



Humber, Coast and Vale

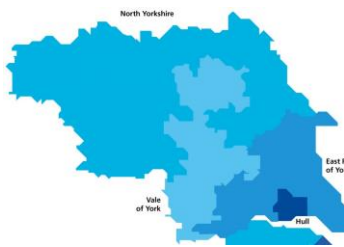
Humber, Coast and Vale Health and Care Partnership

Workforce Consortium

Careers Newsletter

January 2022

Welcome to the Humber, Coast & Vale Health and Social Care Workforce Consortium Schools & Colleges newsletter. The Humber, Coast & Vale Workforce Consortium is an alliance of health and social care partners and educators focused on the recruitment and retention of support staff across Humber, Coast and Vale. Our ambition is to improve access to high quality learning opportunities for all, reduce unnecessary duplication, strengthen connectivity and scale up good practice, innovation and transformation across Humber, Coast and Vale.



As a workforce consortium team we want to ensure that schools and colleges in the region are aware of the work of the consortium, workforce trends and resources available to you to promote careers in Health and Social Care.

Sector Overview

Due to an aging population Health & Social Care is one of the fastest growing sectors in the UK and is predicted to grow to around 2.6million by 2025. Nationally the Health & Social Care sector will need up to 650,000 more workers by 2035 to meet a growing demand for care and support, in the independent sector and NHS. However, the NHS remains the largest employer in the UK and the 5th largest employer in the world employing over 1.3million people.

In York and North Yorkshire, Health and Social Work employs 13% of all employees and 1 in 10 people working in England are employed in Health and Social Care jobs, totalling approximately 2.3 million people.

In the Humber, Health and Social organisations employs 14% of all employees and 1 in 10 people working in England are employed in Health and Social Care jobs, totally approximately 2.3 million people.

The Humber, Coast and Vale workforce has a number of workforce challenges including:

- An ageing workforce
- Gaps in skills and workforce numbers
- A shortage of:
 - Appropriately qualified Care Staff
 - Endoscopy and Sonography staff
 - Experienced Social Workers
 - Medical Staff (doctors) in Emergency Medicine
 - Medical Staff in Primary Care (GPs)
 - Paramedics
 - Radiology and Radiography staff
 - Registered Nurses (across all settings including social care)

The national figures for the NHS is that 5% of the workforce is under 25, compared to an average of 12% in the UK workforce. We need to do more to attract younger people into to the workforce to meet current and future workforce demands in the sector.

Shape Your Future 2021/22

[Shape your future Humber](#) has been updated for 2021 in partnership with HEY LEP, LMI Humber, Skills East Riding and The Opportunity Centre. Shape Your Future highlights key employment sectors (including Health & Social Care) in the area and provides information on pathways and employability.

Health and Social Care

Health care is about the treatment and support of medical conditions in hospitals, health centres and in the community. It includes medicine and dentistry. Social care is about the care and support of people within the community. NHS trusts are responsible for most of the health and social care jobs in the Humber.

14% of employment in the Humber is in Health & Social Care.

The number of Health & Social Care jobs in the Humber is growing rapidly. In 2019, there were 174,000 jobs in the sector. This is expected to rise to 200,000 by 2025.

Key facts about the sector:

- 95% of all Health & Social Care workers in the Humber are men and 5% are women.
- Due to an ageing population, Health & Social Care jobs in the Humber are expected to grow by 25% over the next 10 years.
- 25% of all Health & Social Care workers in the Humber are employed in the public sector.
- Over 100,000 people are employed in the sector in the Humber.

Role	Annual Salary
Senior Doctor	£120,000 to £140,000
General Practitioner	£70,000 to £100,000
Specialist Nurse	£30,000 to £40,000
Registered Nurse	£20,000 to £25,000
Physiotherapist	£25,000 to £35,000
Healthcare Assistant	£10,000 to £12,000
Healthcare Support Worker	£8,000 to £10,000
Healthcare Trainee	£6,000 to £8,000
Healthcare Student	£4,000 to £6,000
Healthcare Volunteer	£2,000 to £4,000

For information... [http://humbercareers.com](#) [www.humbercareers.com](#) [www.humbercareers.com](#) [www.humbercareers.com](#)

[Shape your future York & North Yorkshire](#) is a new resource for 11-19 year olds produced with Aspire iGen, Future HY, Careers and Enterprise Company, City of York Council, The Office for Students and the York & North Yorkshire LEP. Shape Your Future highlights key employment sectors (including Health & Social Care) in the area and provides information on pathways and employability.

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National Careers Service LMI for the Humber

The National Careers Service LMI for the Humber & York, North Yorkshire & East Riding has some useful info around Health & Social Care.

You can sign up for NCS LMI updates by emailing imi@futuresadvice.co.uk

Labour Market Information

Humber LEP

Employment: 75.7%

Unemployment: 24.3%

Self-Employment: 8.8%

UK Average: 75.5% (Employment), 24.5% (Unemployment), 8.8% (Self-Employment)

12,000 people in the region are self-employed.

Where do people work right now?

Most jobs: Manufacturing (10,000), Retail (8,000), Health & Social Care (7,000), Education (6,000), Public Administration (5,000), Information & Communications (4,000), Transport & Storage (3,000), Accommodation & Food Services (2,000), Arts & Creative Industries (1,000), Other (1,000).

Fastest jobs: Retail (10,000), Health & Social Care (7,000), Manufacturing (6,000), Information & Communications (5,000), Education (4,000), Public Administration (3,000), Transport & Storage (2,000), Accommodation & Food Services (1,000), Arts & Creative Industries (1,000), Other (1,000).

Growth Sectors: Health & Social Care, Education, Public Administration, Information & Communications, Manufacturing, Retail, Transport & Storage, Accommodation & Food Services, Arts & Creative Industries, Other.

What are some of the region's big name employers?

NHS, Siemens, Ideal, Drax, KCOM, East Riding, Cranswick.

Focus on Social Care

Take a look at the [case studies on our webpage](#) that give an insight to working in social care in Humber, Coast and Vale.

You can also visit the following websites and take a look at our [Careers Pathway](#) which shows some of the roles available in Social Care:

- [Skills for Care Careers](#)
- [Every day is different campaign](#)
- [Make Care Matter](#) – North Yorkshire County Council
- [Choose Care](#) – East Riding of Yorkshire County Council
- [City of York Council](#)
- [Hull City Council](#)
- [Proud to Care](#) Hull – Hull City Council
- [Proud to Care](#) – North Lincolnshire County Council
- [North East Lincs Council](#)

Make Care Matter



There has never been a better time to consider a career in care.

Adult social care is a growing sector offering a wide range of opportunities for progression and roles that are as diverse as the people you could support. Working in care can be challenging, but it's a career that offers job satisfaction; excellent work life balance and continued training and development as well as the chance to make a difference. People who work in the sector can tell you themselves how rewarding a career in care can be. The Make Care Matter [website](#) has some great information about working in care including career stories.

Choose Care



You know that feeling you get when you do something nice for someone?
You can get that feeling every day... and be paid for it.

If you're looking for a rewarding career that fits around your lifestyle, it doesn't get much more rewarding than providing care for your community - friends, family, neighbours and those people you always bump into at your local supermarket. East Riding Choose Care [website](#) has a great information around pathways into care, career stories from people already working in care and job information.

Proud to Care



Proud to Care aims to raise the profile of working in the care sector, we need more people to work in care and play a crucial part in supporting people to remain independent in their own homes.

Proud to Care [website](#) has a great information on career opportunities, training and qualifications and jobs.

Proud to Care Hull



There are many rewarding jobs and career opportunities in social care and Prod to Care Hull is the place to find these opportunities. Here you will find all the current available social care vacancies in Hull, training and education opportunities, social care events and real-life stories of people working in social care in Hull. Visit the [website](#) for more information.

AIEM for Health & Social Care



Across Humber, Coast and Vale (HCV) Health and Social Care partners are working together to promote Health and Social Care as a career of choice. This [AIEM for Health and Social Care framework](#) brings together the work that is happening across the region, highlighting examples of good practice, as well as sharing links to national resources that can be used to support people into Health and Social Care careers. We are continuing to work with Partners to create a single point of access to the resources available. These will be added to the sections below.

The framework model and guidance can be found [here](#).

Health and Social Care Career Pathway

A [career pathway](#) has been developed for the Humber, Coast and Vale area. The pathway shows a number of roles available in the Health and Social Care sector, along with details of education providers in the Humber, Coast and Vale area. Within the pathway are role descriptors giving details on duties, salary, experience and qualifications required, pathways to and from that particular role, case studies and other useful links. A recently developed addition to the pathways includes information on wider health and social care roles.



Transferable Skills



A [transferable skills](#) infographic has been produced to highlight the various transferable skills job seekers may have and which can be applied to health and care roles with links to example job roles and links to vacancy websites.

You can access the transferable skills infographic [here](#).

HCV Health and Social Care Ambassadors



HCV Health and Social Care Ambassadors

Across Humber, Coast and Vale (HCV) Health and Social Care partners are working together to promote Health and Social Care as a career of choice. To maximise the reach and impact of employer engagement, a HCV Health and Social Care Ambassador Scheme has been developed. Ambassadors can visit Schools, Colleges and Jobcentres and can take part in a range of careers activities including careers fairs, recruitment days and mentoring, with many of these activities being delivered remotely at the moment. The launch of the scheme is being planned for early June 2021. For further information please contact the team @ hyp-tr.hcv.workforceconsortium@nhs.net

NHS Jobs Application Video Guide

[NHS Jobs Application Video Guide](#) - The NHS application process has been highlighted by DWP colleague as a barrier to entry to the NHS by their clients. The video offers a step by step guide to the application process.



Health and Social Care Virtual Work Experience Resources

Work experience and pre-employment activity can support an organisation's workforce supply strategy and offer a link to routes into health and social care careers.

Over the past year or so, many of the usual work experience opportunities offered by our health and social care employers have been impacted by the COVID pandemic.

Online or virtual work experience offers have been developed across most sectors. Health Education England (HEE) have enabled third party providers of virtual work experience to demonstrate their health

and social care programmes to the National Work Experience Network, which the Workforce Consortium is part of. These virtual programmes are summarised below, with links to further information provided!

Springpod – provide virtual work experience programmes across a range of sectors and have worked with several NHS trusts to provide bespoke work experience programmes in Nursing, AHP, Medicine, Healthcare and Support roles. A summary of these programmes can be found here



Springpod
Information Session P

More information can be found at: www.springpod.co.uk

Uptree – is a professional network connecting young people and employers who have developed programmes for NHS employers. A summary of Uptree's work can be found here



Uptree Information
Session Presentation

More information can be found at: <https://uptree.co/>

Pathway CTM – works with students, schools and employers across the UK to bring employment opportunities to school and college leavers. Pathway cTM have worked with HEE and NHS Trusts to develop virtual work experience offers. More details can be found here



Pathway CTM
Information Session P

More information can be found at: <https://pathwayctm.com/>

Speakers For Schools – are a charity and provide free access to many of their services for educators and young people. More details of their Virtual work Experience Programme can be found at: <https://www.speakersforschools.org/experience-2/vwex/>

Medic Mentor - is a non-profit social enterprise made up of a UK wide network of Doctors, Medical Students, Secondary Students, parents and teachers supporting the Doctors of tomorrow by connecting mentors with students. More information can be found at: <https://medicmentor.co.uk/>

Please note that in sharing this information, the Workforce Consortium is in no way endorsing or recommending the work of these companies.

Health Education England Work Experience - Teacher Toolkit

[This guide](#) provides information and resources to help you find work experience opportunities within the health service. Work experience is organised differently within individual trusts and other healthcare providers so we cannot provide you with all the answers. However, this guide will help you to understand what is on offer within the health sector, how to start to find placements for your students and the rules and requirements healthcare providers are working under.



Healthcare Careers Website

350 Careers
One NHS
Your Future



With over 350 different **careers** in the **NHS**, there's a role for everyone. Explore the range of opportunities available on the [website](#).

You can:

- Explore roles
- Take the careers quiz
- Look for a job

Or click on the image to access the 350 Careers PDF booklet.

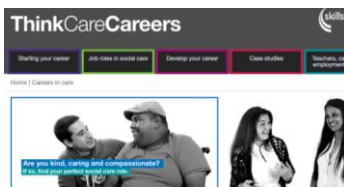
Step into the NHS

Teaching resources for Key stage 4 education

The new Key stage 4 toolkit provides teachers with everything they need to deliver interactive and informative lessons with confidence.



Skills for Care - Think Care Careers



Helping you to promote careers in social care

With lots of different roles and plenty of opportunities to progress, social care is a great choice for people who are thinking about their career. The adult social care sector will need up to **520,000** more workers by 2035 to meet growing demand for care and support.

Skills for Care have lots of information and resources to help teachers, careers and employment advisors promote social care as a positive career choice on their [website](#).

My Learning My Future: Health and Social Care

My Learning, My Future is a suite of resources that has been developed in partnership with The Careers & Enterprise Company and Skills Builder to help you speak confidently about careers related to your subject as well as the various pathways and skills needed by employers.

Each subject has a number of resources and could include:

- Inspiration Guide
- Slide Deck
- Homework Tasks
- Careers in the Curriculum resources for Key Stage 3 and 4

Follow the link [here](#) to access the Health and Social Care resources.

THE CAREERS &
ENTERPRISE
COMPANY

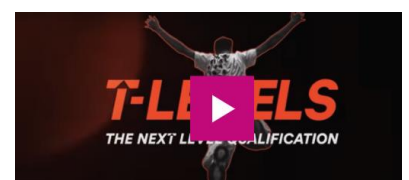
T-Levels in Health

T-Levels are a level 3 two-year technical programme developed in collaboration with employers and businesses. They will help build the knowledge and experience you need, to get the job you want, through a balance of classroom-based theory and an industry work placement. Find about more about T-Levels [here](#) and watch the [video](#).

[T Level in Health](#) - Available from September 2021 at Wyke College

[T Level in Health](#) - Available from September 2021 at Wilberforce College

[T Level in Health](#) - Available from September 2021 at Bishop Burton College



[T Level in Health](#) - Available from September 2021 at DN College group

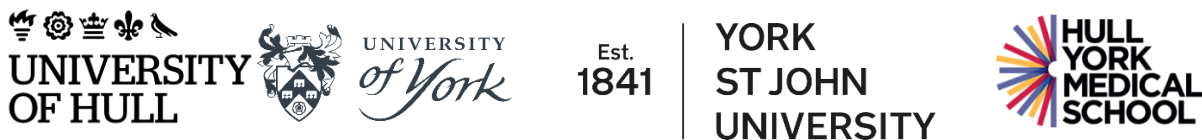
[T Level in Health](#) - Available from September 2021 at TEC Partnership

[T Level in Education & Childcare](#) - Available from September 2021 at DN College group

[T Level in Education & Childcare](#) - Available from September 2021 at TEC Partnership

[T Level in Childcare](#) - Available from September 2021 at Bishop Burton College

University



For information on degree course visit The [University of Hull](#), [University of York](#), [York St John's University](#) and [Hull York Medical School](#) websites.

The University of York has opened its MOOC for those thinking about a Nursing degree, find out more [here](#).

Apprenticeships

Earn, learn and make a difference with a Health & Social apprenticeship.

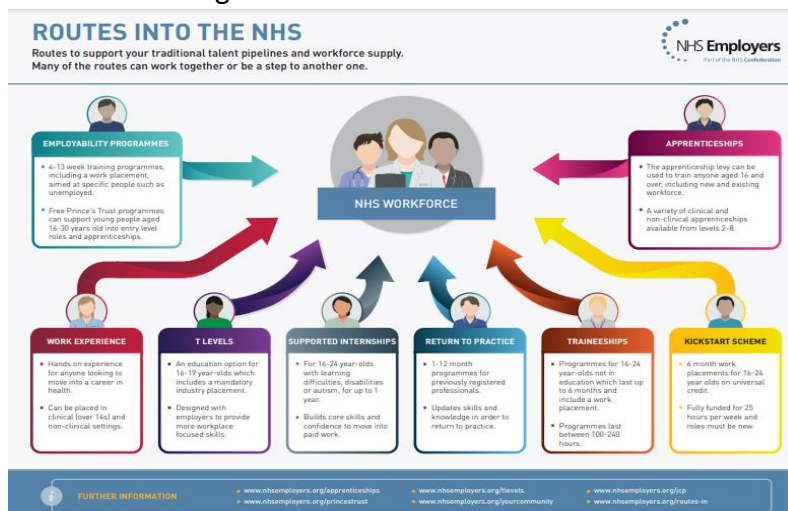
What you need to know about apprenticeships:

- if you are aged 16 to 18 or 19+ and in your first year of an apprenticeship, the minimum you should receive is £4.30 an hour (the National Minimum Wage for apprentices)
- many NHS employers will pay you more than the minimum wage
- they take between one and five years to complete
- anyone over the age of 16 can do one
- you're likely to spend four days on work placement and one day or at a training centre or college
- you'll develop your skills, including English and maths
- you'll gain a competence qualification (based on what you can do in the workplace) and a knowledge qualification, or a qualification combining both

We have recently updated our [Apprenticeship Toolkit](#) which provides guidance on recruiting apprentices, funding, procurement, reserve funding and levy transfers.

Routes into the NHS

Click on the image below to access the PDF document.



Routes into the NHS – Apprenticeships

NHS apprenticeships

Earn, learn and make a difference with an NHS apprenticeship. NHS apprenticeships offer routes into many of the more than 350 NHS careers through a mix of on-the-job training and classroom learning.

"I have grown in confidence, learned a lot of new skills and feel really happy in my role."

Emily is a business admin apprentice. [Read Emily's story](#)

Meet the apprentices



Read some [stories from NHS apprentices](#) in different roles. Could an apprenticeship in the NHS be the right choice for you?

NHS apprenticeships

NHS apprenticeships are available at four levels:

- Intermediate apprenticeships - equivalent to GCSEs or other level 2 qualifications
- Advanced apprenticeship - equivalent to A-levels or other level 3 qualifications
- Higher apprenticeships - equivalent to a foundation degree and above
- Degree apprenticeships - equivalent to a full bachelor's or Master's degree

Find out more [here](#).

Coming soon in Humber, Coast & Vale.....

- [Writing your UCAS application? Join us for a chat with healthcare students!](#) 10th January 2022
- Humber Apprenticeship Showcase 7th February 2022
- National Apprenticeship week 7-12th February 2022
- [National Apprenticeship Show](#) 9th February
- Skills Humber
- National Careers Week 7-12th March 2022
- Learn Live LMI session – 10th March 2022

You can find out more about careers in Health & Social Care on our Workforce Consortium Webpages [here](#).



