

SW REGION SECTOR SUMMARY

SKILLS FOR CARE AND DEVELOPMENT

SECTOR FOOTPRINT

A federated Sector Skills Council comprising Skills for Care, Children's Workforce Development Council (CWDC) Scottish Social Services Council, Care Council for Wales and Northern Ireland Social Care Council (www.skillsforcareanddevelopment.org.uk).

- One of the final SSCs to start their SSA in Tranche 4 but due to publish and launch their SSA in March 2008.

SKILLS FOR CARE & DEVELOPMENT LABOUR MARKET

Source: NMDS-SC, Skills for Care Business Plan 2007-08, SSA-Regional Action Plan 2007, ABI 2005, NESS 2007 data derived from LSC SW research team.

Sector size & business unit size

- 5.2% of the total regional workforce is employed in the sector
- The estimated workforce is 150,000 of which about 8,000 are social workers
- There are 5,807 workplaces in the SW including 3,221 registered with Commission for Social Care Inspection (CSCI), excluding day centres and other non-registered care providers
- Some 5281 people who receive services have elected to receive direct payments and organise their own workforce
- Forecasts of employment growth suggest that from 2004-2014 there will be an additional 10,000 jobs. In addition, 39,000 jobs will need to be filled due to replacement demand (created by people leaving the sector or retiring).
- Only 7% of the workforce has large employers (50+ employees)
- 56% of the workforce is based in businesses which employ fewer than 10.

Profile of the workforce

- 81% of the workforce is female – the highest of all Sector Skills Councils (SSCs)
- 1% have a disability
- 2.9% come from a BME background
- 9.8% is aged under 25
- 33.6% is aged 50+
- 83% recorded themselves as white British
- Typically 61% work in services for older people; 19% with adults with learning disabilities; 13% in children's services and 7% in services for mental health.

Vacancies & recruitment

- Employing establishments within Skills for Care & Development sector in the SW reported 3,350 vacancies in 2007, accounting for 6% of the total number of vacancies in the region.

SW REGION SECTOR SUMMARY SKILLS FOR CARE AND DEVELOPMENT

- Of those vacancies 31% were hard-to-fill, lower than the overall average for the SW of 35%.
- In 2007 there were 600 vacancies that were as a result of skills shortage accounting for 18% of all vacancies. Skills shortage vacancies also account for 58% of all hard-to-fill vacancies, lower than the SW average of 62%.
- 19% of Skills for Care and Development establishments in the SW reported skills gaps amongst their existing workforce, higher than the regional average of 16%.

Qualifications in the workforce

- 46% of the SW workforce has no relevant qualifications.
- 13.5% is qualified below Level 2.
- 33% has at least an NVQ Level 2.
- 13% has an NVQ Level 3.
- 6% has an NVQ Level 4 or over.
- 91% of Skills for Care and Development establishments in the SW provided on or off the job training in the 12 months prior to the NESS07 survey, considerably higher than the average for all industries as a whole in the SW (68%).

KEY DRIVERS AND ISSUES

Source: SSDA SSC Profile, Options for Excellence – Building the Social Care Workforce of the Future, PSSRU long-term care financing model, Personal Social Service Research Unit (PSSRU), 2006, CWDC advice to DfES on strategies and targets for raising the proportion of the EY workforce with Level 3 qualifications October 2006

- 'Every Child Matters' sets out a vision for a future in which the outcomes are improved for all children, and the gap in outcomes is narrowed for the disadvantaged. The Children's Workforce Strategy sets out plans for professionals to work together in more integrated services, built around the needs of children and young people
- The White Paper, 'Our Health, Our Care, Our Say' sets out a vision for high quality services which meet people's aspirations for independence and greater control over their lives, making services flexible and responsive to individual needs. A fundamental change in the provision of services and the workforce that delivers them is needed, including better integration of the NHS and social care workforces
- The social care sector is characterised by a diversity of employers, job roles and methods of working, reaching two million service users and including over 30,000 provider organisations. Local authorities employ around a third of the workforce directly, with the remainder employed in the private and third sectors (62%). These consist of large and small organisations, including not for profit voluntary organisations. The social care sector also has a growing self-employed workforce of both professionally qualified and frontline carers, such as personal assistants and other community based practitioners. In addition, increasing numbers of service users who hold individual budgets or receive direct payments are becoming employers.
- Demand for services is predicted to grow sharply. For instance:
 - The number of older people who have a high level of need for services is expected to increase by 54%

SW REGION SECTOR SUMMARY SKILLS FOR CARE AND DEVELOPMENT

- The number of people with a severe learning disability is likely to increase by between 1% and 2% per year for the next 15 years
- The number of people with cognitive impairment, such as dementia, is predicted to increase at a faster rate than numbers of people with functional disability alone
- Government spending on social care workforce development and training reached £284 million in 2005/06, three times as much as the amount spent in 2002/03
- It is predicted that from 2006 to 2020 the number of staff working with older people will need to rise by over 25%, in order to meet demographic pressure
- Increasingly the sector is dependent on migrant workers to fill vacancies - many will need support in basic skills and ongoing development
- National Minimum Standards currently require that residential care homes must have 50% of staff qualified to NVQ Level 2 in Health and Social Care (H&SC). 50% of staff supplying personal care in domiciliary care must be qualified to NVQ Level 2 in H&SC. All individuals who look after children must have an NVQ Level 3 in either H&SC or Children's Care Learning and Development. All managers must be qualified to NVQ Level 4 or equivalent (e.g. social work degree) in H&SC with a relevant management qualification i.e. Registered Managers Award (RMA)
- Funding from the Department of Health for organisations to achieve these targets has been provided by Skills for Care in the form of the Training Strategy Implementation (TSI) funding which has been rolled out through 6 employer-led care partnerships in the SW. However, Skills for Care will not pay for the whole cost of the qualification, only units towards and the funding is awarded to the organisation and not individuals thus allowing the employer to fund overseas workers
- Skills for Care South West has provided support funding of £20,000 per annum to the above 6 employer-led care partnerships, so that development workers can be employed (under local match funding) to disseminate strategy and to administer TSI funding
- CWDC has outlined a vision for 70% of the early years workforce to become qualified to Level 3 as a minimum by 2010
- The early year's career pathway or climbing frame should be built on Level 6 and Level 3.

Funding the Vision:

CWDC believes that the General Sure Start Grant and LSC funding should be aligned to the long-term aim of increasing the proportion of the workforce with Level 3 qualifications.

The Graduate Leader Fund will be used through local authorities to support those with Level 3 to achieve Early Years Professional Status (EYPS).

DCSF will work with CWDC to lead on simplifying the supply chain to meet training needs and to develop strategies to strengthen the link between demand and supply. The DCSF should support the LSC to performance manage training providers and to support CWDC strategies to strengthen the link between demand and supply.

The DCSF will work towards ensuring that local targets are set for raising the proportion of the early year's workforce with a Level 3 qualification, with providers across the range of settings, local LSCs and other key stakeholders.

SW REGION SECTOR SUMMARY SKILLS FOR CARE AND DEVELOPMENT

These targets will be included in their local workforce strategy and built into their statutory Children and Young People Plans.

The total estimated spend on training for qualifications in early years, childcare and playwork is significant. For Levels 1-4 in 2003-04 nationally the LSC spent circa £124m and local authorities spent circa £50m. However, funding streams are not joined up and there is a lack of shared strategy or targets.

In many settings there is a lack of training budgets and arrangements for supply cover and no time off for training and development.

There is currently a lack of regional workforce data particularly with regard to the private, voluntary and independent labour market. In the short term it is recommended that support is given to the implementation of the National Minimum Dataset (NMDS) system and Commission for Social Care Inspection (CSCI) data to inform workforce commissioning at all levels.

The LSC has committed regionally with GOSW to develop a strategic framework for the Children and Young People's Workforce Development which will support the 14-19 agenda. CWDC is to lead on pulling together a framework document.

NSAS/COVES /14-19 DIPLOMA/HE (NATIONAL SKILLS ACADEMIES AND CENTRES OF VOCATIONAL EXCELLENCE)

COVES

- Bridgwater College – Early Years
- New College, Swindon – Early Years and Childcare
- Norton Radstock College – Care
- Somerset College of Arts & Technology – Residential Care (covering Dorset and Somerset)
- Truro College – Care
- Stroud College – Care

14-19 Diploma

The Society, Health and Development Diploma is one of the first of five pathfinder Diplomas to be launched in schools from next year. The new Diploma will provide young people with an understanding of health, social care, children's service and community justice and will help them to develop the skills critical to working successfully in all these areas, problem solving, team working, communication and creative thinking.

The Diploma Development is being led by a partnership of Sector Skills Bodies representing the health, social care, community justice and children's workforce, led by Skills for Health. Skills Active is leading on behalf of the Children's Network, supported by CWDC to ensure that the view of employers, volunteers and stakeholders are represented in the content and structure of the new Diploma.

SW REGION SECTOR SUMMARY

SKILLS FOR CARE AND DEVELOPMENT

Foundation Degree

Early Years Sector-Endorsed Foundation Degree (EYSEFD) courses are higher education qualifications at level 5. The courses have been assessed by the Department for Education and Skills (DfES) as meeting a Statement of Requirement that has been endorsed by the Early Years sector. The Statement sets out core learning outcomes for the foundation degrees as well as a framework of innovative delivery of the course. Foundation degrees tend to be delivered at flexible times of day with the option of online and distance learning methods.

Students need to have a level 3 qualification in Early Years, Childcare or Playwork (or equivalent) and at least 2 years' experience of working in the sector. Those students who do not hold a level 3 qualification may discuss APEL (Accredited Prior Experiential Learning) procedures with their intended institution of study.

National Skills Academy (NSA)

No plans as yet for an NSA.

Early Years Professional

The Government's response to the national consultation on the future of the children's workforce highlighted the need for further reform of, and support for the early year's workforce. In particular the response identified the benefits of developing a new group of people able to take on the role of early years professional (EYP).

The Children's Workforce Development Council (CWDC) and its partners are developing this role supported by a set of national standards set at graduate level which covers work with children from birth to the end of the Early Years Foundation Stage. Those who demonstrate these standards will be awarded early year's professional status (EYPS) which will be equivalent in level to qualified teacher status (QTS).

KEY EMPLOYERS

Local Authority Social Services, Brunel Care, Primary Care Trusts, Care South, Brandon Trust, Aspects & Milestones, Freeways, White Horse Care Trust, Mencap, Order of St John Care Trust, Cornwall Care, Devon Community Housing Society, Robert Owen Communities, Small House Homes, Havencare, Home Farm Trust, Sunshine Care, Somerset Care Group, Paragon, Allied Healthcare, First City Nursing, GP Homecare, United Response.

LOCAL AND REGIONAL PROJECTS/NETWORKS

There are six employer-led Partnerships each employing a Care Development Manager who supports the private, voluntary and independent care sector, to train and develop staff and volunteers. They mainly work within the boundaries of the adult social care sector, but they also cut across in varying degrees into the children's workforce. Each has access to additional funding streams to support training and qualifications activity:

- Wiltshire & Swindon - Care Skills Partnership
Contact: Wallace Regelous (01225 713136)
- Gloucestershire – The Gloucestershire Care Sector Workforce Development Group
Contact: Ruth Hogan (01452 425133)
- West of England – Care Learning
Contact: Bernard Wildsmith (01179 528238)

SW REGION SECTOR SUMMARY SKILLS FOR CARE AND DEVELOPMENT

- Somerset – Care Focus
Contact: Claire Waddon (01823 442569)
- Bournemouth, Dorset and Poole – Partners in Care (PIC)
Contact: Kate Blake (01202 639026)
- Devon & Cornwall – Peninsula Care Sector Group (PCSG)
Contact: Belinda England (01752 305626)

A regional joint protocol has been agreed between Train to Gain, the care development managers and LSC to actively work together to identify and stimulate demand for qualifications from employers. This will maximise access to the Train to Gain service for employers and reinforce the benefit to employers of completing the NMDS-SC. It will also ensure appropriateness and expertise when joint visits are undertaken as the sector is regulated by the Commission for Social Care Inspection (CSCI).

There are plans underway to support the childcare sector in a similar manner with a joint protocol. There is significant potential Train to Gain activity identified for L2 & L3 and Management & Leadership support.

Funding has been allocated through the LSC sectors workforce development budget to enable the SW Children's Workforce Development Group to continue meeting on a regular basis.

SUMMARY OF SUPPLY

Source: LSC IPOL data (ILR extract)

Analysis of further education and work based data by Sector Skills Council footprint is not yet available for 2006/07. The data presented below relates to Train to Gain activity which can, in most cases, be attributed to a specific sector.

| Skills for Care and Development Starts 06/07 | | |
|---|--|--------------|
| Starts | Certificate in Supporting the Development Needs of Vulnerable People | 3 |
| | Certificate in Working with People who have Learning Disabilities | 7 |
| | NVQ in Children's Care, Learning and Development | 160 |
| | NVQ in Children's, Care Learning and Development | 10 |
| | NVQ in Health and Social Care | 2,867 |
| | Total Starts | 3,047 |

SUMMARY OF DEMAND

Source: Skills for Care and CDWC Skills Balance Sheet 2007/08, Skills for Care SSA Stage 2 report.

- Estimated 12,000 places for NVQ Level 2 and NVQ Level 3 in Health and Social Care
- Of the 99 providers delivering care provision in the region, only 29% have additional capacity. Barriers to developing capacity are mainly issues concerning shortage of assessors and verifiers
- 2,750 assessors are currently being used by providers

SW REGION SECTOR SUMMARY SKILLS FOR CARE AND DEVELOPMENT

- 300 assessors are identified as inactive - key change required to re-active these is separation of assessment responsibilities from existing jobs as they currently tend to be combined without reward or time allowance
- Funding for Level 3 qualifications is prioritised - Level 3 qualifications are the priority for the early years workforce and foster carers (current recommendation is that 50% are qualified to Level 3)
- Mature entrants into the adult care sector and also existing staff are supported to gain qualifications
- Adult Care Apprenticeships should be extended to adults over 25 years
- Alignment between the Transformation Funds, the LSC and Local Authority Funds in order to maximise public investment in the sector and avoid duplication of effort
- Basic Skills Training - Essential Skills and Skills for Life training is mapped closely to the common induction framework for adult care
- More delivery of the Health and Social Care Level 4 NVQ and the Level 4 Registered Care Managers Award
- Flexibility in terms of funding and delivery methodology
- A clearer link between employer demand and supply of training and development.

Qualifications

Preferred qualifications:

- NVQ Levels 2, 3 & 4 in Health and Social Car
- NVQ Levels 2, 3 & 4 in Children's Care, Learning and Development
- NVQ Levels 3 & 4 in Learning, Development and Support Services

The Qualifications and Curriculum Authority (QCA) is currently reviewing and revising the qualifications framework and the new Qualifications and Credit Framework (QCF) is currently being piloted. It is based on Units of Assessment, rather than National Occupational Standards (NOS). Each unit is assigned a level (1–8) and a credit value. The credit value is based on the number of notional learning hours required to achieve an individual unit. Qualifications will be made up of groups of units and SSCs together with awarding bodies will have a key role in the development of units and qualifications.

The Integrated Qualifications Framework (IQF)

As a result of the Laming Report into the death of Victoria Climbié, there is Government commitment to ensuring that agencies and individuals who work with children and young people do so in a collaborative and co-operative way. A key action to support this is the development and implementation of an Integrated Qualifications Framework (IQF) on which appropriate qualifications for members of the children's workforce will be placed.

<http://www.skillsactive.com/resources/consultations-have-your-say/skillsactive-consultations/integrated-qualifications-framework>

The primary purpose of the IQF is to improve the quality of services to children, young people, their families and carers through a coherent and integrated service provision. The IQF is designed to enable employers to recognise when their workforce are appropriately trained to work with children and young people. Equally importantly, it is designed to support the development of a competent and flexible workforce, enabling workers to move more easily between roles using the Common Core as a suite of transferable skills and knowledge

SW REGION SECTOR SUMMARY SKILLS FOR CARE AND DEVELOPMENT

applicable to all members of the children's workforce. It will enhance the career development opportunities and enable people to move more freely from one occupational area to another related one, building on a common framework. The development of the IQF is ongoing and it should be fully implemented by 2010.

There is a core range of NVQ qualifications available within the Skills for Care footprint which provide a significant proportion of skills development, as shown in the table below. However, this data shows only qualifications gained that are relevant to the sector, not what proportion of those gaining these qualifications are actually based within the workforce.

NVQ awards:Level(s)**Qualification Name** 2, 3

NVQ in Health and Social Care 2, 3, 4

NVQ in Care 2

NVQ in Community Development 2

NVQ in Community Work 3

NVQ in Promoting Independence 4

NVQ Registered Manager Award (Adults) 2

NVQ in Support Services in Healthcare NVQ in Support Services in Healthcare

Apprenticeships

The aim of a **Young Apprenticeship** (YA) is to offer a two-day per week vocational 'Health and Social Care' experience for learners, which includes a vocational qualification and 50 days work experience. It is hoped that this scheme will be an aid to the recruitment and the competence of new workers within the sector.

Skills for Care is working with Skills for Health and 11 partnerships around England to offer Young Apprenticeship programmes to over 300 learners aged 14–16.

The Health and Social Care Apprenticeship Programme is available at Level 2 and Advanced (Level 3 for those whose work role is at Level 3). It is a framework of qualifications and other components that have been identified by employers from the Sector as providing a valuable route into training and subsequent accreditation for trainees/students and staff. On completion of the framework the Apprentice will be eligible to be awarded an Apprenticeship Completion Certificate at Level 2 or Advanced.