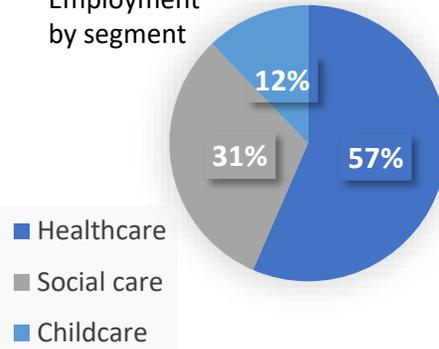


Health and Care Job Family

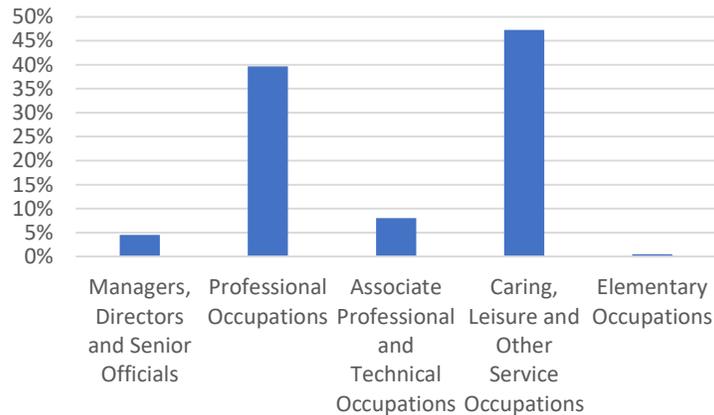
The health and care sector workforce is stretched and reaching a tipping point. Demand for services is growing (mainly due people living longer) but an ageing workforce and the impact of Brexit is likely to diminish the recruitment pool.

Employment by segment



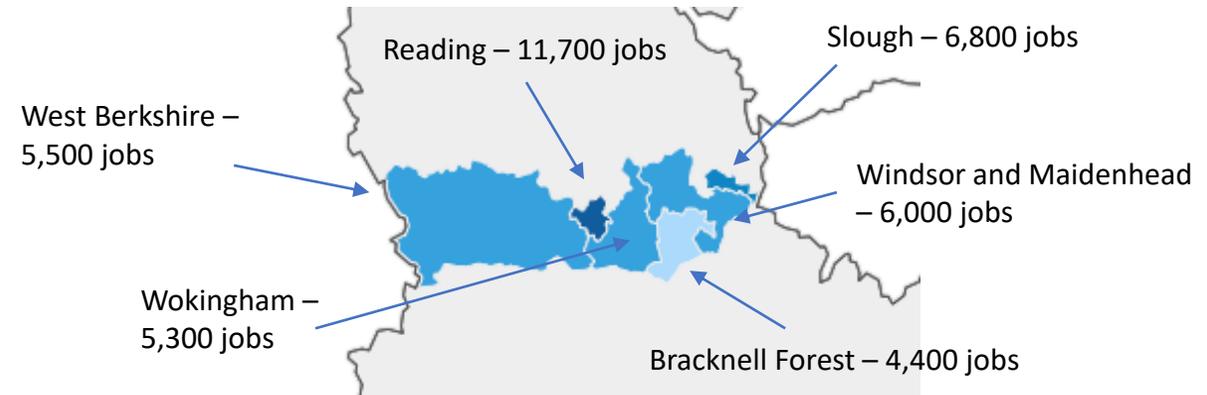
- Healthcare
- Social care
- Childcare

Berkshire has a relatively small health and care sector in comparison to the national average, with around 8% of Berkshire's workforce working in the sector.



Around 40% of those working in health and care in Berkshire work in professional occupations, the majority of whom are **nurses or medical practitioners**. Just over 45% work in caring occupations, the majority of whom are **care workers, home carers and nursing auxiliaries**.

Employees	39,800 (8% of all employee jobs in TVB)
Self-employment	4,400
Employee jobs growth projection (2016-2024)	5% (2,000 additional jobs)
Proportion of workforce over the age of 50 (national figure)	35% (high)
Migrant workforce (national figure)	18% (high)
Jobs at risk of automation (national figure)	17% (low)
Male:Female ratio (national figure)	20:80



Workforce challenges: NHS

- One in 25 NHS jobs in Thames Valley is unfilled - the highest figure in the country
- Approximately 9% of employees working for NHS Trusts in Berkshire are EU nationals
- Mitigation plan for the potential loss of EU staff as a result of Brexit is to increase training
- Reduced funding to support continuing professional education is a concern locally, with the view that incentives/opportunities are required for the existing workforce where Apprenticeships would not be appropriate.

Workforce challenges: Social care

- Berkshire is experiencing a shortfall in the care workforce, with an estimated 850 job vacancies
- 20% of the workforce is aged 55+ (National Minimum Dataset for Social Care)
- Jobs in the sector are not very well paid
- Around 10% of employees are EU nationals.

Workforce challenges: Childcare

- During the past decade, steps have been taken to raise the quality of staff joining the sector, for example, introducing qualification requirements
- Staff turnover in the sector is relatively high and can be disruptive
- Access to affordable CPD can be problematic.

Health and Care Job Family

Large recruiters

Royal Berkshire Hospital
Berkshire Health Care
Heatherwood Hospital
Wexham Park Hospital
Broadmoor Hospital
Berkshire Independent Hospital
Local authorities



National skills shortages

- Medical practitioners
- Medical radiographers
- Health professionals
- Nurses
- Social workers
- Paramedics

Predicted future shortages

- GPs (50% shortfall in GPs for Berkshire predicted by 2020)
- Nursing (several specialities)
- Allied Health Professions
- Midwifery, Pharmacy Technicians, Clinical Psychology and Paramedics

Local hard-to-fill vacancies

- Registered nurses
- Social workers
- Care workers

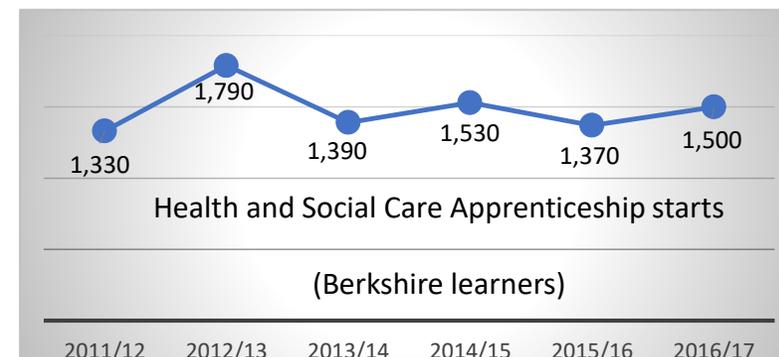


Thames Valley Berkshire LEP investment

In 2017 the LEP invested £75,000 in the Berkshire Cares project, a project designed to promote care careers and support care employers in their recruitment and retention strategies. The project has led to the recruitment of 12 'I Care Ambassadors' for the sub-region.

Local institutions	Location	Type of provision
Berkshire Institute for Health	Reading	Nursing and midwifery degrees and masters
Bracknell and Wokingham College	Bracknell / Wokingham	Health, social care & childcare certificates, diplomas & short workforce development courses
Windsor Forest Colleges Group	Slough	Health, social care, childcare & social work awards, certifications, diplomas, Apprenticeships and access to HE courses
Reading College	Reading	Health, social care & childcare awards, certifications, diplomas & Apprenticeships
Newbury College	Newbury	Health, social care, childcare & social work awards, certifications, diplomas, Apprenticeships, HNCs and access to HE courses
Berkshire College of Agriculture	Maidenhead	Health, social care & childcare certificates & diplomas

Apprenticeship starts in Health and Social Care have been relatively static over recent years. The introduction of the Apprenticeship levy and new nursing Apprenticeships is likely to lead to increased numbers entering the profession via this route.



Future workforce strategies

Train and retain	Particularly in the health sector, increasing course places and improving morale will increase the supply of new talent and reduce staff turnover
Improve productivity	Wearable tech will help with patient monitoring and preventive care and AI will help doctors access vast amounts of medical data, ultimately allowing them to make faster and more accurate decisions. In social care, assistive technologies and telecare could widen the recruitment pool
Diversify workforce	Re-designing jobs and promoting flexible working could help attract non-traditional talent