

<sup>1</sup> <https://www.skillsforcare.org.uk/monthlytracking>

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 substantially which has impacted these trends.

Workers in Kirklees had on average 10.4 years of experience in the sector and 77% 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'<sup>2</sup> and 'Seeing potential: widen your talent pool'.<sup>3</sup> For more information please visit:

[www.skillsforcare.org.uk/recruitment-retention](http://www.skillsforcare.org.uk/recruitment-retention)

## Employment information

We estimate Kirklees had 9,800 adult social care filled posts in the local authority and independent sectors.

These included 850 managerial roles, 350 regulated professionals, 7,300 direct care (including 6,300 care workers), and 1,300 other-non-care proving roles.

The average number of sickness days taken in the last year in Kirklees was 7, (6.9 in Yorkshire and the Humber and 5.9 across England). With an estimated directly employed workforce of 9,000, this means employers in Kirklees lost approximately 62,000 days to sickness in 2022/23.

Around a quarter (23%) of the workforce in Kirklees were on zero-hours contracts. Over half (54%) of the workforce usually worked full-time hours and 46% were part-time.

## Workforce demographics

The majority (82%) of the workforce in Kirklees were female, and the average age was 44 years old.

Workers aged under 25 made up 9% of the workforce and workers aged 55 and above represented 28%. Given this age profile approximately 2,800 posts will be reaching retirement age in the next 10 years.

Nationality varied by region, across England 81% of the workforce identified as British, while in the Yorkshire and the Humber region this was 90%. An estimated 91% of the workforce in Kirklees identified as British, 2% identified as of an EU nationality and 7% a non-EU nationality, therefore there was a higher reliance on non-EU than EU workers

## Pay

Table 1 shows the full-time equivalent annual or hourly pay rate of selected job roles in Kirklees (area), Yorkshire and the Humber (region) and England. All figures represent the independent sector as at March 2023, except social workers which represent the local authority sector as at September 2022. At the time of analysis, the National Living Wage was £9.50.

**Table 1. Average pay rate of selected job roles by area**

	England Region	Area
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<sup>2</sup> [www.skillsforcare.org.uk/values](http://www.skillsforcare.org.uk/values)

## **Qualifications, training and skills**

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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-