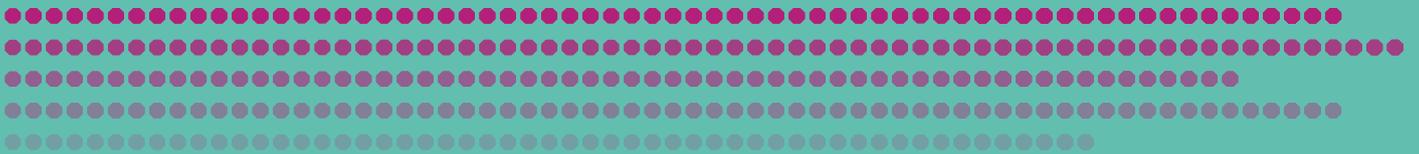




Make informed decisions about your career path by learning about key labour market sectors in Cornwall & the Isles of Scilly

THE HEALTH & SOCIAL CARE

SECTOR IN CORNWALL & THE ISLES OF SCILLY





Introduction to the health & social care sector

The health and social care sector is large and complex, made up of clinical and non-clinical roles with the NHS as the largest employer. The private sector and voluntary organisations provide additional services. Career paths are structured but flexible – it is possible to move between roles once in the sector and build a long-term career.

There are long-standing staff shortages across the sector, exacerbated by Brexit and the pandemic, so recruitment is continual at both entry and experienced levels.

The health and social care sector makes up 14% of the Cornish economy and the mean average salary is £22,194, with salaries for different occupations within the sector showing significant variation.

The qualifications required for roles in this sector differs between occupations, with specialist clinical roles requiring a degree level qualification. There are also many entry level roles that don't require a degree and many that have apprenticeships, for example pharmacy services assistant. The employer may sponsor further education, and maths and English GCSEs are important in the sector.

There is no requirement for experience to join the social care sector. What matters most is the right values and attitudes there's full training and support for everything else. There are many available opportunities in this sector for people who have not previously considered working in health and social care. The NHS actively recruits a diverse workforce.

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The NHS advertises jobs on its NHS Jobs Service website, and lots of jobs in social care are advertised on the Proud to Care Cornwall website



Current outlook

There are about 33,000 employees in this sector in Cornwall & the Isles of Scilly. Of these 53% are full time, and 47% are part time. Across the NHS there are approximately 350 different occupations. In some roles shift work is common and expected, while others offer different patterns of flexibility.

Within the sector, the largest proportion of staff work as care workers or home carers, followed by administrative roles and then nurses. Within Cornwall, the demand is highest for nurses, followed by care workers and home carers and then nursing auxiliaries and assistants. An ongoing concern for the sector is that the aging population in the UK will require a larger adult social care workforce, at a time when employers are struggling to recruit, especially younger employees.

Progression within the health and care sector is readily available - individuals can enter with limited experience as a carer or Healthcare Support Assistant and work towards becoming an Assistant Practitioner or Nursing Associate.

Salaries in the health & social care sector

Occupation Title	Median Salary (UK-wide)
Care workers and home carers	£16,393
Health associate professionals n.e.c.	£19,630
Health services and public health managers and directors	£48,089
Medical practitioners	£57,102
Nurses	£31,482
Nursing auxiliaries and assistants	£18,715
Occupational therapists	£29,733
Other administrative occupations n.e.c.	£18,207
Physiotherapists	£32,328
Receptionists	£14,660

AVERAGE ADVERTISED SALARY
£22,194
IN CORNWALL IN THE HEALTH & SOCIAL CARE SECTOR



Care workers and home carers Many people work part time and flexible hours to suit their lifestyles but most care employers now pay at least the real living wage and some up to £14/hr.

Proportion of jobs in the national health & social care sector and demand over the last year in Cornwall



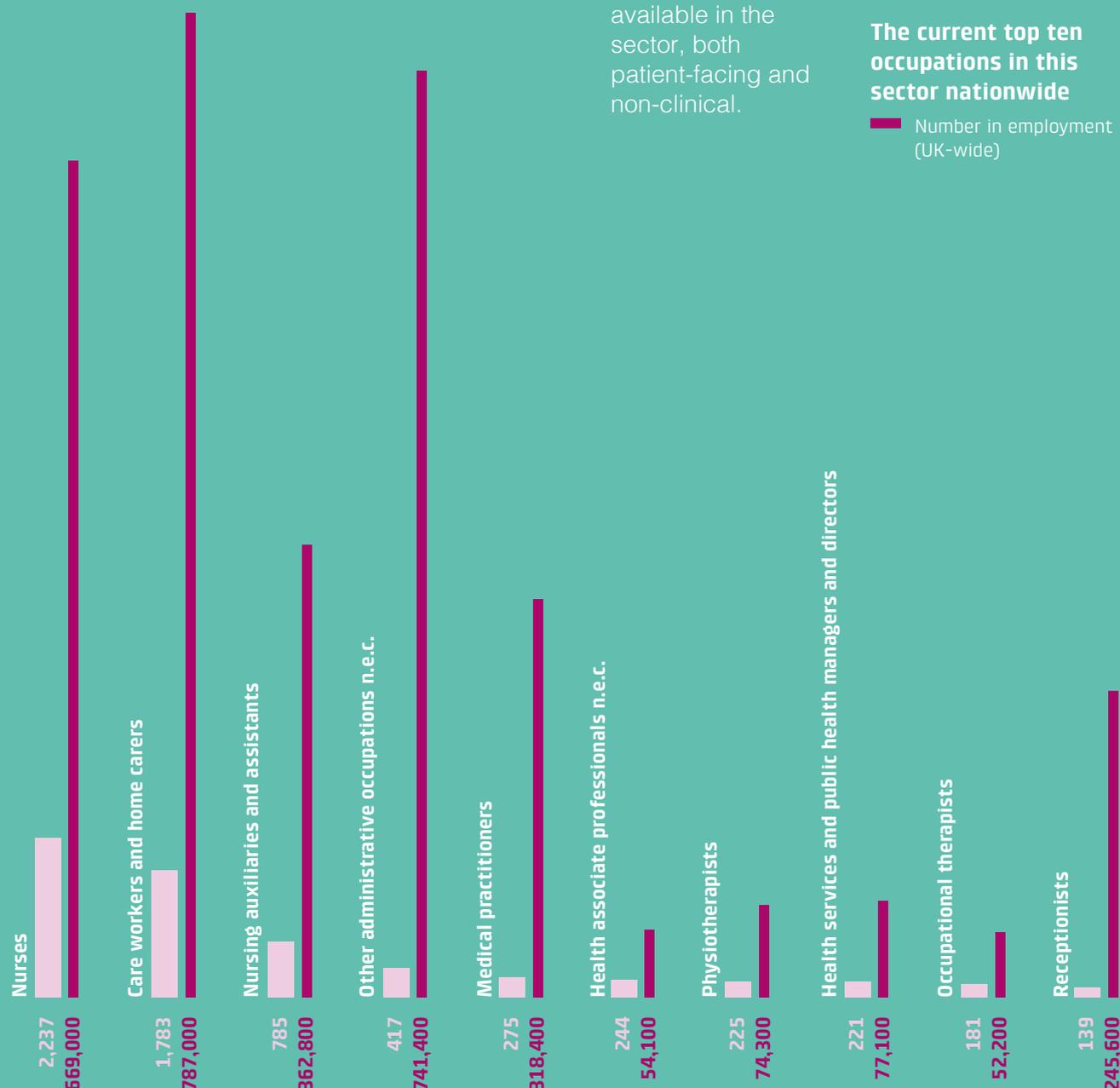
There are a wide range of roles available in the sector, both patient-facing and non-clinical.

Demand for these occupations in Cornwall & the Isles of Scilly

Number of Job Posting in 12 months¹

The current top ten occupations in this sector nationwide

Number in employment (UK-wide)



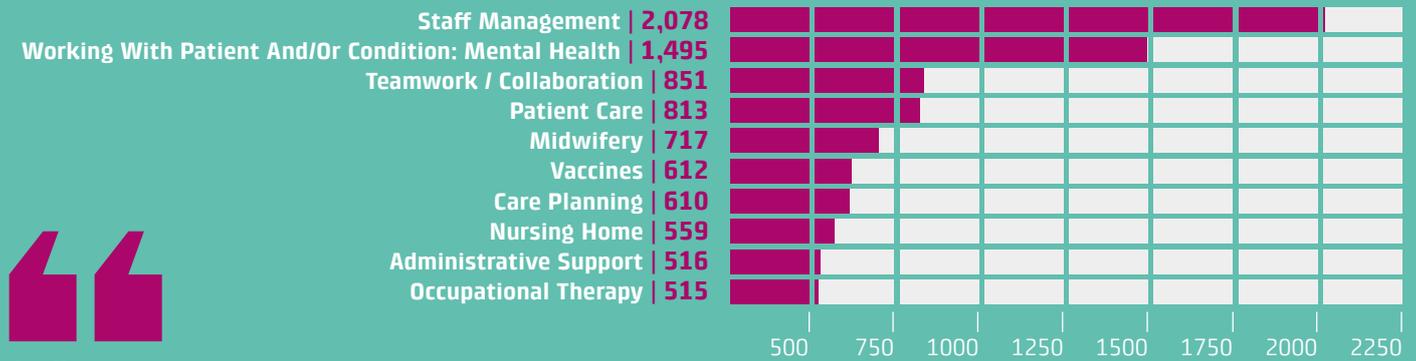
Key employers in the health & social care sector in Cornwall include:

- Barchester Healthcare
- Cornwall Care Limited
- Cornwallis Care Services Ltd.
- Hf Trust Limited
- Maria Mallaband Care Group Limited
- Mencap
- National Health Service
- Nurseplus Limited
- Specsavers
- The Brandon Trust

¹ Burning Glass Data from March 31 2021 to April 1 2022

Employer demand for specialist skills in the health & social care sector in Cornwall

Job adverts listing this skill



Staff management and mentoring are highly sought after in the sector – if you have these skills from another sector they are highly transferable.



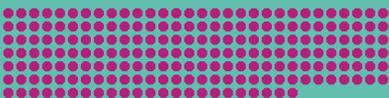
The sector is often highly pressured, so organisational skills are critical to ensure smooth running of teams and businesses.

Employer demand for IT skills in the health & social care sector in Cornwall

Job adverts listing this skill

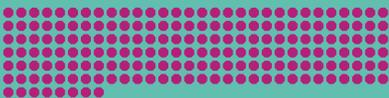
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Microsoft Office



188

Microsoft Excel



66

Microsoft Word



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Microsoft Access



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Microsoft Powerpoint



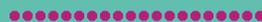
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Electronic Data Interchange



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Microsoft Outlook



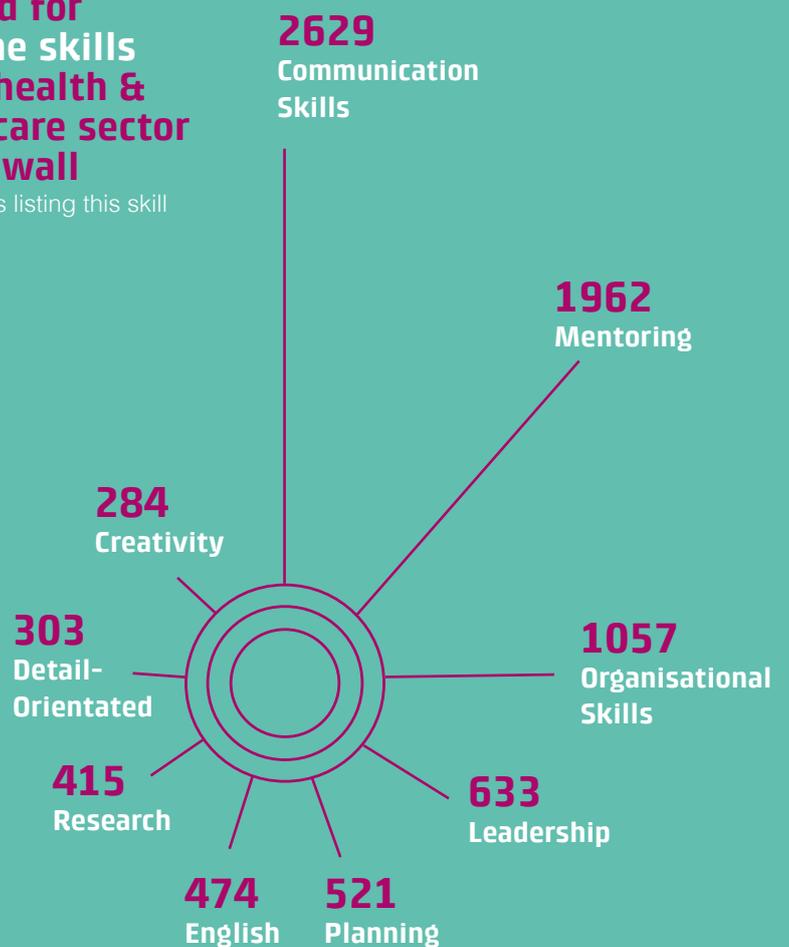
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SQL



Employer demand for baseline skills in the health & social care sector in Cornwall

Job adverts listing this skill





Useful things to know



The NHS is the largest employer in Europe, and in Cornwall. Not all health and social care roles are in the NHS though, there are many large and small private providers

While many roles are in clinical settings (hospitals, doctors surgeries, dental practices), many are community based and can involve supporting vulnerable adults and young people.

Technology is having a big impact on the sector and having or training in digital skills will be increasingly valuable.

Future outlook

Technology and innovation are already offering different approaches to the provision of health and care, helping to offset the growing demand for services. There has been a huge rise in healthcare services globally being delivered remotely, termed 'e-health'. This was accelerated during the pandemic but is part of a wider trend. While there are challenges still to overcome with this approach, there are efficiencies and environmental benefits to be gained and the growth of remote patient care will continue.

Further development of the capability to collect and utilise big data for prevention, diagnosis and precision medicine will also transform clinical and non-clinical care. Collection and reporting of data will happen in many front-line roles within health and social care. Digital skills will be required in many occupations, and increasingly training at all levels is being delivered or supported by virtual environments.

The sector has been under constrained pressure in the last few years through the pandemic. The Health Foundation² reports that by 2030/31, up to an extra 488,000 health care staff would be needed to meet demand pressures and recover from the pandemic – the equivalent of a 40% increase in the workforce, double the growth seen in the last decade. Alongside this, up to 627,000 extra social care staff would be needed to improve services and meet need – a 55% growth over the next decade and 4 times greater than the increases of the last ten years.

² <https://www.health.org.uk/news-and-comment/news/over-a-million-more-health-and-care-staff-needed-in-the-next-decade>

Automation

The health-tech industry is growing and focuses on healthcare design, innovation and research, including the use of AI and machine learning. This doesn't necessarily mean healthcare by robots – although the use of robotics in surgery is increasing, and the idea that robots can help support older people to remain independent is gaining traction – but is about enhancing and accelerating the care patients receive. It also will require upskilling the existing workforce and educating the public, building the required infrastructure and tackling inequalities.

While technology is already impacting many clinical and care roles, automation of these roles is a low risk. The jobs where there is a high risk of automation are administrative occupations and receptionists. Many of these changes will take decades to completely change the industry but their impact is being felt now.



Routes into health & social care:

1. Direct employment into a job in health and care and receive training on the job. The **Find a job service** (<https://www.gov.uk/find-a-job>) can help you with your search for jobs and send alerts when new jobs become available.
2. Apply for an apprenticeship or traineeship with an employer. The **Find an apprenticeship service** (<https://www.gov.uk/apply-apprenticeship>) can help you with your search, send alerts when new apprenticeships become available and has advice on how to apply.
3. Undertake a relevant College course, or new T-Level qualifications are available for 16-18 year olds.
4. Graduates can enter the workforce after attaining a relevant degree.
5. Work experience can be a great way to find out what it's like working in health and care and gain valuable skills for your CV.

For further support:

Work in adult social care - Job opportunities and careers in Cornwall

(<https://www.proudtocarecornwall.org.uk>)

Health Careers (<https://www.healthcareers.nhs.uk>)

Step into the NHS | help young people discover NHS careers

(<https://www.stepintothenhs.nhs.uk>)

Think Care Careers (<https://www.skillsforcare.org.uk>)

The Princes Trust (<https://www.princes-trust.org.uk/help-for-young-people/programmes/health-and-social-care-hub/the-health-and-social-care-sector>)

Contact the Cornwall & Isles of Scilly People Hub, they can help if you are:

- unemployed and wondering what options are open to you
- out of work and looking to retrain or develop new skills
- recently redundant and want to get back into work or training

Call - 0333 0150699 (Monday–Friday, 9am–4pm)

Visit – www.peoplehub.info

Email – hello@peoplehub.info

The National Careers Service provides free careers advice and guidance to individuals from the age of 14. Visit 'Get the Jump' for 14-19 year olds and the National Careers Service website for adults.

Get the Jump: explore your education and training choices |

National Careers Service (<https://nationalcareers.service.gov.uk/explore-your-education-and-training-choices>)

Careers advice - job profiles, information and resources |

National Careers Service (<https://nationalcareers.service.gov.uk>)

