Analysis of Occupation Demand in the Health and Care Sector in the South East Midlands

July 2020

SEMLEP
South East Midlands
Local Enterprise Partnership

Contents

Introduction

The Health and Care Sector is one of the largest within the South East Midlands, contributing 11% of the employment in the area. The sector continues to grow and will continue to do so with the need to support an ageing population and impact of Covid-19.

This report has been compiled using data analysis, surveys and contributions from employers and aims to act as a prompt for wider discussion to define both current and short/medium-term occupation and skills needs for the health and care sector.

This report is to help inform stakeholders for training provision, investment and promote the development of partnerships in the South East Midlands and across the Oxford-Cambridge Arc.

Paul Thompson
Employer and Skills Manager
South East Midlands Local Enterprise Partnership

"we estimate that, if models remain the same, BLMK needs to increase the social care workforce by 26.4% to support the increasing elderly population living within the BLMK footprint. This equates to an additional 3,900 wte staff by 2024"

Bedfordshire, Luton and Milton Keynes Integrated Care System

Executive Summary

The health and care sector in the SEMLEP area:

- Is a high growth sector both for health and care, primarily in hospitals, mental health services and residential care and for occupations such as nursing, talking therapies, residential care and home care workers
- Provides opportunities for both full-time and part-time employment
- Has high female participation with opportunities for more male participation in the future
- Has high ethnic minority group participation both in employment and the talent pipeline
- Offers employment opportunities across the whole SEMLEP area
- Is under pressure with an ageing population

Currently:

- Health and care vacancies are increasing
- The highest levels for vacancies are for Nurses, Caregiver/Personal Care Aides and Care Assistants
- There are increases in the number of vacancies for the majority of occupations at all skill levels
- Overall local educational provision capacity is equal to current demand
- There is higher than average ethnic participation in the talent pipeline to health and care
- Male participation through apprenticeships and ESFA non-apprenticeship education and training is increasing
- Learner numbers are dropping and there is a need for more learners in the pipeline to meet increasing demands in key occupations such as:
  - Nursing
  - Physician/Medical practitioners
  - Healthcare manager
  - Physiotherapist/Occupational Therapists
  - Pharmacist
  - Psychologist
  - EMT/Paramedic
- Nursing of all types remains a priority for recruitment
- More highly trained support worker roles are emerging such as Assistant Practitioners and Nurse Associates with a need to support entry routes into registered staff roles across health and social care
- Primary Care Network services are planning for growth in new roles such as clinical pharmacists, physician associates and social prescribers.
- High turnover rates within support workers in care with most leavers remaining in the sector
- Radiographers, sonographers, speech and language therapists, administrators, coders and social prescribers are also hard to recruit within the sector
- Some occupations are either in demand or becoming in demand due to an ageing workforce with concerns for:
  - Nurses
  - Clerical workers
  - Assistants for additional clinical services
  - Healthcare assistant
  - Healthcare care support worker
  - Community nurses

Recommendations:

- There is a need to further develop the talent pipeline to health and care through:
  - More collaborative work with SEMLEP and Workforce Boards/Groups across Health and Social Care
  - More collaborative work through the Careers and Enterprise Company activity and Uni Connect for young people in education
  - More focused and high impact employer engagement in schools using role models to continue to encourage participation by all
  - The creation of easy to use, up to date labour market information for careers leaders
  - Conversion channels for adults to change careers and remove barriers to participation
  - Closer working of health and care partnerships with Further Education Colleges
- Care sectors need support to improve methods of staff retention whilst also capturing and evidencing learning and training for the individual, reducing training costs for the care providers.
- The constraints on the use of the apprenticeship levy prevents training of further apprentices within the sector and more relevant training. Need for a review of use of levy within this sector.

Employment

Employment - Health and Care Sector [1]
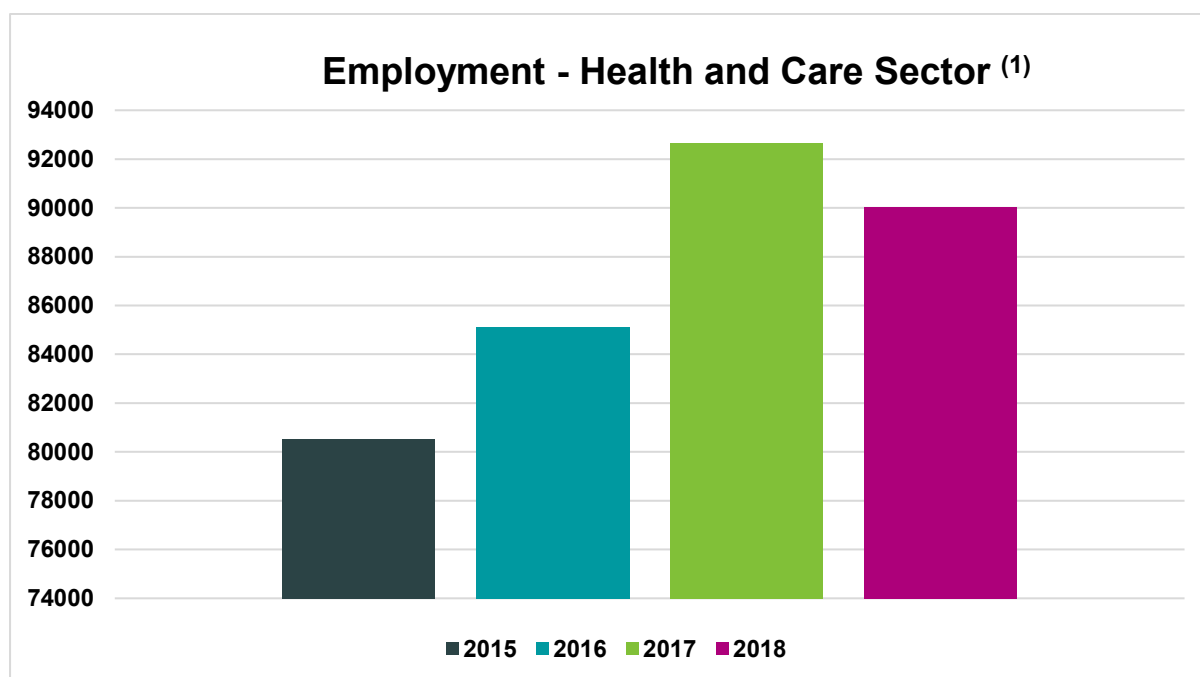
| SEMLEP Sector	2015	2016	2017	2018
Health & Care	80525	85125	92665	90035

Employment within the health and care sector has increased by 12% (9,500) from 2015 to 2018 compared with an 8% for all employment within the SEMLEP area.

Industry	2015	2016	2017	2018
8610 : Hospital activities	26950	30300	30450	31400
8690 : Other human health activities	10600	9950	11350	12200
8899 : Other social work activities without accommodation n.e.c.	7500	7000	8500	8250
8810 : Social work activities without accommodation for the elderly and disabled	5450	7200	6450	6550
8790 : Other residential care activities	5900	5550	5800	6100
8730 : Residential care activities for the elderly and disabled	5750	5250	6950	5900
8621 : General medical practice activities	6450	6750	8100	5750
8891 : Child day-care activities	4300	4675	5350	5250
8710 : Residential nursing care activities	3800	3850	5150	4900
8623 : Dental practice activities	2325	2450	3000	2125
8720 : Residential care activities for learning disabilities, mental health and substance abuse	935	1485	830	915
8622 : Specialist medical practice activities	565	665	735	695

The largest increase has been employment within hospitals and residential care.

(1) ONS, Business Register and Employment Survey: open access

Full-Time and Part-Time Employment

Full and Part-Time Employment [1]
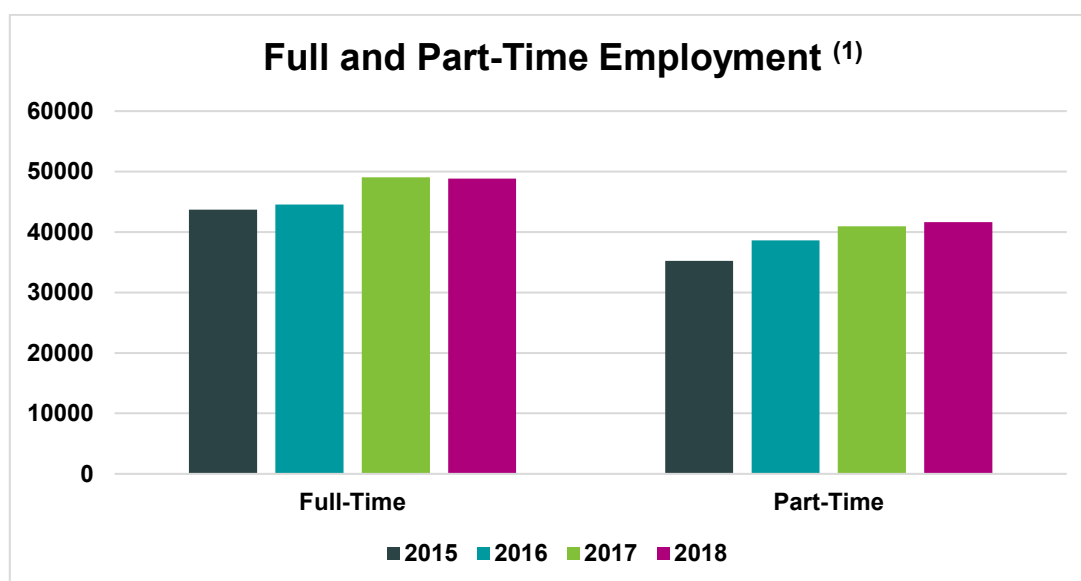
Both full-time and part-time employment have increased in the sector, full-time making up 53% of the workforce.

(1) ONS, Business Register and Employment Survey: open access

Gender Participation

Female Partcipation [2]
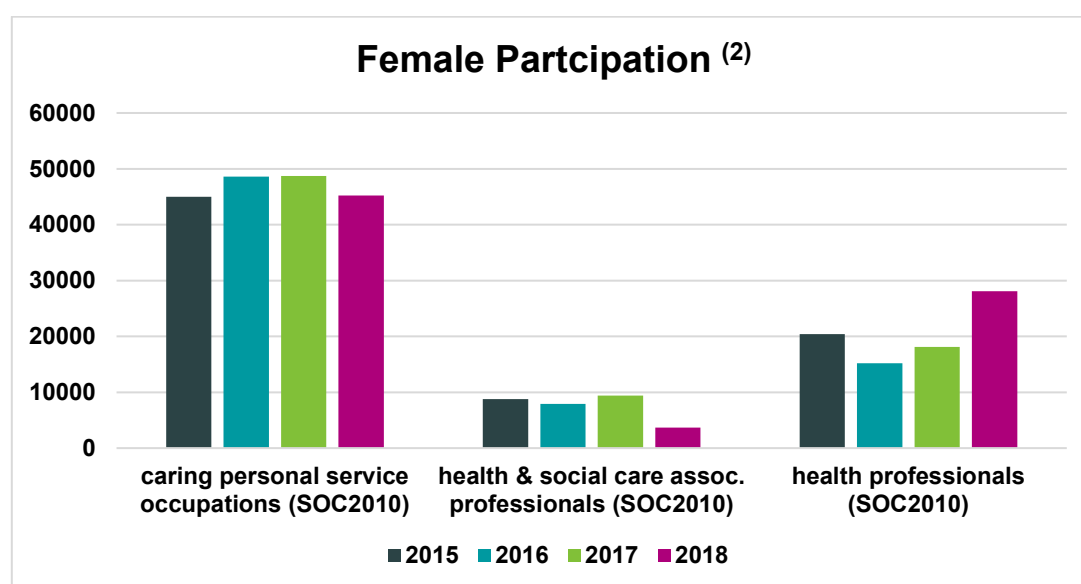
Female participation within the sector is at 79% and growing for health professionals.

Male participation has remained flat at 17-18%.

(2) ONS, Annual population survey

Participation of Ethnic Groups

Compared with the average for the SEMLEP area, Black, Asian and minority ethnic group participation is higher in the sector.

Sector Grouping (SIC2007) 10 2018-09 2019 [3]	Black or Black British	Indians	Mixed ethnic groups	Other ethnic groups	Pakistani/ Bangladeshis	White
Public Admin, Education and Health	8%	2%	1%	4%	3%	82%
SEMLEP Working population	5%	2%	1%	2%	3%	87%

Black/Black British and other ethnic groups have higher than average participation, the other groups matching the SEMLEP average.

(3) ONS, Annual Population Survey, SEMLEP area

Occupations

There have been increases in employment for most occupations. Large numbers for care and home care workers and nurses which shows consistent growth.

Top 80% - Health and Care Occupations Employment East and East Midlands [4]
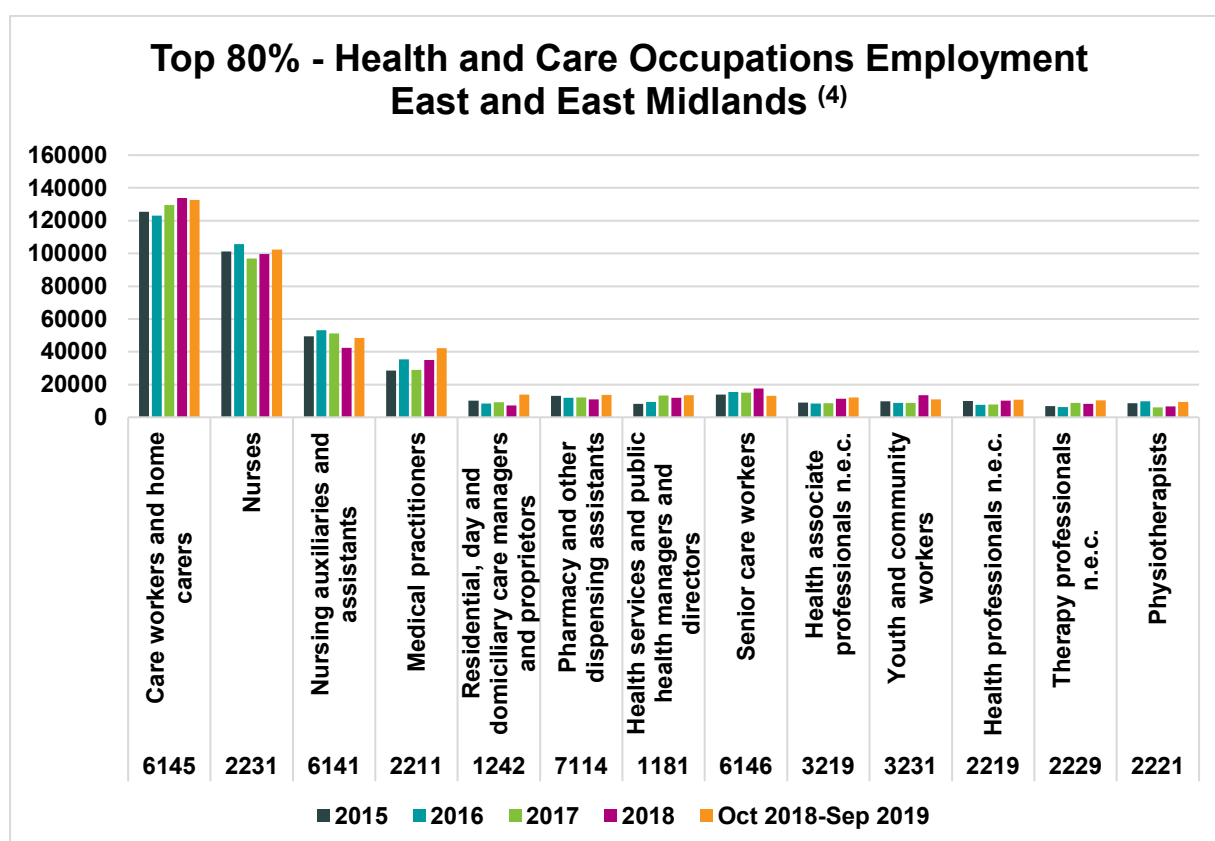
(4) ONS, Annual population survey - regional - occupation by sex by employment type

Location

Employment trend is increasing in all areas with only Central Bedfordshire remaining flat.

Health and Care Employment by Local Authority Area [5]
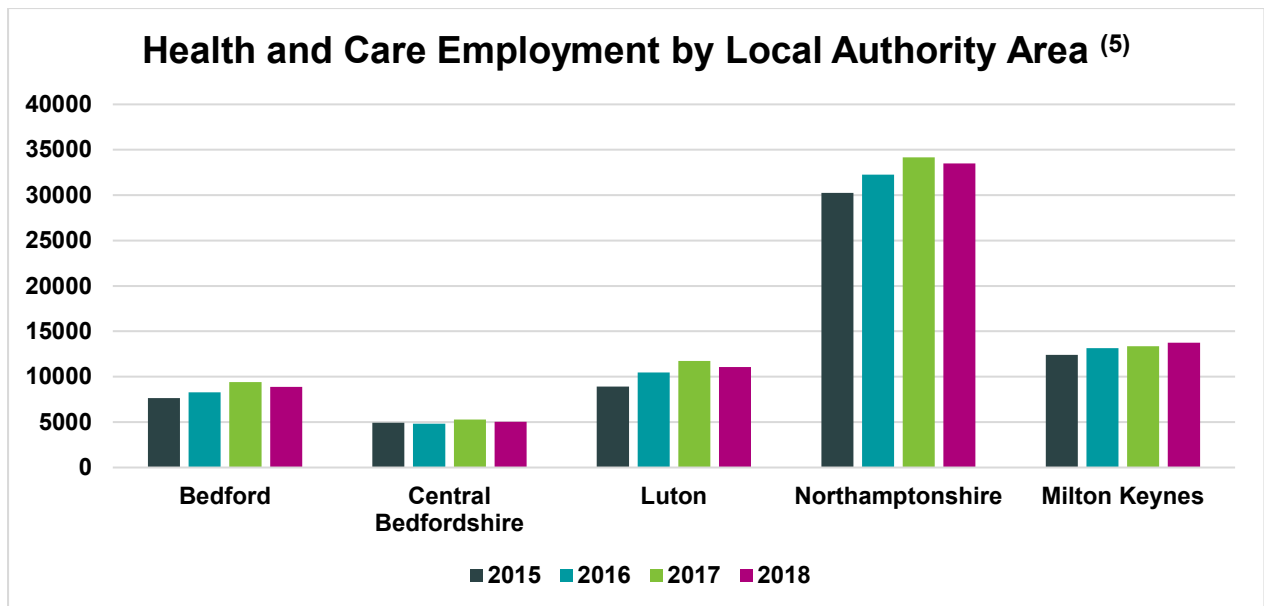
(5) ONS, Business Register and Employment Survey

Observations:

- High growth sector both for health and care, primarily in hospitals and residential care
- Opportunities for both full-time and part-time employment
- High female participation, opportunities for more male participation in the future
- High BAME participation, opportunities for all
- Increased employment opportunities for nurses, care and home care workers
- Employment growing across the SEMLEP area

Job Postings

Overall the number of job postings in the SEMLEP area have been reducing since 2017 with the announcement of Brexit and slowdown of the global economy. There has been an increase pre Covid-19 from the start of 2020.

SEMLEP Area Job Postings - 12 Months (6)
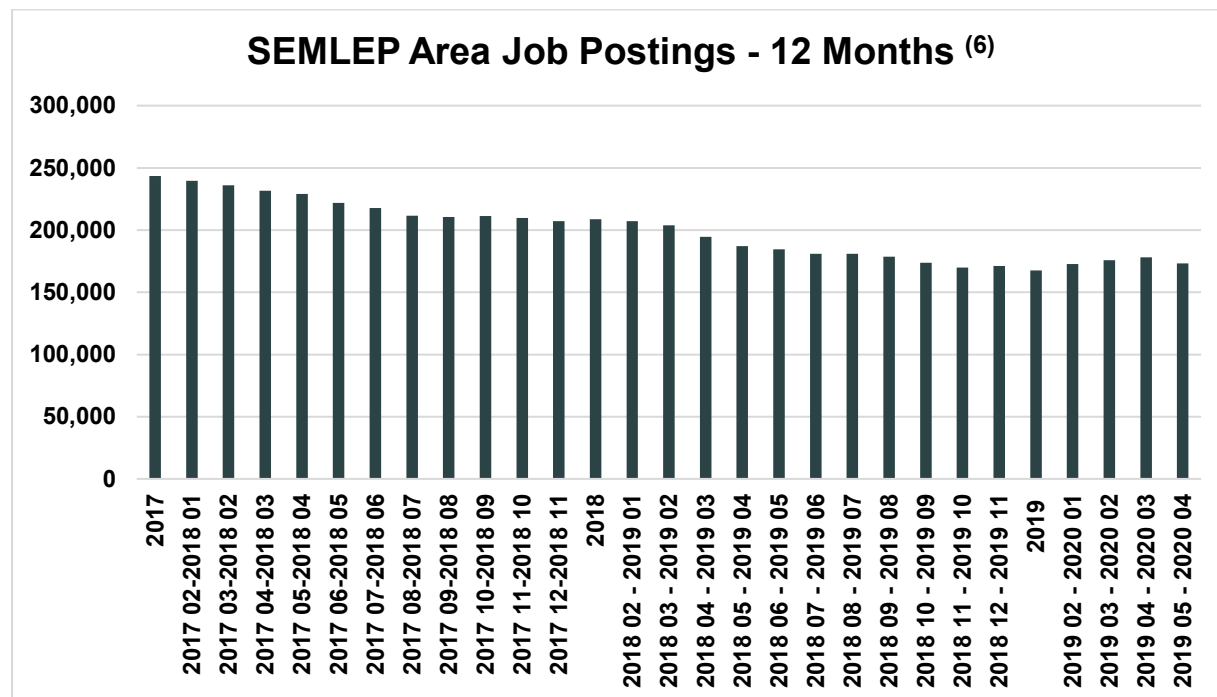
The trend for Health and Care online job postings within the SEMLEP area has been positive since June 2019.

SEMLEP Health and Care Job Postings - 12 Months (6)

(6) Labour Insight (Burning Glass Technologies)

Occupations

Top 80% SEMLEP Health and Care Job Postings by Occupation [7]
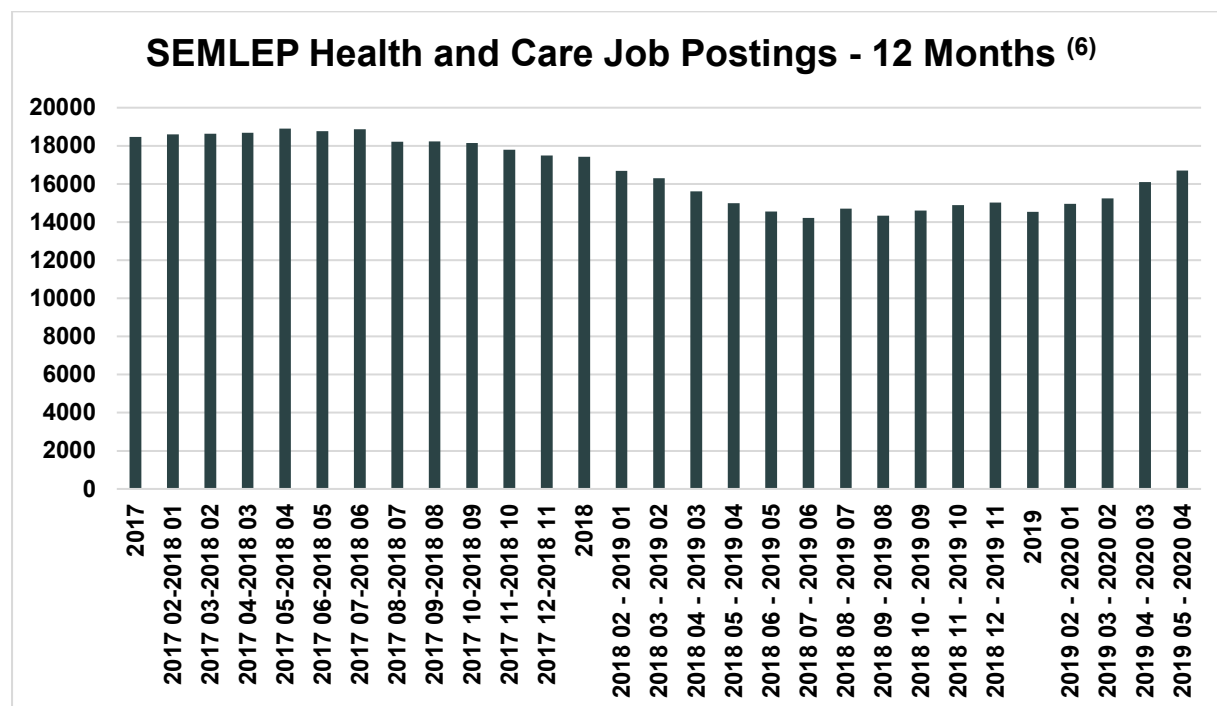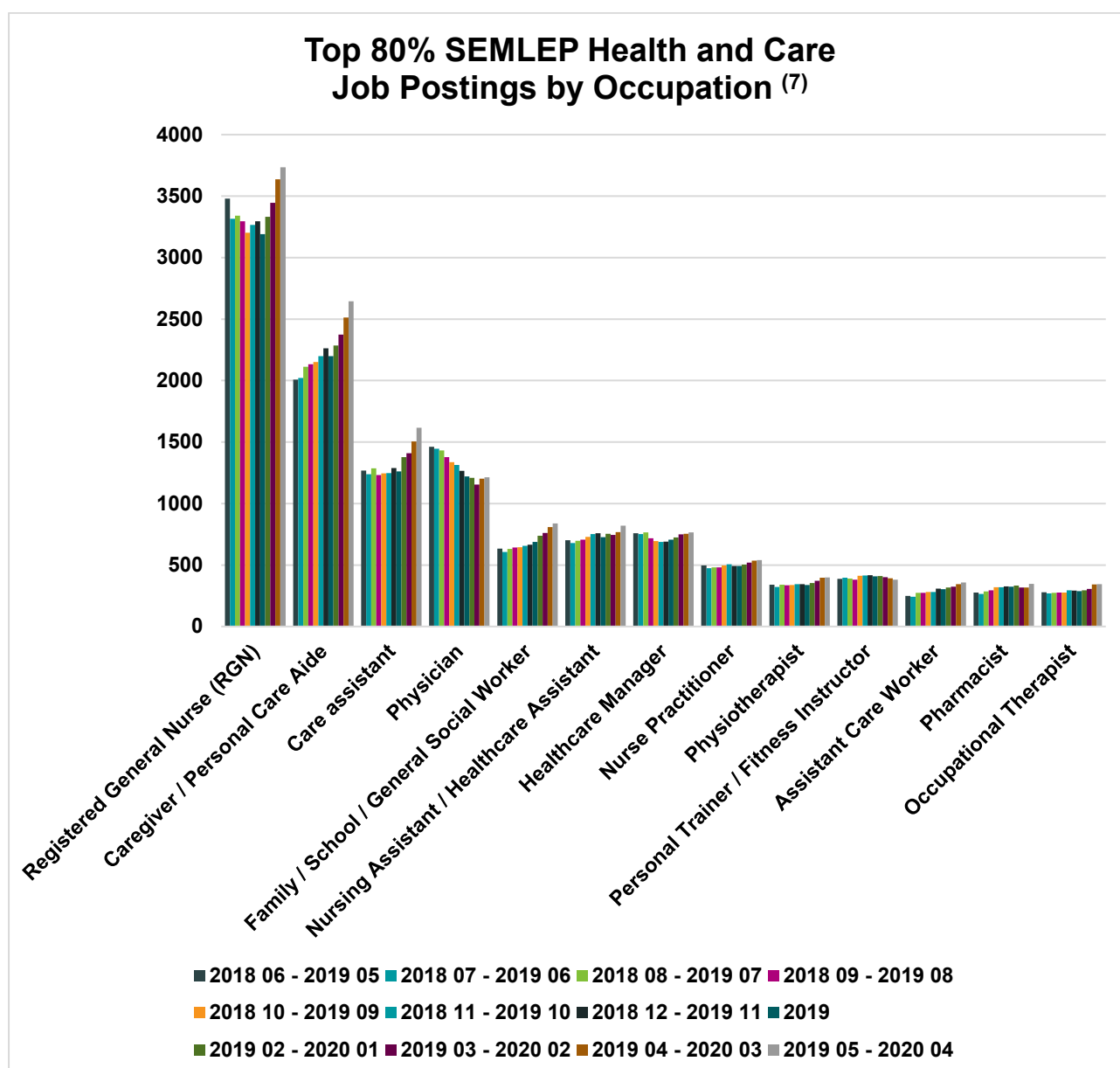
The top 3 occupations with positive trends contributing 48% of job postings listed are:

- Registered General Nurse - 7% growth in 12-month demand from May 2019 to April 2020
- Caregiver/Personal Care Aide - 32% growth in 12-month demand from May 2019 to April 2020
- Care Assistant - 28% growth in 12-month demand from May 2019 to April 2020

All occupations have positive trends, physicians starting to rise again after a decline.

The full list is shown in Appendix 1.

(7) Labour Insight (Burning Glass Technologies)

Observations:

- Health and care vacancies increasing
- Highest levels for vacancies for Registered General Nurses, Caregiver/Personal Care Aides and Care Assistants
- Increases in the number of vacancies for the majority of occupations at all skill levels

Pipeline, Supply and Demand

For all sectors, SEMLEP compare the employment numbers, recruitment pipeline (job postings) and learners passing through education using quotients. These are based on actual numbers aligned to the sector versus the average number in all sectors, i.e. the higher the quotient, the more people engaged.

It should be stated that this is not an exact science as there are slight variations in the definitions of the sectors for job postings, employment and education.

The quotients are an indicator that help identify differences in supply and demand.

A summary of the outcomes is:

- Education provision quotient equal to or higher than those for job postings and employment - potentially education numbers over or appropriate for a growing demand by employers
- Education provision equal to or higher than employment and lower than job postings - close to parity of supply to demand
- Education provision lower than employment and job postings – education learners lower than demand by employers
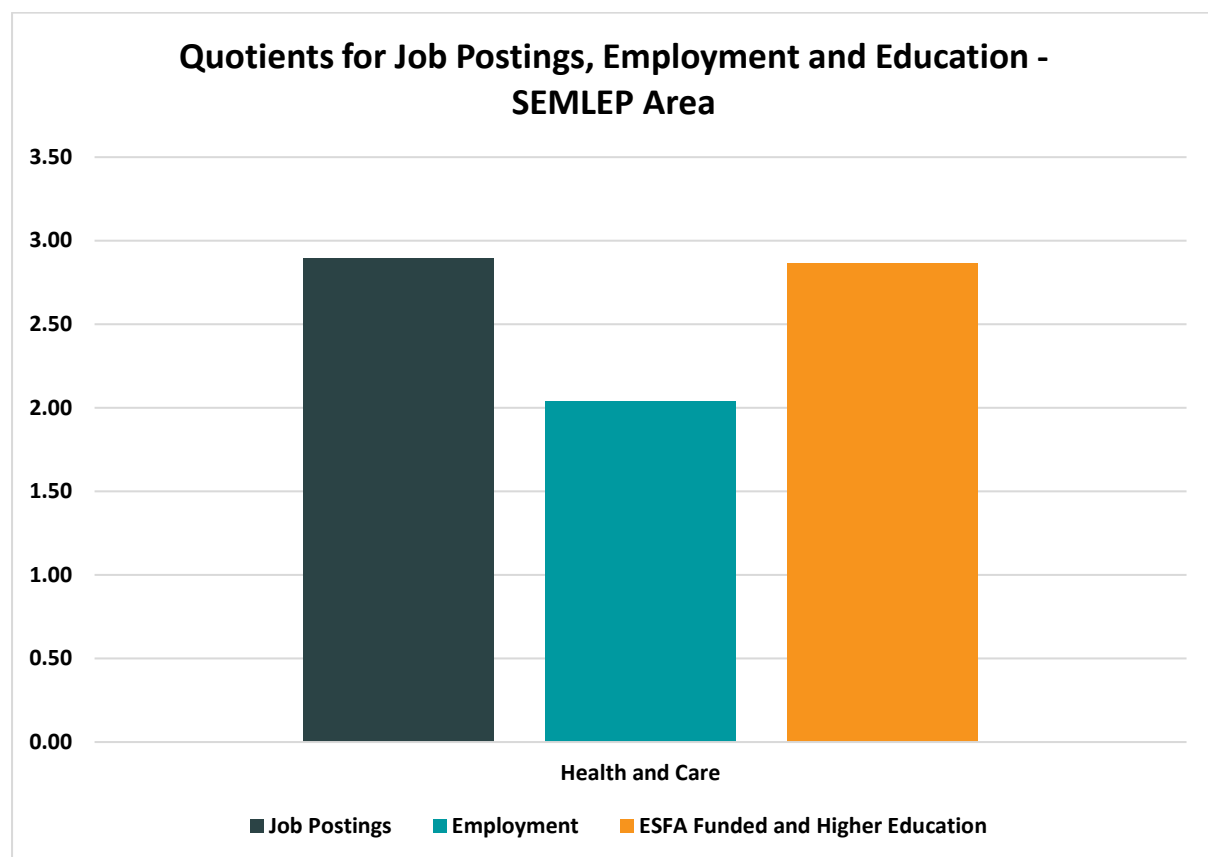
The quotient for the Health and Care education is equal for job postings and higher than employment, i.e. appropriate for a growing demand by employers based on an increase in trends for job posting and employment.

However, the overall learner numbers are falling for health and care.

Health and Care Education and Training [8][9]
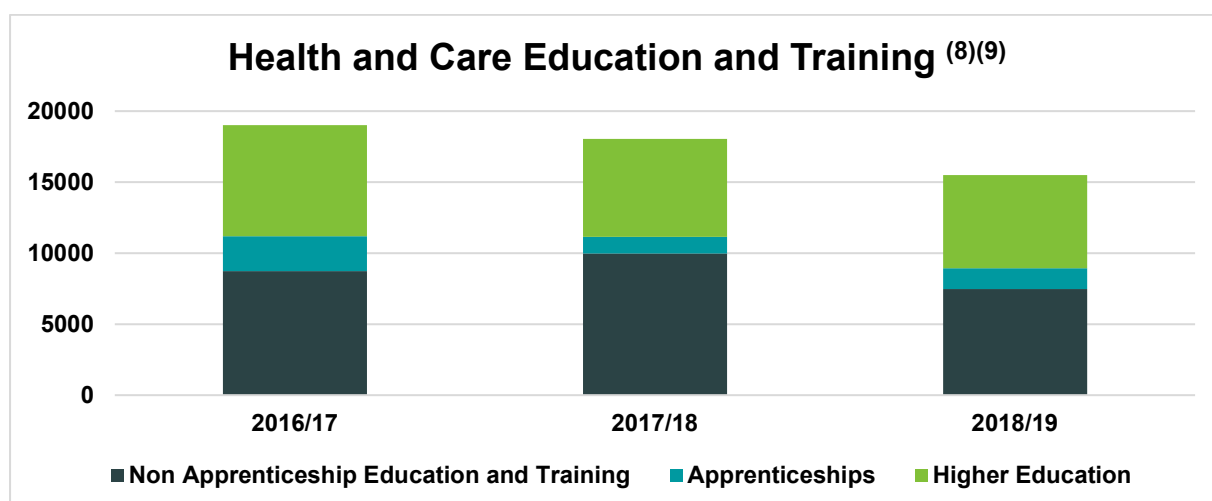
There has been an increase in apprenticeships between 2017/18 and 2018/29 by 25% with large increases in (see Appendix 2):

- New apprenticeships for Registered Nurse and Nursing Associate contributing +172
- Adult Care Worker and Lead Adult Care Worker +263 (+66%)

Both the University of Northampton and University of Bedfordshire have increasing numbers of apprenticeships (approximately 200 in 2018/19) centred around nursing.

Non apprenticeship education and training has seen the Extended Diploma in Health and Social Care, a pathway to Higher Education, consistently increase over the last 4 years (see Appendix 3).

Extended Diploma in Health and Social Care [8]
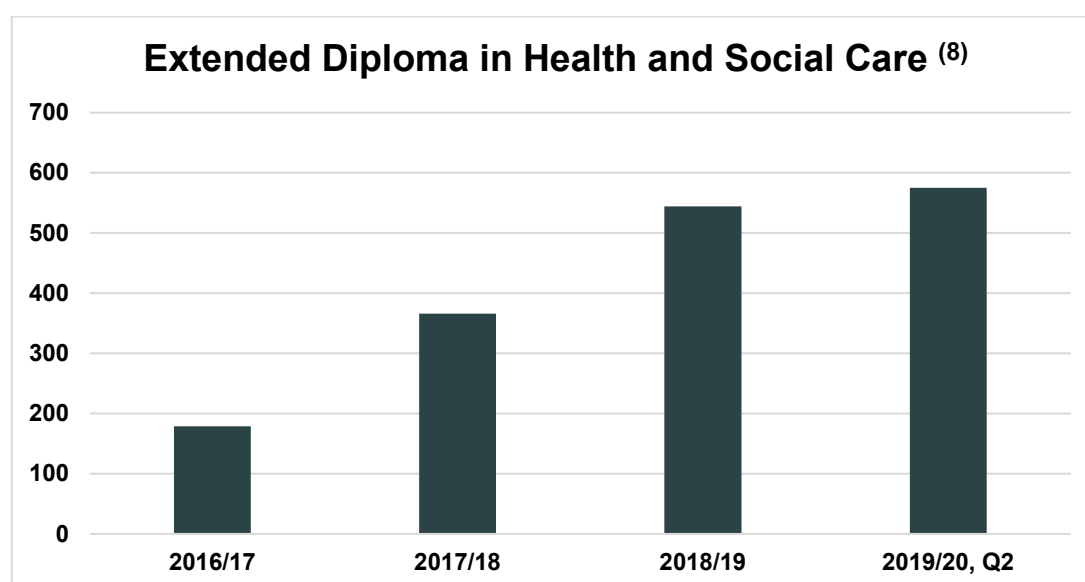
There remains a need to develop a pipeline into health and care occupations and encourage retention of those that qualify in the South East Midlands.

Within the sector, certain occupations are proving hard to fill. In addition, the health sector has a dynamic structure with new roles being created, with existing roles being realigned.

Gender Participation

Male participation through apprenticeships and Non-Apprenticeship Education and Training is increasing.

Apprenticeships Starts - Health, Public Services and Care [8]	2016/17	2017/18	2018/19	2019/20 Q2
Female	81%	78%	78%	74%
Male	19%	22%	22%	26%

Non-Apprenticeships ESFA Funded Education and Training Starts - Health, Public Services and Care [8]	2016/17	2017/18	2018/19	2019/20 Q2
Female	78%	72%	67%	67%
Male	22%	28%	33%	33%

Participation of Ethnic Groups

Apprenticeship starts within the sector continue to show high and increasing participation rates from ethnic minority groups.

Apprenticeships Starts - Health, Public Services and Care [8]	2016/17	2017/18	2018/19	2019/20 Q2
Asian/ Asian British	6%	7%	6%	7%
Black/African/Caribbean/Black British	11%	7%	7%	9%
Mixed/ Multiple Ethnic Group	3%	2%	3%	3%
Not App/Known	1%	1%	2%	2%
Other Ethnic Group	1%	1%	1%	1%
White	78%	82%	81%	79%

Non-Apprenticeship Education and Training also shows high participation rates from ethnic groups within the health and care sector.

Non-Apprenticeships ESFA Funded Education and Training Starts - Health, Public Services and Care [8]	2016/17	2017/18	2018/19	2019/20 Q2
Asian/ Asian British	17%	17%	15%	9%
Black/African/Caribbean/Black British	11%	9%	9%	9%
Mixed/ Multiple Ethnic Group	4%	4%	5%	5%
Not App/Known	2%	1%	1%	4%
Other Ethnic Group	1%	1%	1%	1%
White	65%	68%	68%	72%

(8) DfE, DataCube 2019/20 Q2, SEMLEP Area, Learner Starts. Note: 2019/20 Q2 refers to 6 months of the academic year only

(9) Higher education full time equivalence (FTE) 2018/19 calculated using HESA student, HESA AP student or ILR data.

Employer Viewpoint

There has been an understanding within the sector of the challenges both faced now and the future.

The Bedfordshire, Luton and Milton Keynes Integrated Care System (BLMK) and Northamptonshire Health and Care Partnership (NHCP) represent the majority of employment within the SEMLEP area.

Below is a summary provided by Bedfordshire, Luton and Milton Keynes Integrated Care System (BLMK), May 2020.

Occupation	Comments/Observations
Nurses	Nurses feature heavily in our workforce challenge 'hotspots' mapping that reflects the 'hard to recruit' to roles within BLMK. The most acute need is in Primary Care (Practice Nurses) but there are challenges right across the spectrum of nursing disciplines from theatres and surgery to mental health. Learning Disability nursing staff in both community and social care are rated as red spots. As a system we have set a target to reduce our Nursing Vacancy rates to 9.2% by 2024.
Nurse practitioner	A historical job title, now part of a range of advanced practitioner nursing roles, including clinical nurse specialists, Advanced Clinical Practitioners and others. Whilst not significant in numbers there will be a focus on developing a career framework for these advanced practitioner roles across BLMK.
Nursing assistant/Healthcare assistant	More highly trained support worker roles are emerging (Assistant Practitioners and Nurse Associates) – Foundation Degree). There needs to be a future focus for growth in these roles to support entry routes into registered staff roles across health and social care.
Care assistants, workers and home carers	Support worker roles, especially in social care, are hard to fill. The turnover rate for BLMK within the social care was 29.4% (2018). The majority of these leavers do not leave the social care sector, with 71% of recruitment being from within the adult social care sector. The average vacancy rate was 10.0% for all jobs. Transferable 'Training Passports' are being explored as a way of a member of staff taking their learning and training from one role to another; this would also reduce training costs for providers.
Physician/Medical practitioners	Mid-grade doctors in Urgent Care and consultants/GPs in Urgent Care, Theatres & Surgery, Community and Primary Care are again graded as red in our hot spot mapping. Mental Health Consultants are a growth area for demand. As part of the development of Primary Care Networks, there will be financial support available for these groups of practices to employ Physician Associates from April 2020 onwards.

Healthcare manager	Social care managers are also rated as hard to recruit. The demand for these roles will continue to grow as the population ages and work to assist those living with more complex needs to live independently in their own homes for as long as possible increases.
Physiotherapist/Occupational Therapists	OTs roles are in demand in relation to social care and, to a lesser extent within mental health. From April 2020, Primary Care Networks will be able to access funding to support the employment of physiotherapists.
Pharmacist	Pharmacists in Primary Care are a growth area of demand; this is in part driven by the release of funding from NHS England for groups of practices (Primary Care Networks), to employ their own pharmacists.
Psychologist	Psychology roles are a relative hot spot; this will be likely to increase in the coming years as the demand for mental health roles in general increase as we work to establish parity of esteem for mental and physical health. The demand is also in part due to the release of both the Mental Health Implementation Plan for the NHS Long Term Plan and The Community Mental Health Framework for Adults and Older Adults during 2019. This plans for more services to be available outside of hospital settings with place-based and integrated mental health support, care and treatment are situated and provided in the community.
EMT / Paramedic	Paramedics, both for emergency/urgent care and to work in General Practice as part of the extended practice team feature in our hard to recruit to mapping. Whilst some practices are already employing paramedics, from April 2021, Primary Care Networks will be able to access funds to employ a paramedic for their network of practices.
Other	Radiographers, sonographers, speech and language therapists, administrators, coders and social prescribers are also hard to recruit within the sector

The Northamptonshire Health and Care Partnership (NHCP) report the following proportion of vacancies;

Staff Group	Role	Vacancy FTE
Nursing & Midwifery	Community Nurse	17%
Nursing & Midwifery	Staff Nurse	10%
Nursing & Midwifery	Nurse Manager	8%
Nursing & Midwifery	Specialist Nurse Practitioner	3%
Nursing & Midwifery	Advanced Practitioner	2%
Admin & Clerical	Clerical Worker	11%
Admin & Clerical	Supervisor	4%
Admin & Clerical	Officer	3%
Admin & Clerical	Manager	3%
Additional Clinical Services	Assistant	6%
Additional Clinical Services	Healthcare Assistant	5%

Staff Group	Role	Vacancy FTE
Additional Clinical Services	Health Care Support Worker	5%
Additional Clinical Services	Technical Instructor	2%
Additional Prof & Scientific	Applied Psychologist - Clinical	5%
Additional Prof & Scientific	Assistant Psychologist	2%
Medical & Dental	Consultant	4%
Medical & Dental	General Medical Practitioner	2%
Medical & Dental	Specialty Doctor	2%
Allied Health Professionals	Speech and Language Therapist	2%
Primary Care	Clinical Pharmacist	2%
Primary Care	Pharmacy Technician	1%
Primary Care	First Contact Physiotherapist	1%
Primary Care	Physician Associates	1%
Primary Care	Social Prescribing Link Workers	1%
Primary Care	Health and Wellbeing Coaches/ Care co-ordinators	1%
Primary Care	Paramedics and other AHP's	1%

Currently 40% of vacancies are within nursing and midwifery. There is also a high demand for clerical workers at 11%.

Ageing Workforce

The NHCP track occupations against predicted retirement age to highlight the impact of the ageing workforce.

The following occupations are identified as the top 10 occupations with high retirement numbers for now and in 5 years:

Position	Now	5 Years
1	Staff Nurse	Staff Nurse
2	Clerical Worker	Clerical Worker
3	Assistant	Assistant
4	Housekeeper	Healthcare Assistant
5	Officer	Housekeeper
6	Healthcare Assistant	Health Care Support Worker
7	Healthcare Support Worker	Officer
8	Receptionist	Community Nurse
9	Community Nurse	Consultant
10	Medical Secretary	Manager

The top three remain the same as staff nurses, clerical workers and assistants (additional clinical services) indicating a long-term need.

Healthcare assistant, healthcare care support worker and community nurse are rising in the list for 5 years signifying an increasing need for a pipeline into these occupations.

Blockages to training and skills development

- Community and mental health providers are providing services within other geographies; it is reported by health and care partnerships that it is sometimes difficult to unpick their overall workforce data in order to plan training and skills development for the staff of those organisations who work within the local area from outside.
- Constraints on the utilisation of the Apprenticeship Levy is leading to underspends; there is opportunity to work more collaboratively around apprenticeships within the sector to use the levy more efficiently to provide an impact through increase in capacity of training
- BLMK attraction website listing hard to recruit to NHS roles – microsite hoping to go live w/b 4/5/20
- NHS Trusts do work with schools and FE Colleges to join recruitment fairs, etc, however, it is felt there are opportunities to work more collaboratively i.e. with SEMLEP Careers and Enterprise activity and Uni Connect to enhance this.

Examples of activity that has had or is making a difference

- Collaboration of public and private sector organisations such as NHCP and BLMK
- Recruiting for families schemes; this recognises that sometimes both partners in a relationship work in health and social care, so if one member gains a role in a local health and care organisation, support could be given to the remaining member who could need to relocate/seek employment at the same time.
- Flexible working options for staff; both current workforce and returners and several attraction schemes e.g. free car parking, funded education and training offers, etc.
- Organisations run regular recruitment campaigns and work closely with HEI's to support student recruitment.
- BLMK staff facing website https://work-learn-live-blmk.co.uk hosting training and development opportunities. On average 600 hits per month pre Covid-19.
- International recruitment continues to be a valuable approach, especially for nursing staff. A similar approach is underway for GPs.
- A Nurse Cadet scheme is in place in Milton Keynes and will be rolled out across BLMK.
- A number of Leadership Development programmes and opportunities are offered across the BLMK system, both generally and within Primary Care specifically, to support and develop our talent pool.

Observations:

- Overall local educational capacity is equal to current demand
- Higher than average ethnic participation in the talent pipeline to health and care
- Male participation through apprenticeships and ESFA non-apprenticeship education and training is increasing
- Learner numbers are dropping and there is a need for more learners in the pipeline to meet increasing demands in key occupations such as:
  - Nursing
  - Physician/Medical practitioners
  - Healthcare manager
  - Physiotherapist/Occupational Therapists
  - Pharmacist
  - Psychologist
  - EMT/Paramedic
- Nursing of all types remains a priority for recruitment
- More highly trained support worker roles are emerging such as Assistant Practitioners and Nurse Associates with a need to support entry routes into registered staff roles across health and social care
- High turnover rates within support workers in care with most leavers remaining in the sector. Need to improve and support methods of staff retention whilst also capturing and evidencing learning and training for the individual, reducing training costs for the care providers.
- Radiographers, sonographers, speech and language therapists, administrators, coders and social prescribers are also hard to recruit within the sector
- Some occupations are either in demand or becoming in demand due to an ageing workforce with concerns for:
  - Nurses,
  - Clerical workers
  - Assistants for additional clinical services
  - Healthcare assistant
  - Healthcare care support worker
  - Community nurses
- To support the increasing elderly population, the health and care partnerships suggest that a 24-27% increase in the social care workforce may be required by 2025
- The constraints on the use of the apprenticeship levy prevents training of further apprentices within the sector and more relevant training
- There is a need to further develop the talent pipeline to health and care through:
  - More collaborative work through the Careers and Enterprise Company activity and Uni Connect for young people in education
  - Conversion channels for adults to change careers and remove barriers to participation
  - Closer working of health and care partnerships with Further Education Colleges
- The anticipated population growth across the Oxford – Cambridge Arc will add additional demand requirements for all roles within health and social care by 2050

Appendix 1 - Job Postings in the Health and Care Sector

Source: Labour Insight (Burning Glass Technologies)

Occupation	2018 06 - 2019 05	2018 07 - 2019 06	2018 08 - 2019 07	2018 09 - 2019 08	2018 10 - 2019 09	2018 11 - 2019 10	2018 12 - 2019 11	2019	2019 02 - 2020 01	2019 03 - 2020 02	2019 04 - 2020 03	2019 05 - 2020 04
Registered General Nurse (RGN)	3479	3316	3341	3295	3202	3265	3296	3191	3332	3446	3636	3735
Caregiver / Personal Care Aide	2008	2021	2112	2132	2150	2199	2262	2199	2286	2373	2512	2645
Care assistant	1268	1238	1287	1232	1246	1248	1288	1262	1378	1410	1505	1617
Physician	1461	1445	1432	1378	1337	1313	1265	1220	1208	1154	1202	1214
Family/School/General Social Worker	633	606	631	643	644	655	666	689	739	760	808	837
Nursing Assistant / Healthcare Assistant	701	678	697	707	729	752	758	727	754	744	767	820
Healthcare Manager	759	752	765	717	694	687	691	706	725	749	755	765
Nurse Practitioner	496	473	480	480	497	506	493	493	504	519	536	539
Physiotherapist	340	321	339	335	337	345	344	337	354	371	397	400
Personal Trainer / Fitness Instructor	387	397	390	380	413	416	417	409	411	402	391	380
Assistant Care Worker	249	241	273	274	281	281	309	303	318	325	344	357
Pharmacist	276	265	286	294	319	319	326	323	334	316	317	346
Occupational Therapist	278	269	273	277	275	294	292	288	295	305	341	344
Health Technician/Technologist (Other)	415	407	418	404	385	367	368	344	367	369	360	342
Nursing Home/Home Health Administrator	305	297	301	303	290	276	278	279	276	301	308	327
Psychologist	315	324	340	336	324	322	319	314	312	319	321	326
Dental Assistant	206	207	210	205	217	222	233	225	246	242	249	235
Dentist / Orthodontist / Prosthodontist		162	181		165	182	188	200	220	227	245	233
Nursing Manager / Supervisor	238	241	241	245	240	244	243	238	241	233	237	230
Registered Mental Nurse (RMN)						168	167	159	162	162	180	183
Radiology Technician	183	174	166	161	161	170	168	156	170	178	185	178
Optician			165	176	181	167	173	163	166	179	169	165
Optometrist	172	163	172	174	169					162	165	164
Medical Scientist							153	152			165	163
Medical Laboratory Technician												**152**

Appendix 2 – Apprenticeship Starts, Number of Learners, ESFA Funded

Source: DfE DataCube

Health, Public Services and Care	2016/17	2017/18	2018/19	2019/20, Q2
Children's Care Learning and Development	777	596	654	176
Adult Care Worker	13	186	330	190
Lead Adult Care Worker	9	211	330	199
Care Leadership and Management	244	150	180	63
Dental Nurse	12	72	133	46
Nursing Associate			129	0
Health and Social Care	2065	322	109	16
Emergency Service Contact Handling		9	59	28
Senior Healthcare Support Worker	1	104	52	20
Registered Nurse - degree (NMC 2010)		7	50	20
Associate Ambulance Practitioner			23	1
Healthcare Assistant Practitioner		18	18	4
Healthcare Support Worker		25	13	26
Advanced Clinical Practitioner (degree)			10	3
Optical Assistant		6	9	4
Dental Practice Manager		1	2	1
Pharmacy Services Assistant			2	2
Dental Nursing	98	48	0	0
Health Assistant Practitioner	5	0	0	0
Spectacle Maker	3	4	0	0
Clinical Trials Specialist (degree)				5
Healthcare Science Assistant				1
Nursing Associate (NMC 2018)				6
Occupational Therapist (integrated degree)				4
Operating Department Practitioner (integrated degree)				8
Social Worker (degree)				32

Appendix 3 – Top 20 Non-Apprenticeship Education and Training Starts, Number of Learners, ESFA Funded   Source: DfE DataCube

Subject	2016/17	2017/18	2018/19	2019/20, Q2
Non regulated Community Learning provision, Health and Social Care	1305	1209	921	296
Extended Diploma in Health and Social Care	179	366	544	575
Non regulated Community Learning provision, Child Development and Well Being	566	534	461	153
Technical Certificate in Health and Social Care			325	209
Certificate in an Introduction to Early Years Education and Care			255	1
Award in Introduction to Counselling Skills (RQF)	174	175	206	168
Technical Certificate in Childcare and Education			164	155
Access to Higher Education Diploma: Health Sciences	161	193	159	167
Diploma in Introduction to Health, Social Care and Children's and Young People's Settings			146	118
Technical Diploma in Childcare and Education (Early Years Educator)			142	86
Diploma in Health and Social Care (QCF)	99	201	141	124
BTEC Extended Certificate in Teamwork and Personal Development in the Community		90	138	3
Access to Higher Education Diploma: Health Professions	133	130	111	0
Non regulated provision, Entry Level, Health and Social Care	41	182	111	10
Award in Conflict Management (RQF)			103	9
Award in Emergency First Aid at Work (RQF)		17	96	52
Certificate in Counselling Skills (RQF)	106	106	95	87
Non regulated Adult skills formula funded provision, Level 2, Health and Social Care, 7 to 12 hrs, PW B	42	11	84	0
Non regulated SFA formula funded provision, Level 2, Nursing and Subjects and Vocations Allied to Medicine, 69 to 92 hrs, PW B		55	79	50
Certificate in Understanding Children and Young People's Mental Health		323	78	6