

West of England Local Skills Improvement Plan (LSIP)

Priority Findings, Health and Care

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 Foundation² 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 to the knock-on impact on other sectors when service and support is not forthcoming. The NHS trust staffing gap for England is currently 110,000 Full Time Equivalent, 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 (Health Foundation). Simultaneously - according to 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.³

For the West of England region, the 'Human Health and Social Work Activities' industry section is reported to include approximately 1,640 employers, employing over 90,000 people. Of these, 42,600 are within hospital activities and 13,195 within residential care activities⁴.

Gross Value Added (GVA) for human health and social activities in the United Kingdom was believed to be around £137.7 billion in 2022 – as the West of England region makes up around 1.6% of the total UK population, the GVA for the West of England region from health and care activities is likely around £2.25 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*

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. We broadly expect during the project lifespan to further refine and deep dive into prioritised needs and changes in sectors

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, 2022* <https://www.health.org.uk/REAL-centre/health-and-social-care-workforce>

³ *The state of the adult social care sector and workforce in England.* (n.d.). <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>

⁴ From *the West of England Combined Authority, Labour Market Summary dashboard, 2023*

taken forward across the project timeline. Please note too that 2021-22 LSIP Trailblazer⁵ provides additional granular intelligence within residential and domiciliary care and will be incorporated into the LSIP Report and Roadmap.

FE and post 16 technical provision within the region comes from all FE Providers and the West of England Institute of Technology (and some Higher Education is offering higher technical qualifications), as well as via Independent Training Providers, and there are significant nationally leading facilities including simulation wards and academic, business acceleration and research facilities.

There are a number of governance structures, initiatives and networks currently or imminently in place within the region that are relevant to the future LSIP processes, and will be important to complement rather than cut across. These include (but are by no means limited to) the Employment and Skills Plan⁶ - into which the LSIP will feed additional granular intelligence - and the Careers Hub⁷ which connects young people, colleges/Post-16 and employers by the West of England Combined Authority (WECA). Current skills provision projects for employers within the sector include Workforce for the Future⁸ and Bristol WORKS⁹. We also recommend reading the West of England Combined Authority Report from June 2022, 'Horizon Scanning: Post-16 Education and Skills Infrastructure' as this outlines occupational changes in skills needs for the construction sector amongst others.¹⁰

2. Labour market intelligence trends for the West of England region

In the West of England region, Health and Social Care accounted for 8% of sub-regional GVA in 2018¹¹ and provided 14% of all employee jobs in the West of England.¹² Businesses in the sector increased by 25% in the period of 2016-2019¹³, while employment in Health and Social Care is predicted to grow at a rate of 0.9% year-on-year in the period of 2020 – 2036, attaining a net increase of 10,200 jobs on top of the 59,700 expected positions to cover replacement demand.¹⁴ Regionally, the 2022 "West of England Annual Skills" report highlights challenges including;

- Ageing population and the pandemic driving up demands for skills in health and social care
- Recruitment challenges exacerbated by the pandemic
- Dramatically high staff turnover rates - 30.8% within social care, with some roles significantly higher such as support workers at 39.5% and domiciliary roles 43.7%.

⁵ Report available here, Business West, 2022 <https://www.businesswest.co.uk/grow/LSIP/local-skills-improvement-plan-trailblazer>

⁶ 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>

⁷ <https://www.westofengland-ca.gov.uk/what-we-do/employment-skills/careers-hub/>

⁸ <https://www.westofengland-ca.gov.uk/growth-hub/workforce-development/workforce-future/>

⁹ <https://www.bristol.works/employers>

¹⁰ From *West of England Combined Authority, Post 16 Education and Skills Infrastructure Report, 2022*, <https://www.westofengland-ca.gov.uk/wp-content/uploads/2022/08/Horizon-Scanning-Post-16-Education-and-Skills-Infrastructure.pdf>

¹¹ From *West Of England Combined Authority, Recovery Taskforce Update - Bristol Law Society, January 2021* <https://www.bristol.lawsociety.com/news/weca-recovery-taskforce-update/>

¹² From *Business Register and Employment Survey*. (n.d.). NOMIS <https://www.nomisweb.co.uk/sources/bres>

¹³ From *West of England Combined Authority Local industrial strategy, 2023* <https://www.westofengland-ca.gov.uk/about-us/our-strategy/local-industrial-strategy/>

¹⁴ 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>

The highest number of job openings in the region are forecast to be in caring personal service occupations. There is also significant acknowledgement that the social care sector need is substantial, but that this sector is not currently seen by all as 'a career of choice'.

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 an ongoing vacancy rate of around 9.2%¹⁵. During 2021-22, the number of vacant posts in adult social care increased by 52%; this is the highest rate ever recorded. Registered care managers have one of the highest age profiles of any adult social care jobs, with 32% of registered managers aged 55 or over, so we expect there will be increasing demand to train new managers to fill vacancies created in the coming years.

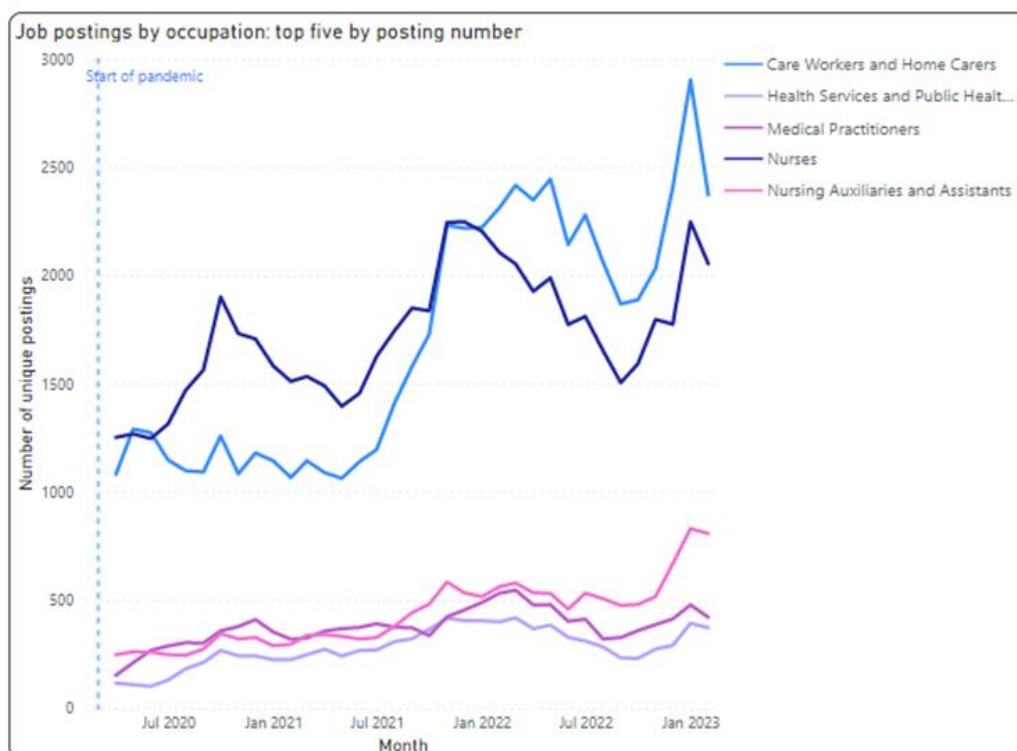
NHS Digital suggests the vacancy rate nationally across all roles is approximately 9.7%, with highest need within Registered Nursing at 10.8%, up 0.6% from the previous year. The NHS recruitment portal suggests there are currently over 1,500 job vacancies live within 30 miles of Bristol, with the largest minorities within 'nursing and midwifery registered' (496, 33% of total), administrative and clerical (313, 20.9% of total) and 'allied health professionals' (252, 16.8%). The NHS Vacancy Statistics Portal¹⁶ 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.

The below graphic, taken from the Combined Authorities Labour Market Summary dashboard, highlights current jobs postings for the top five priority roles in terms of absolute needs with change over time – the Horizon Scanning Infrastructure Survey also provides a systematic summary for replacement and expansion demand projections¹⁷. All sectoral jobs postings peaked in December 2022, with Care workers and Home Carers hitting a peak of almost 3,000 live adverts during this month. Nurses are the second most common current job posting, with over 2,000 live vacancies at the beginning of this year.

¹⁵ From *Skills For Care report: The state of the adult social care sector and workforce, 2022*
<https://www.skillsforcare.org.uk/Adult-Social-Care-Workforce-Data/Workforce-intelligence/documents/State-of-the-adult-social-care-sector/The-state-of-the-adult-social-care-sector-and-workforce-2022.pdf>

¹⁶ *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>

¹⁷ <https://www.westofengland-ca.gov.uk/wp-content/uploads/2022/08/Horizon-Scanning-Post-16-Education-and-Skills-Infrastructure.pdf>



Source: West of England Labour Market Summary Dashboard

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 terms of both percentage and volume. These figures from Skills for Care are for the South West region and not West of England and therefore some extrapolation is required, but we believe these to be predominantly in line in terms of roles and requirements from the data of the West of England Labour Market Summary Dashboard, which shows regional jobs postings.

| Adult social care sector and workforce | Employee | Vacancy Rate |
|--|----------|--------------|
| South West 2021/22 | | |
| 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 West of England occupational shortages, using working population figures for both regions alongside the 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 Health Care Assistant, but there are significant differences across NHS trusts nationally¹⁸.

SW working population 3,527,000, West of England working population 591,300: 16.765% of total.

Flat vacancy rate for NHS SW is 7.2%, 9,400 vacancies in South West

| Role | Need forecast | R | A | G | Priority/possible action and funding source. Growth in: |
|---|--|---|---|---|---|
| Care Workers and Home Carers | 3,520 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 | Total possible regional need for nursing and midwifery roles 1020 currently - 520 live vacancies within health, 500 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 | WoE extrapolated total is 555 across health and care (Total possible need for current roles is 3,309 across the SW NHS roles 1,965 Care sector roles 1,344) | | | x | Apprenticeships-5 In house training |

¹⁸ From Institute for Fiscal Studies, Staff Retention in the NHS, report, 2022

https://ifs.org.uk/sites/default/files/2022-08/IFS-R216-Factors-associated-with-staff-retention-in-the-NHS-acute-sector_0.pdf

| | | | | |
|--|--|--|---|---|
| Care sector reported within 'other' roles, vacancy rate of 6.11% of 22,000 total | | | | |
| Professionals within health and care | <p>WoE extrapolated total is 384 across health and care</p> <p>(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)</p> | | 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'¹⁹ 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 West of England:

"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.

¹⁹ NHSX Adult Social Care Technology and Digital Skills Review. (n.d.). Ipsos. <https://www.ipsos.com/en-uk/nhsx-reviews-published-digital-technology-innovation-and-digital-skills-adult-social-care>

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 infra (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. Please note too that the Combined Authority are simultaneously holding discussions with FE providers attached to green skills’ needs and meeting the challenges and opportunities decarbonisation present for the future, and will ensure that our ongoing process and delivery aligns these as fully as possible.

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 |

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|--|--|--|--|--|
| | | | 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 eg Boot Camps) | Those in both work and formal training e.g. apprentices | Younger/New Entrants/non-experienced 16-19 and adults |
|--|--|--|---|---|
| For Example: | For Example: | For Example: | For Example: Apprenticeship | For Example: |

| | | | | |
|-------------------------------|--------------------------------------|--|--|--|
| In-house, innovation/AEB/LSIF | In-house/bespoke/Innovation/AEB/LSIF | AEB, Bootcamps, Other DfE e.g. certificates of future technology, In-house, LSIF | | T Levels, other 16 to 19 vocational, Vocational HE and preparatory |
|-------------------------------|--------------------------------------|--|--|--|

We do not intend to be prescriptive in suggestions where Further Education 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. These therefore represent the options we want to discuss with providers, alongside and within ongoing conversations and planning with the Combined Authority regarding provision and in particular implications of the Employment and Skills Plan.

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 are aware of the support provided (and planned) via the West of England Careers Hub and other initiatives and will welcome the opportunity prior to report release to ensure synergies and collaborative work rather than replication. 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 eg 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 | | |

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|---|---|---|---|---|---|---|
| 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 network/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 eg 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 (Essential Digital skills Qualifications) | 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, | As 5 above | X | X | X | X | |

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|---|--------------|---|---|---|---|--|
| webinars and virtual communication | | | | | | |
| 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 eg 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 | | | | | |
| 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: | As 6 above | X | X | X | X | |

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|---|---|--|--|--|---|--|
| <ul style="list-style-type: none"> • Assistive technologies and cobotic/lifting • Chatbots and customer service • Sensors and Machine Learning in care environments • Bloodworks, 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 eg 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 | | | | | |

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|--|------------|---|---|---|---|--|
| Technology for efficiency and carbon savings | As 7 above | X | X | X | X | |
| Travel | | | | | | |
| Changing climate, seasonal peaks and impact on service provision/care/ environment | As 7 above | X | X | X | X | |
| 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 eg 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 needs 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) | | | | | |

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|--|--------------------------------------|--|--|--|--|--|
| 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) | | | | | |