

Sector Summary Report – Social Care sector

Sector Definition

Skills for Care and Development are the Sector Skills Council, (SSC) for the social care of adults and children, families and young children. The SSC are divided into two sections;

Skills for Care – the adult care group, which is sponsored by the Department of Health

Children’s Workforce Development Confederation (CWDC) sponsored by Department for Education and Skills. (The CWDC will be covered in a separate sector report specific to early years and childcare).

The sector footprint for Skills for Care includes;

- care homes
- children’s homes
- domiciliary care and support agencies
- day centres and services
- advocacy groups
- social work
- fostering agencies and services
- foster carers
- nursing agencies
- adoption services

Overview

		Skills for Care & Development
		Social care
EMPLOYERS		
Number of establishments		2,500
EMPLOYMENT		
Number of employee jobs		47,500
Share of all employee jobs		4.7%
QUALIFICATION LEVELS (INDICATIVE)		
Employees whose highest qualifications are at:	Level 4 and above	34.2%
	Level 3	24.0%
	Level 2	24.2%
	Below Level 2	12.0%
	No qualifications	5.6%
Proportion of employees without qualifications at Level 2		17.6%
PROJECTED EMPLOYMENT CHANGE		
Projected employment change 2007-2017		3.6%

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

Future Skills issues for 2009/10

Key issues facing the sector

Ageing population - over the next 20 years the number of aged 85+ will increase by 66%, whilst the population grows by 10%. This impact enormously on the sector, both in terms of the workforce and the services provided. The 'personalisation agenda' is demanding a future workforce comprising of multi-skilled staff at all levels, which undertakes tasks that currently involve several different professionals (such as bathing, caring, injections and medications).

Legislation – the sector is much affected by government policy shifts and legislative changes (Care Standards Act 2000 – inspection and registration of the workforce and The White paper – Our Health Our Care Our Say – integrating health & social care) – this has had direct impact on training and qualifications for the workforce. National Minimum Standards currently require that;

- Residential care homes must have 50% of staff qualified to NVQ Level 2 in Health and Social Care.
- 50% of staff supplying personal care in domiciliary care must be qualified to NVQ Level 2 in Health and Social Care.
- All managers must be qualified to a NVQ Level 4 or equivalent (eg Social Work degree) in Health and Social Care with a relevant management qualification ie Registered Managers Award.

The continuing professional development (CPD) of social care workers beyond their induction and initial training has been noted in successive white papers, green papers and training strategies in both children's and adults' services.

Sector Skills Agreements priorities

- Leadership, management and human resource management.
- Attracting and retaining a quality workforce.
- Developing the skills of the social care workforce.
- Developing new types of working.
- Improving the skills and enhancing the roles of commissioners.
- Standards, learning qualifications and funding.

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.

The Social Care SQS is currently being worked on but is yet not available for public publication. Anecdotal information from Skills for Care has suggested that although the NVQ Health and Social Care is made up of 260 units, only

30 are being delivered in the region. The following provides a link to the SQS for the Social Care sector;

http://www.skillsforcare.org.uk/workforce_strategy/S_Q_S/SQS.aspx?

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 social care sector is currently under development by Skills for Care.

A Joint Investment Framework is being piloted in the Social Care Sector. The Joint Investment Framework (JIF) is a partnership approach to workforce development between the Learning and Skills Council and local authorities and social care employers in the private and voluntary sector. It provides a framework for joint planning and co-investment by the LSC and employers in the development of workforce skills, with a particular emphasis on those employed in lower and intermediate grade occupations at levels 2 and 3.

Diplomas

14-19 Diplomas

Health & Social Care is part of the 1st tranche of Diplomas available from September 2008. Entitled Society, Health and Development Diploma, this will cover health, social care, children's services and community justice.

Analysis of provision – Train to Gain

There are 47,500 employed in the Health Sector in the North East - of which 17.61% (the employment figures do not include those employed by Local Authorities to deliver social care services which account for an estimated additional 20,000 employees).

Delivery of Train to Gain has traditionally been high within the sector. Social Care accounts for the highest percentage, at 27%, of all Train to Gain delivery across all the sectors. Delivery is focused on the following qualifications;

- NVQ in Health and Social Care (2 3 & 4)
- NVQ in Support Services in Health Care (2)
- NVQ in Youth Work (2)
- NVQ in Registered Managers (4)

The NVQ in Registered Managers is not being renewed, this is due to the guidelines. The 'National Minimum Standards for Care Homes for Older People' states that registered managers meet the following requirements; 'has at least 2 years' experience in a senior management capacity in the managing of a relevant care setting within the past five years; and has a qualification, at level 4 NVQ, in management and care or equivalent.' Consideration should be made to the additional Train to Gain level 2 and 3 qualification lists.

WBL Apprenticeships

Apprenticeships are well established within the Social Care Sectors. However, the take up of Apprenticeships (youth) in the sector has been low – in 07/08

less than 30% of WBL starts were in the 16-18 year old age band. This is due to employers reluctance to employ this age group due to the National Minimum Standards which regulate employees/trainees' activities relating to Personal Care.

In the Summer of 2008 CSCI announced new guidelines which meant that young people under the age of 18 could be involved in Personal Care as long as they were suitably supervised and on an Apprenticeship programme

Recommendations 09/10

- Work collaboratively with Skills for Care to pilot a Joint Investment Framework approach and ensure providers are updated on emerging employer demand articulated in the JIF pilot.
- Further analyse the current provision against the research list of recommended qualifications produced by Skills for Care including analysing the breadth of units of the NVQ being offered by the training infrastructure.
- Ensure provision for registered managers (at level 4) is in line with the National Minimum Standards.
- Ensure providers are aware of the new [CSCI guidelines](#) relating to the employment and training of under 18 year olds.
- Increase the employer take up of Train to Gain funded learning and Apprenticeships by the sector by working collaboratively with Skills for Care, the four NE Care Alliances and the Sector Lead Broker.
- Support the independent element of the sector during the economic downturn.