Horizon scanning future health and care demand for workforce skills in England

Non communicable disease and future skills implications

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Health, medical and technological advances have driven life expectancy increases. This also means we face increasing demands for health and care from an ageing, sicker population which has higher service expectations.

By 2040, the number of people aged 85+ is expected to grow by 104%, increasing from 1.3m to 2.7m.

Overall life expectancy is higher but those in the most deprived areas have lower life expectancy and tend to spend more of their lives in ill health.2
Over 15 million people in England have one or more long term conditions and over 10 million with mental health problems.

Over 15 million people (out of a population of 55 million) were recognised as suffering from one or more long-term conditions (DH, 2015).

30% of people with a long term condition have a mental health problem (approx 4.6 million people).

Mental health problems: 20% of population of England (10.2 million people).

46% of people with a mental health problem have a long term condition (approx 4.6 million people).

Sources:
Department of Health and Social Care (2015) 2010 to 2015 government policy: long term health conditions
These changes are driving differing requirements for skills in the workforce across health and care systems.

What skills and competences do we have?

(Whole system - health, social care, public health)

What might we need in future?
Robust workforce planning

Policy analysis
make robust decisions

Simulation
stress-test policy ideas

Horizon scanning
build understanding

Scenario creation
identify challenging futures

Define the focal question
Scan for change

Quantitative

Qualitative
Defining the workforce groups

Headcount of over 11 million people, this system represents one in five of England’s total population.
Health and Care Workforce groupings

Unpaid adult social care workforce
Nurses
Dentists
Medical generalists
Medical specialists
Volunteer care and support workforce
9 other workforce groups

Increasing concentration and experience

Skill level: 1 2 3 4 5 6

Population demand groupings

Learning disabilities
Oral health
Singular demand for service
Maternal and perinatal
Infectious disease
Mental long-term conditions
Physical long-term conditions
6 different futures investigated and modelled

Enterprising service users

This is an overview of the scenario ‘Enterprising service users’ in which high levels of self-care in the population, widespread adoption of technology across the system, a positive economic environment and low levels of workforce flexibility combine to produce highly specialised, yet fragmented, services. The CWI uses scenarios to consider different futures. Stakeholders involved in the CWI’s Horizon 2035 programme have created six high-impact, challenging but plausible scenarios. They are designed to be tools that aide the testing of future thinking based on the decision-making happening now. These scenarios are not statements of policy or how we or our stakeholders expect the future to unfold.

Now to 2020

Service users

Public health ‘self-care’ initiatives are launched and include investment in low cost technology diagnostic tools for use by the public.

Workforce

A tension begins to develop between professional opinion and patient opinion as a result of the greater levels of self-diagnosis and “Informed” opinion.

System

High demand on the system results in pressure on services.

2020 to 2030

2030-2035

The peak adoption of self-care is reached.

Health and care commissioning requires more gatekeeping roles

Health and care is highly specialist yet fragmented

Those still unable to access self-care may find that complex conditions are diagnosed much later and require more difficult and costly treatment.

Acute hospital doctors become even more specialised

By 2025 more people begin to use private point-of-care diagnosis methods as an entry point to the system

The size of the social care workforce has increased to support self-care in the community and is supported by voluntary groups
Total skill hours (bn) for the whole system
Significance of LTCs and NCDs
A different skill profile

- Total hours: 12.2bn
- Hours change (millions): 2,316
- Percentage change: 42%
- Uncertainty: 14%

Year 2013:
- Level 1: 9bn
- Level 2: 548
- Level 3: 275
- Level 4: 50
- Level 5: 22
- Level 6: 7

Year 2035:
- Total: 3,217
- Level 1: 36%
- Level 2: 14%
- Level 3: 14%
- Level 4: 15%
- Level 5: 31%
- Level 6: 31%

Uncertainty:
- Level 1: 13%
- Level 2: 17%
- Level 3: 17%
- Level 4: 17%
- Level 5: 31%
- Level 6: 31%

Total:
- 12%
Policy developments

This study has highlighted the future skills implications for England’s health and care system alongside other evidence. Recent examples of significant policy developments include:

- **Expansion of nurse, midwife and allied health professional training places (+25%)**

- **Expanding medical education to train up to 1500 extra doctors each year (+25%)**

- **£1.3 billion to transform mental health services and to expand the mental health workforce with 21,000 new posts by 2020–2021**

- **Creation of new roles, such as nursing associates and physician associates**

Thank you

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