Skills for Health

Skills for Health: Skills and Labour Market Intelligence Briefing for the East of England, 2010

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1 Introduction

Skills for Health is the Sector Skills Council for the health sector. One of our key activities is the development of skills and labour market intelligence, the aim of which is to help employers understand their current and anticipated future skills needs. It is one of 23 such councils, who together generate skills and labour market intelligence for over 90% of the United Kingdom's workforce.

Skills for Health cover all those working in the sector; public, independent and voluntary. The sector can be technically defined using the 2007 Standard Industrial Classification. A breakdown of the technical codes for the sector and SSC can be found in the Glossary.

The Common Labour Market Intelligence (LMI) Framework, established by the UKCES in 2009, requires all Sector Skills Councils to produce annual Sector Skills Assessments.

This regional briefing is part of an ongoing suite of reports published by Skills for Health. These include:

- UK Sector Skills Assessment Full Report
- UK Sector Skills Assessment Summary Report
- England Skills and Labour Market Intelligence Report
- Scotland Skills and Labour Market Intelligence Report
- Wales Skills and Labour Market Intelligence Report
- Northern Ireland Skills and Labour Market Intelligence Report

The data in this briefing is drawn from a range of secondary data sources including the UK Labour Force Survey (LFS), Annual Business Inquiry (ABI)[1], and the Office for National Statistics (NOMIS). These are robust sources of data that allow us to look at labour market information across all sectors of the UK economy, including the health sector. There may be slight variations in the data due to the differences in the purposes and time frames of the surveys. Where we consider the data is less reliable, or analysis should be treated with caution, this is highlighted within the text. This briefing also draws on commercially available intelligence that profiles the health of the East of England and England as a whole.

These briefings are just one of a wider suite of outputs we are developing which includes research on a range of themes important to the sector. Details of our activities and reports can be viewed at www.skillsforhealth.org.uk/workforce-design-development/workforce-strategy/skills-labour-market-intelligence.aspx

1 Data quality: The ABI is based on a sample survey so estimates are subject to sampling errors which need to be taken into account when interpreting the data.

2 Key Facts

- There are 144,900 people employed in the health sector in the region
- The East of England accounts for 9.5% of the England health sector workforce
- The sector accounts for 6.1% of the region's employment. Subregionally this can vary from 2% to 9%
- There is 1 health employee for every 40 people resident in the region and 1 health establishment for every 1,219. Subregionally the ratios range from 1 employee to every 27 up to 128 people and 1 establishment for every 779 up to 1,918 resident population
- The Independent Sector accounts for approximately 24% of the healthcare workforce
- The health sector is highly feminised – 81% of the workforce are female compared to 49% in the local economy
- Part-time workers account for 43% of the workforce compared to 33% in the local economy
- Highly qualified workforce – 57% qualified to NVQ level 4 and above
- 23% of health establishments report skills gaps in their current workforce
- 48% of the health sector workforce qualified to NVQ Level 4 and above report having received training in the past 13 weeks compared to 19% qualified to below NVQ Level 2
- In the East of England, 77,000 people are expected to retire from the health sector between 2007 and 2017

3 A Profile of Demand for Healthcare in the East of England

Key Features

- The largest health group is 'healthy'
- The largest health type is ' affluent towns and villages with excellent health and diet'
- Key themes within the health profile are 'older', 'affluent'
- Population projections show that the population is expected to grow by 1.4 million people between 2008 and 2033

3.1 Introduction

Understanding the market for healthcare provision is a key means of starting to understand the demand for employment and skills in the health sector. A range of organisations are therefore seeking to understand more about the well-being of the United Kingdom's population; these include Public Health Observatories as well as providers of local healthcare.

3.2 Health Profile

The general trends in healthcare and healthcare provision are played out very differently throughout the regions and subregions of England.

CACI's health and consumer ACORN profiles (A Classification of Residential Neighbourhoods) is one commercially available source of data profiling the demand of healthcare in the UK[2]. This profile provides us with a snapshot of current and possible future health requirements.

Health ACORN classifies households into four main health groups. These are:

2 These draw extensively from official sources of intelligence, such as the annual population survey, 2001 Census, consumer surveys and expenditure data. These sources enable models of healthcare and consumer demand to be developed on a local, regional and country basis.

- Existing problems – where the levels of illness are above average. The proportion of people with angina is 60% higher than average, the proportion who have suffered a heart attack is 45% above average. The incidence of diabetes, high blood pressure and high cholesterol are also above average, and this is the only group where this is the case.

- Future problems – the areas classified as harbouring future problems do not generally have high incidence of existing illnesses. Exceptions to this are depression, asthma and migraine.

- Possible future concerns – these are areas with lower levels of smoking, obesity and average or slightly below average incidence of illness.

- Healthy – the healthy areas tend to have a younger demographic and the proportions of people with high blood pressure, angina, diabetes and high cholesterol are lower than average. This group are likely to take more exercise and less likely to be smokers or overweight.

These four groups are refined into a further twenty-five health types which provide more explanation of household composition, work position, lifestyle and diet. Examples include:

- Home-owning pensioners, traditional diets

- affluent families with some dietary concerns

Table 1 details the health profile for the East of England by the four main health groups and draws comparison to England.

1. East of England Health Profile

	East of England		England	
	Data	**%**	**Data**	**%**
Existing Problems	560,652	9.7	7,011,380	13.5
Future Problems	441,572	7.6	6,231,293	12.0
Possible Future Concerns	2,184,180	37.8	18,174,048	35.0
Healthy	2,538,442	43.9	19,987,231	38.5
Unclassified	51,268	0.9	479,950	0.9
Total	**5,776,114**		**51,883,902**	

Source: CACI, 2009

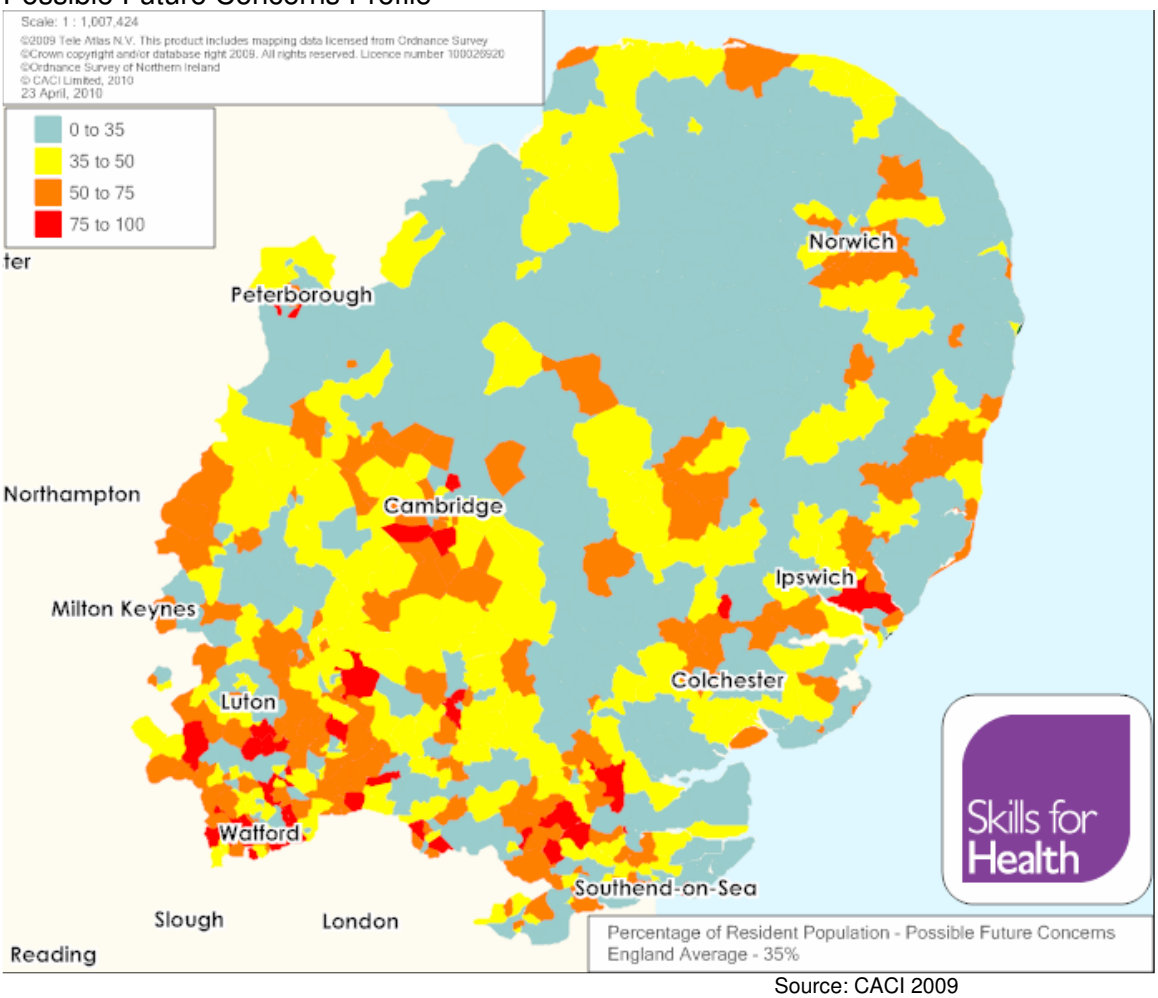
3.3 Geographical Profile for the East of England

Within East of England the smallest groups are ‘existing problems’ and ‘future problems’, well below the England average. However, ‘possible

future concerns' is above the average, and of the six types that make up this group, four are overrepresented in the region.

The following map depicts postcode sectors where possible future concerns are higher than the average for England. The average for England is 35% but as the map illustrates some areas are significantly higher.

Possible Future Concerns Profile



Source: CACI 2009

A detailed health profile for the East of England can be found in Appendix 1.

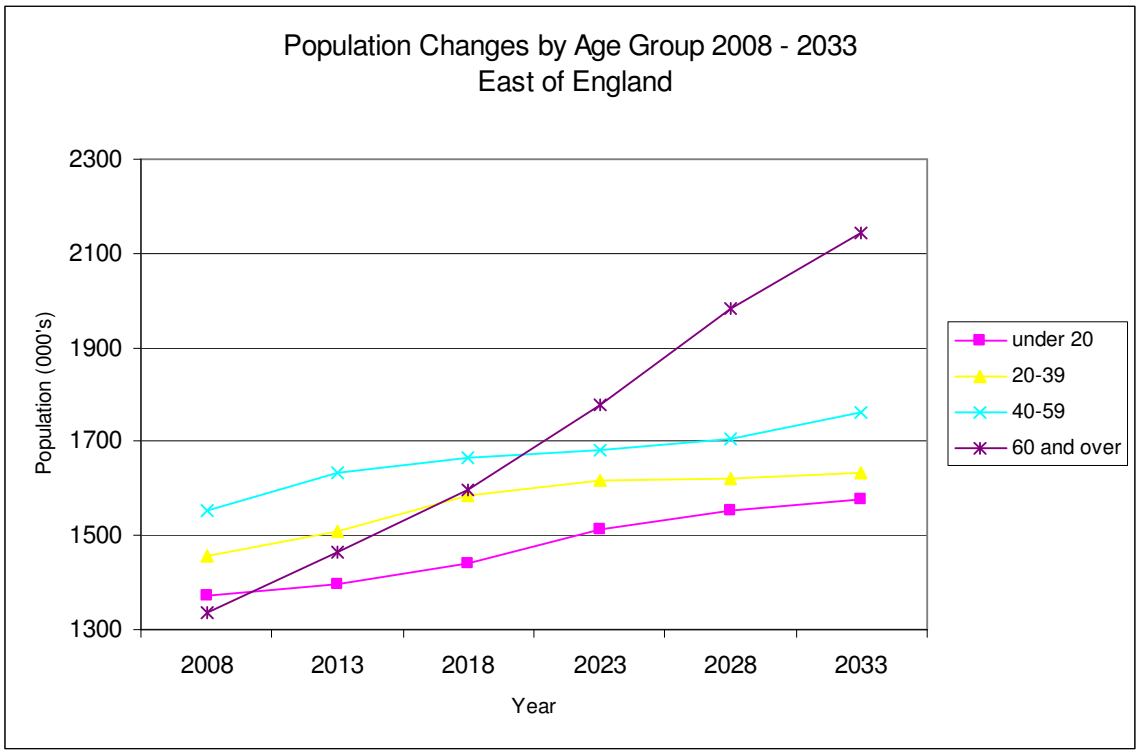
3.4 East of England Population Projections

Predicted changes in the population of the region have a double impact on the health sector. Demographic pressures of an ageing population will increase demand for health services, whilst a potentially dwindling labour pool will mean that employers may struggle to supply the labour and skills needed to deliver the services the population needs.

Please refer to heading 5.6.1 to see how the ageing population could impact the health service provision. The charts and tables that follow contain population projections by age group for the region.

Population projections from the Office for National Statistics[3], published on 27 May 2010, show that the population is expected to grow by 1.4 million people between 2008 and 2033. Growth in absolute numbers is expected in all age groups, but the population aged over 60 will grow at a faster rate than those under 60 years of age.

1 Total Population Changes by Age Group 2008 – 2033



Source: Office for National Statistics Subnational Population projections (SNPP) for England, 2008

Table 2 and Chart 2 show these age groups as a proportion of the total population of the region. These clearly show that there is anticipated to be significant shifts in the proportion of the population of the East of England aged 60 years and over and decreases in the proportion of the population aged under 60.

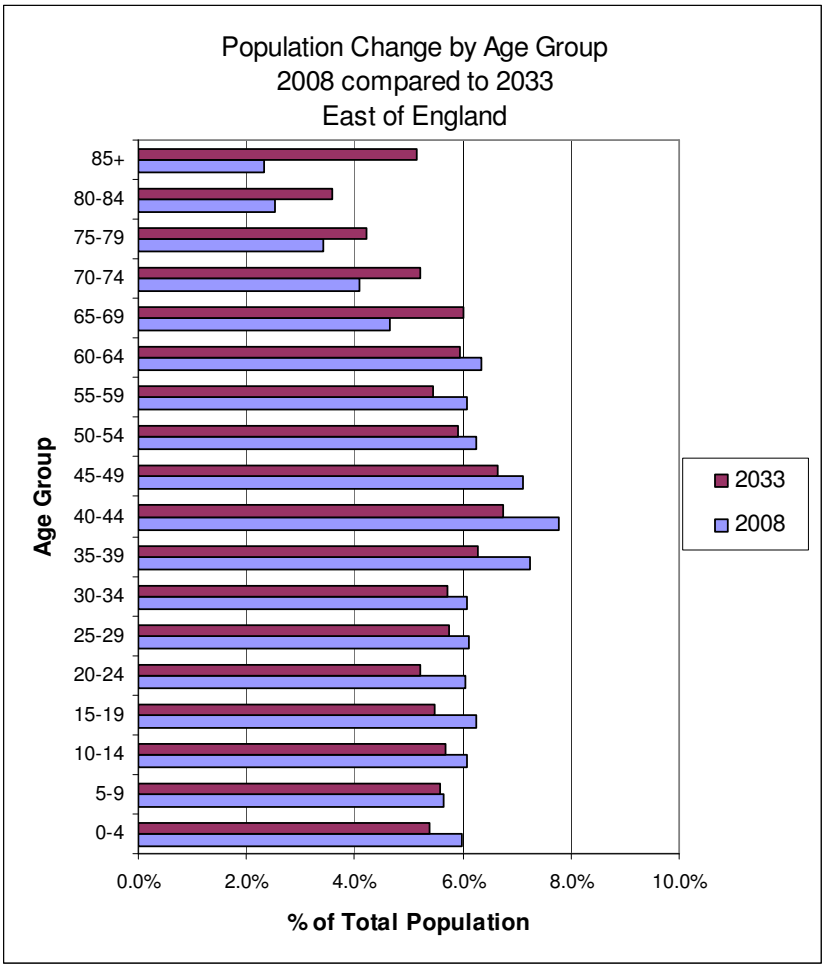
[3] Office for National Statistics Subnational Population Projections (SNPP) for England www.statistics.gov.uk/snpp

2. Population Changes by High Level Age Bands as a Proportion of the Total Population

		Time Period					
		2008 to 2013	2013 to 2018	2018 to 2023	2023 to 2028	2028 to 2033	Total Change 2008 to 2033
Age Group	under 20	-0.7	-0.4	0.1	-0.3	-0.5	-1.8
	20-39	-0.4	0.1	-0.7	-0.9	-0.7	-2.6
	40-59	0.1	-0.7	-1.0	-0.7	-0.1	-2.4
	60 and over	1.0	1.0	1.6	1.9	1.3	6.8

Source: Office for National Statistics Subnational Population projections (SNPP) for England, 2008

2 Population Changes by Age Bands as a Proportion of the Total Population



Source: Office for National Statistics Subnational Population projections (SNPP) for England, 2008

4 The Labour Market in the East of England

Key Features

- A total of 2.4 million people are employed across all industry sectors in the East of England
- The unemployment rate (in those aged 16 plus) as at February – April 2010 across the region was 6.6%
- 11% are employed in human health and social work activities
- Wholesale and Retail Trade is the biggest employer

4.1 Introduction

There has been significant turmoil within the labour market since 2008. The unemployment rate (in those aged 16 plus) as at February – April 2010 across the region was 6.6%; this was an increase of 0.5% on the previous 12 months.

An examination of claimant counts in May 2010 shows a decrease in total claimants within the region but a continued increase in those claiming for 12 months or more. The number of individuals claiming for 12 months or more has risen from 8,400 in May 2009, to 18,600 in May 2010.

4.2 Employment by Industry Sector

Table 3 shows employee numbers by Industry (ABI Employee Analysis). The data shows the region is dominated by wholesale and retail trade, human health and social work activities and education and manufacturing.

Human health and social work activities account for 11% of the labour market. Throughout the region this proportion ranges from 9%-14%.

3. East of England Industry Sector 2008

Industry Sector	East of England	
	Data	%
A : Agriculture, forestry and fishing	29,300	1
B : Mining and quarrying	1,500	<1
C : Manufacturing	231,800	10
D : Electricity, gas, steam and air conditioning supply	4,200	<1
E : Water supply; sewerage, waste management and remediation activities	13,800	1
F : Construction	136,000	6
G : Wholesale and retail trade; repair of motor vehicles and motorcycles	450,300	19
H : Transportation and storage	116,900	5
I : Accommodation and food service activities	144,400	6
J : Information and communication	81,600	3
K : Financial and insurance activities	71,800	3
L : Real estate activities	30,000	1
M : Professional, scientific and technical activities	165,100	7
N : Administrative and support service activities	210,800	9
O : Public administration and defence; compulsory social security	103,900	4
P : Education	236,000	10
Q : Human health and social work activities	**262,200**	**11**
R : Arts, entertainment and recreation	57,200	2
S : Other service activities	46,200	2
Column Total	**2,392,700**	**100**

Source: Annual Business Inquiry Employee Analysis 2008

5 The Size and Structure of the Health Sector in the East of England

Key Features

- There are 144,900 people employed in the health sector
- The East of England accounts for 9.5% of the England health sector workforce
- The sector accounts for 6.1% of the region's employment, subregionally this can vary from 2% to 9%
- There is 1 health employee for every 40 people resident in the region and 1 health establishment for every 1,219. Subregionally the ratios range from 1 employee to every 27 up to 128 people and 1 establishment for every 779 up to 1,918 resident population
- The Independent Sector accounts for approximately 24% of the healthcare workforce

5.1 Introduction

From the East of England health profile, Table 1, we can see that 10% of the region has existing health problems. With those indicating 'possible future concerns' standing at 38%, will the health sector have the skills and resources to meet this potential increase in demand?

The following section looks at the size and structure of the health sector in the East of England.

5.2 Size of the Health Sector Workforce

Table 4 details the size of the sector in each of the Government Office Regions. In the East of England the health sector employs 144,900 people accounting for 9.5% of the England workforce.

In the region, employment in the health sector accounts for 6.1% of the total workforce, but this percentage can vary greatly subregionally. Please refer to Table 5.

4. Health Employment by Government Office Region

	Health Employees	Regional Percentage of Total Health Employment	Percentage of Health Employment in Total Economy
East of England	**144,900**	**9.5**	**6.1**
East Midlands	129,300	8.5	6.8
London	226,500	14.8	5.4
North East	81,900	5.4	7.9
North West	220,600	14.4	7.3
South East	240,100	15.7	6.4
South West	159,000	10.4	7.1
West Midlands	158,000	10.3	6.7
Yorkshire and The Humber	169,400	11.1	7.6
England	**1,529,700**		**6.6**

Source: Annual Business Inquiry employee analysis SIC 2007

5.3 Health Employment at a Subregional Level

Table 5 shows the size of the health sector workforce as a percentage of the total workforce within each of the Local Authorities[4], and potentially indicates which subregion will feel the anticipated reductions in funding more strongly. Within Southend-on-Sea, 9% of the workforce is employed within the sector, compared to just 2% in Central Bedfordshire and Thurrock.

5. Health Sector Workforce as a Percentage of the Local Workforce

Local Authority: county/ unitary	Health	Percentage of workforce employed in Health
Bedford	5,400	8
Cambridgeshire	20,900	8
Central Bedfordshire	2,000	2
Essex	35,000	7
Hertfordshire	22,100	4
Luton	5,300	6
Norfolk	23,800	7
Peterborough	5,800	6
Southend-on-Sea	6,000	9
Suffolk	17,200	6
Thurrock	1,300	2
Total	**144,900**	**6**

Source: Annual Business Inquiry employee analysis (SIC 2007)

[4] Total employed figures are aggregates from which farm agriculture (SIC class 0100) have been excluded

5.4 Workforce Growth in the Health Sector and the Economy

In England the workforce remained stable over the period 2007–2008. However, this was the not the case at a regional level. Table 6 shows the percentage of change experienced at a regional level in the health sector workforce and the total regional workforce.

Between 2007 and 2008 East of England saw a decline in the health workforce of 4.5% but an overall growth of 1% in the regional economy.

6. Regional Growth in Employment

	2007	2008	Percentage Growth in Health Workforce	Percentage Growth in Regional Workforce
East of England	**151,800**	**144,900**	**-4.5**	**1.0**
East Midlands	125,100	129,300	3.4	-0.3
London	228,100	226,500	-0.7	1.7
North East	78,900	81,900	3.8	0.4
North West	220,900	220,600	-0.1	-1.2
South East	239,900	240,100	0.1	0.7
South West	162,000	159,000	-1.9	-0.1
West Midlands	163,000	158,000	-3.1	-0.4
Yorkshire and The Humber	160,800	169,400	5.3	-0.3
England	**1,530,400**	**1,529,700**	**0.0**	**0.3**

Source: Annual Business Inquiry employee analysis SIC 2007

5.5 Health Employment by Local Authority

Table 7 shows the numbers of health sector employees (latest 2008 estimates SIC 86) by Local Authority. The high concentrations reflect both population and regional centres for specialist services.

Within the East of England Essex contains 24% of the total health sector workforce, providing care to 24% of the resident population. Hertfordshire, however, has 15% of the workforce providing care to 19% of the resident population.

7. Health Sector Employees by Local Authority, 2008

Local Authority: county /unitary	86 : Human health activities		Population Estimates	
	Data	%	Data	%
Bedford	5,400	4	155,700	3
Cambridgeshire	20,900	14	605,000	11
Central Bedfordshire	2,000	1	255,000	4
Essex	35,000	24	1,396,400	24
Hertfordshire	22,100	15	1,078,400	19
Luton	5,300	4	191,800	3
Norfolk	23,800	16	850,800	15
Peterborough	5,800	4	164,000	3
Southend-on-Sea	6,000	4	164,300	3
Suffolk	17,200	12	715,700	12
Thurrock	1,300	1	151,600	3
Total	**144,900**	**100**	**5,728,700**	**100**

Source: Annual Business Inquiry employee analysis SIC 2007
]

5.6 Ratio of Health Establishments and Employees

Table 8 shows the ratio of health establishments and employees to the region's resident population. A high ratio could be indicative of easier access to services and regional variations in health system structures. This table is subject to future debate.

Within the East of England there is 1 health employee for every 40 people, the highest of any region, and 1 health establishment for every 1,219 people.

These figures can vary dramatically within the region, ranging from 1 employee to every 27 people up to 128 people and 1 establishment for every 779 people up to 1,918 people. Please refer to Appendix 2 for a subregional analysis.

8. Ratio of Health Establishments and Employees to Resident Population, 2008

	Population		Ratio of 1 Health Data Unit to Resident Population	Ratio of 1 Health Employee to Resident Population
	Mid Year 2008 Estimates	%		
East of England	**5,728,700**	**11.1**	**1,219**	**40**
East Midlands	4,433,000	8.6	1,167	34
London	7,619,800	14.8	1,003	34
North East	2,575,500	5.0	1,288	31
North West	6,875,700	13.4	1,127	31
South East	8,380,100	16.3	1,048	35
South West	5,209,200	10.1	1,108	33
West Midlands	5,411,100	10.5	1,258	34
Yorkshire and The Humber	5,213,200	10.1	1,303	31
England Total	**51,446,200**		**1,138**	**34**

Source: Annual Business Inquiry employee analysis (SIC 2007)

5.6.1 Impact of an Ageing Population

By 2033, the proportion of the population aged 50 years and over is projected to grow by 5.9%. With the current workforce estimates what will be the anticipated demand on the health sector?

Tables 9 and 10 detail the current ratio provision for the population aged 50 years and over and apply the current provision to projected population numbers. We acknowledge that there are far more sophisticated methods and models for forecasting, but have included the following analysis as an indication.

For the East of England, using latest estimates, there is currently 1 health establishment for every 434 resident population aged 50 years and over. Using population projections and assuming there is minimal growth in the health sector, this ratio could increase to 1 establishment to every 629 people.

In terms of patient care, using the current estimates, there is 1 health employee to every 14 resident population aged 50 years and over. Again using the population projections, by 2033 this ratio will have increased to 1 employee for every 20 resident population.

9. Ratio of Health Establishments and Employees to Resident Population Aged 50 Years and Over, 2008

	2008 Population	Ratio of 1 Health Data Unit to Resident Population	Ratio of 1 Health Employee to Resident Population
	% 50 years and over		
East of England	**35.6**	**434**	**14**
East Midlands	35.3	412	12
London	25.7	259	9
North East	36.1	464	11
North West	34.8	392	11
South East	35.3	369	12
South West	38.5	427	13
West Midlands	34.8	438	12
Yorkshire and The Humber	34.1	445	11
England Total	**34.0**	**387**	**11**

Source: Annual Business Inquiry employee analysis (SIC 2007)
National Statistics Subnational Population projections (SNPP) for England, 2008

10. Ratio of Health Establishments and Employees to Projected Population Aged 50 Years and Over, 2033

	Projected 2033 Population	Ratio of 1 Health Data Unit to Resident Population	Ratio of 1 Health Employee to Resident Population
	% 50 years and over		
East of England	**41.5**	**629**	**20**
East Midlands	41.2	578	17
London	29.8	361	12
North East	40.7	576	14
North West	39.6	485	13
South East	41.5	521	17
South West	43.9	590	17
West Midlands	39.3	559	15
Yorkshire and The Humber	37.8	595	14
England Total	**39.1**	**525**	**16**

Source: Annual Business Inquiry employee analysis (SIC 2007)
National Statistics Subnational Population projections (SNPP) for England, 2008

5.7 Health Establishments by Sizeband

In East of England health establishments account for 10.4% of total health establishments in England. In the region health establishments account for 1.9% of all establishments.

11. Health Establishments by Government Office Region

	Health Data Units	Regional Percentage of Total Health Units	Percentage of Health Units in Total Economy
East of England	**4,700**	**10.4**	**1.9**
East Midlands	3,800	8.4	2.2
London	7,600	16.8	1.9
North East	2,000	4.4	2.7
North West	6,100	13.5	2.4
South East	8,000	17.7	2.0
South West	4,700	10.4	2.1
West Midlands	4,300	9.5	2.1
Yorkshire and The Humber	4,000	8.8	2.2
England	**45,200**		**2.1**

Source: Annual Business Inquiry employee analysis 2008 (SIC 2007)
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Table 12 indicates the health sector is dominated by micro-establishments. Within the East of England 66% of the total health establishments fall within the sizeband 1-10 employees; throughout the regions this proportion ranges from 60%-76%. The establishments within this sizeband will largely consist of medical and dental practices and other human health activities by independent, public and voluntary providers.

12. Size and Structure of the Health Sector Compared to all Sectors, 2008

	Data Units			Employees		
	Health Sector		Total Economy	Health Sector		Total Economy
	Data	%	%	Data	%	%
1-10 employees	3,100	66	86	11,800	8	23
11-49 employees	1,300	28	11	28,600	20	25
50-199 employees	200	4	3	21,100	15	24
200 or more employees	100	2	1	83,400	58	28
Total	**4,700**	**100**	**100**	**144,900**	**100**	**100**

Source: Annual Business Inquiry workplace analysis 2008 (SIC 2007)

5.8 Subsector Activity

In analysing data for the Skills for Health footprint Standard Industrial Classification (SIC) codes are used. The most recent SIC codes that have been developed are SIC 2007.

The industrial classification 86, 'Human Health', is made up of five subsectors that define the activities across the health sector. The definitions for each subsector can be found in the Glossary.

Table 13 further supports the analysis in Table 12 that the sector is dominated by the primary care providers in terms of establishments, i.e. dental and medical practices, but in terms of employee numbers, 65% of the workforce is employed within secondary care, i.e. hospital activities.

13. Health Sector by Activity, 2008

	Data Units		Employees	
	Data	%	Data	%
8610 : Hospital activities	600	13	94,700	65
8621 : General medical practice activities	1,500	32	18,200	13
8622 : Specialist medical practice activities	100	2	1,000	1
8623 : Dental practice activities	1,000	21	5,900	4
8690 : Other human health activities	1,400	30	24,900	17
Total	**4,700**		**144,900**	

Source: Annual Business Inquiry workplace analysis 2008 (SIC 2007)

5.9 Public and Independent Sector

Healthcare is delivered through private and public providers, the public sector being a combination of NHS and Voluntary[5].

Using annualised Labour Force Survey data we can estimate in the East of England the independent sector accounts for 24% of the total healthcare workforce, of which 37% are employed in hospital activities. It is important to note that the percentages are not definitive as employees can work in both, if not all three, sectors.

[5] Definition used in the Labour Force Survey

14. Public and Independent Health Ratio

East of England	Independent		Public		Total	
	Data	%	Data	%	Data	%
86.10 Hospital activities	15,622	9	95,528	54	111,150	63
86.21 General medical practice	5,833	3	13,371	8	19,204	11
86.22 Specialist medical practice	2,649	1	0	0	2,649	1
86.23 Dental practice activities	6,175	3	2,594	1	8,769	5
86.90 Other human health activities	11,444	6	23,932	14	35,376	20
Total	**41,723**	**24**	**135,425**	**76**	**177,148**	**100**

Source: Labour Force Survey 2009 4 Quarter Average

6 Workforce Characteristics

Key features

- The health sector is highly feminised – 81% of the workforce are female compared to 49% in the local economy
- The total employed in age band 16-24 years is just above half of those employed in the whole economy
- Older workforce – almost half the workforce is aged between 45 and 64 years
- Part-time workers account for 43% of the workforce compared to 33% in the local economy
- Highly qualified workforce – 57% qualified to NVQ level 4 and above

6.1 Introduction

The following section breaks down the healthcare workforce to its component parts. The purpose of this is, where relevant, to highlight any differences when comparing the health workforce to the workforce of the whole economy and the health sector in England.

6.2 Age Profile

The age profile of the existing workforce is essential to workforce planning when factoring in the demand for replacement.

The total employed in age band 16-24 years is almost half of those employed in the whole economy in the East of England and in England. This is most likely due to the time taken to qualify for specialist roles.

Almost half the workforce is aged between 45 and 64 years.

15. Age Profile

	East of England		England	
	Health %	Whole Economy %	Health %	Whole Economy %
16-24 years	7	13	6	13
25-34 years	19	20	20	22
35-44 years	25	25	28	25
45-54 years	30	23	28	23
55-64 years	17	16	16	14
65 years and over	3	3	2	3

Source: Labour Force Survey 2009 4 Quarter Average

6.3 Gender Profile

The health sector is a highly 'gendered' sector with the majority of roles being taken by women. Using the latest estimates from the Annual Business Inquiry we can see:

- Gender ratio in the health sector; female 81%/male 19%, compared to female 49%/male 51% in the local economy
- 43% of the workforce are part-time (throughout the regions this ranges from 31%-49%) compared to 33% in the local economy
- Of the part-time workforce (43%) only 4% are male

16. Gender and Employment Status Profile

	East of England			
	Health	%	Whole Economy	%
Male Full-Time Workers	22,200	15	998,600	42
Male Part-Time Workers	5,900	4	212,200	9
Female Full-Time Workers	59,800	41	609,400	25
Female Part-Time Workers	56,900	39	572,600	24
Male	28,100	19	1,210,800	51
Female	116,700	81	1,182,000	49
Full-Time Workers	82,100	57	1,608,000	67
Part-Time Workers	62,800	43	784,800	33
Total	**144,900**	**100**	**2,392,700**	**100**

Source: Annual Business Inquiry employee analysis SIC 2007
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6.4 Ethnicity Profile

There is a greater diversity of ethnicity in the health sector workforce than the whole economy. This is a pattern that is repeated across England

17. Ethnicity Profile

	East of England		England	
	Health %	Whole Economy %	Health %	Whole Economy %
White	85	93	85	90
Non-White	15	7	15	10

Source: Labour Force Survey 2009 4 Quarter Average

6.5 Highest Qualification Held Profile

The health sector is highly qualified with 57% of the health sector workforce of the East of England holding qualifications equivalent to NVQ Level 4 and above (this proportion ranges from 57%-65% throughout the regions). This is slightly below the average across the sector in England (60%) but significantly higher than the workforce across all sectors of the East of England (30%).

The differences in those qualified to Levels 2 and Levels 4 of the East England and the English health sector could be accounted for by the focus across the sector on developing assistant practitioners and the extended career opportunities that these roles create. The region still has a challenge, however, in that it has 4% of the sector holding no qualifications at all.

18. Highest Qualification Held

	East of England		England	
	Health %	Whole Economy %	Health %	Whole Economy %
NVQ Level 4 and above	57	30	60	35
NVQ Level 3	9	19	11	18
NVQ Level 2	12	20	12	18
Below NVQ Level 2	11	15	8	13
Other qualifications	8	9	6	9
No qualifications	4	8	3	7

Source: Labour Force Survey 2009 4 Quarter Average

6.6 Major Occupation Group Profile

The majority of the workforce can be found in Associate Professional and Technical occupations and Personal Services occupations. This is not surprising given the nature of the health sector.

Associate Professional occupations include nurses, therapists and midwives etc. whilst Personal Service occupations include nursing auxiliaries, nursery nurses etc.

19. Major Occupation Profile

	East of England		England	
	Health %	Whole Economy %	Health %	Whole Economy %
1 Managers and Senior Officials	6	17	7	16
2 Professional occupations	15	13	17	14
3 Associate Professional and Technical	42	15	38	15
4 Administrative and Secretarial	16	11	14	11
5 Skilled Trades Occupations	1	11	1	10
6 Personal Service Occupations	15	8	18	9
7 Sales and Customer Service Occupations	1	7	0	7
8 Process Plant and Machine Operatives	1	7	1	7
9 Elementary Occupations	3	11	4	11

Source: Labour Force Survey 2009 4 Quarter Average

7 Skills Gaps, Skills Shortages and Provision of Training

Key Features

- 23% of health establishments report skills gaps in their current workforce
- The main areas of reported skills gaps are technical, practical or job specific skills and problem solving skills
- 89% of health establishments have provided training in the past 12 months
- 48% of the health sector workforce qualified to NVQ Level 4 and above report having received training in the past 13 weeks compared to 19% qualified to below NVQ Level 2

7.1 Introduction

The National Employers Skills Survey 2009 (NESS 2009) for England is the latest in a series of employer surveys conducted since 2003. The survey, from the UK Commission for Employment and Skills and its partners, provides robust and reliable information from employers in England on recruitment difficulties, skills deficiencies, and workforce development to help in the development of policy and influence actions to address skills issues.

In comparison with the previous surveys the NESS 2009 shows that there has been a marked increase in skills gaps across the health sector, with the proportion of employers reporting skills gaps increasing from 16% to 22%. The proportion of employers reporting skills shortages has however remained stable at 4% and the proportion reporting vacancies has reduced from 24% in 2007 to 20% in 2009.

These findings are consistent with the changes across the labour market that are expected at times of recession, although it should be noted that those sectors with a strong public sector presence such as health have reported higher levels of activity around vacancies and recruitment than sectors dominated by the private sector. This may indicate that at the time of the survey the health sector may not have felt the full effects of the recession.

7.2 Skills Gaps and Shortages

Skills gaps are said to exist at an establishment when the employer indicates that staff at the establishment are not fully proficient at their jobs. The number of skills gaps refers to the number of staff not fully proficient.

Table 20 shows that skills gaps reported across the East of England health sector are comparable to the sector as a whole across England.

20. Establishments with Skills Gaps by Region

Region	% with skills gaps	
	Establishments	Employees
East of England	**23**	**6**
East Midlands	19	15
London	18	5
North East	21	5
North West	23	3
South East	23	13
South West	25	10
West Midlands	24	8
Yorkshire and the Humber	21	7
England Average	**22**	**8**

Source: NESS, 2009
Base: All establishments and All employees

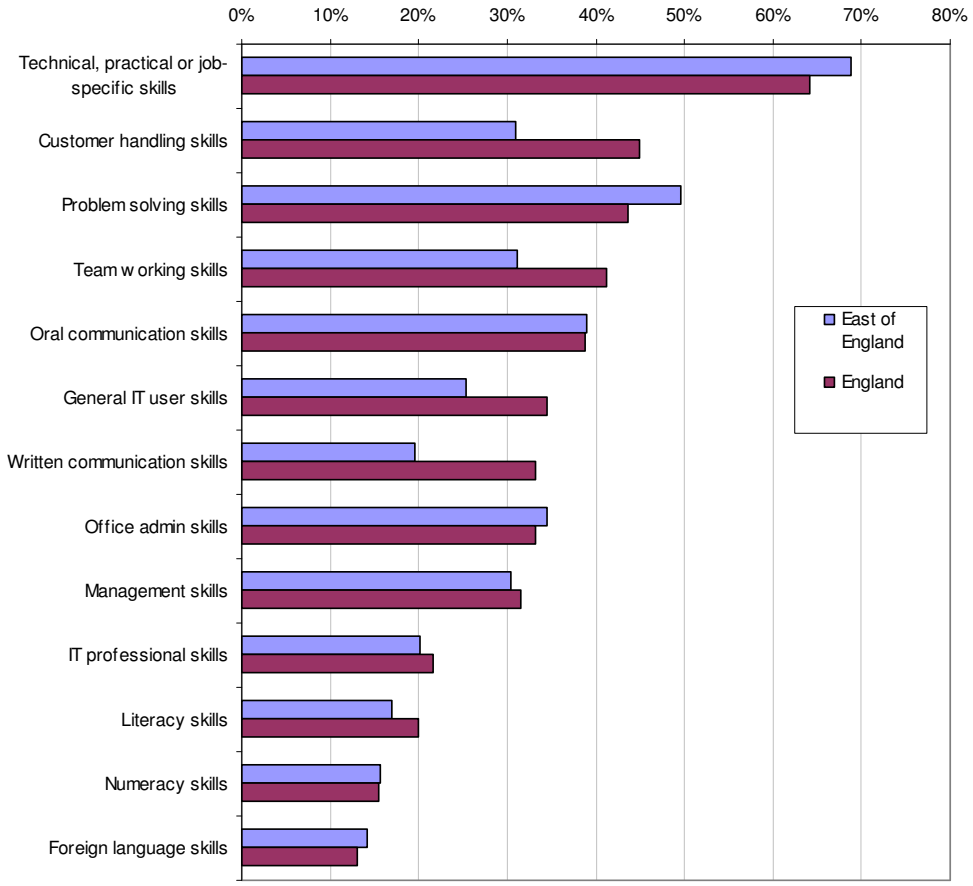
The 2009 National Employers Skills Survey for England[6] shows that the main areas of reported skills gaps within the East of England are:

- Technical, practical or job specific skills (69%)
- Problem solving skills (50%)

Chart 3 shows a comparison of the skills that health sector employers highlight as needing to be improved across the East of England, compared with the averages for the sector across England.

[6] National Employer Skills Survey 2009, Data Site http://researchtools.lsc.gov.uk/ness/itab/default.asp

3 Skills That Need Improving



Source: NESS, 2009
Base: All Establishments

7.3 Vacancies within the Health Sector

The National Employers Skills Survey for England provides an overview of vacancies at a sectoral level including hard-to-fill vacancies and skills shortage vacancies.

The latest survey shows that a higher proportion of establishments in the health sector report vacancies and at a sectoral level the health sector reports the highest level of hard-to-fill vacancies.

Table 21 shows the proportion of employers reporting vacancies, hard-to-fill vacancies and skill shortage vacancies.

21. Vacancies, Hard-to-Fill Vacancies and Skill Shortage Vacancies

	Health Sector	Whole Economy
% of all employers reporting vacancies	20	12
% of all employers reporting hard-to-fill vacancies	7	3
% of employers reporting Skill Shortage Vacancies	4	4

Source: NESS, 2009
Base: All establishments

Table 22 shows the percentage of all employers in the health sector reporting vacancies at a regional level.

22. Employers Reporting Vacancies in the Health Sector

	% of Employers reporting vacancies	
	Health Sector	Whole Economy
East of England	**23**	**12**
East Midlands	23	11
London	18	14
North East	20	12
North West	17	11
South East	21	13
South West	21	12
West Midlands	19	11
Yorkshire and the Humber	18	12
England Average	**20**	**12**

Source: NESS, 2009
Base: All establishments

The figures for hard-to-fill vacancies and skill shortage vacancies are not available at a regional level due to low baselines, however, an indication of vacancies at occupational level gives us an indication of high vacancy rates and specific occupations experiencing higher turnover or difficulties.

7.4 Jobcentre Plus Vacancies and Claimant Count

Based on 27 occupations, in May 2010, 775 people claiming Job Seekers Allowance (JSA) were actively looking for a job in the health sector. In the same period 1,274 health vacancies were being advertised at Jobcentres[7] throughout the East of England.

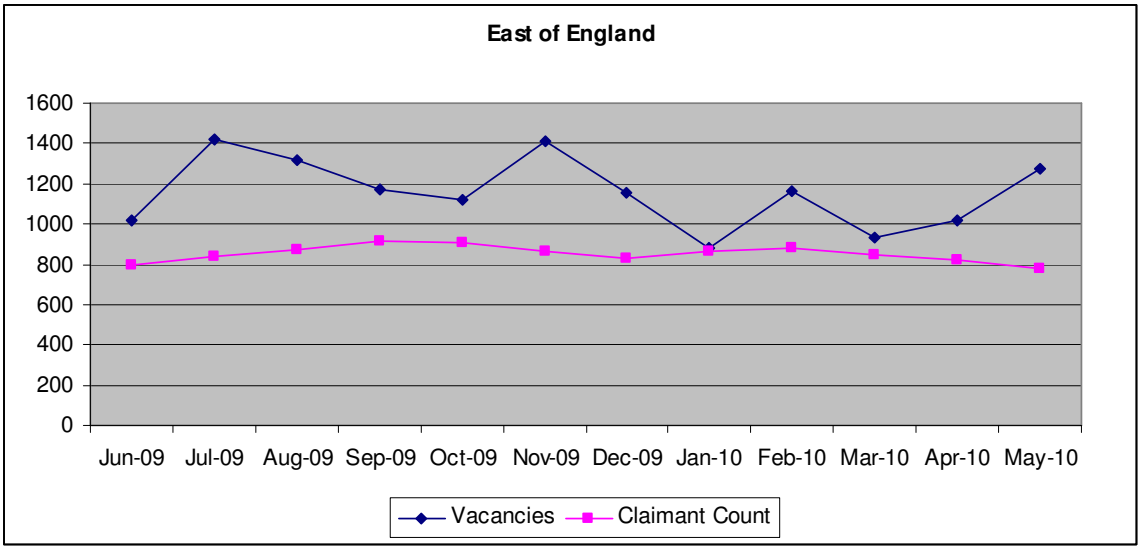
Local Authorities where vacancies exceed numbers of jobseekers are Cambridgeshire, Essex and Norfolk. Please refer to the Table in Appendix 3.

[7] All adverts for vacancies with an Agenda for Change salary band of 1-5 (inclusive) are fed directly to Jobcentre Plus. From February 2009 NHS Jobs updated the vacancy feed to Jobcentre Plus advisers to additionally include All Administrative and Clerical vacancies in pay bands 6 and 7 and all Estates and Ancillary vacancies in pay bands 6 and 7. www.nhsemployers.org/RecruitmentAndRetention/nhs-jobs/Pages/NHS-Jobs-and-Jobcentre-Plus.aspx

Occupations where the number of vacancies advertised exceeds those being sought by registered job seekers are nurses, dental nurses and pharmaceutical dispensers. However, this is not a true reflection of the labour market as sought occupation data only accounts for those currently registered as unemployed and does not take into account people who are in current employment in other sectors seeking entry into the health sector. Please refer to the Table in Appendix 3.

Chart 4 shows the stabilised trend of Job Seekers looking for employment within the health sector with a slight decrease from March 2010. Health sector vacancies, however, have fluctuated throughout 2009/10 almost on a monthly basis.

4 Jobcentre Plus Vacancies Compared to Health Sought Occupations



Source: Nomis

7.5 Skills Supply and Training

Key to the supply of skills across any sector is high quality training and development led by employer demand. If this is achieved there should be a greater balance between the demand and supply of skills. NESS 2009 shows that the health sector experiences high levels of training compared to the whole economy.

Table 23 shows that 89% of health sector establishments in the East of England report that they have provided training for their employees in the preceding 12 months.

23. Establishments Providing Training by Region

Region	% of establishments that have provided training (on or off the job) in the preceding 12 months	
	Health Sector	Whole Economy
East of England	**89**	**66**
East Midlands	88	67
London	82	66
North East	91	69
North West	87	67
South East	84	70
South West	83	71
West Midlands	82	68
Yorkshire and the Humber	85	65
England Average	**85**	**68**

Source: NESS, 2009
Base: All establishments

7.6 Training in the Last 13 Weeks

There is also a general pattern across all sectors that more highly qualified staff receive more training than those with lower level qualifications. This pattern is seen across the whole health sector with Table 24 showing that those individuals qualified to NVQ Level 4 and above are almost twice as likely to report having received training in the last 13 weeks as those qualified to below NVQ Level 2.

Estimates at a regional level should be interpreted with caution due to sample sizes.

24. Percentage of the Health Sector Workforce That Have Received Training in the Last 13 Weeks Split by Qualification Level

	East of England %	England %
NVQ Level 4 and above	48	45
NVQ Level 3	32	33
Trade Apprenticeships	22	27
NVQ Level 2	32	31
Below NVQ Level 2	19	25
Other qualifications	28	29
No qualifications	13	14

Source: Labour Force Survey 2009 4 Quarter Average

These figures can be broken down further to look at specific staff groups. In doing this we have taken the largest 25 staff groups across England from the Labour Force Survey 2009 and separated the staff groups into the following:

- those with a high qualification profile (where 75% of the people in the staff group are qualified to NVQ Level 4 and above)
- those with a low qualification profile (where at least 35% of the workforce are qualified to below NVQ Level 2)
- those with a mixed qualification profile

Table 25 shows the estimated percentage of the workforce in each staff group that have received training in the last 13 weeks. In general we can see that those with the highest qualifications receive more training, and those in clinical roles receive more training than those in non-clinical roles. This is not surprising given the regulatory requirements of clinical roles and the need for clinical skills to be maintained.

25. Percentage of the Workforce in Each Staff Group That Have Received Training in the Last 13 Weeks

	East of England %	England %
3212 Midwives	52	50
2215 Dental practitioners	54	48
2211 Medical practitioners	55	52
3222 Occupational therapists	40	51
3211 Nurses	51	47
3221 Physiotherapists	58	46
2112 Bio scientists and biochemists	29	44
2212 Psychologists	45	40
3214 Medical radiographers	53	46
1181 Hospital and health service mangers	38	43
3229 Therapists n.e.c.	47	40
6113 Dental Nurses	64	43
1183 Healthcare practice managers	31	31
6115 Care assistants and home carers	32	38
6111 Nursing auxiliaries and assistants	29	38
3218 Medical and dental technicians	47	41
6112 Ambulance staff (excluding paramedics)	22	32
4211 Medical secretaries	11	19
4131 Filing & other records assists & clerks	12	16
4215 Personal assists and other secretaries	50	26
4216 Receptionists	22	20
4150 General office assistants or clerks	16	20
9233 Cleaners domestics	21	12
9223 Kitchen and catering assistants	0	16
9221 Hospital porters	100	15

Source: Labour Force Survey 2009 4 Quarter Average

8 Projections of Future Levels of Employment in the Health Sector

Key Features

- The health sector across the East of England is predicted to grow by 26,000 people between 2007 and 2017. These estimates were created prior to the economic downturn and tighter public spending and should therefore be treated with extreme caution
- 77,000 people are predicted to retire from the sector between 2007 and 2017, this represents an opportunity for employers to reshape their workforce

8.1 Introduction

Working Futures III 2007-2017[8] is an econometric forecast of changes to employment and skills needs between 2007 and 2017. It seeks to model the impact of technological change, changes in government policy, economic conditions and other social drivers for the UK labour market, including the health sector.

These forecasts for future employment in the sector were produced prior to the recession which began in 2008. The effect of this and tighter public spending will almost certainly mean that these forecasts of expansion are now overstated. Set against a backdrop of tighter public spending, and the dominance in terms of employee numbers of the NHS across the sector, it is unlikely that the sector will experience any significant growth over the short to medium term.

The forecasts do however provide an interesting analysis of estimated numbers of workers that will retire between 2007 and 2017. These figures indicate that an average of 7,700 employees will leave the sector every year across the region. Employers may therefore wish to examine what opportunities this presents for them to reshape their workforce through systematic workforce and succession planning activities.

[8] Working Futures 2007-2017, Institute for Employment Research, University of Warwick, December 2008

8.2 Changes in the Workforce by Main Occupational Group

The health sector across the East of England is predicted to grow by 26,000 people (13.4%) between 2007 and 2017; this is higher than the 11.8% growth predicted for the health sector across England. However, the region and its employers will need to recruit an additional 103,000 people between 2007 and 2017 to fill new jobs and replace existing workers who will retire or leave the sector.

Table 26 provides an overview of the expansion and net requirement for workers across the sector by occupation groups. The largest expansion in absolute numbers of workers is predicted in the Caring Personal Services Occupations group which includes nursing auxiliaries, nursery nurses etc. This group is predicted to increase by approximately 24%. The largest expansion in percentage terms is found within the Corporate Managers group at approximately 33%. Again there should be caution here given the timing of the projections and the tighter fiscal environment across the sector.

26. Changes in the Workforce Across the Sector by Main Occupation Group 2007 - 2017

	2007 (000s)	2017 (000s)	Estimated Growth 2007-2017 (000s)	Estimated Retirements 2007-2017 (000s)	Net Requirement* 2007-2017 (000s)
Corporate/Senior Managers	23	30	7	9	16
Health Associate Professionals (inc nurses, therapists, midwives etc.)	42	46	5	17	22
Caring Personal Services Occupations (inc nursing auxiliaries, nursery nurses etc.)	48	59	12	20	31
Health Professionals (inc medical and dental practitioners, pharmacists, psychologists etc.)	10	11	1	4	5
Science/Technical Professionals (inc Chemists Biomedical scientists, etc.)	4	5	1	1	2
Teaching and Research Professionals (inc special needs teachers, primary and nursery education teachers)	3	3	1	1	2
Business/Public Service Professionals (inc social workers, accountants etc.)	12	15	3	5	7
Administrative Occupations (inc admin officers, wages clerk, filing and records clerk, office assistants etc.)	12	11	-1	5	4
Secretarial (inc medical secretaries, personal assistants, receptionists)	5	4	-1	3	1
All Other Occupations	36	36	0	13	13
Total Workforce	**192**	**218**	**26**	**77**	**103**

Source: Working Futures III

9 Conclusion

This regional briefing has sought to provide readers with an overview of the main employment and skills trends in the East of England health sector. We hope this regional briefing has been of use to you and has provided you with the insights you need.

The development of Skills and Labour Market intelligence is always an iterative process and we welcome the comments and suggestions of health sector employers and stakeholders. Please email LMI@skillsforhealth.org.uk should you wish to comment on these assessments or any other aspects of our work.

9.1 Skills and Labour Market Intelligence

Skills for Health believe that robust and reliable labour market intelligence is a vital part of the workforce planning and skills development process. We want to assist you in understanding the local, regional and national picture of skills and labour market trends and give you the confidence to make informed decisions.

We seek to enhance the understanding of current and future skills needs across the sector through a varied range of outputs that are freely available on our website.

Our products and services are suitable for a wide range of users including healthcare employers and line managers, strategic health authorities, education commissioners and careers advisors. They include:

- Baseline Reports profiling health sector skills and labour market trends within the UK, England, Scotland, Wales and Northern Ireland, and the English regions
- Themed research to address gaps in workforce knowledge and promote new ways of delivering healthcare
- An online information tool allowing you to interrogate statistics on health sector employment, skills, labour demand, training and demographics
- Future-orientate reports and seminars exploring creative approaches to the emerging healthcare workforce issues
- Bespoke searches and reports on specific themes relevant to you as an employer.

10 Appendix 1 – Health Profiles

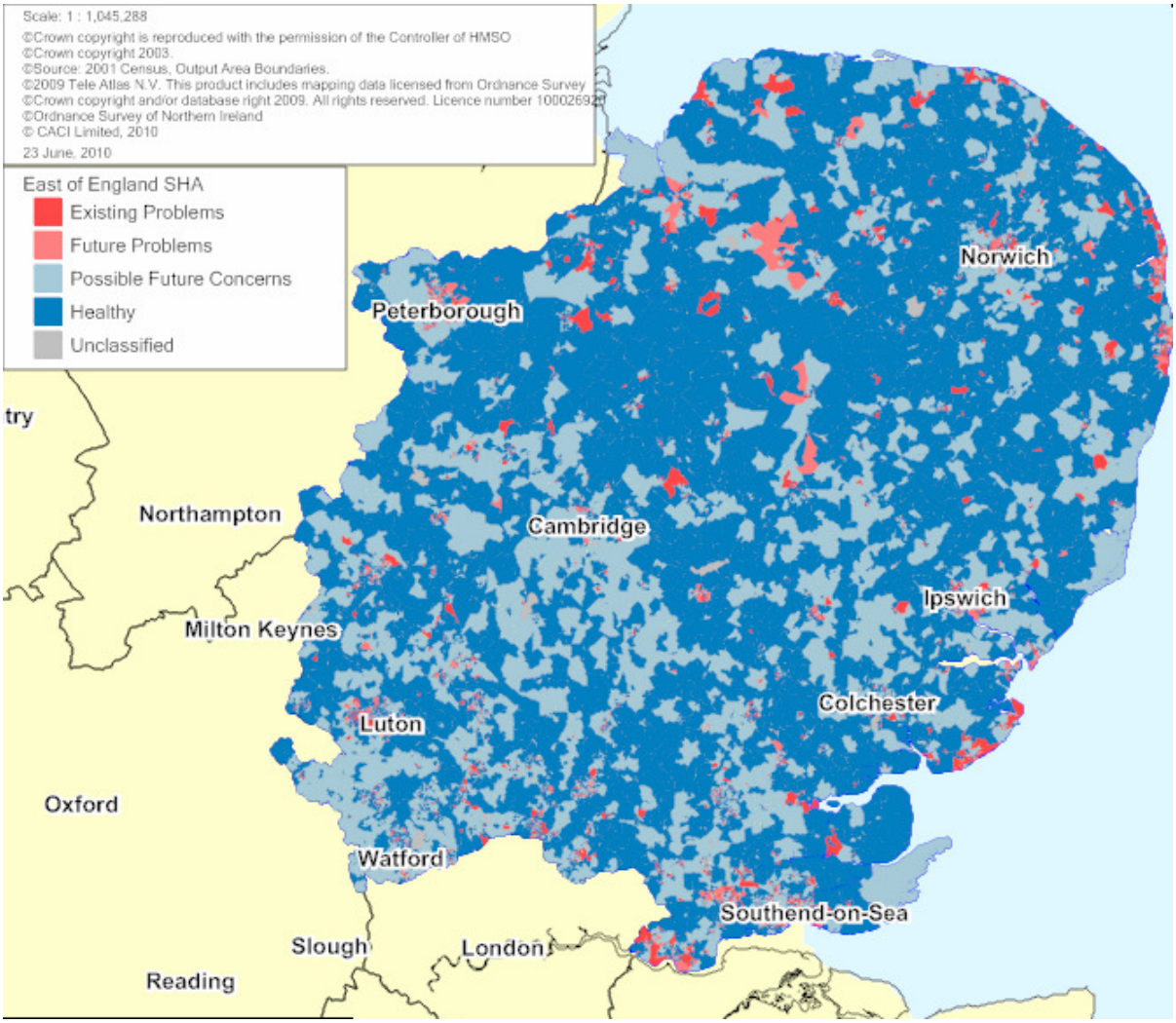
10.1 East of England 2009 Health Acorn Population Profile

Health ACORN Group Profile	Profile	Data as % East of England	Data as % England	Index Avg = 100
1 Existing Problems	560,652	9.7	13.5	72
2 Future Problems	441,572	7.6	12.0	64
3 Possible Future Concerns	2,184,180	37.8	35.0	**108**
4 Healthy	2,538,442	43.9	38.5	**114**
Unclassified	51,268	0.9	0.9	96
Total Population:	5,776,114	100.0	100.0	100

Health ACORN Type Profile	Profile	East of England	England	Index
1 Older couples, traditional diets, cardiac issues	26,639	0.5	0.4	**109**
2 Disadvantaged elderly, poor diet, chronic health	2,756	0.0	0.3	16
3 Vulnerable disadvantaged, smokers with high levels of obesity	2,764	0.0	0.6	8
4 Post industrial pensioners with long term illness	57,249	1.0	1.7	60
5 Deprived neighbourhoods with poor diet, smokers	28,227	0.5	1.7	28
6 Elderly with associated health issues	176,119	3.0	2.7	**115**
7 Home owning pensioners, traditional diets	151,188	2.6	2.2	**118**
8 Disadvantaged neighbourhoods with poor diet & severe health issues	115,710	2.0	3.9	51
9 Poor single parent families with lifestyle related illnesses	11,936	0.2	0.8	27
10 Multi-ethnic, high smoking, high fast food consumption	90,719	1.6	1.9	83
11 Urban estates with sedentary lifestyle & low fruit & veg consumption	45,243	0.8	2.6	30
12 Deprived multi-ethnic estates, smokers and overweight	151,589	2.6	4.0	66
13 Disadvantaged multi-ethnic younger adults, high levels of smoking	142,085	2.5	2.7	90
14 Less affluent neighbourhoods, high fast food, sedentary lifestyles	302,534	5.2	4.9	**108**
15 Affluent healthy pensioners dining out	201,063	3.5	3.8	93
16 Home owning older couples, high levels of fat & confectionery	450,398	7.8	7.4	**105**
17 Affluent professionals, high alcohol consumption, dining out	561,339	9.7	8.5	**115**
18 Low income families with some smokers	325,482	5.6	6.3	90
19 Affluent families with some dietary concerns	343,364	5.9	4.2	**140**
20 Young mobile population with good health and diet	240,723	4.2	4.3	97
21 Younger affluent, healthy professionals	296,467	5.1	5.0	**103**
22 Students and young professionals, living well	110,866	1.9	2.0	98
23 Towns and villages with average health and diet	513,621	8.9	8.1	**109**
24 Mixed communities with better than average health	507,694	8.8	7.8	**113**
25 Affluent towns and villages with excellent health and diet	869,071	15.0	11.4	**132**
Unclassified	51,268	0.9	0.9	96
Total Population:	5,776,114	100.0	100.0	100

10.2 East of England Dominant Health Group Map

Dominant health group at output area level (OA)



Source: CACI 2009

11 Appendix 2 – Local Ratio of Health Employees and Establishments

11.1 East of England Ratio of Health Employees and Establishments

Within the East of England there is 1 health employee for every 40 people and 1 health establishment for every 1,219 people.

At a subregional level this figure can range from 1 health establishment to every 779 people in Bedford to 1 health establishment to every 1,918 people in Luton.

At a patient care level this ratio ranges from 1 health employee to every 27 people in Southend-on-Sea to 1 health employee for every 128 people in Central Bedfordshire.

	Population		Ratio of 1 Health Data Unit to Resident Population	Ratio of 1 Health Employee to Resident Population
	Mid Year 2008 Estimates	%		
Bedford	155,700	3	779	29
Cambridgeshire	605,000	11	1,513	29
Central Bedfordshire	255,000	4	1,275	128
Essex	1,396,400	24	1,164	40
Hertfordshire	1,078,400	19	1,198	49
Luton	191,800	3	1,918	36
Norfolk	850,800	15	1,215	36
Peterborough	164,000	3	1,640	28
Southend-on-Sea	164,300	3	822	27
Suffolk	715,700	12	1,022	42
Thurrock	151,600	3	1,516	117
East Total	**5,728,700**		**1,219**	**40**

Source: Annual Business Inquiry workplace analysis SIC 2007
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12 Appendix 3 – Health Vacancies and Claimant Count

12.1 Jobcentre Plus Vacancies and Claimant Count by Occupation, May 2010

Occupation	Jobcentre Plus Vacancies	Claimant Count - Sought Occupation
1181 : Hospital and health service managers	11	35
1182 : Pharmacy managers	2	5
1183 : Healthcare practice managers	3	10
2112 : Biological scientists and biochemists	27	70
2211 : Medical practitioners	14	5
2212 : Psychologists	5	30
2213 : Pharmacists/pharmacologists	27	5
2214 : Ophthalmic opticians	2	0
2215 : Dental practitioners	0	5
3211 : Nurses	812	75
3212 : Midwives	8	5
3213 : Paramedics	6	5
3214 : Medical radiographers	8	0
3215 : Chiropodists	3	0
3216 : Dispensing opticians	2	5
3217 : Pharmaceutical dispensers	69	20
3218 : Medical and dental technicians	11	25
3221 : Physiotherapists	8	15
3222 : Occupational therapists	15	10
3223 : Speech and language therapists	2	5
3229 : Therapists n.e.c.	13	65
4211 : Medical secretaries	32	25
8138 : Routine laboratory testers	4	15
6111 : Nursing auxiliaries and assistants	102	165
6112 : Ambulance staff (excluding paramedics)	0	30
6113 : Dental nurses	80	35
9221 : Hospital porters	8	110
Column Total	**1,274**	**775**

Data based on 27 defined occupations. Vacancies - a monthly count of vacancies notified to employment service job centres (A4C grades 1 – 7) Claimant Count – number of people claiming JSA and NI credits at Jobcentre plus local offices. This is not an official measure of unemployment.

Claimant Count rounded to nearest 5.

Source: Nomis

12.2 Jobcentre Plus Vacancies and Claimant Count by Local Authority, May 2010

Local Authority: county/ unitary	Jobcentre Plus Vacancies	Claimant Count
Bedford	53	25
Cambridgeshire	263	80
Central Bedfordshire	32	20
Essex	224	180
Hertfordshire	192	135
Luton	38	45
Norfolk	213	115
Peterborough	59	30
Southend-on-Sea	56	35
Suffolk	127	95
Thurrock	17	15
Column Total	**1,274**	**775**

Data based on 27 defined occupations. Vacancies - a monthly count of vacancies notified to employment service job centres (A4C grades 1 – 7) Claimant Count – number of people claiming JSA and NI credits at Jobcentre plus local offices. This is not an official measure of unemployment.

Claimant Count rounded to nearest 5.

Source: Nomis

13 Appendix 4 – Regional Matrix

Description	East of England	East Midlands	London	North East	North West	South East	South West	West Midlands	Yorkshire and The Humber
Tbl 1 - Health Profile (% of population)									
Existing Problems	10	14	8	30	20	7	10	17	18
Future Problems	8	13	18	16	14	7	7	14	15
Possible Future Concerns	38	33	30	29	34	44	38	35	30
Healthy	44	40	44	25	31	40	44	34	37
Unclassified	1	1	1	1	1	1	1	1	1
Population Projections 2008 - 2033 (millions)	1.4	0.9	1.5	0.3	0.6	1.7	1.1	0.7	1.1
Tbl 12 - Sizeband (% of Health Establishments)									
1 -10 employees	66	63	76	60	67	66	60	67	65
11 - 49 employees	28	29	18	30	25	26	32	26	28
50 - 199 employees	4	5	4	5	5	5	6	5	5
200 or more employees	2	3	1	<5	2	1	2	2	3
Tbl 13 - Sub Sector Activity Establishments									
Hospital activities	13	11	11	15	13	16	19	12	13
General medical practice activities	32	32	37	30	33	29	30	35	35
Specialist medical practice activities	2	3	4	<5	3	3	2	2	3
Dental practice activities	21	18	22	20	21	21	21	21	20
Other human health activities	30	37	28	30	31	30	28	30	28
% employed in the Independent Sector	24	22	29	19	18	28	24	20	22
Tbl 16 - Health Employment (%)									
Male Full Time	15	15	20	16	16	16	14	16	15
Male Part Time	4	4	4	4	4	5	5	4	4
Female Full Time	41	41	49	43	42	40	38	42	40
Female Part Time	39	39	27	38	38	39	43	39	40
Tbl 18 - Highest Qualification Held									
NVQ Level 4 and above	57	57	65	60	59	62	58	60	57
NVQ Level 3	9	12	7	13	12	10	13	11	12
NVQ Level 2	12	16	9	13	12	12	12	14	14
Below NVQ Level 2	11	8	5	8	8	8	9	8	9
Other Qualifications	8	5	10	5	5	6	5	4	5
No qualifications	4	3	4	1	4	2	2	3	3
Tbl 24 - % Training in last 13 weeks									
NVQ Level 4 and above	48	44	45	47	43	44	42	46	47
NVQ Level 3	31	29	35	33	36	35	31	26	36
NVQ Level 2	31	31	30	34	31	34	22	34	34
Below NVQ Level 2	19	26	32	16	26	31	26	18	23
Other Qualifications	28	30	34	34	33	28	23	23	25
No qualifications	13	5	17	0	22	14	14	16	7
Tbl 26 - Replacement Demand (000s)									
Estimated Growth	26	18	36	6	25	43	23	29	19
Estimated Retirements	77	60	110	40	107	121	82	79	78

14 Glossary

ABI The Annual Business Inquiry is a business survey which collects both employment and financial information. The ABI is based on a sample survey so estimates are subject to sampling errors which need to be taken into account when interpreting the data

ACORN A Classification of Residential Neighbourhoods. A geodemographic classification using census and other data to classify postcodes into neighbourhood categories. The classification has been developed by the marketing-data firm CACI

Footprint All organisations in the health sector use Standard Industrial Classifications (SIC) Human Health Activities

In analysing data for the Skills for Health footprint SIC codes are used. The most recent SIC codes that have been developed are SIC 2007

The codes relevant to the Skills for Health Footprint are SIC code 86 – Human Health Activities which is comprised of the following areas:

- SIC 86.101 – Hospital activities
- SIC 86.210 – General medical practice activities
- SIC 86.220 – Specialist medical practice activities
- SIC 86.230 – Dental practice activities
- SIC 86.900 – Other human health activities

Change in Data

The SIC 2003 classification included Nursing Home Activities (excluding homes for the aged) SIC 85.113 within Hospital Activities. This has always been an area where we have known there to be significant overlap with Skills for Care and Development in respect of responsibility for the workforce however it has never been possible to disaggregate this section of the workforce within the data that we hold.

The SIC 2007 classification now splits this sub classification into Medical Nursing Home Activities under the direct supervision of medical doctors (which falls within the skills for health footprint) and several other sub classifications which now clearly fall within the footprint of Skills for Care and Development.

The net result of this split is that it appears that our overall workforce numbers across the health sector have reduced when comparing to earlier documents but in fact this is not the case.

For a full overview of this issue please refer to the Skills for Health SIC 2007 Technical Paper which is available on the Skills for Health website.

GOR The nine Government Office Regions are the primary statistical subdivisions of England

Great Britain Refers to the whole of England, Scotland and Wales including offshore islands. It does not include Northern Ireland, the Channel Islands or the Isle of Man

LFS The Labour Force Survey (LFS) is a quarterly sample survey of households living at private addresses in the UK

NESS National Employers Skills Survey for England

OAs Output Areas (OAs) are based on postcodes as at Census Day. The minimum OA size is 40 resident households and 100 resident persons but the recommended size was rather larger at 125 households. In total there are 165,665 OAs in England

SIC The United Kingdom Standard Industrial Classification of Economic Activities (SIC) is used to classify business establishments and other standard units by the type of economic activity in which they are. For further information please visit www.statistics.gov.uk/statbase/Product.asp?vlnk=14012

SOC Standard Occupation Classification is used to define the workforce across the whole economy

The unit group structure i.e. occupation code of the major groups, are detailed in the table below. For example occupation codes beginning with 1 i.e. 1181 Hospital and health service manager will be incorporated under major group 1- Managers and Senior Officials, 2211 Medical Practitioners will be incorporated under major group 2 - Professional Occupations

Code commencing with:	Major Group	Example of Unit Groups
1	Managers and Senior Officials	1181 Hospital and health service manager 1183 Healthcare Practice Managers
2	Professional Occupations	2211 Medical practitioners 2215 Dental practitioners
3	Associate Professional and Technical Occupations	3211 Nurses, 3212 Midwives, 3213 Paramedics
4	Administrative and Secretarial Occupations	4211 Medical secretaries
5	Skilled Trades Occupations	5434 Chefs, cooks
6	Personal Service Occupations	6111 Nursing, auxiliaries and assistants 6112 Ambulance staff (excl Paramedics)
7	Sales and Customer Service Occupations	7212 Customer care occupations
8	Process, Plant and Machine Operatives	8138 Routine laboratory testers
9	Elementary Occupations	9221 Hospital porters

UK The United Kingdom is the nation state consisting of England, Scotland, Wales and Northern Ireland

15 Data Sources

Annual Business Inquiry
www.nomisweb.co. uk

CACI
CACI offer an unrivalled range of marketing solutions and information systems to local and central government and to businesses from most industry sectors
www.caci.co.uk

Department of Health
www.dh.gov.uk

Labour Force Survey
The Labour Force Survey (LFS) is a quarterly sample survey of households living at private addresses in the UK. Its purpose is to provide information on the UK labour market that can then be used to develop, manage, evaluate and report on labour market policies
www.statistics.gov.uk/STATBASE/Source.asp?vlnk=358&More=Y

NOMIS
Official labour market statistics
www.nomisweb.co.uk

Office for National Statistics
The Office for National Statistics (ONS) is the UK Government's main survey organisation and its main producer of official statistics.
www.statistics.gov.uk

Working Futures 2007 - 2017
Working Futures 2007-2017 is the latest in a long series of projections produced by IER in collaboration with Cambridge Econometrics (CE). It focuses upon the future patterns of demand for skills as measured by occupation. The results covered the National (UK) picture, as well as detailed sectoral and spatial results.
www2.warwick.ac.uk

UKCES
UK Commission for Employment and Skills - Home of National Employer Skills Survey for England
www.ukces.org.uk