

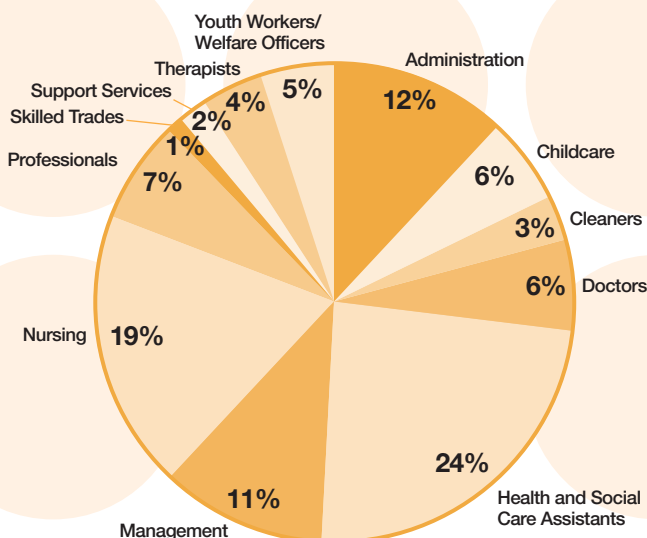


Health and Social Care

What's happening?

- Social care includes caring for old people. Old people may be cared for in hospital, a residential care home or in their own home.
- Mainly due to the high cost of living and a buoyant labour market, retention of health care staff is a bigger issue in London than elsewhere in the country. Surveys revealed that NHS trusts in London and the South East have the highest turnover rates of nursing staff and, in particular, professions allied to medicine, for example, midwives and health visitors.
- London is the main location for NHS training and there are disproportionate numbers of NHS students (approximately 40%) educated in the capital.
- The Bedfordshire and Hertfordshire Strategic Health Authority experiences more recruitment problems compared to the other Strategic Health Authorities in the East of England. This applies in particular to scientific, therapeutic and technical staff and allied health professionals.
- There is a shortage of people with adequate skills for some jobs. Skills shortages include: clinical specialists; IT skills; communication skills and management skills.
- Almost a fifth of employees do not have a level 2 qualification. Only a third of childminders are educated to level 2. Four-fifths of social workers are educated to above level 3.
- This sector employs a largely female workforce (83%), 52% of whom work on a part-time basis.

Who does what?



Source: Annual Business Inquiry, 2005, © Crown Copyright. Outputs are rounded to nearest hundred.

Numbers employed locally

	Human Health	Social Work/Care
Hertfordshire	25,900	16,700
London & South East	516,600	284,500
Great Britain	2,053,800	1,118,300

Source: Annual Business Inquiry, 2005, © Crown Copyright. Figures do not include the self-employed, people under 16 or trainees without a contract of employment. Figures are rounded to nearest hundred.

How much will I get paid?

Remember – many jobs will demand minimum entry qualifications. Those earning high salaries are usually well qualified and experienced and will continue to learn throughout their working life.

	Average annual salary
Hospital & Health Service/ Social Services/Residential & Day Care Manager	£47,688
Social Worker	£38,503
Doctor	£68,510
Care Worker	£14,552
Nurse, Paramedic, Midwife, Dental Technician	£24,345
Hospital Porter	£15,639

Source: Annual Survey of Hours & Earnings 2005, © Crown Copyright. Salary rates have been calculated using the average, gross pay (before deductions) for full-time workers in the UK.



What we think will happen

- Employment levels of health and social welfare associate professionals and health professionals are projected to rise much higher in London than in other parts of the country.
- The South East is forecast to experience the second highest growth rate in the health and social care sector. Caring personal service occupations are expected to contribute substantially to this increase. However, recruiting people into these additional jobs will be a major challenge, as the region currently has the highest 3-month vacancy rates for health care assistants.
- Hertfordshire is predicted to need 850 skilled new entrants to the healthcare workforce and 500 social care entrants each year to 2013.
- There is expected to be an increase in demand for residential care provision as more people reach the age of 80 and above.
- In the UK, between 2002 and 2012, 41,000 science and technology associate professionals (which includes jobs in this sector) will have retired. 44,000 people will be required to replace them and to cope with the expected increase in demand for such jobs.
- The reforms linked to the NHS plan are likely to see an increased use of IT in the NHS. It is also expected that the demand for skills in leadership, communications, team working, customer service and partnership working will increase.
- There will be a new qualification called a Diploma in Society, Health and Development available from September 2009. This will help people prepare for university, college or work. Look out to see whether it's going to be on offer in your area.

Is this you?

- Caring, friendly and reliable
- Good at listening
- Compassionate and discreet
- Can relate well to people
- Good communication skills

What local students did in 2006

In 2006 a total of 1,383 Year 11 local school leavers entered full-time employment or work-based training. Of this number, 22 went into health and social care related work. Source: Connexions Hertfordshire 2006.

Some job suggestions

- Dietician
- Osteopath
- Youth and Community Worker
- Paramedic
- Health Care Assistant
- Pharmacy Technician
- Nursery Nurse
- Social Worker

Next steps...

If you're serious about this type of work - FIND OUT MORE!

Use your Connexions area or visit your local Connexions Centre or One Stop Shop for information about jobs; qualifications; local training; further and higher education; skills and personal characteristics; rates of pay and working conditions; local, national and international employers.

Really useful websites and resources!

The Sector Skills Council for Health Work
– www.skillsforhealth.org.uk
Skills for Care – www.skillsforcare.org.uk
National Health Service Careers - www.nhscareers.nhs.uk
Social Care Careers – www.socialworkandcare.co.uk
Apprenticeships - www.apprenticeships.org.uk or call the helpline on 08000 150600
E-Clips (information about careers and lifestyle issues)
– www.connexions-hertfordshire.co.uk
Fast Tomato (interactive careers guidance) - www.hertsft.com
Jobs4u (careers database) – www.connexions-direct.com/jobs4u
Working in Booklets – case studies of people in a variety of jobs. Try your Connexions area, or download them from www.connexions-direct.com. Go to careers>career resources>download publications>Working In.

Please contact your Connexions Personal Adviser for further information and advice.

Freephone: 0800 389 3258 • enquiries@connexions.hertscc.gov.uk • www.connexions-hertfordshire.co.uk

The information in this leaflet can be made available in other languages and formats. Contact the Information Team on 01462 704 914.

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