

number of filled posts has increased. During this period international recruitment increased substantially which has impacted these trends.

Workers in Slough had on average 8.8 years of experience in the sector and 74% of the workforce had been working in the sector for at least three years.

We know that recruitment and retention is one of the largest issues faced by employers. We have many resources and tools available to help, for example the 'Values-based recruitment and retention toolkit'² and 'Seeing potential: widen your talent pool'.³ For more information please visit:

www.skillsforcare.org.uk/recruitment-retention

Employment information

We estimate Slough had 2,500 adult social care filled posts in the local authority and independent sectors.

These included 250 managerial roles, 125 regulated professionals, 1,800 direct care (including 1,600 care workers), and 250 other-non-care proving roles.

The average number of sickness days taken in the last year in Slough was 6.1, (5.5 in South East and 5.9 across England). With an estimated directly employed workforce of 2,300, this means employers in Slough lost approximately 13,500 days to sickness in 2022/23.

Under half (40%) of the workforce in Slough were on ~~filled~~ ~~post~~

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 35% of the direct care providing workforce in Slough hold a *relevant* adult social care qualification (42% in South East and 46% 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 and 76% had engaged with the Care Certificate.

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 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 8 of 'The State of the adult social care sector and workforce, 2023' 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:

Partner with us to draw on our adult social care data and expertise to win bids and tenders.

Provide a detailed analysis of a geographic area, including analysis below local authority level.

Draw on our data science capabilities - discover how key outcomes (such as CQC scores, turnover rates and vacancy rates) can be improved.

Provide trends back to 2012/13 and forecasts for how the workforce could look like in the future.

Request a feed of data to enhance or improve a product or service.

Skills for Care provides outstanding workforce intelligence relied upon by the sector to make decisions about adult social care planning and service delivery. To read more publications, including the 'State of the adult s