

Sector Summary Report - Health Sector

Sector Footprint

Skills for Health are the SSC responsible for the health sector. Their footprint covers NHS, community, independent and voluntary employers including complementary and alternative medicine services.

Size of Sector in region

Across the region there are eight acute Hospital Trusts providing secondary healthcare, two Mental Health Trusts and one newly merged Ambulance Trust, served by one Strategic Health Authority.

Workforce size

There are 89,300 people employed in the NE within the healthcare sector (as at 2007) – breakdown as follows;

- NHS (including Community Health Service) - accounts for 75,300 employees in the North East. (Northumberland, Tyne & Wear health authority 43,000 employees. County Durham & Tees Valley 32,300 employees).
- GP Practices - 11,000 staff are employed within 390 GP practices throughout the region.
- Dental staff - 3,000 staff work in the independent dental practices.

The sector is expected to grow 8% by 2014, equating to 6000 people across the North East. The sector accounts for 8.6% of total employment in the NE which is higher than that of the national average (6.9%). *Source: Regional Fact sheet 2005).*

Overview

		Skills for Health
		NHS, independent and voluntary health organisations
EMPLOYERS		
Number of establishments		2,000
Share of all establishments		3.6%
EMPLOYMENT		
Number of employee jobs		89,300
Share of all employee jobs		8.9%
QUALIFICATION LEVELS (INDICATIVE)		
Employees whose highest qualifications are at:	Level 4 and above	58.2%
	Level 3	10.1%
	Level 2	15.5%
	Below Level 2	11.0%
	No qualifications	5.1%
Proportion of employees without qualifications at Level 2		16.1%
PROJECTED EMPLOYMENT CHANGE		
Projected employment change 2007-2017		5.5%

(Sector Skills Needs in the NE: Summary Matrix (modified 13 October 2008))

Future Skills issues for 2009/10

Key issues facing the sector

There are numerous sociological, demographic, technological and policy trends driving change within the health sector. In summary;

- Large scale re-organisation (Darzi Review)
- Redevelopment of the service intended to provide better services to patients
- Modernising services to improve patient choice and experience (Better Value Better Care indicators)
- Develop locally based provision
- Reduce admissions to hospital
- Increasing the focus on the public health agenda (Strategy for 21st Century Health and Well being in NE)
- Increasing the use of technology
- Improving the consistency and quality of health provision
- Increasing the requirement for registration of staff

Sector Qualification Strategies (SQS) and Vocational Qualification Reform (VQR)

All Sector Skills Councils have recently completed their SQS and Action Plans. Through this process a variety of new and updated qualifications will emerge that are more closely aligned to the needs of employers. It is anticipated that there will be a need for providers to develop capacity and upskill their workforce to deliver new qualifications.

Skills for Health published their SQS in August 2007. However, the recent White Paper on the review of regulation for the health professions (Feb 2007) sets out priorities for regulation of new roles and emerging professions. Skills for Health will therefore be involved in a review of the current qualification provision and whether existing qualifications are suitable for use in regulation or whether new qualifications need to be developed. The following is a link to the Sector Qualification Strategy;

<http://www.skillsforhealth.org.uk/page/awards-and-qualifications/sector-qualification-strategy>

Compacts

A sector compact is a non-contractual agreement between the Department for Innovation Universities and Skills, the Learning and Skills Council and a Sector Skills Council to work collaboratively to drive up demand for skills across England through Train to Gain. A compact for the health sector is currently under development by Skills for Health, however the Joint Investment Framework is now operational in the sector. The Joint Investment Framework (JIF) is a partnership approach to workforce development between the Learning and Skills Council, the NHS and Skills for Health. It provides a framework for joint planning and co-investment in the development of workforce skills and a mechanism to enable increased take up of Train to Gain funded learning.

Analysis of provision – Train to Gain

There are 89,300 employed in the Health Sector in the North East - of which 16.1% do not hold a Level 2 qualification – however, 58.2% of the workforce are qualified at level 4 or above. Delivery of Train to Gain has been poor – less than 1% of all Train to Gain delivery is in the health sector and is predominately focused on those employed within the NHS – there is very limited take up within the independent and VCS elements of the sector. (However some delivery in the Health Sector is within the Social Care sector data ie Health & Social Care NVQ).

The qualifications delivered within Train to Gain are;

- NVQ in Clinical Laboratory Support
- NVQ in Health
- NVQ in Support Services in Health Care
- NVQ in Occupational Health and Safety
- NVQ in Oral Healthcare; Dental Nursing

The Agenda for Change within the NHS and the Joint Investment Framework (LSC/SHA/Skills for Health) - focusing on staff employed in NHS bands 1-4 should drive up demand for Train to Gain funded provision.

WBL Apprenticeships

Apprenticeships are well established within the Health and Social Care Sectors. Health and Social Care Sector Frameworks;

- Health and Social care (L2 and L3)
- Pharmacy Support Services (L2 and L3)
- Dental Nursing (L3)
- Support Services in Health (L2)

Previously the take up of Apprenticeships (youth) in the sector has been hampered by the National Minimum Standards which regulate employees/trainees' activities relating to Personal Care, however, new guidance should overcome this. The Agenda for Change, relating to rationalisation of pay structures, has in turn created barriers to the employment of Apprentices within the NHS. However, the SHA is working with employers to provide guidance and support to address this.

Recommendations 09/10

- Work collaboratively with Skills for Health to expand the Health JIF to include Foundation Trusts and the private and independent Health Sector.
- Ensure providers are updated on the development of the Health Trainers Award and there is sufficient capacity in the region to deliver the qualification (once it is approved as a fully funded Level 2 qualification) and meet evidenced employer demand.
- Ensure the Social Care and Health volunteer workforce are part of the current activities to encourage VCS organisations in the region to access Train to Gain.

- Ensure providers are aware of the new [CSCI guidelines](#) relating to the employment and training of under 18 year olds.
- Continue to provide providers with the emerging employer demand articulated in the JIF. ([Year 1 Investment Plan](#)) and Year 2 plan once agreed, to ensure there is sufficient capacity to meet this demand, particularly at Apprenticeships and Level 4.
- Ensure providers are aware of additional Train to Gain level 2 and 3 qualification lists for the sector.
- Work with SHA on the development of the Society Health and Development Diploma.
- Support the independent element of the sector during the economic downturn.
- Utilise the Broker website and regular meetings with Sector Lead to ensure employers are aware of the new CSCI guidelines relating to the employment and training of under 18 year olds and are encouraged to employ Apprenticeships.
- Utilise the NE Health & Care Provider Network to provide providers with updates on QCF, SQS and Train to Gain.