

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 Enfield had on average 9.6 years of experience in the sector and 76% 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 Enfield had 8,800 adult social care filled posts in the local authority and independent sectors.

These included 700 managerial roles, 325 regulated professionals, 6,800 direct care (including 5,900 care workers), and 1,000 other-non-care proving roles.

The average number of sickness days taken in the last year in Enfield was 4.9, (5.4 in London and 5.9 across England). With an estimated directly employed workforce of 7,400, this means employers in Enfield lost approximately 36,000 days to sickness in 2022/23.

Around a third (29%) of the workforce in Enfield were on zero-hours contracts. Around half (51%) of the workforce usually worked full-time hours and 49% were part-time.

Qualifications