The Health and Social Care Sector

Three main subsectors:

- Current Challenges
- Future skills issues
- Key Occupations

The report focuses on five key occupations:
- Care assistants
- Care home managers and proprietors
- Medical practitioners
- Nursing auxiliaries
- Physiotherapists

The sector generated over £30 billion GVA in 2013.

Workers aged 50-64 over-represented.

Employs nearly 4 million people (2014).

Highly qualified workforce.

Human health, residential care, social work.

The sector plays an important role in supporting the rest of the economy.

80% of workforce female (national average 47%).

Gross weekly earnings 11% lower than national average.

Population growth: (7% increase 2012-2022)
- 2.4 million people aged 85+ by 2027
- 2 in 3 hospital beds used by people aged 65+
- 2.9 million people with long term conditions by 2018

Future demand for social care up to £23 billion in 2025/26.

2022

2012

2.4

2 in 3

£23

2 in 3

2022

2012

2.1 million new employees needed by 2022.

Advancements in medical information technologies.

Growing focus on preventative health and enablement.

Raised patient and user expectations.

Technically complex care such as computer-assisted surgery likely to increase.

Greater regulation - increased focus on outcomes.

2.1 Million

2022

Care assistants

Care home managers

Medical practitioners

Provision of personal care and rehabilitation

Resilience enablement skills

Team working

Assessment, diagnosis, treatment and prescribing

Leadership and management skills

Professional technical knowledge

Budget management

Educating staff

Knowledge of local services

Service development

Knowledge of customer base

Independence and confidence in making clinical judgements

Management of premises

Experienced working in a range of care and support settings

Research skills

People management skills including induction and training of new staff

Language proficiency

Written and verbal communication skills

Physiotherapists

Assessment, diagnosis and treatment

Team working as part of a multi-disciplinary care team

Specialist knowledge (e.g. radiology, independent prescribing)

Independence and confidence in making clinical judgements

Nursing auxiliaries

Team working

IT skills

Personal care and support

Clinical tasks

Conclusions

Large and important sector which supports people to remain economically active.

Regulation and funding changing service delivery.

TARGETS

Move toward prevention and enabling people to manage their own care.

Need to attract young people.

BEST PRACTICE GUIDELINES

Skills requirements:

- Professionalise lower level occupations
- Expand scope of existing occupations
- Develop qualifications for new entrants
- Capitalise on shared learning