Swindon & Wiltshire Region Local Skills Improvement Plan (LSIP)

Priority Findings, Health and Care and Life Sciences

1. Introduction

Health and Social Care is one of the sectors predicted to experience a high level of growth due to a set of demographic changes taking place in the UK and other Western economies.[1] Recent research by the Health Foundation[2] highlight that the biggest risks in the sector as a whole are attached to labour shortages, and the Health and Care sectors are considered by some to be a core sector, due the knock on impact on all other sectors when service and support is not forthcoming. The NHS trust staffing gap for England is currently 110,000 full-time equivalent (FTE), and this gap is likely to grow substantially by 2030 with unfilled roles projected to increase to 156,000 FTE by 2030/31 in NHS Hospital and Community Health alone, approximately 9% of projected demand[3]. In 2021/22 the adult Social Care sector in England had an estimated 17,900 organisations across 39,000 Care-providing locations and a workforce of around 1.79 million. Simultaneously - according forecasts carried out by Skills for Care, if the adult Social Care workforce grows proportionally to the projected number of people aged 65 and over in the population, then a 27% increase (480,000 new posts) will be required in England by 2035 in Care roles.[4]

Health and Care as a sector adds approximately total gross value added (GVA) across the local economic partnership (LEP) region at 5.59%, however this is 7% of the total for Wiltshire, due to the prevalence of other higher value sectors in concentration in Swindon such as professional and financial services. Total jobs in Swindon & Wiltshire this sector are 28,108, with Care workers and nursing the top posted occupations in Wiltshire[5]. GVA for human Health and Social Care activities in the United Kingdom was believed to be around £137.7 billion in 2022 – as the Swindon & Wiltshire region makes up around 1.08% of the total UK population, the GVA for the Swindon & Wiltshire region from Health and Care activities is likely to be around £1.49 billion.

The skills needs' risk within this sector is ensuring new entrants are prepared for the sector, in terms of both existing and future activities within roles and pathways. The opportunity is to take advantage of the West of England's unique innovation and technological strengths to lead the UK in improving productivity, efficiency and value of roles in this sector to meet the Grand Challenge of Aging Society and other Health and Care needs. We therefore have three types of skills priority for this sector:

- *Skills Shortage Occupations reflecting the current supply and demand,*
- *Skills for new technology (upskilling of existing occupations and new occupations), and*
- *Granular skills requirements reported by employers*

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[1] From *West of England Combined Authority Employment and Skills Plan,* 2019 https://www.westofengland-ca.gov.uk/wp-content/uploads/2019/09/West-of-England-Employment-and-Skills-Plan-July-FINAL.pdf

[2] From *the Health Foundation, Health and Social Care Workforce*, June 2022 https://www.health.org.uk/REAL-centre/health-and-social-care-workforce

[3] *Health and social care workforce*. (n.d.). The Health Foundation. https://www.health.org.uk/REAL-centre/health-and-social-care-workforce

[4] Skills for Care Report, *The state of the adult social care sector and workforce in England*, October 2022 https://www.skillsforcare.org.uk/adult-social-care-workforce-data/Workforce-intelligence/publications/national-information/The-state-of-the-adult-social-care-sector-and-workforce-in-England.aspx

[5] From *Swindon and Wiltshire LEP Swindon and Wiltshire Skills Plan,* 2020, https://static.swlep.co.uk/swlep/docs/default-source/strategy/swindon-wiltshire-skills-plan.pdf?sfvrsn=af743f0f_2

Please note we have not at this stage (beyond individual attributions within reported needs statements) delineated skills needs to individual subsectors of this area of need. Please note too that 2021-22 LSIP Trailblazer[6] provides supplementary intelligence on residential and domiciliary Care in an adjacent geography during 2021-22, alongside preliminary work completed with New College Swindon on the Skills Accelerator Progression Fund (SAPF) into changing Health and Care recruitment and skills needs and will be incorporated into the LSIP Report and Roadmap. We have also not secured significant engagement with Health-Tech, Life Sciences and Pharmaceutical companies in the region, and so recognise that the skills needs reported primarily reflect the needs in the Health and Care sectors. We broadly expect during the project lifespan and phase 2 (May 2023-35) to further refine and deep dive into prioritised needs and changes in sectors taken forward across the project timeline. This may take the direction of sub-sectoral delineation across Engineering, Manufacture and Digitalisation as a separate focus to Health and Care.

FE and post-16 technical education within the region comes from both Wiltshire College & University Centre and New College Swindon, as well as via independent training providers. The Swindon & Wiltshire Institute of Technology also provides Science and Health qualifications Levels 3 – 5. A new Academy has been established too by the NHS Bath & North East Somerset, Swindon and Wiltshire Partnership (BSW) to support learning and development across Health and Care providers. The intentions for this academy include improving leadership development and providing training hubs for the region[7].

2. Labour market intelligence trends for the Swindon & Wiltshire region

In the Swindon & Wiltshire LEP region, Health and Social Care accounted for 5.59% of regional gross value added (GVA) in 2018[8] with over 35,000 employees – 11% of all employee jobs in the region and the second largest employment sector across the LEP area at 11% of the total employment, with 'Professional, Scientific and Technical' (including Life Sciences) closely behind with 9%. Employment in Health and Social Care employment is predicted to grow by 22% nationally from 2018/19 employment to 2024/25[9]attaining a net increase of 275,000 across both Health and Care , which would equate to additional needs in this region of 3,160 additional filled roles, but has seen shrinkage in terms of total employment for the region of 8% between 2015 and 2020. (Swindon & Wiltshire Local Economic Assessment, March 2022)

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[6] From *Business West, Local Skills Improvement Plan Traillazer, 2022,* https://www.businesswest.co.uk/sites/default/files/woe_lsip_trailblazer_-_hsc_sector_statement.pdf
[7] *BSW Our Plan for Health and Care 2020 2024 full version - Bath and North East Somerset, Swindon and Wiltshire ICB*. (2022, July 5) https://bsw.icb.nhs.uk/document/bsw-our-plan-for-health-and-care-2020-2024-full-version/
[8] *Swindon and Wiltshire Local Economic Assessment*. (2022, March). Swindon and Wiltshire LEP. Retrieved March 27, 2023, from https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/swindon-and-wiltshire-local-economic-assessment-final-march-22.pdf?sfvrsn=c21cbb0c_3 In the public domain.
[9] *Health and social care funding projections 2021*. (n.d.). The Health Foundation. https://www.health.org.uk/publications/health-and-social-care-funding-projections-2021

The total number of Care sector posts in Swindon and Wiltshire was around 19,200 in 2021/22, 14,000 of which were Wiltshire and 5,200 Swindon. This was comprised of 17,200 filled posts and 2,100 vacancies[10]. Since 2012/13 vacancy rates have increased from 3.8% to 10.7% in the UK.

In Swindon and Wiltshire, life sciences are also of particular note, with employment of around 10,000 employees, significantly higher than UK averages and growing, with a 56% growth rate in between 2015 and 2020 - Life Sciences is the only regional priority sector to have experienced growth over the past 5 years. The region through Porton Down Science Park has globally significant assets in the Defence Science and Technology Laboratory (Dstl) and UK Health Security Agency which also includes the Home Office Centre for Applied Science and Technology, to further develop life sciences research & development (R&D) and innovation in the area and designation as one of the country's six new Life Sciences Opportunity Zones[11].

3. **Job postings and forecasts to meet replacement and expansion need (existing staff leaving the sector's workforce either into different sectors or retirements and new employment generation against expected sectoral growth).**

The total number of adult Social Care posts nationally in 2021/22 was 1.79m, of which 1.62m posts were filled by a person (filled posts) and 165,000 were posts that employers were actively seeking to recruit somebody to (vacancies), suggesting and ongoing vacancy rate of around 9.2% (Skills For Care). During 2021-22, the number of vacant posts in adult Social Care increased by 52%; this is the highest rate ever recorded.

NHS Digital suggests the vacancy rate nationally across all roles is approximately 9.7%, with highest need within Registered Nursing at 10.8%, up 0.6% from the previous year. The NHS recruitment portal[12] shows there are currently 1,344 job vacancies live within 30 miles of Devizes (taken as a central conurbation within the region) with the largest minorities within 'nursing and midwifery registered' (402, 30% of total), administrative and clerical (254, 19% of total) and 'allied Health professionals' (249, 18.5%). The NHS Vacancy Statistics Portal states that there are currently 9,400 unfilled roles across the South West of a planned workforce of almost 131,000, producing a vacancy rate of almost 7.2%, lower than the national average.[13]

4. **Occupational Priorities (shortages within occupations)**

We have attempted below to show some existing roles' needs and requirements to indicate where sectoral needs may be met via existing courses, with or without micro-interventions. Prioritised occupational gaps have primarily been aligned with vacancy rates as in above sources, with any forecast changes to the sector and occupational pathways to be expounded in section 5 below. Below we have added a table based on data from Skills for Care workforce intelligence, showing estimated number of employees and vacancy rates by occupation, focussing on the highest demand and need in

[10] *Adult social care sector and workforce in South West*. (n.d.). https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/publications/regional-information/South-West/South-West.aspx

[11] From *Swindon & Wiltshire Local Industrial Strategy*, 2022, https://static.swlep.co.uk/swlep/docs/default-source/strategy/economic-priorities/economic-assessment-2022/4-business-and-sectors-march-2022.pdf?sfvrsn=1137b0e5_3

[12] NHS Recruitment Portal, online, accessed March 2023 https://www.jobs.nhs.uk/xi/search_vacancy/

[13] *NHS Vacancy Statistics (and previous NHS Vacancies Survey) - NHS Digital*. (n.d.). NHS Digital. https://digital.nhs.uk/data-and-information/publications/statistical/nhs-vacancies-survey

terms of both percentage and volume. These figures from Skills for Care are for the South West region and not Swindon & Wiltshire and therefore some extrapolation is required, but we believe these to be predominantly in line in terms of roles and requirements from the data provided by Swindon & Wiltshire LEP, which shows regional jobs postings.

Adult social care sector and workforce South West 2021/22	Employee	Vacancy Rate
Direct Care	96,000	11.68%
Care Worker	79,000	12.45%
Other	22,000	6.11%
Managers	12,000	5.39%
Senior Care Worker	9,700	7.47%
Professionals	5,700	12.49%
Support and Outreach	4,400	9.63%
Registered Nurse	3,400	14.37%
Social Worker	1,700	9.93%
Senior Management	1,600	3.29%
Occupational Therapist	400	8.94%
Overall	**136,000**	**10.32%**

Source: Skills for Care Regional Workforce Intelligence

We have attempted to equate both NHS and Skills for Care data into Swindon & Wiltshire occupational shortages, using working population figures alongside vacancy rates and total workforce requirements. Please note these calculations are based on current vacancies and expected replacement needs are not incorporated here - between April 2012 and May 2021, the average leaving rate within the NHS was 0.8% for nurses and midwives , and 1.2% for HCAs, but there are significant differences across NHS trusts nationally[14].

South West working population 3,527,000, Swindon & Wiltshire working population 354,000: 10% of total South West working population.

Overarching vacancy rate for the NHS in the South West is 7.2%, equating to 9,400 vacancies.

Role	Need forecast	R	A	G	Priority/possible action and funding source. Growth in:

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[14] From *Institute for Fiscal Studies, 2022, Factors associated with staff retention in the NHS acute sector,* *https://ifs.org.uk/sites/default/files/2022-08/IFS-R216-Factors-associated-with-staff-retention-in-the-NHS-acute-sector_0.pdf*

Care Workers and Direct Care roles SW workforce total is 175,000, vacancy rate of 12% - 21,000	2,100 direct Care and Care Workers currently needed (at compounded 12% vacancy rate in total workforce)	x			1.Adult recruitment and training programmes. (AEB/Boot Camp funded?)
Nursing and Midwifery Care sector suggests a 14,37% vacancy rate of 3,400 total roles NHS vacancies suggest around 33% of 9,400 in the South West are in this pathway S&W 0.1 of total SW working population	Total possible regional need for Nursing and Midwifery roles 360 currently - 310 live vacancies within Health, 50 within Care	x			2. Apprenticeships (Healthcare Support Worker L2, Senior HS Worker L3, Nursing Associate L5 Healthcare Asst Practitioner L5 3. Work with ICS to increase volumes of training for nursing, and other professions.
Administrative and clerical roles (within both Health and Care) NHS approximately 20.9% of total vacancies Care sector reported within 'other' roles, vacancy rate of 6.11% of 22,000 total	Swindon & Wiltshire extrapolated total is 330 across Health and Care NHS roles 196 Care sector roles 134 (Total possible need for current roles is 3,309 across the SW)		x		Apprenticeships-5
Professionals within Health and Care	Swindon & Wiltshire extrapolated total is 187 across Health and Care 158 in Health 29 in Care (Total possible need for current roles in SW Care currently 2,291 employment across South West of 5,700, with a vacancy rate of 12.49%, unmet need of 712 across professional roles Health vacancies at 16.8% of total 9,400 for SW equates to 1,579)			x	Needs primarily met via higher education routes

Changes within Health and Care commissioning, provision, integration, discharge and reablement services are likely to impact roles in both sub-sectors, but at present we have not managed to equate these changes to potential skills need changes or roles; we expect to further investigate the impacts of these changes during the following phases of the project. There will also be significant changes in skills' needs in the medium term within this sector, as UK industry as a whole, the Care industry and the NHS move towards a more technologically and digitally driven service provision, although needs are hard to forecast specifically. Below we outline some of the technologies and drivers of change potentially impacting the sector.

5. Occupational Opportunities – Skills for new technologies

Whilst we can identify with more certainty some of the more imminent technological needs within this sector, we have not attempted to outline too explicitly the roles that these will fit into, due to the rapid and sometimes unexpected changes under which we as a nation currently operate. We have therefore broken down technological and expected sectoral needs into broad areas or specific to a technology, alongside some forecasting of expected demand (extrapolated to a regional level where possible or pre-existing)

Primarily reporting on Care sector needs but with broad applicability to Health Care transformation outside of specific technological advancements with Medicine and Health Tech innovation, we highly recommend reading the 2021 'NHSX Technology and Digital Skills Review[15]' to indicate potential areas of development, uptake, adoption and development of service transformation as a sector, as well as perceived barriers to further adoption. This report aligns significantly with employer's reported needs and impressions of technological adoption in the Swindon & Wiltshire region:

> *"The technology review considered all types of digital technology used in managing, delivering and receiving Care. It covered digital technology hardware, software, and apps as well as services supported by digital technology. For the purpose of the review, digital technology was classified as follows:*
>
> *1. Consumer digital technology or apps: smartwatches, audio assistants, video calling software, Health and Wellbeing apps.*
>
> *2. Business Support or Care management systems (BSCMS): financial accounting software, HR management software, digital Care rostering software, digital Social Care records or planning systems, electronic medication administration records (eMAR).*
>
> *3. Support and monitoring digital technology: personal alarms, monitoring equipment with sensors, voice operated or remote-controlled digital technology (e.g. voice operated curtains), customer facing apps or platforms to help users keep updated with Care.28*
>
> *4. Advanced digital technology: robotic digital technology (e.g. robotic walkers), virtual reality applications, sensory digital technology which recreates physical feelings using haptic digital technology"*

Please note that there are reported pockets of gaps in core digital skills in the labour market, and therefore there is some need to improve traditional and core digital skills in advance of some further technological adoption, including in digital communication, basic IT literacy, and digital infrastructure

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[15] From *NHSX Technology and Digital Skills Review, November 2021,* https://www.ipsos.com/sites/default/files/ct/publication/documents/2021-12/NHSX_Technology_and_Digital_Skills_Review_Main_Report_November_2021.pdf

(business support and Care management systems) and records keeping, although mobile digital literacy is considered high when this is the primary interface with digital provision. There is some suggested need for a 'national vision for a digital ecosystem' to ensure employers are able to adapt in a timely and coherent way to changes to the wider Health and Care environment.

In our work with employers, we picked up some of this happening or beginning to happen now and it is summarised in the table below and the detailed tables below this. We would like to move towards a clear overall agenda here agreed between employers, Colleges and providers.

Occupations	Clinical and Care	Support, maintenance and repair	Other
Technology			
Automation and cobotics	Care work specific roles, dedicated Health roles: handling and lifting Accompaniment /companionship Telehealth Smart home support integrations	Maintenance and Operations engineering technicians L3 Healthcare engineering specialist technicians L3	Managers and admin staff (awareness)
Telecare, remote service provision, remote assessment (incorporating sensors, VR/AR, machine learning and AI)	Direct service provision roles	As above	As above Software Developers
Digital services, data analytics and data science, including Care management systems and systems integrations (including incorporation of consumer Health Tech and wearables as likely trend)	Likely impact on all care and direct service provision roles alongside specific systemic needs within professional roles	As above	Nursing Auxiliaries and Assistants Health service and public Health managers Care Home Managers and Service Provider Project Managers

There are already increasing needs within adoption of digital technologies for communication, care management and internal systems, with pockets of identified skills needs within both learners and existing workforces, as outlined below. The other technologies do not appear to have reached enough

of a point of adoption to have created current needs in existing workforce, but are likely to be required in education and training for those expected to join the workforce in the short to medium term.

6. Businesses Reported Skills Needs - Granular Business Intelligence via LSIP

Please note that the LSIP research will continue until April 2023 in the first phase, with additional needs, refinements, deep dives and any identified new foci to continue longer term until May 2025. These below skills needs findings are based on the initial 3 months of LSIP research and delivery and hopefully indicate (in a no way comprehensive manner) expected 'direction of travel' in the final report. As any additional needs are identified and verified we will share prior to report release with stakeholders in the most appropriate identified means.

The LSIP has worked to gather current in-depth business intelligence on perceived unmet needs, understanding of current delivery and potential economic and technological changes. The intention of the LSIP research methodology is to add current and granular intelligence to existing understanding and not to replace prior research into skills needs, particularly those datasets which could be considered statistically robust.

We have divided these findings into approximated areas of need, and - alongside the sections above on occupational shortages and industrial trends – expect these to form a reasonably comprehensive picture intended to address current and expected unmet needs within the sector, both in terms of interventions in existing provision (micro or modular) and identification of potential new provision (although this falls primarily towards in-work and modular needs due to the methodology utilised in the LSIP primary research phase). The areas these are outlined under are:

- Critical Workplace, Core and Transferable skills
- Core Digital Skills
- Sector Specific Skills, Technological Change and Digitalisation Skills Needs
- Decarbonisation, Sustainability and Alignment to the UK's Net Zero Strategy Skills Needs
- *Systemic/Labour Market/Other reported needs*

We have indicated where we believe businesses have reported these needs most significantly in terms of where they fit within career and occupational progression (from new entrants through to experienced) and believe there are areas of funding and provision that align more or less closely:

Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced 16-19 and adults
In-house, innovation/Adult Education Budget (AEB)/Local Skills Improvement Fund (LSIF)	In-house/bespoke/Innovation/ AEB/ LSIF	AEB, Bootcamps, Other DfE e.g. certificates of future technology, In-house, LSIF	Apprenticeship	T Levels, other 16 to 19 vocational, Vocational higher education and preparatory

We do not intend to be prescriptive in suggestions where FE Providers (and others) may see an ability to respond to LSIP skills needs findings, more to indicate where we see current potential opportunities that align with occupational progression, life stages and current funding mechanisms.

Employers have expressed a strong view that young recruits are often not work ready in terms of essential skills and work related basic digital skills. It is therefore a priority for us to explore the possible implementation of "Skillbuilder" essential skills system (or similar) into pre-16 and academic post-16 education across the area. We would also aim to build these skills into post 16 vocational programmes and Apprenticeships (where they are not already there) so that employers themselves will also continue to develop these skills in the workplace.

Critical Workplace, Core and Transferable Skills

Need Statement	PROVISIONAL PRIORITY	Experienced Current Employees (upskilling, modular, CPD)	Experienced/ Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Most care employers report primarily looking for right attitude/attributes and Aptitudes over technical skills	1. Explore implementation of Skillbuilder (or similar) for existing employees and new adult recruits (NB already covered within Apprenticeships and T Levels)	X	X	X		
Soft skills requiring further support: Communication Teamwork Leadership Administration and records-keeping	As 1 above	X	X	X		
Issues with functional/core maths and English for some entry level roles	2. Greater use of Apprenticeship for entry			X	X	X
Some employers report additional benefit from more and more frequent Health & safety content						
Recognition from some of benefits to wider professionalisation of care work	Part C LSIP					
Additional needs for succession planning, management, workforce planning and understanding effective backfilling in more senior roles	3. Support programme for workforce planning	X	X	X	X	
Mental Health, resilience and burnout still high on agenda	4. HR support programme	X	X	X	X	

Core Digital Skills

Need Statement	PROVISIONAL PRIORITY	Experienced Current Employees (upskilling, modular, CPD)	Experienced/ Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Better usage of Microsoft software's/ platforms: • SharePoint • Teams • Excel • Outlook	5. Training in basic digital skills in the workplace and FTE	X	X	X	X	X
Better understanding of Data, GDPR and data visualisation	6. Data/GDPR training for managers and admin staff	X	X	X	X	
Needs attached to CRM skills and databases	As 5 above (relevant staff)	X	X	X	X	
Best practise in online meetings, webinars and virtual communication	As 5 above	X	X	X	X	
Some employers report needs for general 'digital skills' needs, potential disconnect in expectation in some employers	As 5 above	X	X	X	X	
Wide recognition that NHS drive towards further digitalisation and digital service provision will impact wider sector (directly and indirectly)	LSIP Stage C					

Sector Specific and Technological Change

Need Statement	PROVISIONAL PRIORITY	Experienced Current Employees (upskilling, modular, CPD)	Experienced/ Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Digital transformation is coming	As 5 above	X	X	X	X	
Infection control higher on agenda	6. specialised upskilling short course programme	X	X	X	X	
NHS capacity, funding and structure not expected to beneficially change/improve in near/medium future, how to cope with/adjust as demands get higher and capacity worse	LSIP Part C					
More technical roles will be created and required across Health and care attached to technological and digital transformation, some fore sighting understanding required in managerial/senior roles	As 6 above	x	x			
Homecare and increased prevalence	LSIP Part C					
Discharge services, reablement and Integrated care systems	As 6 above	X	X	X	X	
AI and automation will significantly change the sector: • Assistive technologies and cobotic/lifting • Chatbots and customer service • Sensors and Machine Learning in care environments	As 6 above	X	X	X	X	

• Bloodwork, tests and detections • Preventative medicine						
Data analysis will become a growth need in near future	As 6 above (just for basic understanding by managers and admin staff)					
Efficiency high on agenda – do more with less	As 6 above					
Some employers would benefit from quality improvement training, help with on-the-job training and competency assessment training	As 2 above				X	

Net Zero Skills

Need Statement	PROVISIONAL PRIORITIES	Experienced Current Employees (upskilling, modular, CPD)	Experienced/Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps)	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Waste – reduction, management, plastics, SUP, food	7. short course net zero understanding. Managers first priority	X	X	X	X	
Energy crisis and mitigation, energy efficiency	As 7 above	X	X	X	X	
Homecare as often most sustainable options?	Part C LSIP					
Virtual and online service provision as sustainable options	Part C LSIP					
Technology for efficiency and carbon savings	As 7 above	X	X	X	X	
Travel						
Changing climate, seasonal peaks and impact on service	As 7 above	X	X	X	X	

provision/care/ environment							
NHS Net Zero policy as the predominant driver for wider sector	As 7 above	X	X		X	X	
Carbon calculation and measurement	As 7 above	X	X		X	X	

Local Skills & Labour System Feedback

Please note that although these are not explicitly skills needs, these are other issues highlighted by employers and stakeholders that may require addressing alongside interventions in provision directly.

Need Statement	**PROVISIONAL PRIORITIES**	Experienced Current Employees (upskilling, modular, CPD)	Experienced/ Occupationally Competent New Employees (upskilling, skills gaps, new work functions)	Career movers from another sector (part experienced and/or direct/linked training e.g. Boot Camps	Those in both work and formal training e.g. apprentices	Younger/New Entrants/non-experienced (16-19) and adults
Recruitment and retention inordinately difficult – massive turnovers	Part C LSIP (but not a skills issue unless employability skills)					
Sector and system need additional funding and capacity above all else	Part C LSIP (but not a skills issue)					
Childcare, cost of living, transportation all having huge impacts on workforce	Part C LSIP (but not a skills issue)					
Low salaries and lack of parity/pathways/ progression in care compounding other issues	Part C LSIP (but not a skills issue)					
Widely increasing costs compounding other issues	Part C LSIP (but not a skills issue)					
Standards of living going down will compound all other issues alongside producing greater demand	Part C LSIP (but not a skills issue)					

Need to change attitudes and access to training	As 6 above					
Care sector may need better standards and greater professionalisation	As 6 above					
Delays in system mean care needs often change between review and receipt	Part C LSIP (but not a skills issue)					
Widest sector reports short, flexible, modular and virtual as Preferences for training, in particular due to lack of capacity	As 6 above					
Care industry would like greater clarity on future direction of travel, long term direction and less political decision making	Part C LSIP (but not a skills issue)					