

# Health & Social Care

## Workforce Development Action Plan 2002-2005



### Introduction

This action plan has been developed with our partner organisations and follows initial research and consultation with employers in the sector. This action plan is one of 12 sector action plans and four generic issue action plans.

Sussex Learning and Skills Council is focused on delivering its **overarching objectives** for Sussex employers, people and communities, namely:

- A step change in the number of level 3 qualifications obtained by the under 30 year old population
- A step change in the reduction of adults who lack basic skills in literacy and numeracy
- A step change in the skills of the workforce and the ways in which employers access training

This action plan is an important tool in achieving these objectives.

*"Learning brings major benefits to everyone in the community and has been proven to provide the basis for a successful economy."* Henry Ball, Executive Director, Sussex LSC

The research findings and outcome of the consultation with employers are set out on pages 2 and 3. A detailed action plan is outlined on page 4.

### The Strategy

As set out in our Local Strategic Plan 2002-2005, the **demand for learning** needs to be considered in three ways:

- Economic Demand – the current and projected employer skills needs
- Individual Demand – the projected number of learners, their choices, goals and aspirations
- Community Demand – promote social inclusion and support local regeneration activities

This action plan has been developed on these **three drivers of demand**.

### The Sector

The health & social care sector in Sussex employs 100,000 people. This accounts for 14% of the Sussex workforce. In health, the number of employees has steadily increased in recent years. Social care also saw an annual growth of 3.7% per year during the late 1990s.

The health & social care sector includes:

- Public sector hospital activities, including NHS Trusts
- Nursing homes
- Medical practices
- Dental practices
- Other human activities (e.g. therapies)
- Charitable and non-charitable social work with accommodation
- Charitable and non-charitable social work without accommodation

## > Occupations & Qualifications

- Key occupations include hospital and health service managers; healthcare and practice managers; social service managers; residential and day care managers; health professionals; health and social welfare associate professionals; medical secretaries; healthcare and related services; hospital porters

Qualification levels vary greatly between the health sub-sector and social care:

- The social care sub-sector requires large numbers of staff to acquire level 2/3 qualifications, whilst smaller numbers of managers and professional social workers require NVQ equivalent level 4/5
- The government has set targets for 50% of care workers to acquire level 2/3 by 2005. In Sussex, the figure currently stands at only 17%
- National estimates are that almost 80% of social care workers have no qualifications
- In contrast the health sub-sector has a very high proportion of professionally qualified staff
- However the health sub-sector also needs to address the workforce planning and development needs of lower skilled workers, such as nursing assistants and administrators
- The health sub-sector is not under the same pressure to deliver government targets, but is under pressure to expand, recruit and retain staff

## > Training Supply

### Higher Education

- Sussex has 3 universities providing a wide range of health & social care-related courses at undergraduate and postgraduate levels
- Placements are difficult to find, especially in rural areas
- The introduction of any schemes in the workplace could directly impact on HE, which is already struggling to find student placements
- Recruitment from the UK or abroad impacts on providers in different ways (e.g. basic skills and language requirements)

### Further Education

- In 2000/01 there were 9,874 students enrolled on health & social care FE programmes
- Nearly a third (31%) are not retained on the course
- 70% of learners are female and 32% are under the age of 25
- Over half (51%) of students are studying at level 1, 21% are at level 3+ and only 2% are at level 4
- 35% of provision is focused within Planning Area C

### Other provision

- Local authority and health trusts and an estimated 85% of independent care providers nationally have in-house training provision as a minimum for core competencies/statutory training

## > Main Skills Issues

### Health – skills shortages

- Nurses; consultants; allied health professionals; nurse training places; APH training places; general practitioners; specialist registrars; nurse consultants; graduate primary mental health workers; community mental health workers

### Health – skills gaps

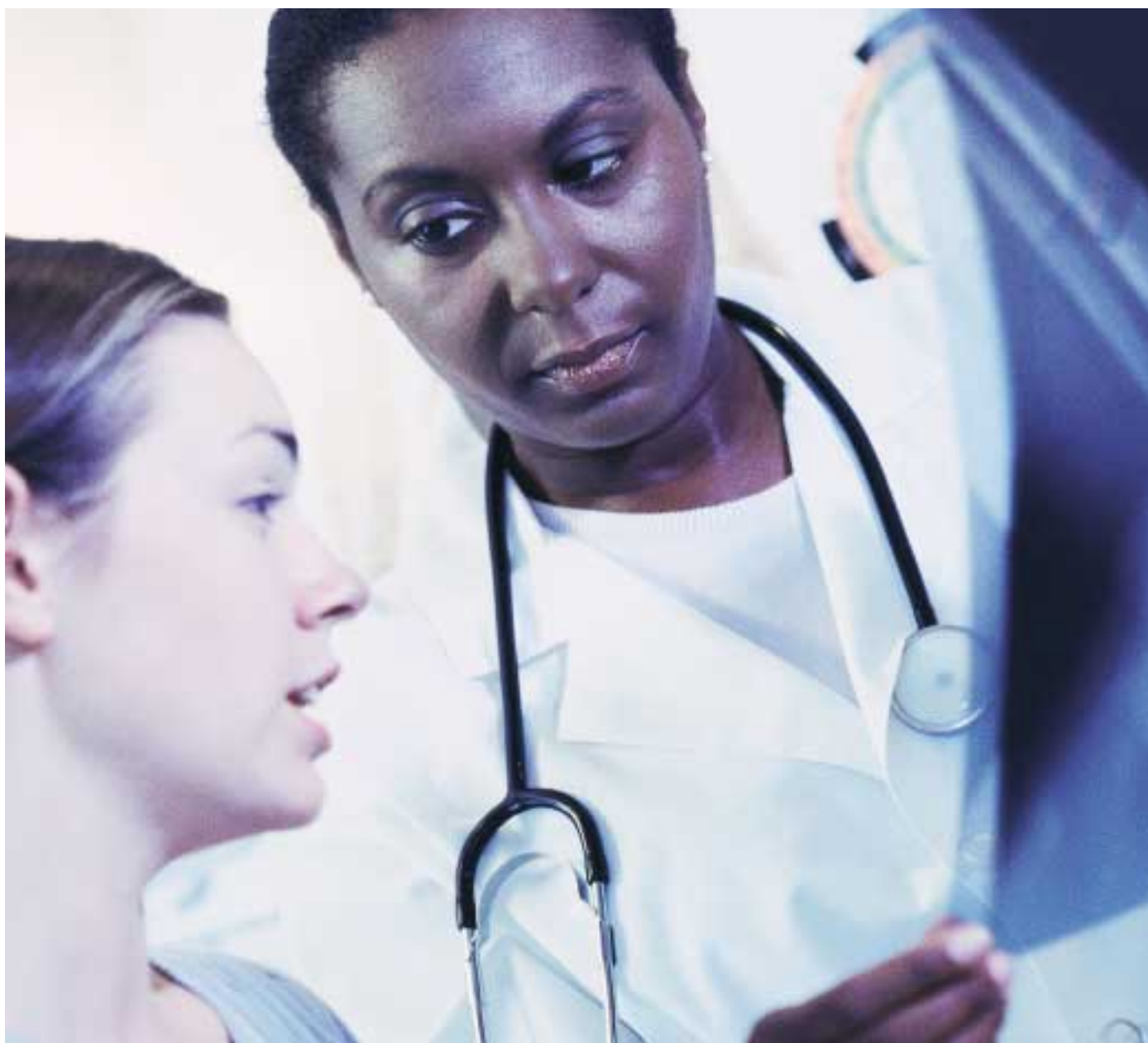
- IT skills; communication; management and leadership skills; voluntary sector skills (eg fundraising); work-based assessment/verification/clinical supervision/mentoring skills; upgrading academic/teaching staff skills; counselling skills; research skills (particularly in nursing, allied health professionals and complementary and alternative medicines); basic skills; English as a second or other language

### Social care – skills shortages

- Occupational therapists; part-time front-line staff in several areas; Diploma in Social Work qualification holders to fill new posts created by new policies (eg Quality Protects); approved social workers; managers at all levels; people to work with drug and substance misusers

### Social care – skills gaps

- Management at all levels; leadership; information management; IT; managing violent and challenging behaviours; partnership working to underpin joint or joined-up services; heads of homes (registered managers of residential homes); community care managers; day centre staff



## > Key Issues & Priorities

- Fund towards directly training to meet the minimum care standards
- Invest significantly in partnerships that deliver training
- Work with the NHS and the unions to deliver new training opportunities
- Invest in the future workforce
- Establish excellence in Sussex
- Provide training opportunities that are flexible to meet the needs of employees
- Promote care as a career
- Develop clear links to co-ordinate training in the county

## > Contact Us

We welcome your views and reactions to this action plan. We are especially looking for information about:

- Skills gaps and skills needs
- Hard to fill vacancies
- Future trends and challenges facing your industry

**Call the Learning Pays Hotline 0845 000 0026**

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Objective	Actions	Timescale	Working With...
<b>Creating a demand-led system</b>	Design, plan and implement three geographical area projects to target NVQ2 delivery in private care homes with a minimum 25 beneficiaries in each area	By December 2003	TOPSS, West Sussex Social & Caring Services
	Invest significantly in meeting minimum care standards as part of the National Care Training pilot	January 2003 - March 2004	National LSC
	Map career pathways with employers and arrange promotional events for careers in care	Three arranged and held by July 2003	TOPSS, Open University, NHS WFD Confederation
	Invest in the Sussex Employer Training pilot, dedicated to employer training in an NHS Trust	Begin July 2003 – July 2004	TOPSS, NHS WFD Confederation, UNISON
	Support structured meetings to standardise approaches to workforce development across the care sector	Planned by March 2003, delivered by July 2003	UNISON, TOPSS, NHS WFD Confederation, NHS Trusts
	Invest in the Brighton & Hove City Council Pathway to Employment. Inform pilot design and co-fund implementation	Structure implemented by July 2003	Brighton & Hove City Council
	Invest in the future workforce by working with schools and FE Colleges	Begin October 2002	
	Develop a more standard approach to the funding and planning of health and care training	Begin March 2003	TOPSS, West Sussex Social Services, Social Services
	Set up a sector Training Framework to allow easy access to training opportunities for employers	Set up Strategic Alliance by July 2003	
<b>Improving supply and capacity</b>	Fund assessor training with targets in employers' premises	Start January 2003 – March 2004	TOPSS, West Sussex Social Services, Social Services
	Invest in Paperless NVQ delivery implementation	January 2003 – March 2004	National LSC, TOPSS
	Establish a Centre of Vocational Excellence (COVE) in care and invest significantly in new training opportunities	Target to approval July 2003	FE Colleges, training providers, TOPSS
	Seek flexibility in delivery of NVQ training in care by training providers	Models ready by July 2004	TOPSS
	Contribute to pan-Sussex training partnerships	As exists	
	Establish Training Framework for care to facilitate access to training opportunities	Framework implemented by July 2004	Strategic partners
	Set up CPD (Continuing Professional Development) network for high-skilled workers by funding project activity	January 2003 – March 2004	UNISON, TOPSS, National LSC
	Create flexible delivery matching employment patterns, tied to Sussex model using the Training Framework	Mechanism implemented by July 2004	
	Establish care partnerships for management training or support existing partnerships for workforce development	Delivery models agreed by July 2003	National LSC, TOPSS

## Developing the Sussex workforce



LEARNING PAYS!

Learning+Skills Council  
Sussex