

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 Leicester had on average 7.7 years of experience in the sector and 63% 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 Leicester had 13,000 adult social care filled posts in the local authority and independent sectors. These included 950 managerial roles, 300 regulated profession roles, 10,500 direct care (including 9,000 care workers), and 1,300 other-non-care proving roles.

The average number of sickness days taken in the last year in Leicester was 4.2, (5.7 in East Midlands and 5.3 across England). With an estimated directly employed workforce of 11,500, this means employers in Leicester lost approximately 49,000 days to sickness in 2023/24.

Over half of the workforce (57%) usually worked full-time hours in Leicester and 43% were part-time.

Around a third (34%) of the workforce were on zero-hours contracts.

Workforce demographics

The majority (77%) of the workforce in Leicester were female, and the average age was 41.3 years old. Workers aged under 25 made up 10% of the workforce and workers aged 55 and above represented 19%. Given this age profile approximately 2,500

p [(fig 5.32 will be reaching retirement age by 2034) - B(Tr)112

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 37% of the direct care providing workforce in Leicester hold a *relevant* adult social care qualification (43% in East Midlands 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, 78% had engaged with the Care Certificate and 75% 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.