

## Labour Market Exploration: Society, Health and Development

### INDUSTRY HEADLINES



#### Social Care

Labour supply has not kept up with demand – **the sector is expected to grow at a rate of 1% a year to 2012**, and an ageing population is likely to prompt further growth

## Social Care

### INTRODUCTION

- Workers in this sector help people of all ages to face a wide range of difficulties and challenges – and try to **move them forward and support them in a positive way**
- 82% of the workforce is female, with many working part-time
- Care workers and care assistants are the single biggest occupational group

### TRENDS

- The forecast for the net requirement of workers to enter the industry over the period 2004-14 is 562,000 – of which **201,000 are expected to be in personal service occupations**, with a net loss of 1,000 ‘unskilled’ jobs

### SKILLS

- It is essential to be able to relate to people from many different backgrounds and cultures
- **Listening skills, observational skills and the ability to empathise with people** and not be judgemental are very important
- Team working, communication and motivational skills are all important
- Management and organisational skills are also important for some roles

## INDUSTRY contd.

### HEADLINES

### Children's Services

The sector is facing a **rise in demand** for its services in response to a range of government initiatives – but the sector experiences massive turnover and significant recruitment and retention difficulties

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Change in the demand for the type of provision has also been evident in that there has been a **decline in the number of playgroups** as a result of parents demanding more full-time places – and the policy of encouraging playgroups to convert to full-time daycare

## Children's Services

### INTRODUCTION

- Employment in this sector is in early years education, childcare and playwork
- **This area of work has undergone massive growth** since the introduction of the National Childcare Strategy in 1997
- Approximately 97% of people working in the sector are white women – most men in the workforce are employed in out of school clubs

### TRENDS

- Employment in children's nurseries more than quadrupled between 1990 and 2004
- **Employment in childminding** has increased, while employment in playgroups and out of school clubs have declined

### SKILLS

- It is important to be able to work well with people from a wide range of backgrounds
- It is essential to be able to **empathise with the problems of children and families**
- Listening skills underpin most of the work

# INDUSTRY contd.

## HEADLINES

### Healthcare

The National Health Service is the largest employer in this sector with approximately 1.3 million employees – making it **the largest employer in Europe**

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NHS Careers is supporting schools and IAG practitioners by providing **new lesson plans and work experience packs** – [www.nhsemployers.org/workexperience](http://www.nhsemployers.org/workexperience)

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**Step into the NHS** raises awareness of the 350 careers in the NHS – 500 teenagers registered with the site, with 93% saying it made them think more seriously about a career in the NHS – [www.stepin-tothenhs.nhs.uk](http://www.stepin-tothenhs.nhs.uk)

## Healthcare

### INTRODUCTION

- A wide range of occupations exist within the healthcare sector, including:-
  - *doctors*
  - *dentists, dental nurses, hygienists, technicians & therapists*
  - *nurses, midwives & health visitors*
  - *allied health professionals, such as physiotherapists, dieticians and radiographers*
  - *healthcare scientists working in the prevention, diagnosis and treatment of illness*
  - *health administrators who work with patient information and records*
  - *managers, who make sure that services are delivered efficiently and within budget*
  - *other support workers, such as porters and technicians*
  - *complementary therapists, such as chiropractors, osteopaths and reflexologists*
- The healthcare industry employs over 2 million people which accounts for about **7% of the UK workforce**
- Nursing is the largest occupational group, making up around 22% of the industry's total employment

### TRENDS

- It is forecast that over the period 2004-14, the industry will have a net requirement of **over 1 million new workers** to accommodate sector growth and replacement through retiring workers
- There are staff shortages in many work areas, so the trend of good employment prospects will continue

# INDUSTRY HEADLINES

## Justice

Skills for Justice, Sector Skills Council [www.skillsforjustice.com](http://www.skillsforjustice.com) are supporting the development of a **qualification for staff working in Electronic Monitoring**. Electronic Monitoring is an alternative to custody, but the current qualification structure does not accurately reflect Electronic Monitoring roles and functions within both the Custodial Care and Community Justice areas.

## SKILLS

- Teamwork and communication skills are extremely important
- For many roles, it is important to be comfortable using technology
- **Time management skills are essential** in order to prioritise a wide variety of tasks
- Scientific ability is essential for a number of jobs

## Justice

### INTRODUCTION

- There are three different legal systems in the UK, each with their own set of legal principles
- This diverse sector includes:-
  - *policing & law enforcement* – the largest sub-sector in justice (275,400 employees)
  - *public prosecution* – present cases against people appearing in court so that judges, juries, & magistrates can pass sentence
  - *court services* – responsible for administering the various types of court in the UK
  - *custodial care* – responsible for holding adult & young prisoners, reducing the risk of re-offending, providing custody & escort services, monitoring offenders in the community (e.g. via electronic tagging)
  - *community justice* – organisations which work with offending behaviour, victims & witnesses of crime, crime reduction, youth justice, substance misuse
- 88% of the workforce in this sector work full-time

## TRENDS

- This sector is expected to grow in response to replacement (people retiring and changing jobs) demands
- By 2014, **the workforce is expected to expand** by 12,600 workers with a further 8,000 jobs in police & law enforcement and 4,200 in community justice

## SKILLS

- Excellent communication skills, both in speech and writing, are essential
- For many of the roles there is **a need to be methodical and accurate**
- It is important to be able to be discreet and respect confidentiality

## WEBLINKS – including SSC's (Sector Skills Councils)

### Main sources:

- SSC gateway site – [www.sectorcareersinfo.co.uk](http://www.sectorcareersinfo.co.uk) – includes labour market intelligence, curriculum resources, inspirational case studies, role models that challenge stereotypes
- Jobs4u – [www.connexions-direct.com/jobs4u](http://www.connexions-direct.com/jobs4u) – extensive careers database and a good site for young people
- Learn Direct – [www.learndirect-advice.co.uk/helpwithyourcareer/jobprofiles/](http://www.learndirect-advice.co.uk/helpwithyourcareer/jobprofiles/) – over 700 job descriptions & job profiles
- National Guidance Research Forum (NGRF) – [www.guidance-research.org](http://www.guidance-research.org) – site developed by the Institute for Employment Research (IER) including labour market trends data & an on-line learning module for LMI

- Prospects – [www.prospects.ac.uk](http://www.prospects.ac.uk) – information for graduates which can help young people consider progression pathways from their Diploma programme
- Careersbox – [www.careersbox.co.uk](http://www.careersbox.co.uk) – a free national careers film library showing films of real people doing real jobs

### Specialist sources:

**Key:** C – careers information    J – job hunting  
L – learning & training    T – tutor resource

### Social Care

- Skills for Care (SSC) – [www.skillsforcare.co.uk](http://www.skillsforcare.co.uk) – general sector information from ‘I would like to work in Social/Care work’ link on home page – C, L, T
- Social Work and Social Care – [www.socialworkandcare.co.uk](http://www.socialworkandcare.co.uk) – Department of Health careers information site – C, L, T

### Children’s Services

- Working in Early Years – [www.childcarecareers.gov.uk](http://www.childcarecareers.gov.uk) – careers information in the ‘What could I do’ section, with case studies – C, J, L, T
- Skills Active (SSC) – [www.skillsactive.com/playwork](http://www.skillsactive.com/playwork) – information on playwork and training, education and qualifications – C, L, T

### Healthcare

- NHS Careers – [www.nhscareers.nhs.uk/career.shtml](http://www.nhscareers.nhs.uk/career.shtml) – informative section under ‘Explore by career’ – C, L, T
- Royal College of Nursing – [www.rcn.org.uk](http://www.rcn.org.uk) – see Resources section ‘How to become a nurse’ – C, L, T
- Skills for Health (SSC) – [www.skillsforhealth.org.uk](http://www.skillsforhealth.org.uk) – careers framework – NHS Careers – C, T

## Justice

- Skills for Justice (SSC) – [www.skillsforjustice.com](http://www.skillsforjustice.com) – see Careers – comprehensive information on full range of careers, entry routes & employment trends – **C, L, T**
- Skills for Security (SSC) – [www.skillsforsecurity.org.uk](http://www.skillsforsecurity.org.uk) – commercial sector – visit Train to Gain, security business sector/qualifications – **C, L, T**
- The Law Society of England & Wales – [www.lawsociety.org.uk](http://www.lawsociety.org.uk) – see ‘Becoming a Solicitor’ for career & training information – **C, L, T**