerial roles, 300 regulated profession roles, 7,100 direct care (including 6,100 care workers), and 1,000 other-non-care proving roles.

The average number of sickness days taken in the last year in Wolverhampton was 5.4, (5.1 in West Midlands and 5.3 across England). With an estimated directly employed workforce of 8,500, this means employers in Wolverhampton lost approximately 46,000 days to sickness in 2023/24.

Around two thirds of the workforce (60%) usually worked full-time hours in Wolverhampton and 40% were part-time.

Around a quarter (27%) of the workforce were on zero-hours contracts.

Workforce demographics

The majority (81%) of the workforce in Wolverhampton were female, and the average age was 42.5 years old. Workers

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 46% of the direct care providing workforce in Wolverhampton 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, 41% had five or more years of experience in the adult social care sector, 60% had engaged with the Care Certificate and 74% 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.