



“Mind the Gap”

Skills requirements for the future of Healthcare



Skills for
Health



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Nature of Current workforce

- Just over 2.1 million people employed in the health sector
- 7.8% of total UK workforce
- 72% in public sector i.e. NHS
- 28% in independent sector
- 1% in voluntary sector
- Growth of workforce since...



Financial context:

- Increase in public sector funding from £43 to £95 billion

BUT:

- Public sector deficit = “flat” finance over next 4-5 years (and probably beyond
- “”Productivity Gap” - £20 billion



Increasing focus on:

- Service transformation
- Productivity
- Skills and skill mix
- Workforce redesign and development



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Wider Drivers for change:

- Demographic changes
- Financial/economic context
- Government policy
- Innovations in healthcare provision
- New knowledge and technologies
- Rising incidence and prevalence of LTCs
- Increased patient expectation

All impact on the scale and form of healthcare provision



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Responding to Challenges in the Health Sector Nationally



A Sector Skills Agreement for the Health Sector

- Skills needed for a modern health sector
- How partners can collaborate to ensure skills are deployed effectively



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Skills Gaps and shortages:

Skills gaps:

- Are said to exist when the employer indicates that staff are not fully proficient in their jobs

Skills shortages:

- Are said to exist when the employer indicates that they cannot recruit sufficiently skilled workers to meet their demand

Health sector experiences both

Skills Gaps and shortages:

- Comparatively positive picture for health sector
- Largest number of skills gaps reported in technical practical or job specific areas (55%)
- Generic skills needs showed significant commonality
 - Problem solving skills
 - Oral communication
 - Customer handling
 - Team work

Skills gaps and shortages:

- Skills shortages in health professions- 35 health related roles and very specialist levels of skills
- Specific pressure points in:
 - Pharmacy (5.3%)
 - Physiological sciences (7.6%)
 - Respiratory physiology (6%)
- Functional skills- around 13% of health sector employees either have no qualifications or only below S/NVQ level 1 or equivalent



Workforce:

- Approx 60% of workforce that will work in the sector in 2018 are already in the sector
- Undergraduate commissions (reduced?) will remain “bread and butter” for HEIs, but increased need for CPD and development in the workplace
- Modular/Flexible Approach
- Blended Learning



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Areas for Growth

- Need to link benefits of education/training with productivity/quality agenda
- Employers see levels 4-4½ as the major growth area
- Government policy to grow high level apprenticeships
- SfH work with employers – providing an increasing evidence base of quality/productivity benefits from New Ways of Working, National Transferable Roles, Assistant and Advanced Practitioners
- Patient pathways, linked to workforce re-design, linked to new education training needs



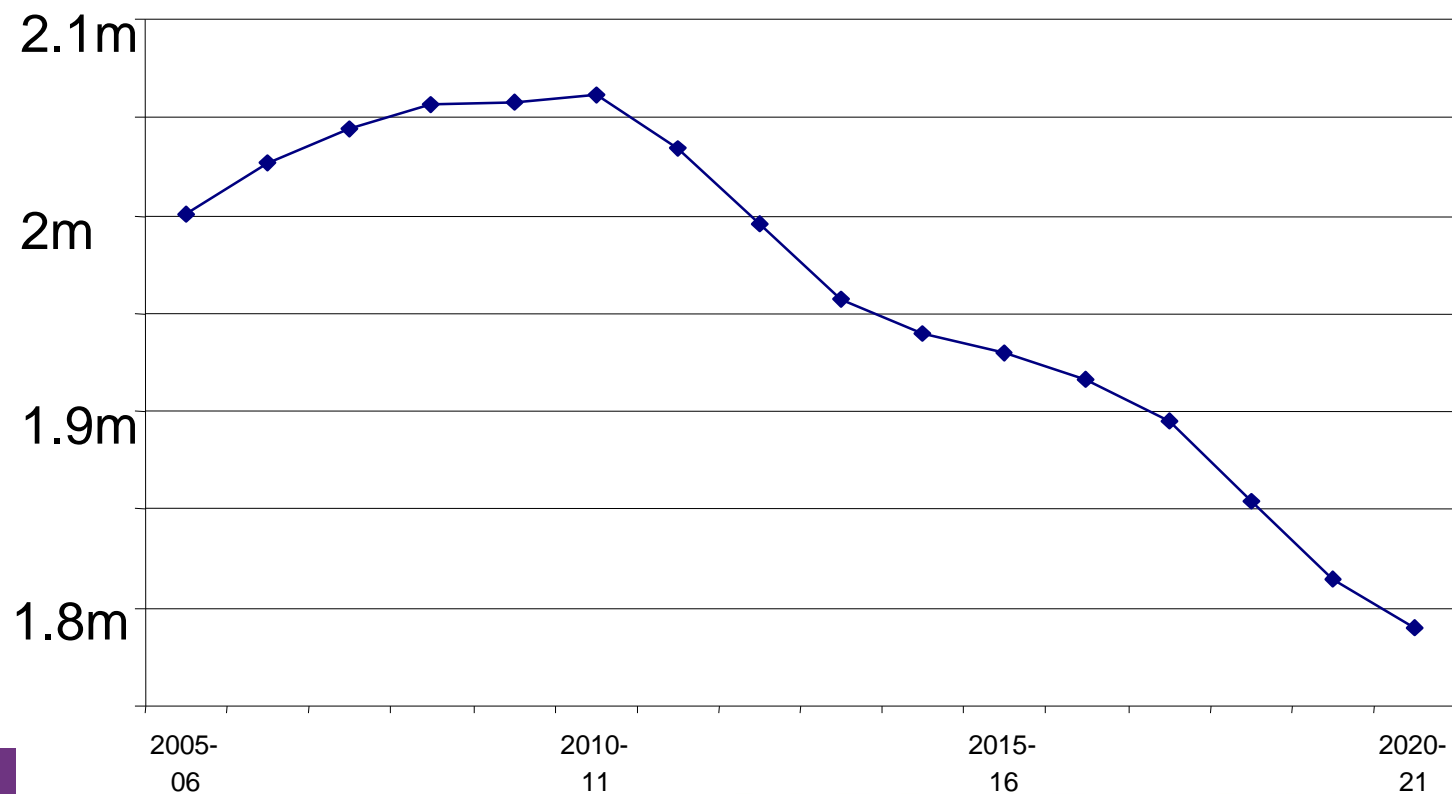
Linking workforce transformation/HEIs

- Key - to link workforce re-design with more flexible HEI provision
- SfH has been working with 14 HEIs on pilots to link competence-based approach to HEI education design
- Key common language to link patient pathways, workforce re-design and education provision

Anticipating the Future:

- Replacement demand across sector
- “Grow your own”
- Developing capacity and capability in the local community
- Greater workforce flexibility
- Don't forget this is cyclical – for example we will have 10% less 18-20 year olds in the next 10years and the economy will turn.

18 – 20 year olds in England, 2005/06 to 2020/21



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Flexibility, Flexibility and Flexibility

- Modular/competence-based approach
- Transferable/transparent skills
- Flexible education/training delivery



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Thank you for listening

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