



W A T E R M E L O N

**Stoke-on-Trent
& Staffordshire**
Enterprise Partnership

Stoke-on-Trent and Staffordshire Local Enterprise Partnership

Skills Advisory Panel Business Survey 2020

Sector Insights: Health and Social Sector

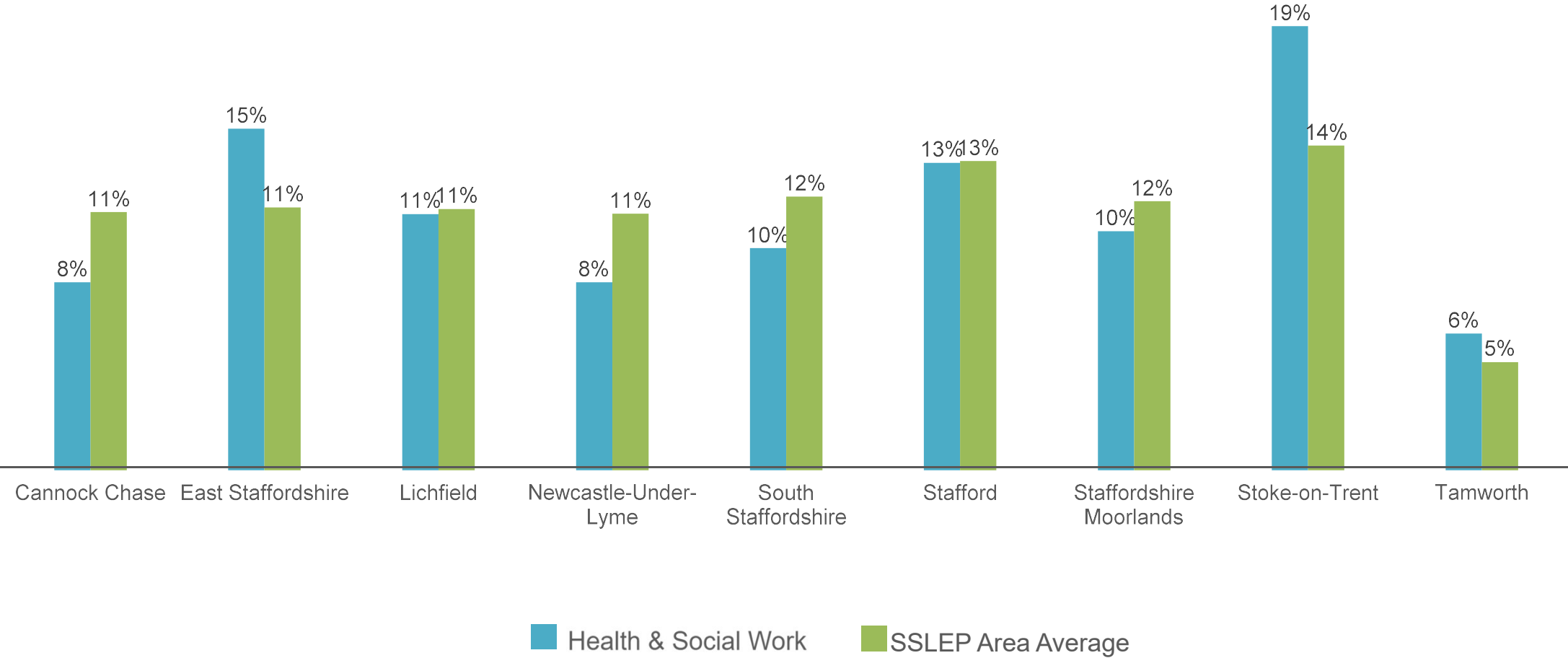
Key Messages

- The Health & Social Work sector are more likely than average to have experienced hard to fill vacancies in the last 12 months and those they do recruit are sometimes not fully skilled or trained.
 - The greatest skill shortage Health & Social Work find when recruiting is concerning job specific skills and also see a significant shortage in general training and up-to-date qualifications compared to all sectors on average.
- Almost 3 in 10 (29%) businesses in this sector rank job specific skills and health & safety training as the most important areas for staff to improve in over the next 12 months, placing significantly more prioritisation on these skills than businesses across the SSLEP area.
- It is far more common than average for businesses involved in Health & Social Work to have training tools in place, such as a training plan, training budget, and workforce strategy plan. As a result, a significantly higher proportion of the Health & Social Work workforce has undergone training in the past year when compared to the average training experiences of the wider SSLEP workforce.
 - The main types of training revolves around job specific skills and health & safety, paralleling the sector's priorities for the next year.
 - Slightly more than 9 in 10 (92%) of companies within Health & Social Work have found training to have a positive impact on businesses, and for around 7 in 10 (71%) companies it has a strong impact, significantly higher than average for which a little more than half (55%) notice a strong positive impact.
- Businesses involved in Health & Social Work seem more open to training, with more feeling that the suggested approaches that could be taken by training providers could encourage their business to do more.
- The Health & Social Work industry is twice as likely as the average business in SSLEP to pay the Apprenticeship Levy and take on significantly more levy apprentices as a result.

Implications

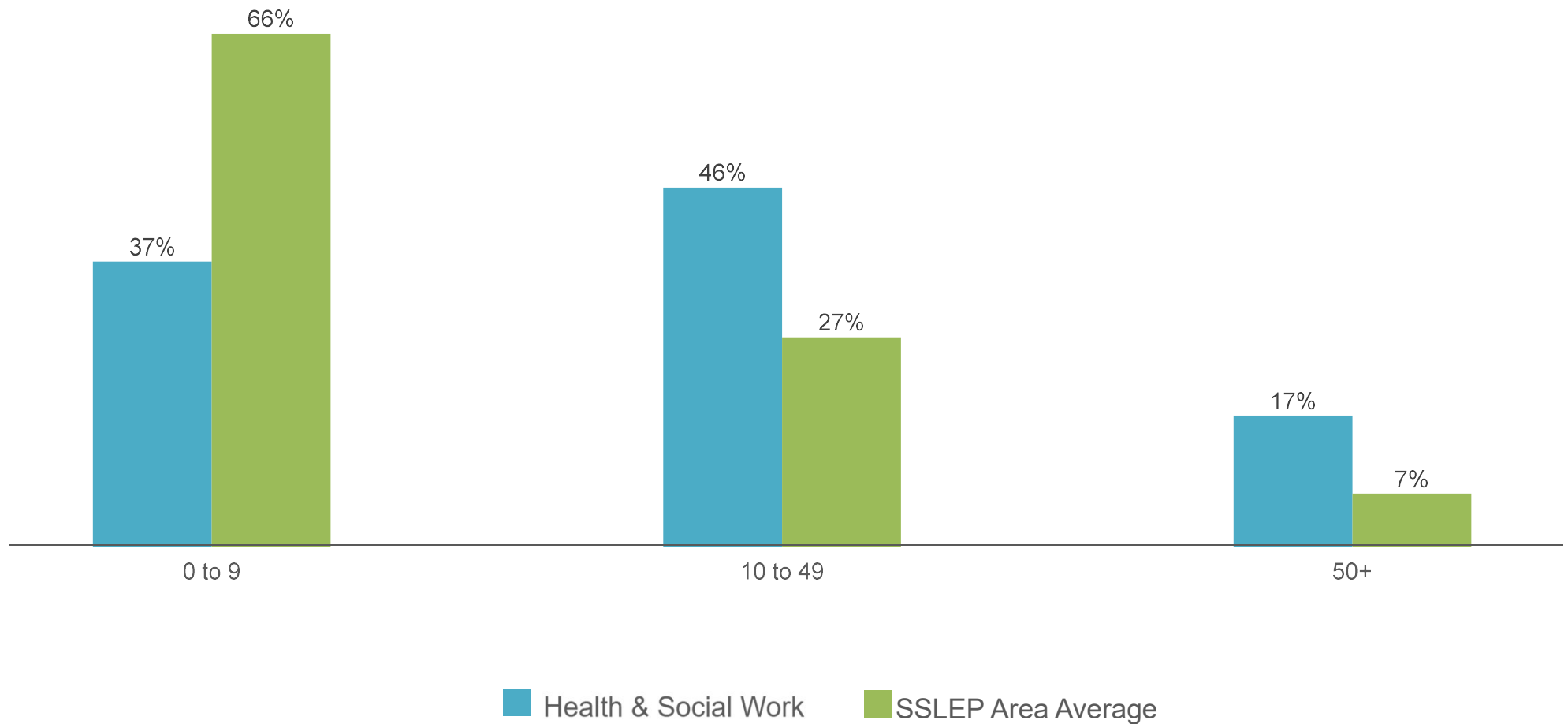
- The Health and Social industry appears to be particularly receptive to offers of support with training. It is important for the sector because they struggle to recruit and their recruits are more likely to fall short in terms of their skills. The sector is also already very positive about training understanding the impact that it can have.
 - The sector is open to interventions, wanted to understand more about funding, looking for short and accredited courses, and training that is flexible.
 - This training would ideally be in Health and Safety and in job specific areas.
 - More than half of the training undertaken in the past year has been part of a nationally recognised qualification so this is likely to be important for any future trainings.
- A relatively high proportion of businesses in the sector are paying the Apprenticeship Levy, whilst health and social businesses are more likely to make use of the Levy, there is potentially scope to improve the use of the scheme.
 - Whilst this industry is marginally less likely to feel there are no opportunities for apprentices within the business, it is the leading reason so further understanding why they feel this way could help open up these options.

Area Profile



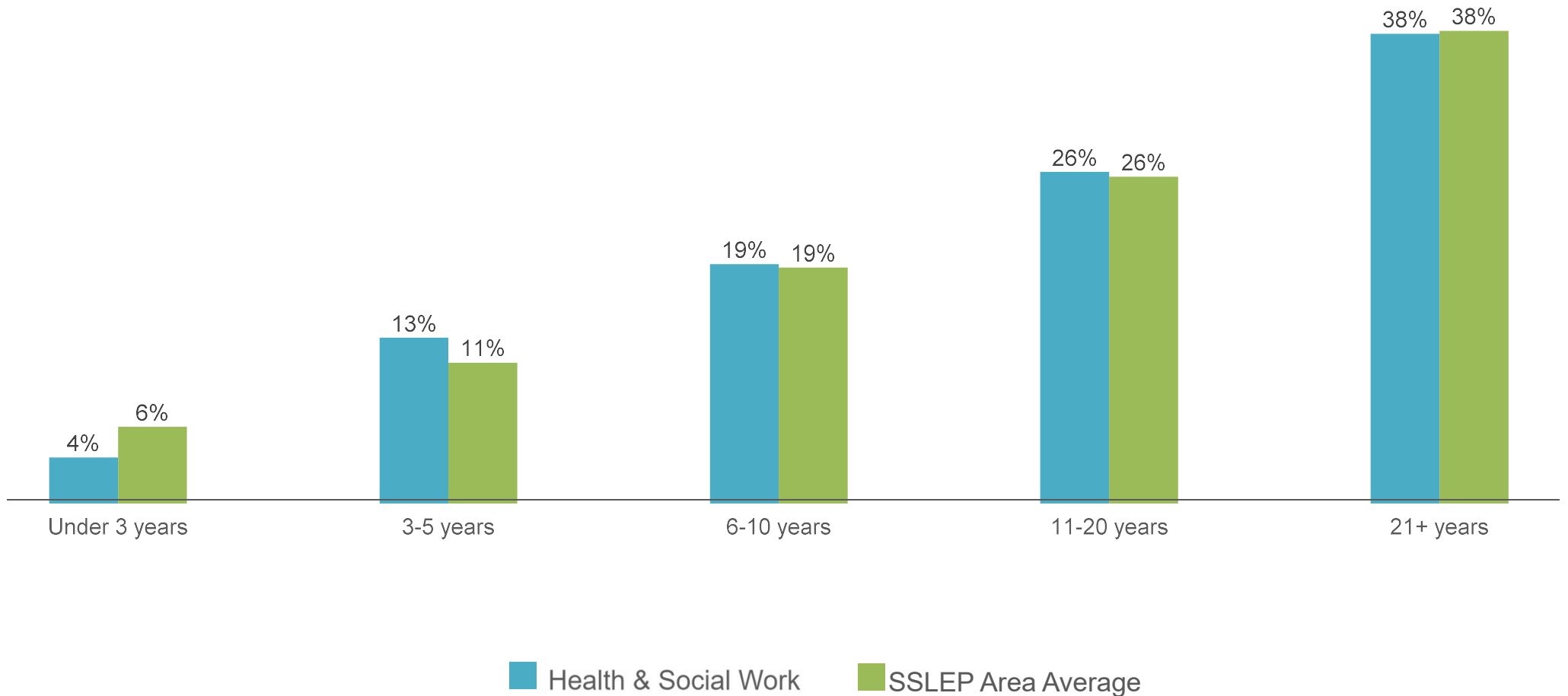
S6. Please can you let me know which industry your business operates in?
 Base: All respondents - Health & Social Work = 136, SSLEP average = 1503
 Data presented in the profile annex is unweighted, showing actual proportion of interviews completed

Size Profile (Number of employees)



S9. Including yourself, how many people are employed at this site?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503
Data presented in the profile annex is unweighted, showing actual proportion of interviews completed

Business Age Profile



S7. How long has your business been operating at this site?

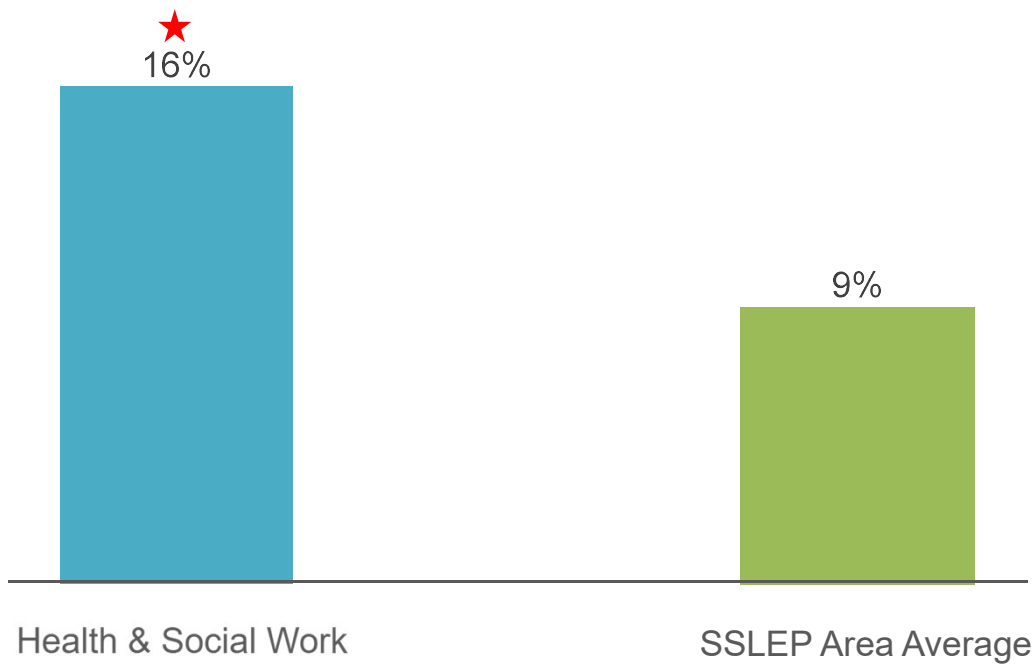
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

Data presented in the profile annex is unweighted, showing actual proportion of interviews completed

Skills and Recruitment Needs

Businesses involved in Health & Social Work have experienced more issues filling vacancies in the past year than all businesses in SSLEP on average.

% of businesses with hard to fill vacancies (Last 12 months)



A1. Have you had any vacancies you have been unable to fill in the last 12 months?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

★ Significant negative difference vs. SSLEP Area Average
★ Significant positive difference vs. SSLEP Area Average

Although existing staff within Health & Social Work are more likely than average to be fully trained, the proportion of new recruits that are not fully skilled or trained is above the average for SSLEP.

% of businesses with staff not considered fully skilled or trained

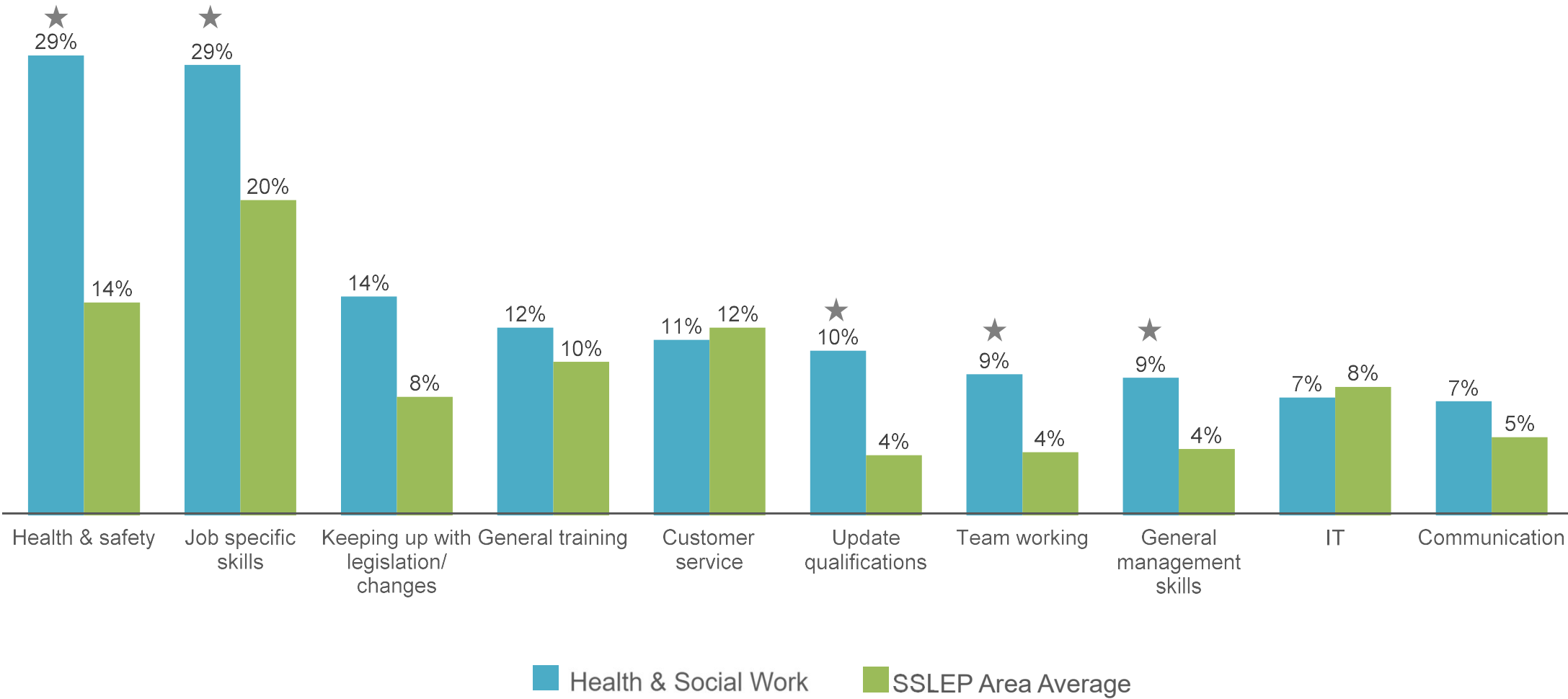


★ Significant negative difference vs. SSLEP Area Average
★ Significant positive difference vs. SSLEP Area Average

A4. Do you have any staff you would consider not to be fully skilled or trained? And are they...?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

Almost 3 in 10 businesses in Health & Social Work cite job specific skills and health & safety as their top priorities for staff improvement in the next 12 month, a significantly higher priority than SSLEP businesses on average.

Top Skills Priorities

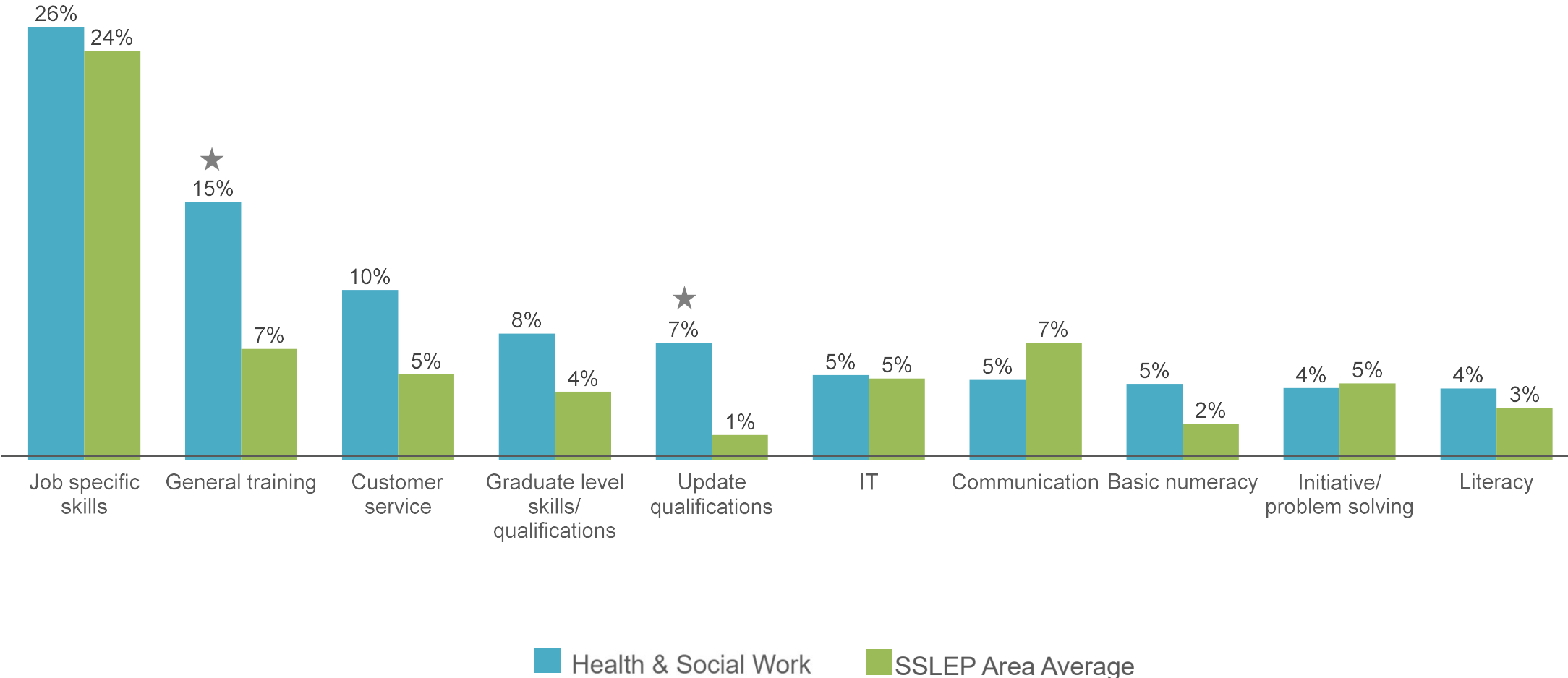


A7. What are your top skill priorities for staff improvement over the next 12 months?
 Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

★ Significantly different vs. SSLEP Area Average

While job specific skills is where Health & Social Work see the greatest shortage when recruiting, this industry also experiences greater shortages in general training and up-to-date qualifications than average .

Greatest skills shortages when recruiting



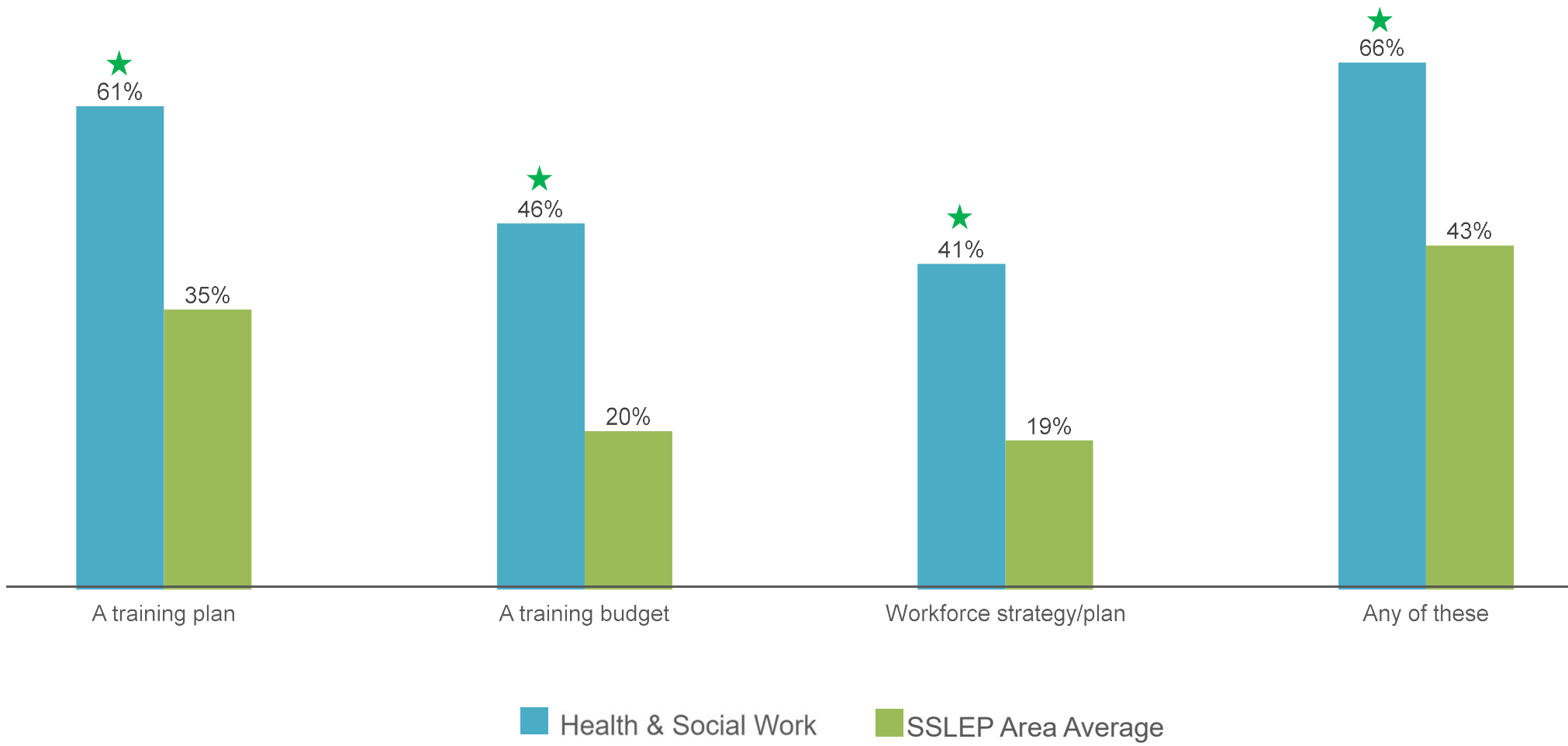
★ Significantly different vs. SSLEP Area Average

A8. Where do you consider the greatest skill shortages to be when recruiting?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

Training

2 in 3 business in the Health & Social Work sector will have some form of training tool in place, compared to an average of little more than 2 in 5.

% of businesses with training tools

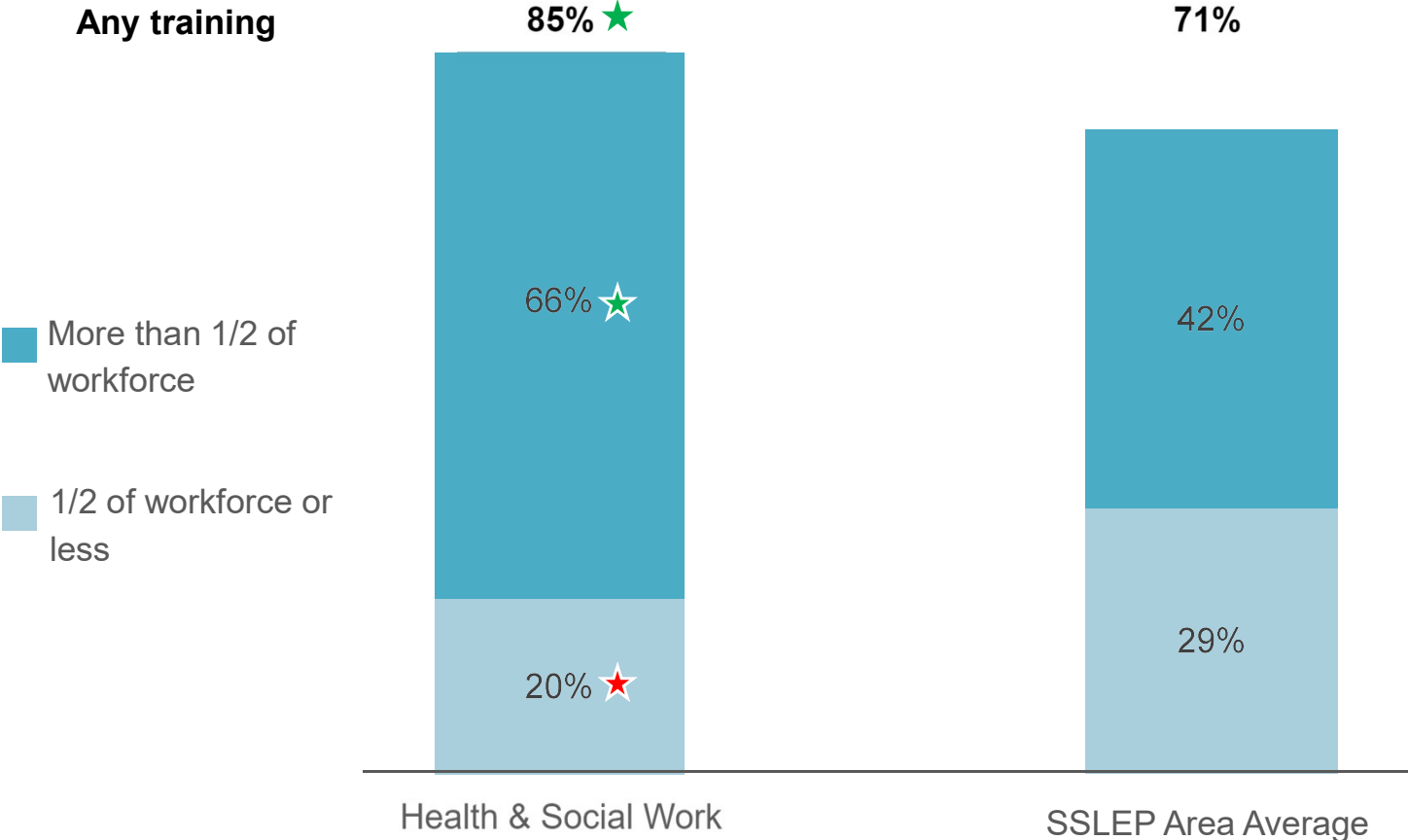


★ Significant positive difference vs. SSLEP Area Average

A9. Does your establishment have any of the following...?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

With such a large proportion of the Health & Social Work sector having training tools in place, it is unsurprising that the majority of the workforce within this sector receives significantly more training than those across all sectors on average.

Scale of workforce training (Past 12 months)

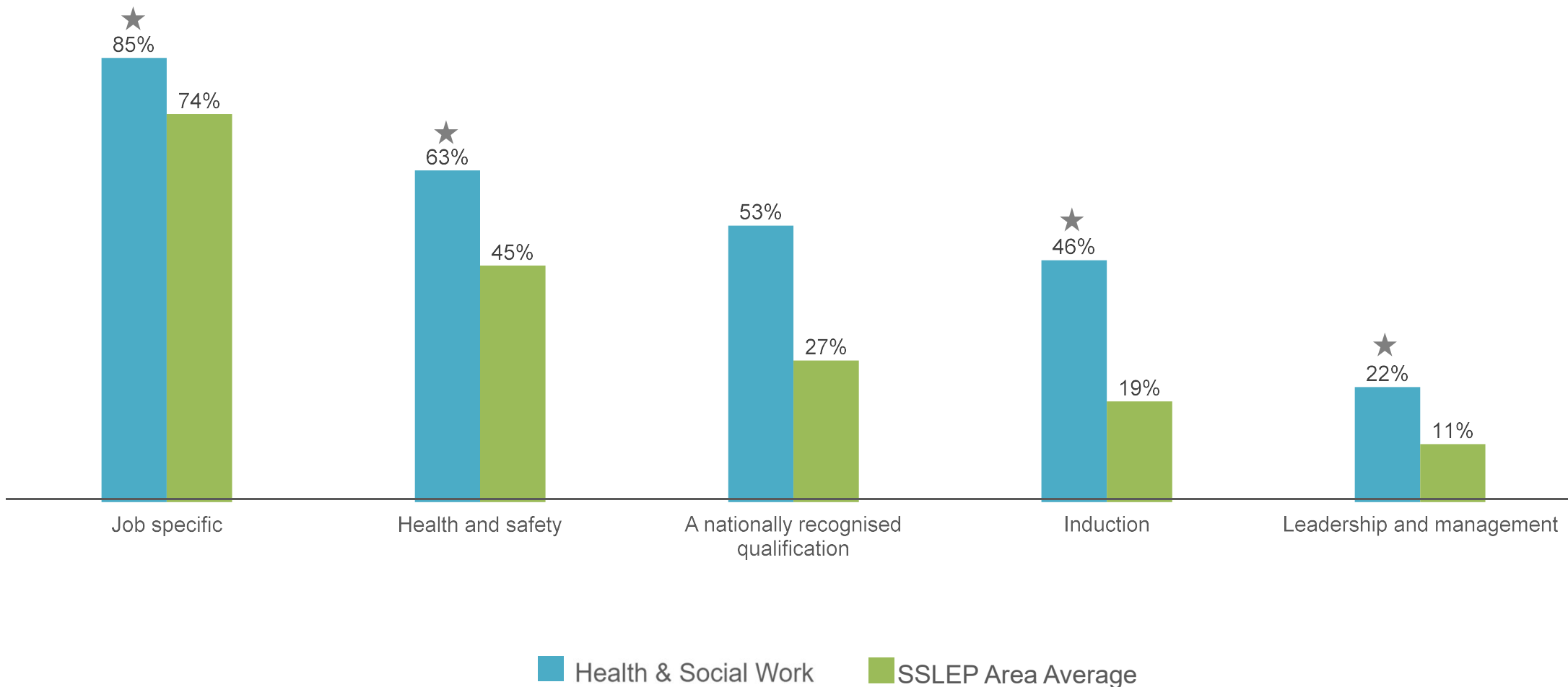


★ Significant negative difference vs. SSLEP Area Average
★ Significant positive difference vs. SSLEP Area Average

A10. What proportion of your workforce has received training in the past 12 months?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

In line with the Health & Social Work sector's top priorities for staff improvement, job specific skills and health & safety are the types of training most commonly funded or arranged.

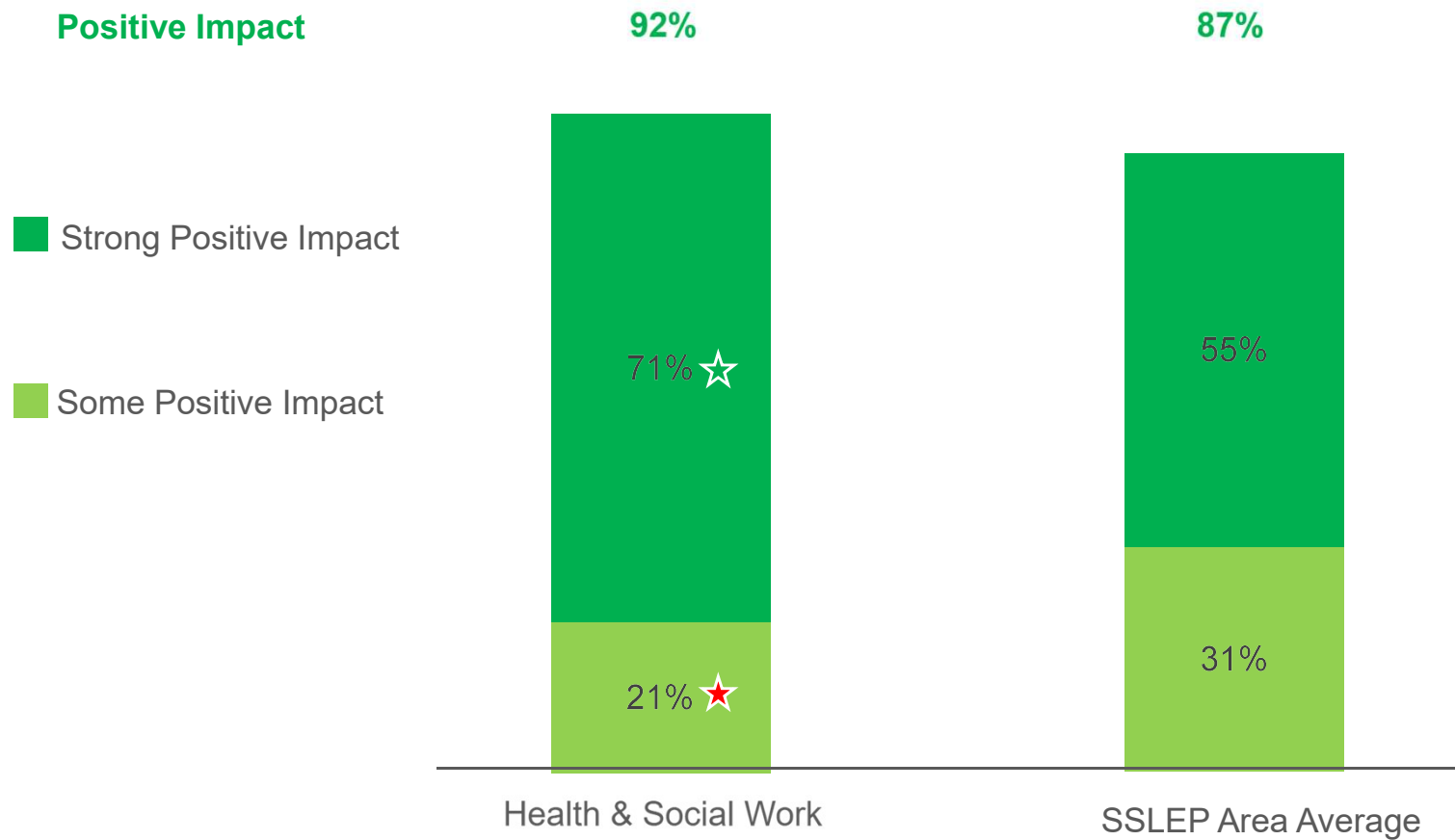
Types of training funded/ arranged



★ Significantly different vs. SSLEP Area Average

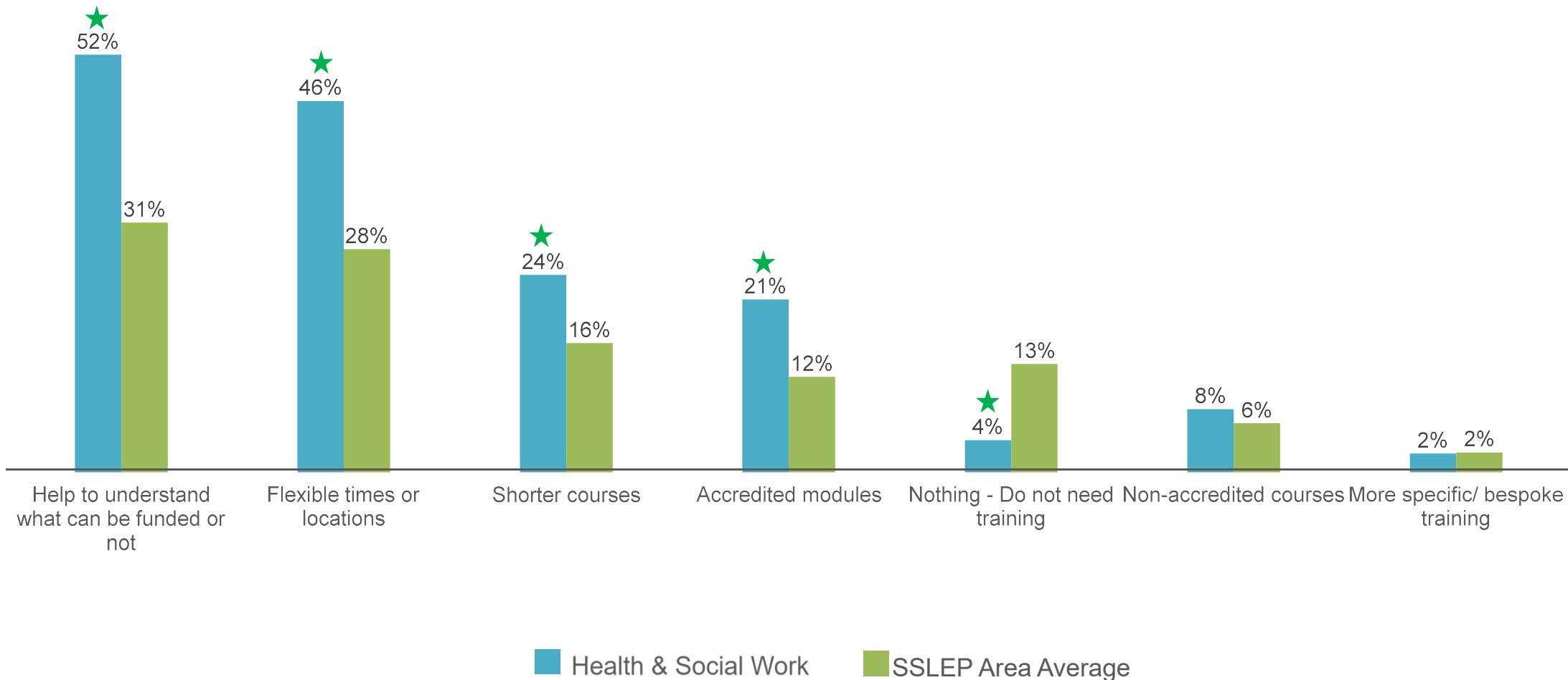
Health & Social Work is more likely than average to see a strong positive impact on business as a result of training.

Impact of training on the business



Businesses within Health & Social Work appear more open than average to training opportunities and cite help to understand what can be funded and flexible times or locations as the most likely to encourage them to access training.

What would encourage access to training?



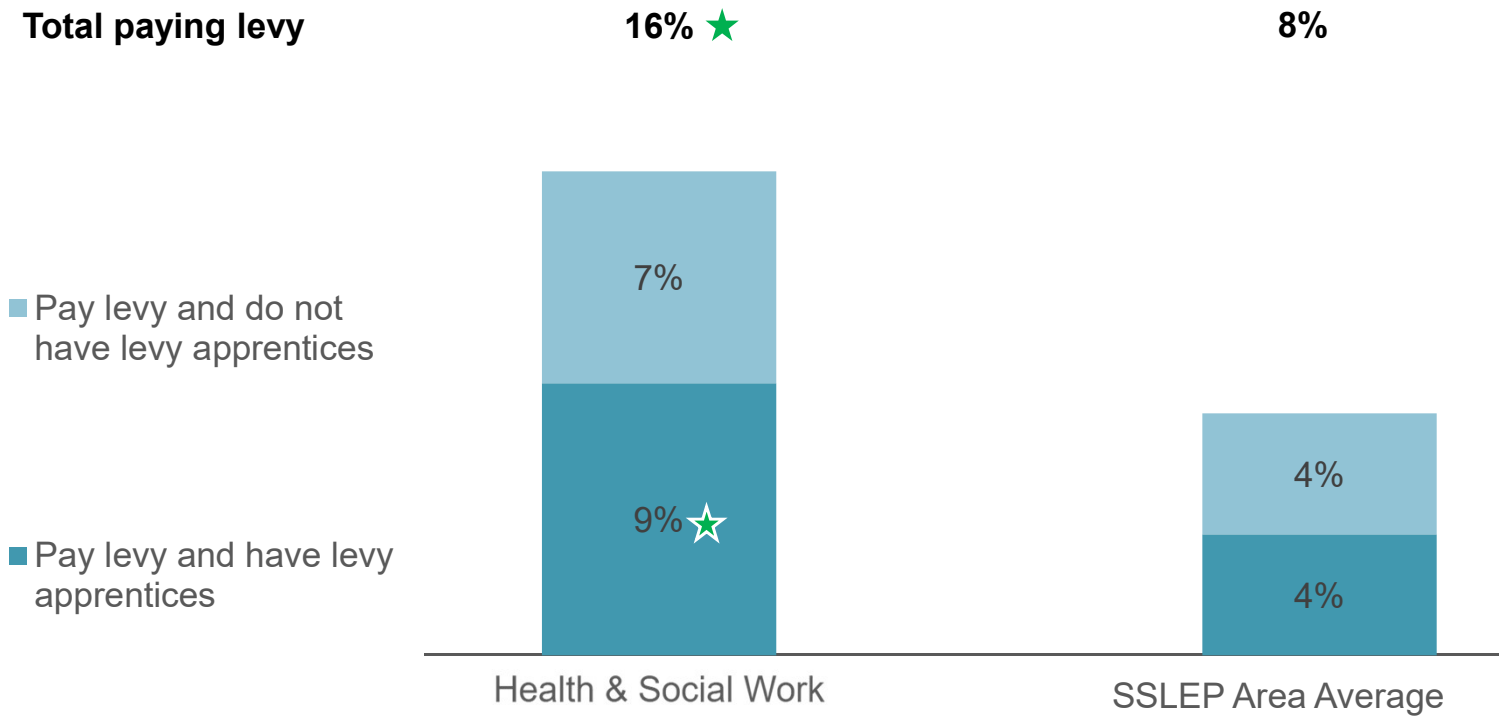
A15. Is there anything skills and training providers could do that would make you more likely to access training?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

★ Significant negative difference vs. SSLEP Area Average
★ Significant positive difference vs. SSLEP Area Average

Apprenticeships

Health & Social Work businesses are twice as likely to pay the Apprenticeship Levy compared to the average and are significantly more likely to take on levy apprentices.

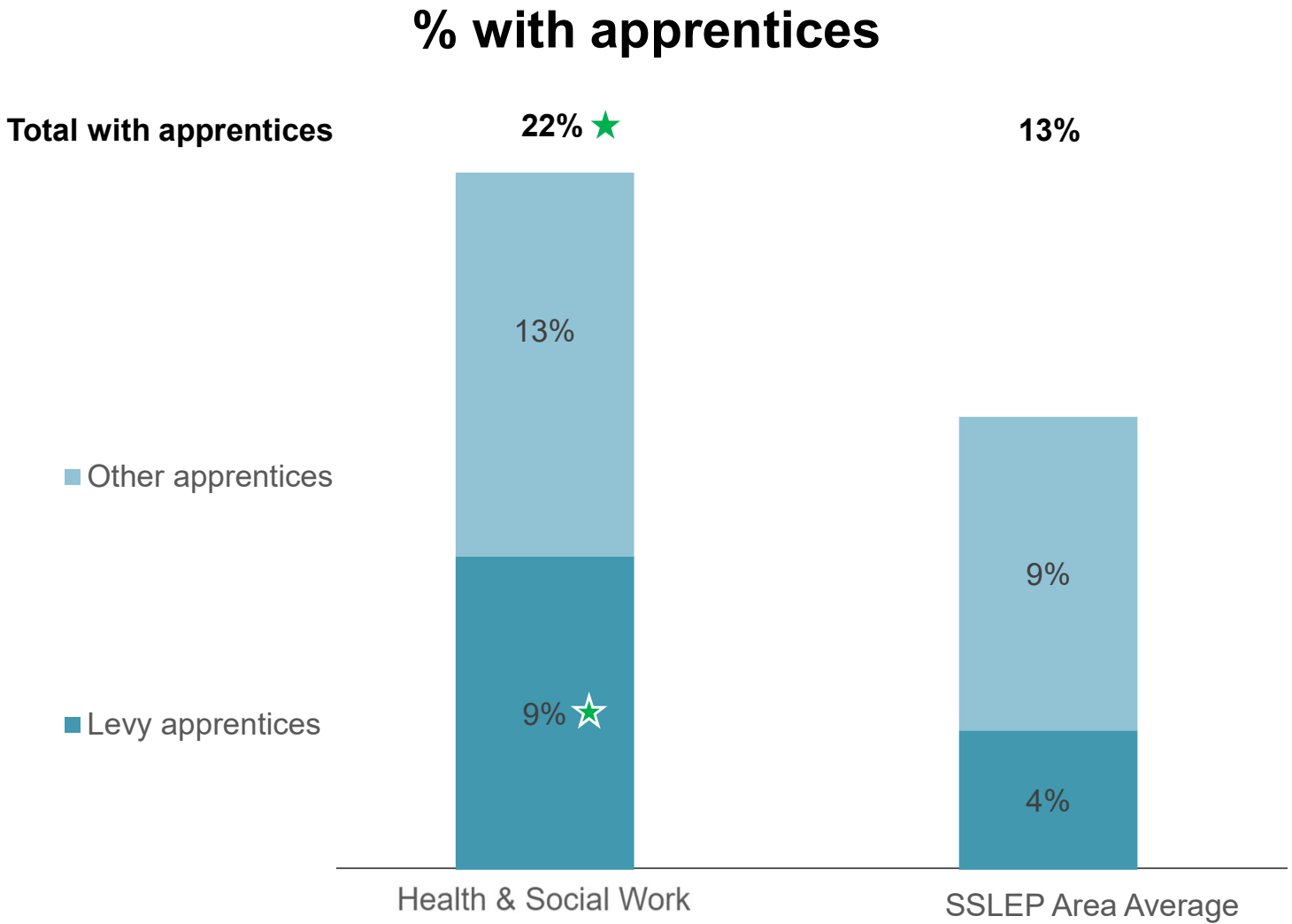
% paying the Apprenticeship Levy



★ Significant negative difference vs. SSLEP Area Average
★ Significant positive difference vs. SSLEP Area Average

A16. Do you pay the Apprenticeship Levy? A17A1. Do you currently have any levy apprentices at this site?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

When non-levy apprentices are factored in, more than 2 in 10 businesses within the Health & Social Work industry participate in apprenticeships.

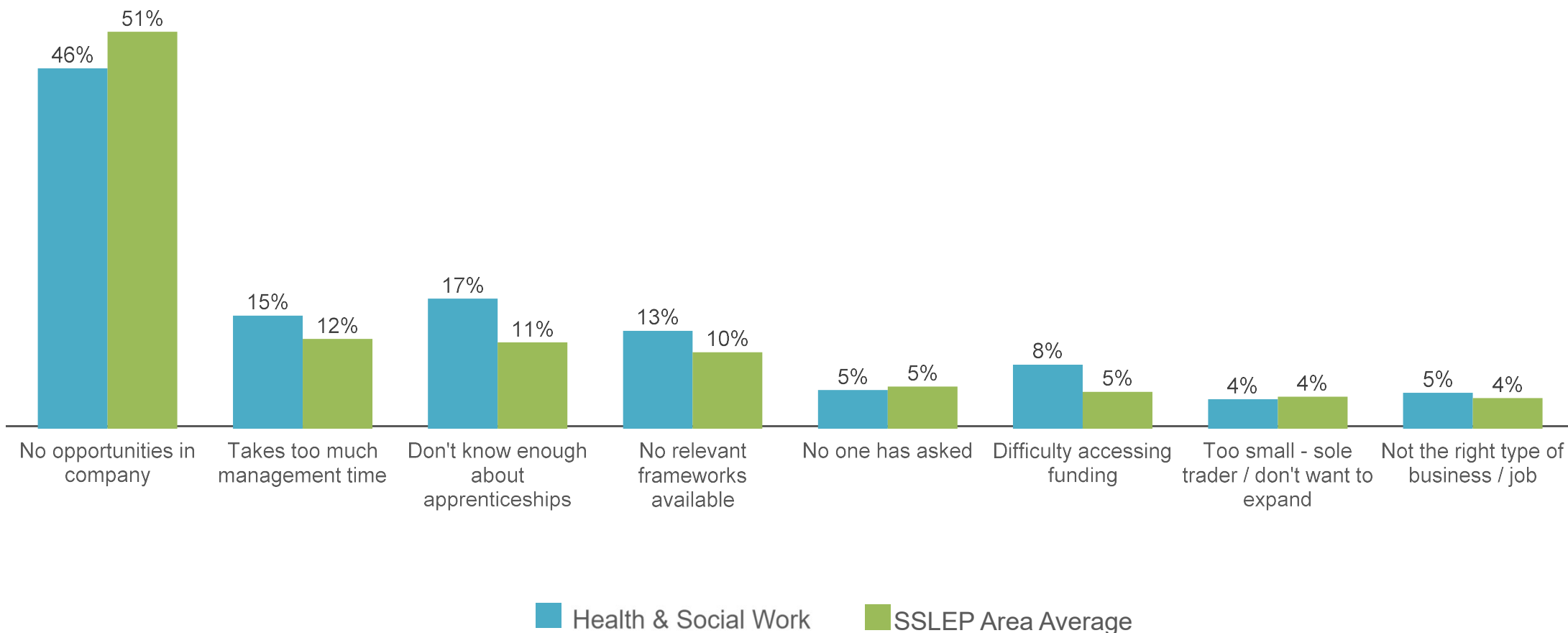


★ Significant negative difference vs. SSLEP Area Average
★ Significant positive difference vs. SSLEP Area Average

A17A/ A17B/ A17DK. Do you currently have any [levy/ non-levy] apprentices at this site?
Base: All respondents - Health & Social Work = 136, SSLEP average = 1503

Lack of opportunities within the company is the main barrier for taking on apprentices in the Health & Social Work sector, although this is slightly less of an issue for Health & Social Work than all sectors on average.

Why not have any apprentices?



A17C. Why do you not have any apprentices?
 Base: All without apprentices - Health & Social Work = 98, SSLEP average = 1228

★ Significant negative difference vs. SSLEP Area Average
 ★ Significant positive difference vs. SSLEP Area Average