

Careers in Medicine, Health & Social Care

Angela West

Skills and Employability Manager

Higher Education Funding Council for Wales

Contents

Statistics:

- Number of new entrants, Cardiff and Swansea University
- Number of leavers, Cardiff and Swansea University
- Characteristics
- Subject areas and activity
- Destination by mode (FT/PT) and employment basis
- Employment by subject

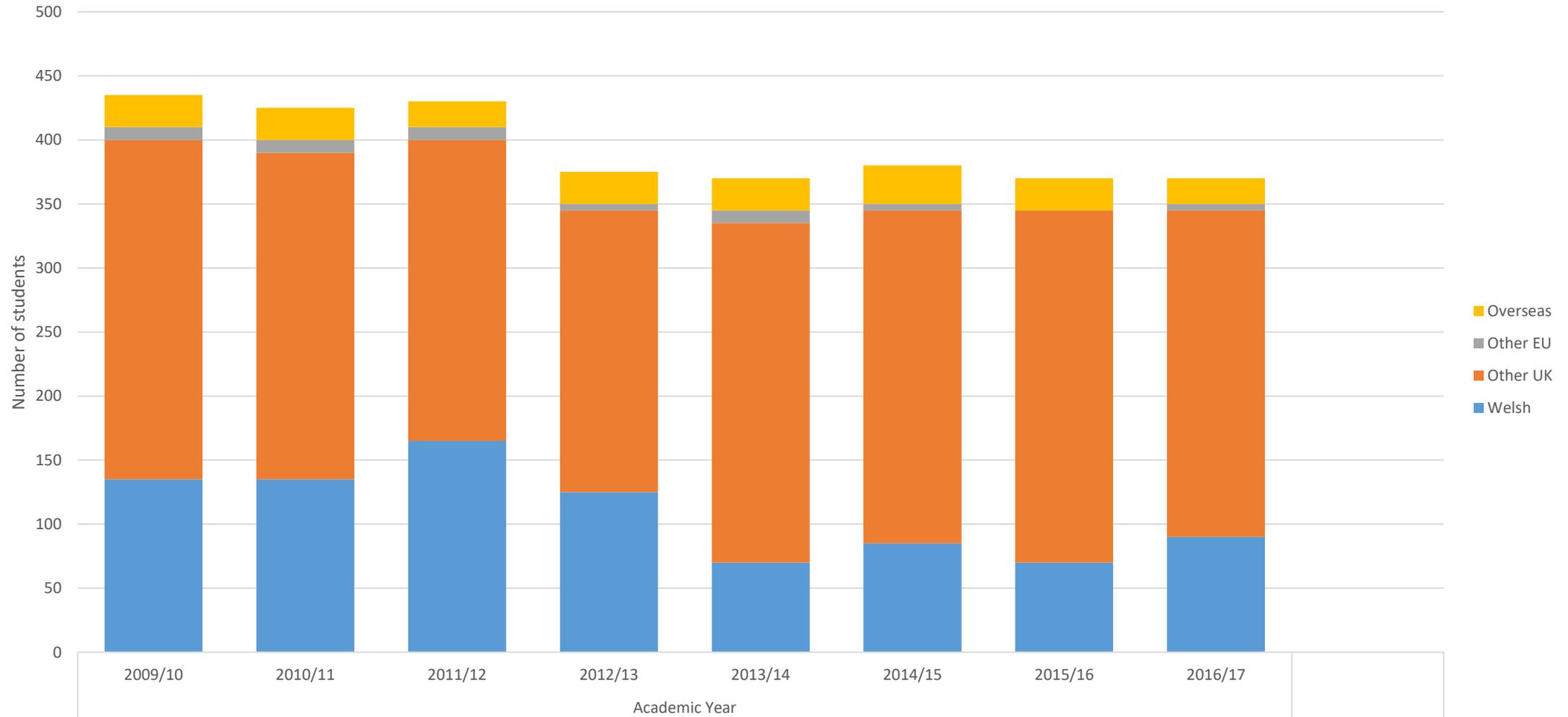
National Assembly for Wales, Economy, Infrastructure and Skills Committee

[Industry 4.0 - the future of Wales, August 2018](#)

FE and Future Skills Cross Party Group

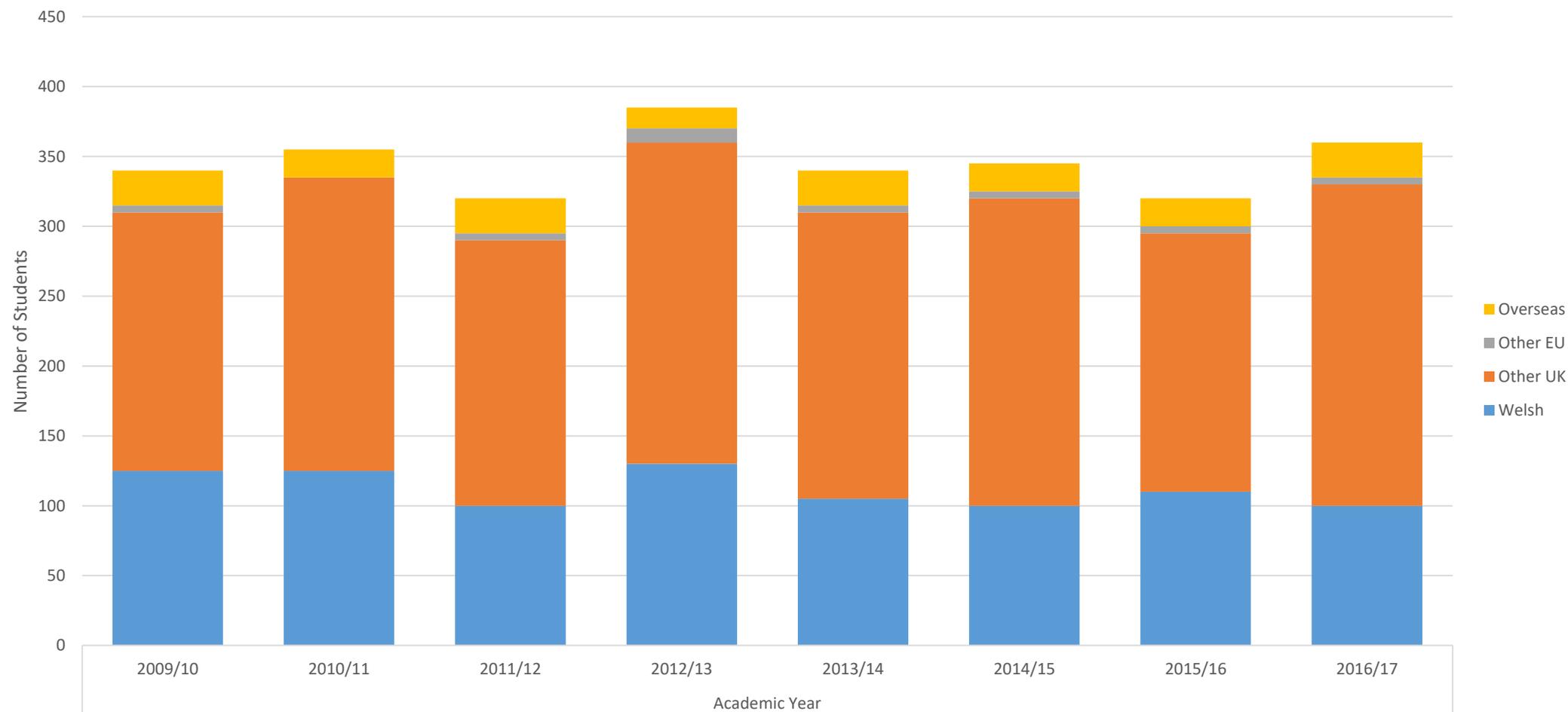
The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care
Ty Hywel, Cardiff Bay, 22.5.18

New entrants to medical degree courses at Cardiff and Swansea University by year and domicile of student



Source: HESA Student Record 2009/10 to 2016/17

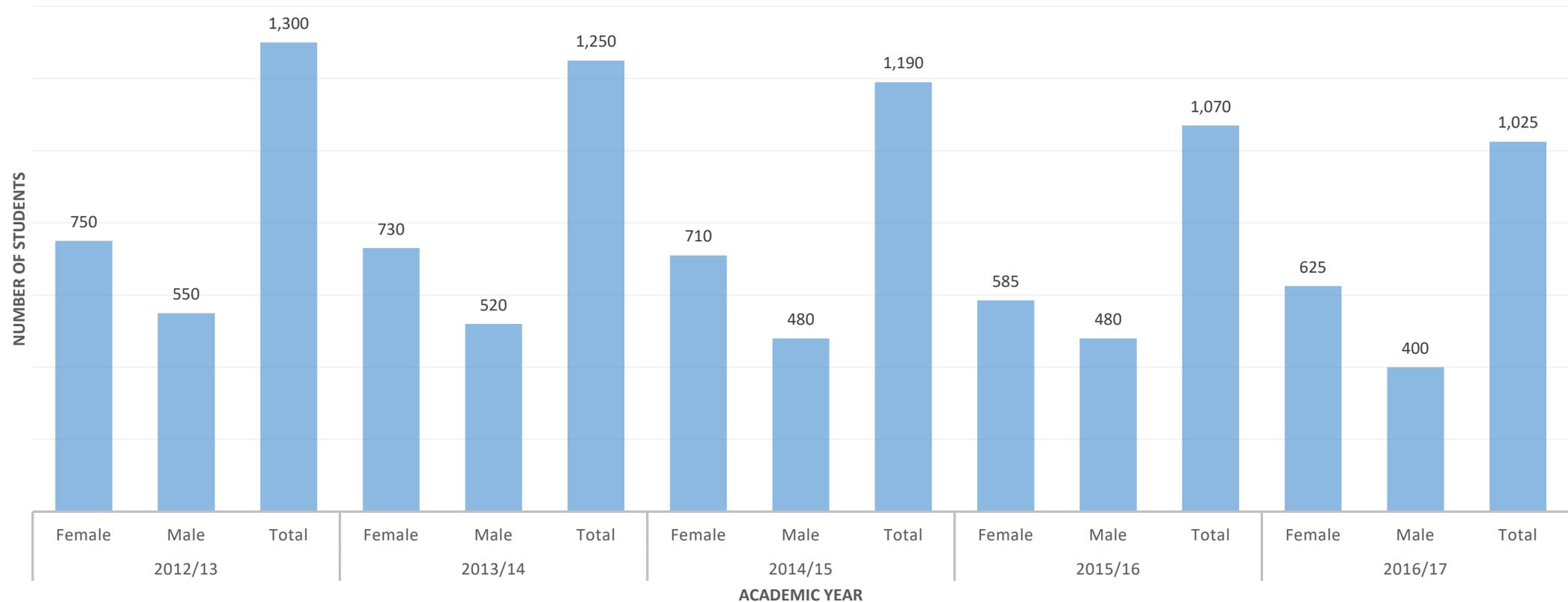
Number of leavers gaining medical undergraduate degree qualifications at Cardiff and Swansea University by year and domicile of student



Source: HESA Student Record 2009/10 to 2016/17

HE qualifications obtained by subject, area and sex (medicine & dentistry, Wales)

HE qualifications obtained by subject, area and sex (medicine & dentistry, Wales)



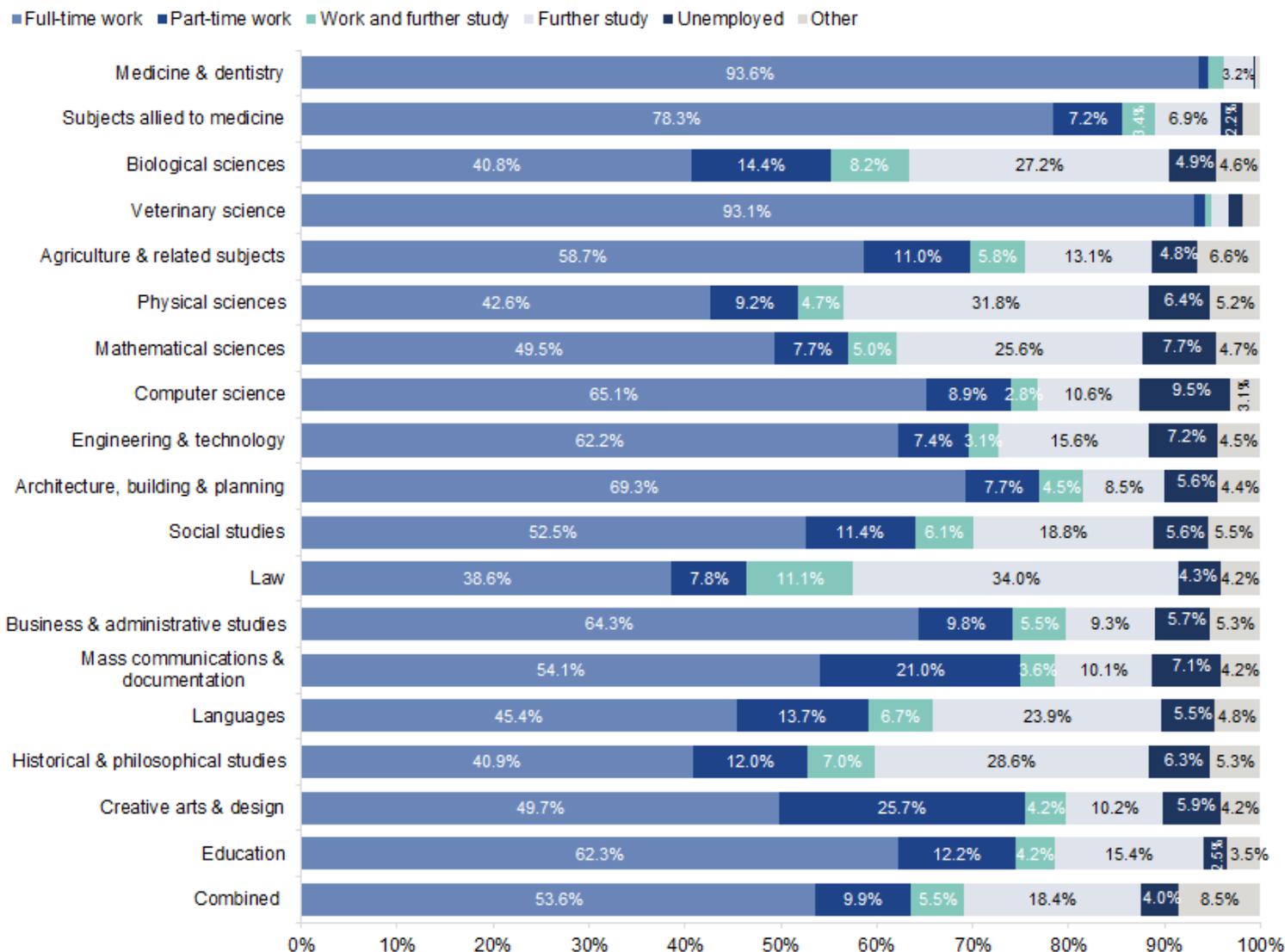
Source: <https://www.hesa.ac.uk/data-and-analysis/students/outcomes#>

Chart 4 - Percentage of UK domiciled full-time first degree leavers by subject area and activity 2016/17**

© Higher Education Statistics Agency Limited 2018

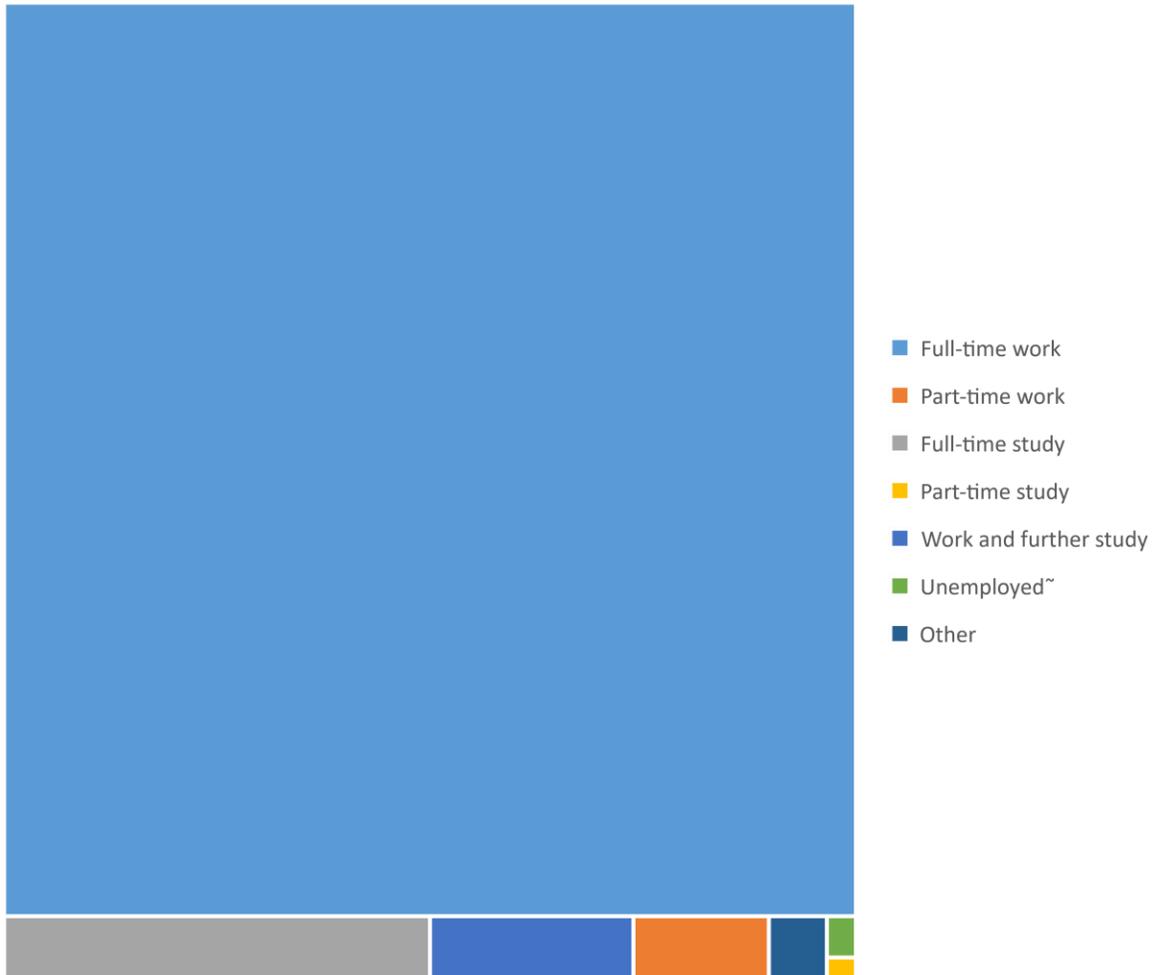
Percentage labels in this chart for values less than 2.0% are not shown, all other percentages have been rounded to one decimal place, therefore they may not sum exactly to 100%.

** Analyses of subject information show Full Person Equivalents (FPE). These are derived by splitting student instances between the different subjects that make up their qualification aim.

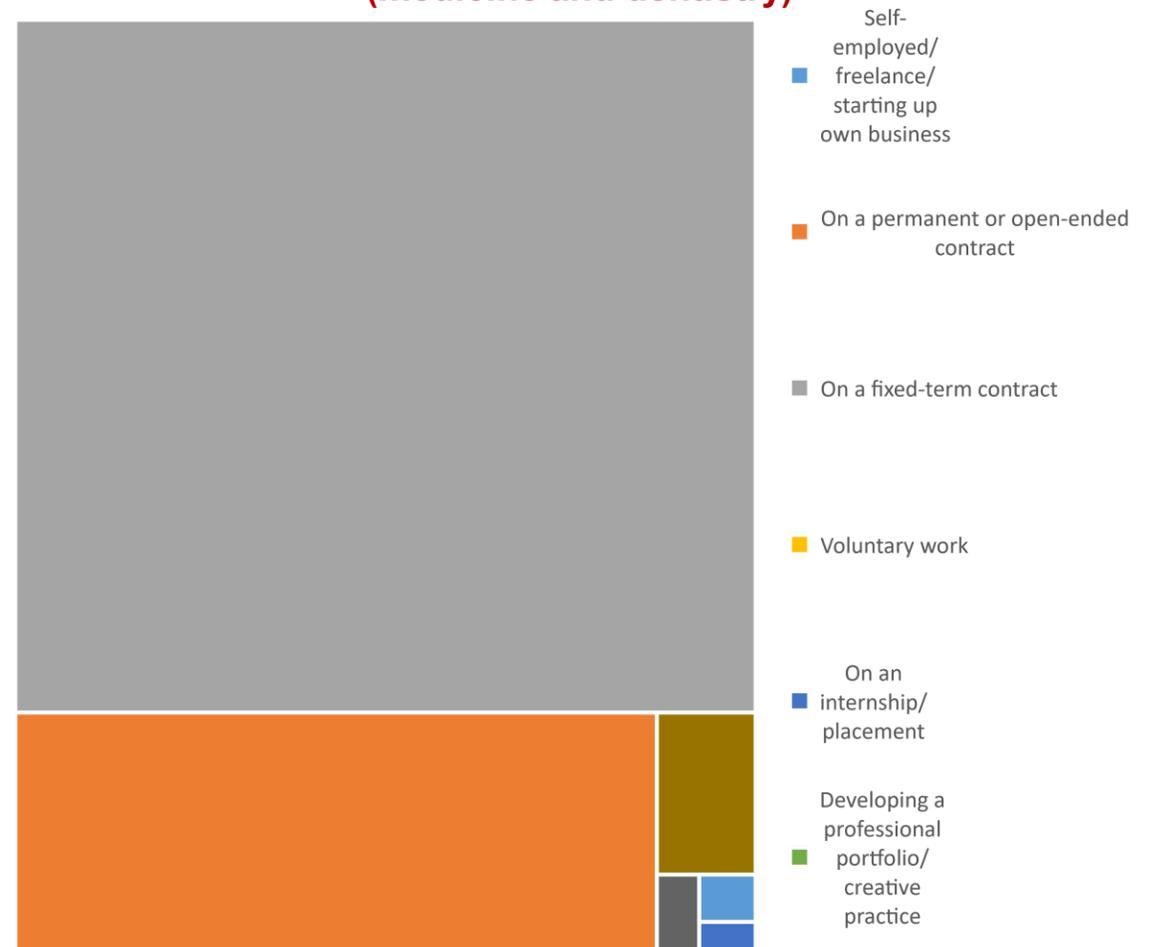


Source: <https://www.hesa.ac.uk/news/19-07-2018/DLHE-publication-201617>

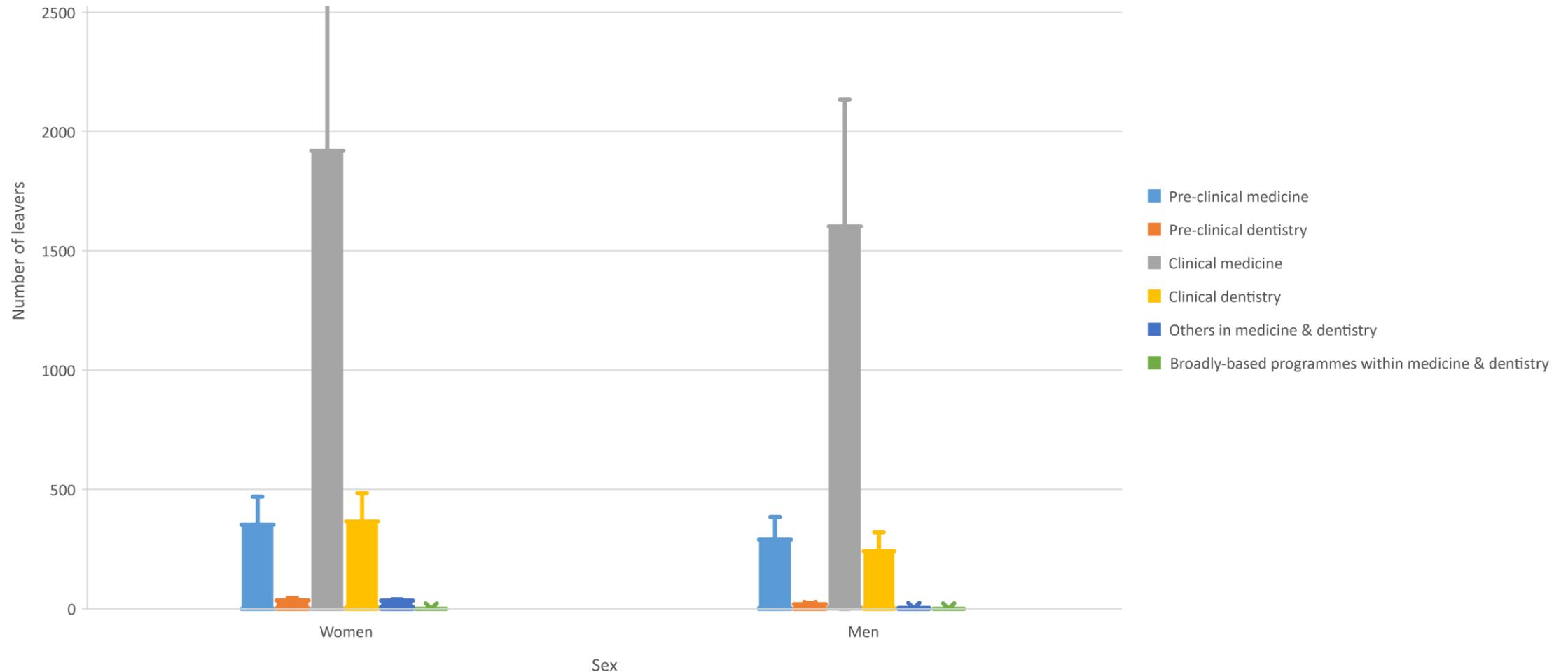
Destination of leavers who obtained first degrees by mode of study (FT) and subject area (medicine and dentistry)



Destination of leavers who obtained first degrees by mode of study (FT), subject areas and employment basis (medicine and dentistry)



UK domiciled leavers who obtained first degree qualifications and were in employment by subject of study (medicine and dentistry) and Standard Occupational Classification 2016/17



Source: <https://www.hesa.ac.uk/news/19-07-2018/DLHE-publication-201617>

Industry 4.0 – the future of Wales August 2018

Skills and employability

Priority Area:

- The role of automation and AI to identify the expertise and strength of the Healthcare sector; and
- Not just, the sector as consumers of emerging technology.

Implications:

- Data (profit / ethics / ownership);
- Cyber Security (harm);
- Computer aided vehicles, CAV (inactivity)
- Careers advice (Reskilling / upskilling and IAG).

FE and Future Skills Cross Party Group

The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care
Ty Hywel, Cardiff Bay, 22.5.18

Aim

- The provision of health & Social Care is a key economic and social requirement within communities across Wales.
- Enhance our understanding of how learning providers and employers are responding to the challenges and recent sector review of qualifications.

Implications:

- Industry 4.0 – the future of Wales, (automation and careers advice to manage change)

FE and Future Skills Cross Party Group

The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care

The restriction is proposed in order to:

1. Avoid **inconsistency** between different forms of the same qualification; Enable all learners to be assessed using the same assessment methodology to ensure greater consistency across all of the qualifications;
2. **Prescribe requirements** in regards to the provision of Welsh-medium assessment, CPD and resources and enable resources to be focussed on a smaller number of qualifications;
3. **Reduce the number of qualifications** in the sector, making it more **cohesive** and easier to understand for learners, employers, and centres.

Source: <http://qualificationswales.org/media/2132/pql-list-eng.pdf>

FE and Future Skills Cross Party Group

The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care

Qualifications Wales, Social Care Wales and the Workforce Education Development Services' (WEDS) Division of NHS Wales Shared Services Partnership (NWSSP) collaborated to develop content for the new suite of Health and Social Care and Child Care qualifications.

Kate Crabtree, Qualifications Wales

City & Guilds and WJEC won the bid to be the single awarding body in this area:

- To reduce the market
 - Set benchmarking
1. The qualification framework has been **rationalised** from over 240 qualifications to 20 core routes;
 2. The framework will have **UCAS points**;
 3. The framework will establish potential **new roles** in the sector that would **cross the NHS and Social Care**, requiring core competencies.
 4. **New pathways** will be developed in change management as a CPD route.

Implications:

- Industry 4.0 – the future of Wales, (automation and reskilling / upskilling) and (provision of personal care, human skills)

FE and Future Skills Cross Party Group

The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care

Sue Evans, CEO Social Care Wales

Challenges:

1. On service provision include child survival rates and an ageing population;
2. Pressure on childcare provision to meet growing demand, highlights the fact that the early years workforce are currently unregulated.
3. 93,000 people work in the sector and 62,000 will be registered by 2022;
4. Staff turnover between related employers, is currently at 30%. This is evidenced in the Education Learning Wales, ELW Register;
5. Redirection of funding to degree apprenticeships;
6. Infrastructure to deliver new qualifications;
7. Capacity of service provider to release staff for learning and assessment;
8. Reluctant learners.

Moving forward:

1. Create career pathways to professional and leadership roles;
2. Raise quality and consistency of qualifications to support learning and development;
3. Identify ways in which to attract men and adult returners to the sector.

Implications:

- Industry 4.0 – the future of Wales, (automation - 65% of primary school pupils will end up in jobs that do not yet exist)

FE and Future Skills Cross Party Group

The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care

Sue Evans, CEO Social Care Wales

1. **November 2016:** Publication of Proposal to Restrict Qualifications. Indicative list of existing designated qualifications that may be affected can be found via the link: [Indicative list of restricted qualifications](#)
2. **September 2019:** the new qualifications will be **available for public funding** and will be the only integrated Health and Social Care and Childcare qualifications available for public funding in Wales (with the exception of some more specialist qualifications in Health);
3. **The subject content, structure and size** may differ from those currently available;
4. **A new core qualification will be introduced;** this will align with revised induction standards to help streamline learning for new workers.

FE and Future Skills Cross Party Group

The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care

Approval Criteria

[GCSE Health and Social Care, and Childcare](#)

[Level 2 Health and Social Care: Core](#)

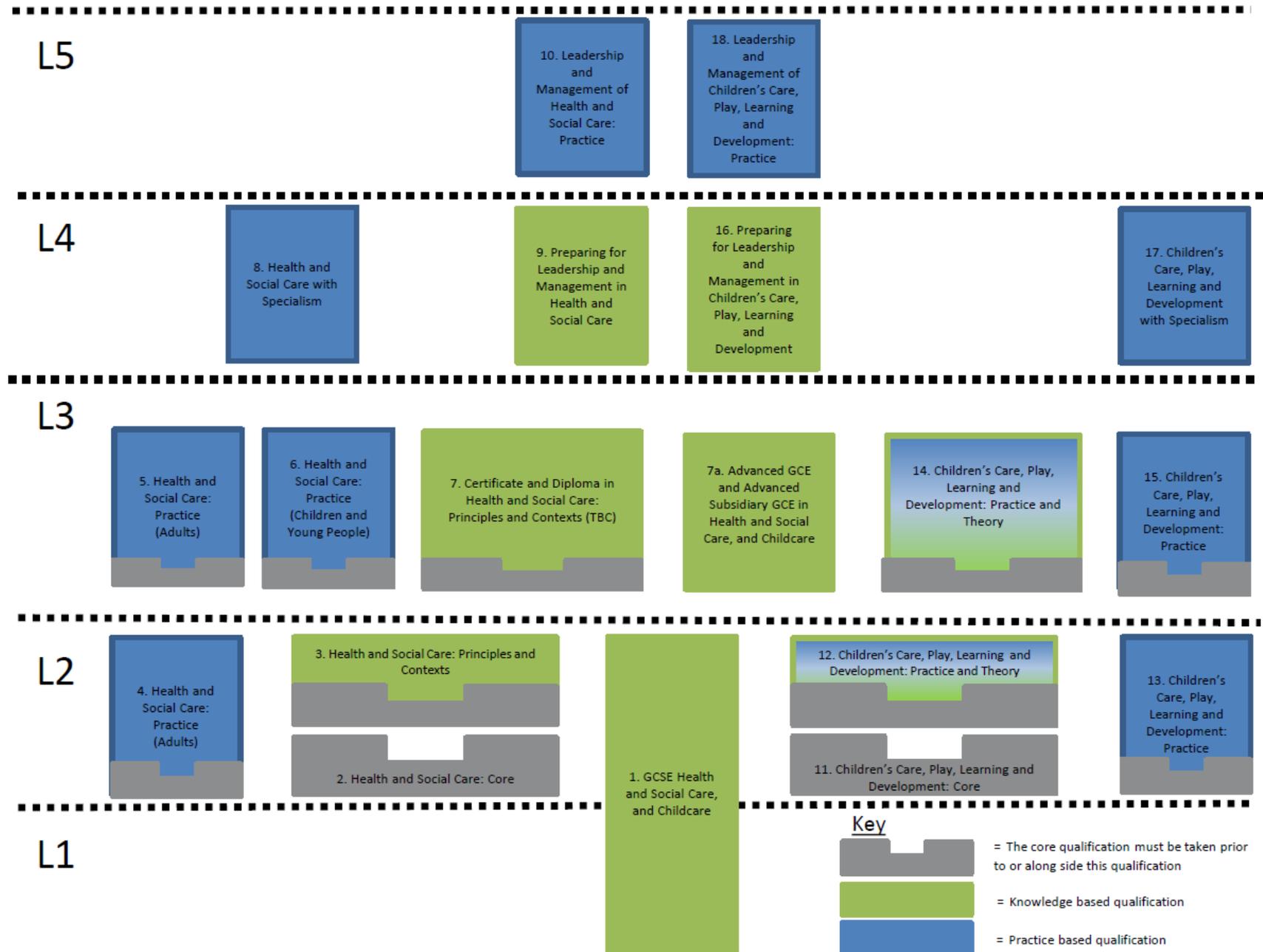
[Level 2 Children's Care, Play, Learning and Development: Core](#)

[Level 4 Preparing for Leadership and Management in Children's Care, Play, Learning Development](#)

[Level 5 Leadership and Management of Children's Care, Play, Learning and Development](#)

Published approval criteria for the new qualifications can be found here:

<http://qualificationswales.org/english/qualifications/vocational-qualifications/vocational-qualifications-development/>



FE and Future Skills Cross Party Group

The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care

Meri Huws, Welsh Language Commissioner

- **Welsh language** within the curriculum is essential, even at a basic level as an aid communication within this sector.

Stephen Griffiths, NHS

- Welsh Language speaking workforce is essential in this sector;
- **Collaboration** of HE and FE sector to deliver **bite size chunks** of learning and better exploit a **breakdown career trajectory** of traditional Higher Education full time routes.

Mark Jones, Gower College Swansea

- 14-16 provision is inconsistent and potential students can be put off this pathway as a result;
- PCET consultation would provide more entry routes at lower levels and not just HE degree route.

FE and Future Skills Cross Party Group

The role of FE colleges in providing a sustainable workforce pipeline in Health and Social Care

Huw Irranca-Davies, Minister for Children, Older People and Social Care

1. Aim is to create a **seamless workforce** between health and medical routes;
2. Issues with **recruitment, retention and career development** within the sector;
3. Integration of health and social care within the [Health & Social Care and Wellbeing \(Wales\) Act 2014](#) and [Wellbeing of Future Generations \(Wales\) Act 2015](#) recognises and values the workforce;
4. [Prosperity for All: economic action plan](#) is seen as an opportunity to encourage professional development in this sector. It identifies 5 priority areas: **Early Years, Housing, Social Care, Mental Health, Skills and employability.**
5. A **social care levy** be applied as a lever to make the sector more sustainable.

Contact details

For more information please contact:

Angela West

Skills and Employability Manager

Email: angela.west@hefcw.ac.uk

Tel: 029 2085 9738