



Profile of the IFATE Health pathway occupations in Cheshire and Warrington - May 2023

FINAL

South Cheshire Chamber as the lead employer representative body developing the Local Skills Improvement Plan (LSIP) have commissioned this work from Brenan Wilson Ltd. The work takes the qualification pathways that have been developed by the Institute for Apprenticeships and Technical Education, mapping different occupations against them and contextualises them for the Cheshire and Warrington economy.

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Introduction

The Health pathway is one of four pathways that sit within the Health and science technical education route. There are 15 routes that span the range of technical education in England which have been developed by the Institute for Apprenticeships and Technical Education ([IFATE](#)). This profile¹ draws on work commissioned by IFATE from the Institute of Employment Research (IER) at Warwick University. This IER project maps the 15 routes, and their linked occupational maps, to the Standard Occupational Classification (SOC) at the 4-digit level.

Further work has been undertaken to disaggregate the IER SOC mapping to the IFATE pathways that sit below each route, to provide a 4-digit SOC mapping for each pathway. The group of SOC codes generated for each pathway has been used, in this instance, to generate the profile of the Health pathway below. Data is from the Lightcast Analyst tool.

Profiles for other occupations can be found [here](#).

Occupational mapping

The table below sets out the (4-digit SOC) occupations that are supported in some way by the Health pathway, and the volume of employment in Cheshire and Warrington that is associated with each of these occupations.

Some occupational areas are supported by more than one standard (eg Medical radiographers is a single SOC area supported by three standards); some occupational areas in the table below will encompass jobs for which there are currently no standards or will be no standards (eg various types of medical practitioners), and some of the roles within the occupational areas identified will fall out of scope of the Pathway (eg a number of roles classified as being Welfare and housing associate professionals n.e.c. will not sit within the Health pathway).

This means that the 2023 employment numbers given in the jobs column below is the maximum possible ceiling of jobs in Cheshire and Warrington that will relate to currently developed IFATE standards in the Health pathway.

On this basis, there are a maximum of c29k jobs in Cheshire and Warrington to which standards in the Health pathway relate. The occupations with more than 1,000 employed in 2023 in Cheshire and Warrington are:

- Medical practitioners
- Nurses
- Welfare and housing associate professionals n.e.c.
- Nursing auxiliaries & assistants
- Dental nurses

¹ Commissioned through Cheshire and Warrington LEP to support the LSIP process.

Jobs in Cheshire and Warrington in 2023 supported by standards in the IFATE Health pathway

SOC 2010 code	SOC2010 description	Jobs	Standard name(s)
2114	Social and humanities scientists	206	Public health practitioner
2211	Medical practitioners	3842	Advanced Forensic Practitioner (Custody or Sexual Offence)
			Advanced Forensic Practitioner (Custody or Sexual Offence)
			Doctor
2212	Psychologists	319	Clinical associate in psychology (CAP) (integrated degree)
2214	Ophthalmic opticians	249	Optometrist (Degree)
2217	Medical radiographers	536	Diagnostic Radiographer
			Sonographer (Integrated degree)
			Therapeutic Radiographer
2218	Podiatrists	109	Podiatrist (integrated degree)
2219	Health professionals n.e.c.	757	Advanced clinical practitioner
			Dietitian (integrated degree)
			Enhanced Clinical Practitioner
			Healthcare assistant practitioner
2221	Physiotherapists	665	Physiotherapist (Integrated Degree)
			Occupational therapists
			Speech and language therapists
			Therapy professionals n.e.c.
2229		196	Arts Therapist (Degree)
			Psychological Wellbeing Practitioner (PWP)
2231	Nurses	10656	Dental Nurse
			District Nurse
			Registered Nurse Degree
			Specialist community and public health nurse
2232	Midwives	644	Midwife
			Midwife (2019 NMC standards) (degree)
2463	Environmental health professionals	107	Environmental health practitioner
3213	Paramedics	233	Paramedic (degree)
			Paramedic (integrated degree)
3218	Medical and dental technicians	534	Hearing Aid Dispenser
			Mammography Associate
			Mammography Associate
			Oral Health Practitioner
3219	Health associate professionals n.e.c.	347	Orthodontic therapist (integrated)
			Associate Continuing Healthcare Practitioner
			Community Health and Wellbeing Worker

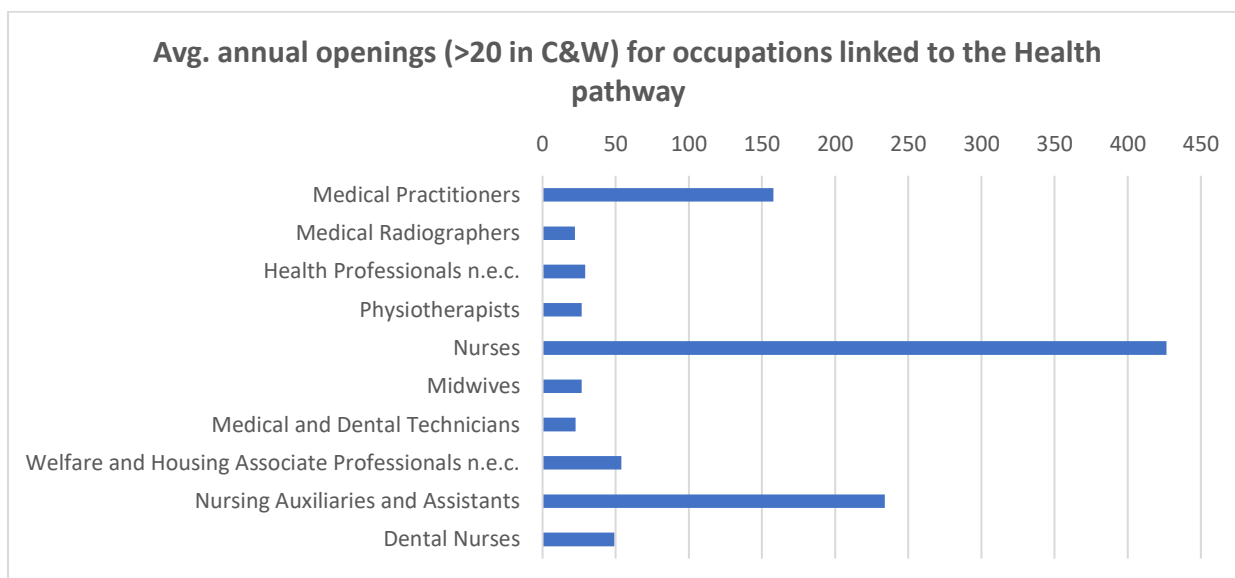
			Health Play Specialist
			Rehabilitation Worker (Visual Impairment)
3239	Welfare and housing associate professionals n.e.c.	1412	Peer worker
6141	Nursing auxiliaries & assistants	5732	Nursing Associate
			Nursing associate (NMC 2018)
			Senior Healthcare Support Worker
			Healthcare support worker
6142	Ambulance staff (ex paramedics)	257	Ambulance Support Worker (emergency, urgent, and non-urgent)
			Associate Ambulance Practitioner
6143	Dental nurses	1105	Dental Nurse
6148	Undertakers, mortuary and crematorium assistants	373	Mortuary technician
Source: Brennan Wilson Ltd analysis of IER and Lightcast data			

Occupational demand

In total, there are slightly fewer than 1,200 openings in these occupations each year, with the highest levels of demand each year being for:

- Medical practitioners
- Nurses
- Nursing auxiliaries and assistants

The occupations where average annual openings are >20 in Cheshire and Warrington are shown below.



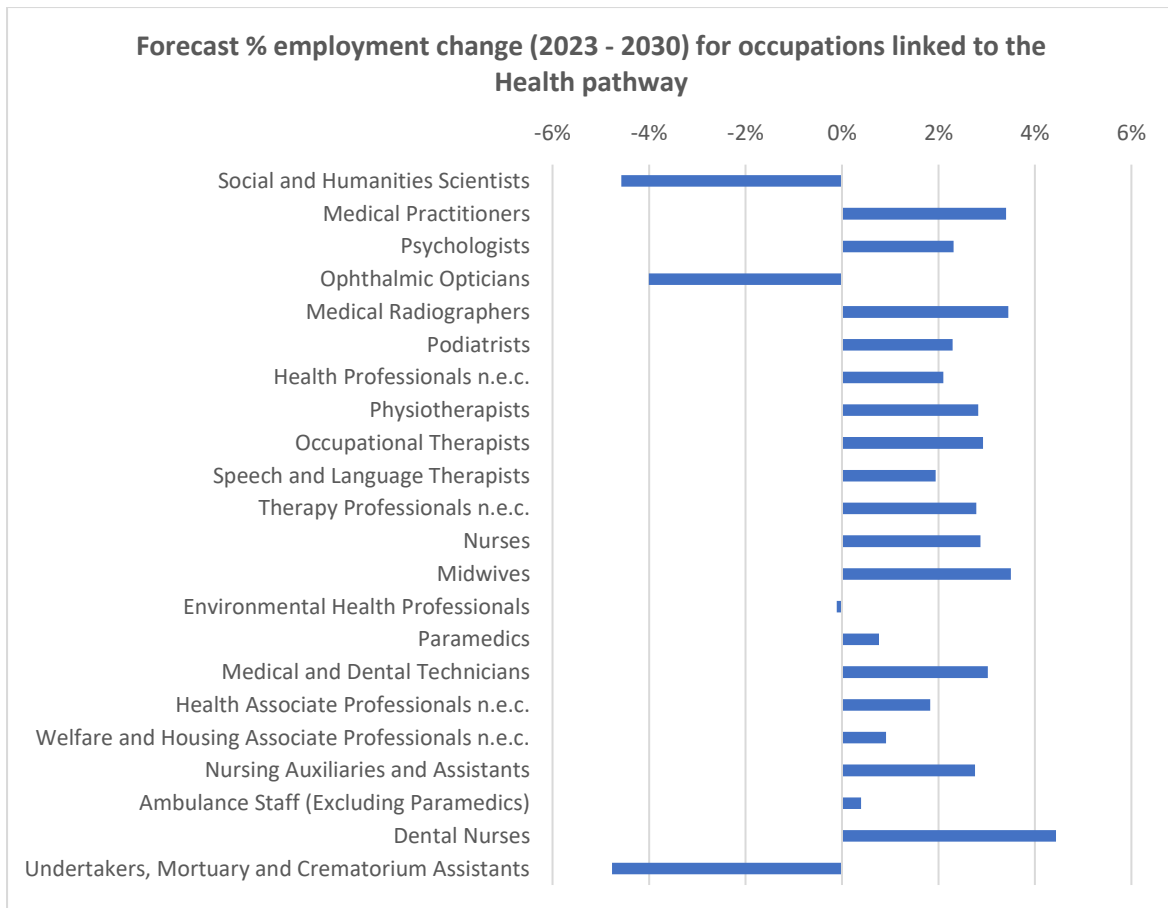
Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Analysis of Location Quotients (LQs) for occupations linked to the Health pathway indicate that employment volumes in Cheshire and Warrington in these occupations are generally lower than national averages would suggest. This is because the economy in Cheshire and Warrington is larger than might be expected for its population size. This leads to lower location quotients in sectors like

Health where employment volumes are primarily driven by population size rather than economic activity. Higher demand generated by C&W's older population offsets this to some extent.

LQ of occupations in Cheshire and Warrington linked to the Health pathway		
Description	2023 Jobs	2023 LQ
Social and Humanities Scientists	206	0.67
Medical Practitioners	3842	0.89
Psychologists	319	0.64
Ophthalmic Opticians	249	1.03
Medical Radiographers	536	0.89
Podiatrists	109	1.08
Health Professionals n.e.c.	757	0.80
Physiotherapists	665	0.79
Occupational Therapists	475	0.70
Speech and Language Therapists	177	0.75
Therapy Professionals n.e.c.	196	0.59
Nurses	10656	0.84
Midwives	644	0.81
Environmental Health Professionals	107	1.08
Paramedics	233	0.61
Medical and Dental Technicians	534	0.97
Health Associate Professionals n.e.c.	347	1.01
Welfare and Housing Associate Professionals n.e.c.	1412	0.66
Nursing Auxiliaries and Assistants	5732	0.92
Ambulance Staff (Excluding Paramedics)	257	0.64
Dental Nurses	1105	1.08
Undertakers, Mortuary and Crematorium Assistants	373	1.16
Source: Brennan Wilson Ltd analysis of IER and Lightcast data		

Employment in Cheshire and Warrington in occupations linked to the Health pathway is forecast to grow by 3% overall in 2030 compared to 2023 levels.



Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Wages

Most of the occupations linked to the Health pathway pay median wages in excess of the median wages for all occupations in Cheshire and Warrington, which is £25.8k.

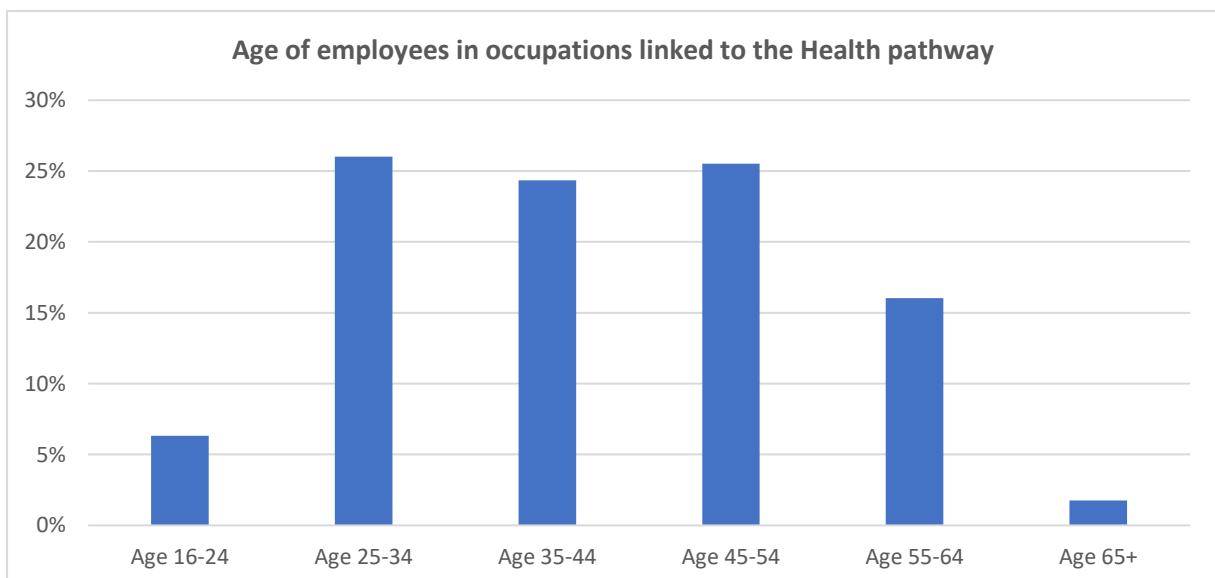
2023 Median wages in Cheshire and Warrington for occupations linked to the Health pathway

Description	Median Wages
Social and Humanities Scientists	£30,019
Medical Practitioners	£53,766
Psychologists	£38,908
Ophthalmic Opticians	£38,499
Medical Radiographers	£43,255
Podiatrists	£23,470
Health Professionals n.e.c.	£26,907
Physiotherapists	£32,069
Occupational Therapists	£31,199
Speech and Language Therapists	£27,749
Therapy Professionals n.e.c.	£34,049
Nurses	£30,828
Midwives	£29,825
Environmental Health Professionals	£33,477
Paramedics	£37,792
Medical and Dental Technicians	£22,183
Health Associate Professionals n.e.c.	£14,632
Welfare and Housing Associate Professionals n.e.c.	£18,731
Nursing Auxiliaries and Assistants	£18,600
Ambulance Staff (Excluding Paramedics)	£24,064
Dental Nurses	£15,446
Undertakers, Mortuary and Crematorium Assistants	£24,639

Source: Brennan Wilson Ltd analysis of IER and Lightcast data

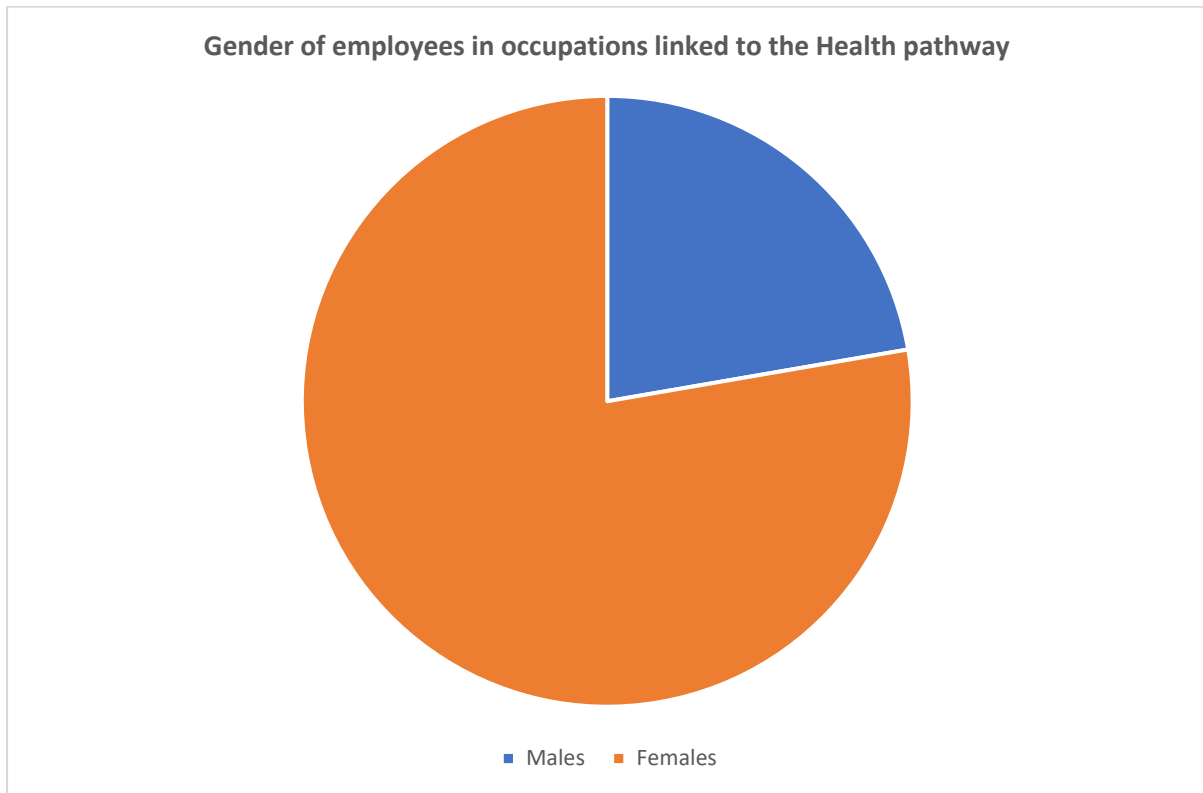
Age and gender

Nationally, less than a third of those employed in occupations linked to the Health pathway are aged 34 or below, 18% are aged 55 or above.



Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Employment is significantly skewed to females. Nationally, over three quarters (78%) of all employment in occupations linked to the Health pathway is by females.



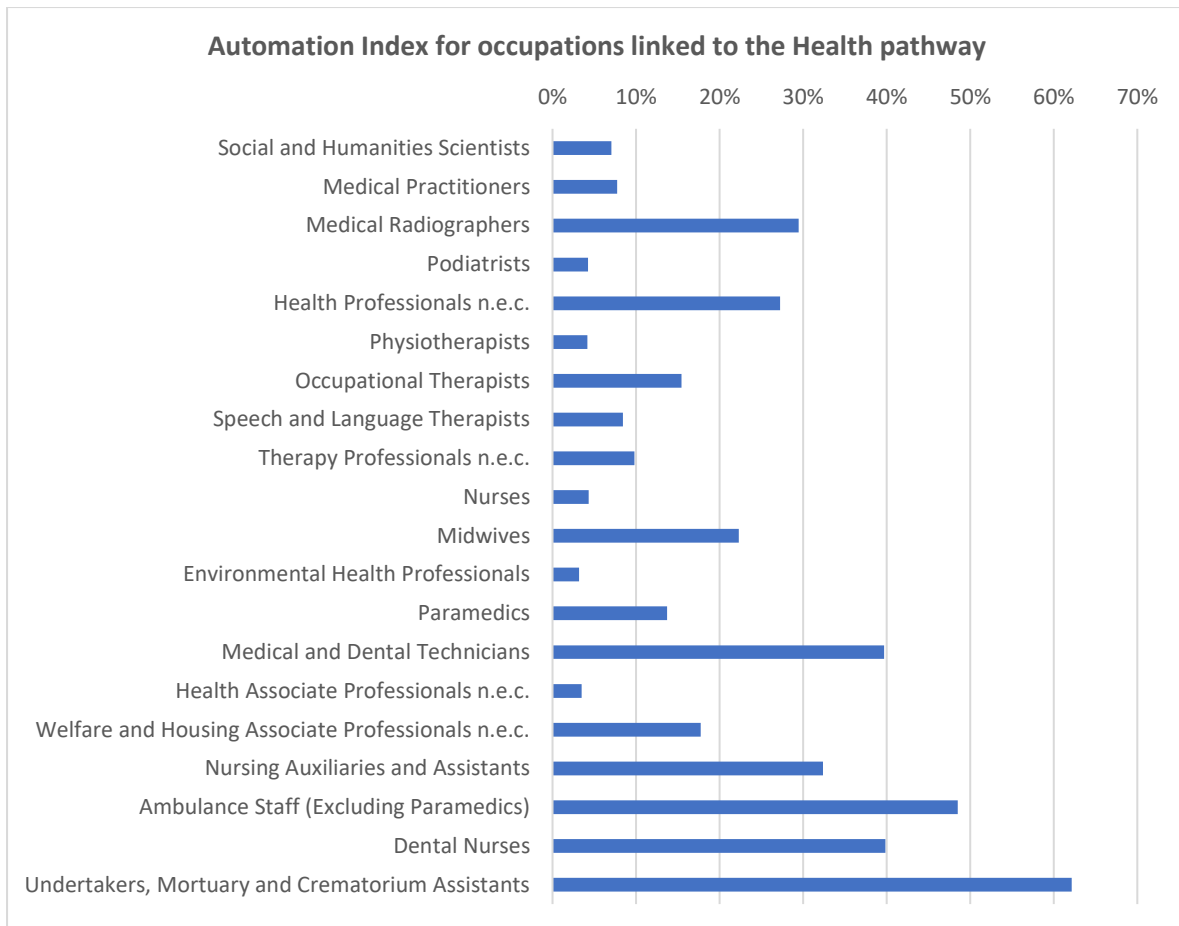
Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Automation Risk

The Lightcast UK Automation Index uses data from different sources to assess the proportion of working time spent in each occupation performing tasks which are at “high risk” of disruption through automation and other technological change anticipated over the next 20 to 30 years. Estimates of how much time is spent performing those tasks are constructed using the frequencies for different Work Activities in the US ONET database, and mapped across to UK SOC. The relationship between different 38 task categories and Frey and Osborne’s estimates of the “probability of computerisation” is used to classify each task category as high, middle, or low risk, depending on the significance and direction of that relationship.

The index is directly applicable as the amount of working time which could be disrupted by technological change; it ranges between 0% (no working time spent performing tasks at high risk) to 100% (all working time spent performing tasks at high risk).

The Automation Index scores for occupations linked to the Health pathway are set out in the chart below. All occupations, excepting undertakers, have an automation index score below 50%.



Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Industry sectors

85% of jobs in the occupations linked to the Health pathway can be found in the Human Health and Social Work Activities sector. 40% of all jobs in this sector are in occupations linked to the Health pathway.

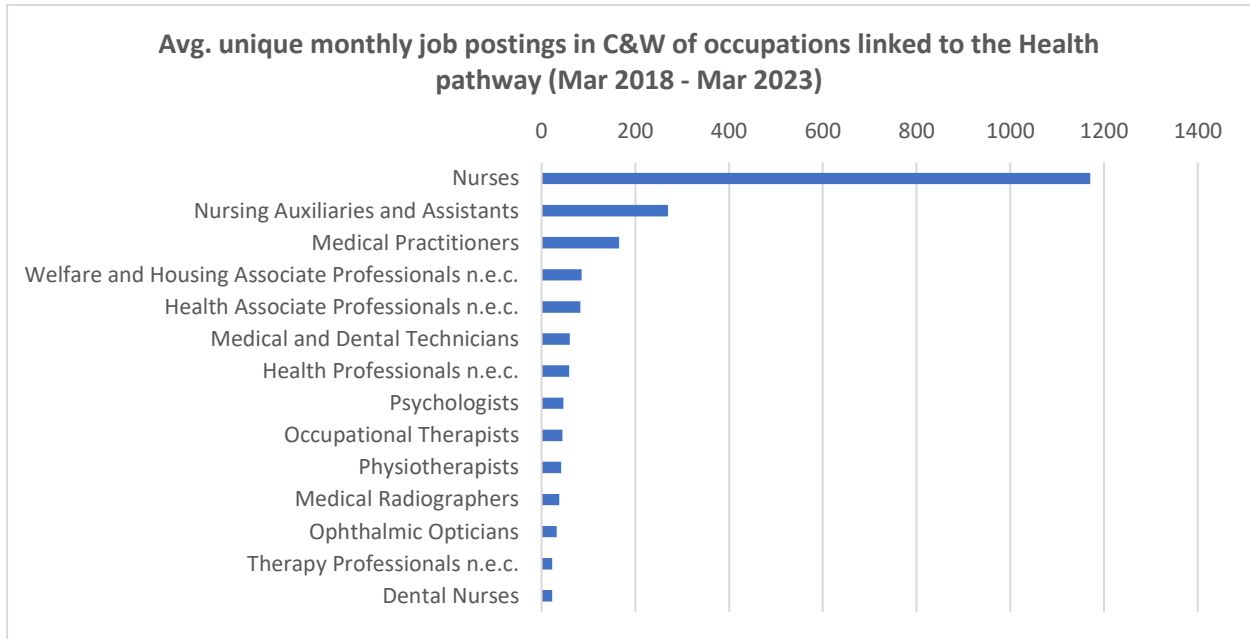
Distribution of occupations in C&W linked to the Health pathway across industry sectors			
Industry	Linked occupations in sector (2021)	% of linked occupations in sector (2021)	% of Total Jobs in sector (2021)
Human Health and Social Work Activities	24207	85%	40%
Administrative and Support Service Activities	1483	5%	3%
Public Administration and Defence; Compulsory Social Security	748	3%	5%
Other Service Activities	457	2%	6%
Wholesale and Retail Trade; Repair of Motor Vehicles and Motorcycles	338	1%	0%
Education	313	1%	1%

Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Job postings

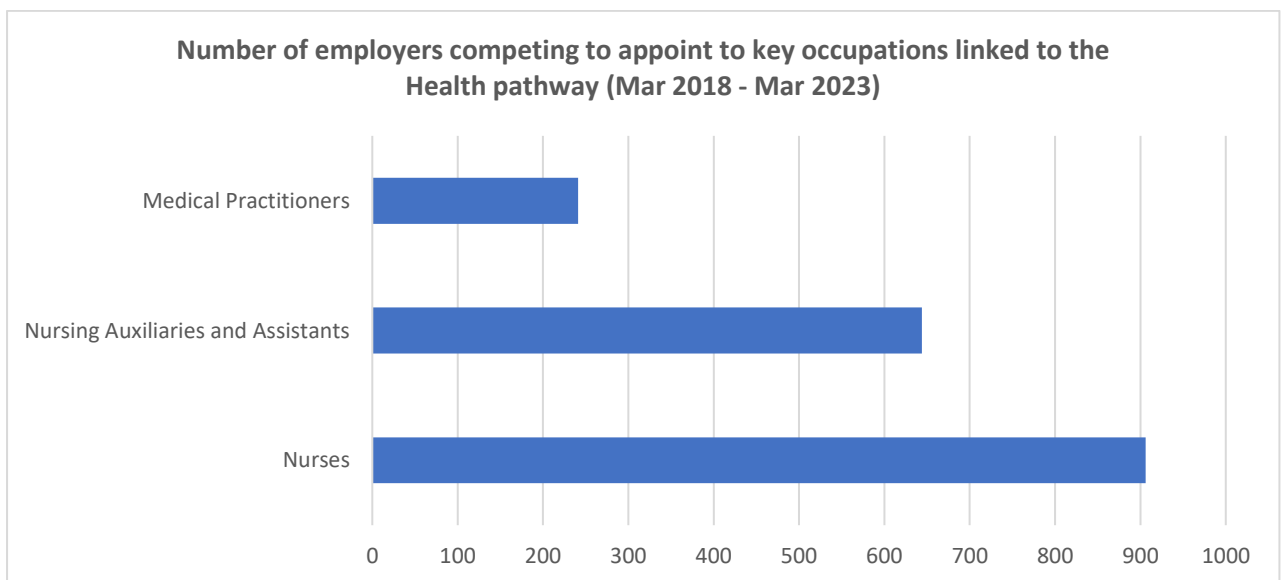
There were three occupations linked to the Health pathway that averaged more than 100 unique job postings per month in Cheshire and Warrington in the five years to March 2023. These were:

- Nurses
- Nursing Auxiliaries and Assistants
- Medical Practitioners



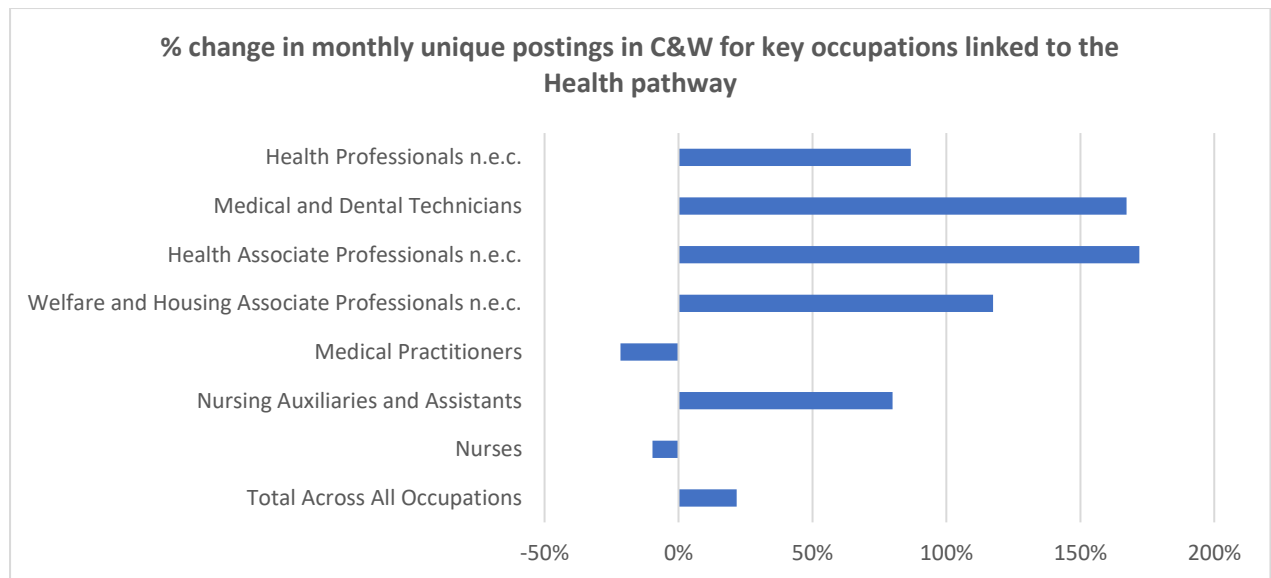
Source: Brennan Wilson Ltd analysis of IER and Lightcast data

The number of employers in Cheshire and Warrington competing to appoint to these key occupations over this time ranged from 906 for Nurses to 241 for Medical practitioners.



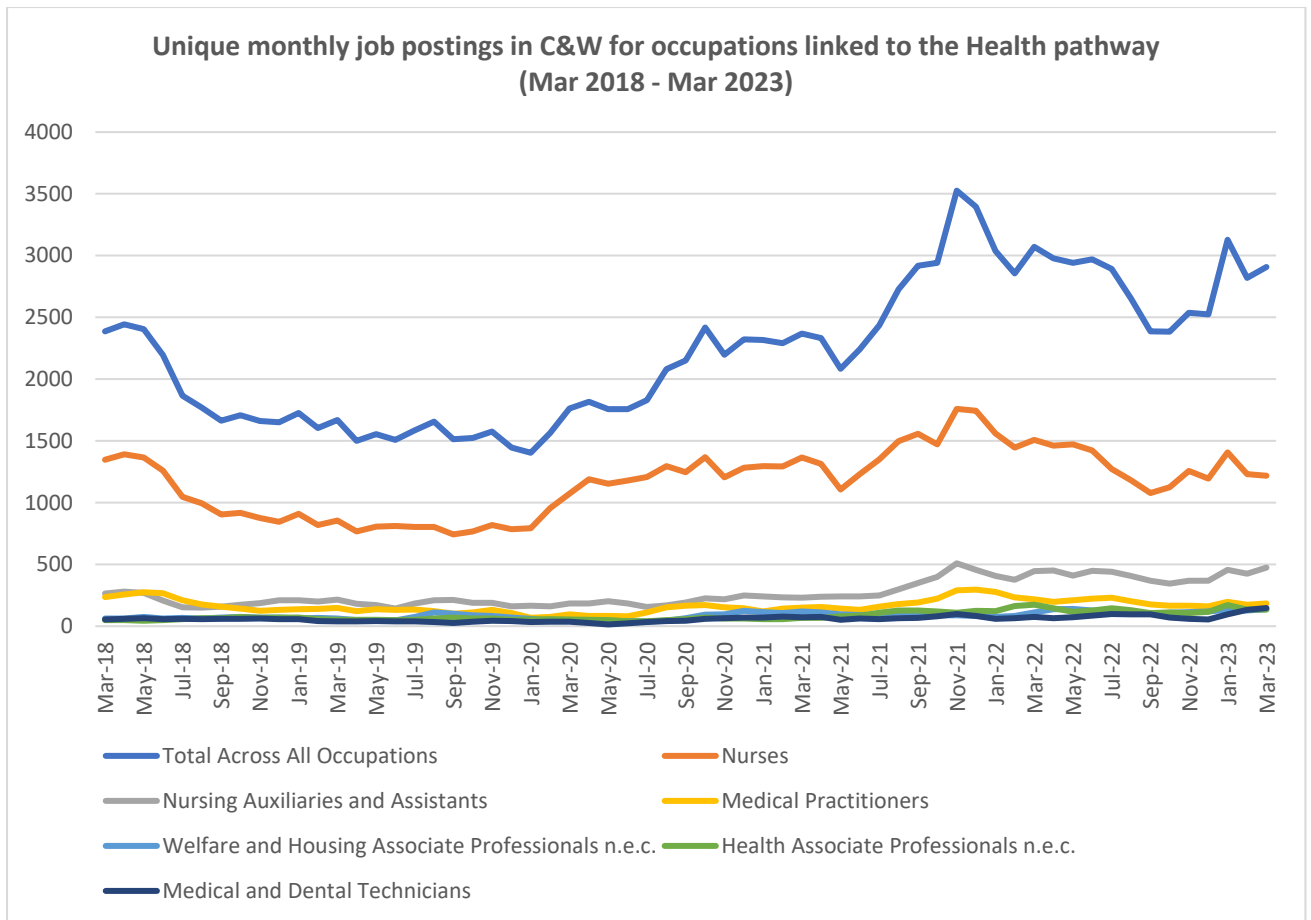
Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Overall there was an increase of 22% in the unique monthly postings for occupations linked to the Health pathway over 5 years. This was despite the fact that two occupational areas with high volumes of jobs (nurses and medical practitioners) saw decreases in the number of monthly postings (of 10% and 22% respectively).



Source: Brennan Wilson Ltd analysis of IER and Lightcast data

The trend chart below shows a steady increase in demand for key occupations linked to the Health pathway following the onset of pandemic which has continued to increase after the cessation of lockdowns. It can also be observed from this that the decrease in unique postings for Nurses (orange line) is offset by an increase in the postings for Nursing Auxiliaries and Assistants (grey line).



Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Specialised skills

The table below shows the top specialised skills sought by employers in job postings for occupations linked to the Health pathway. The five most sought after specialised skills were:

- Nursing
- Mental Health
- Personal Care
- Nursing Care
- Midwifery

There was generally a similar demand in Cheshire and Warrington as nationally for particular specialised skills, with the following skills (excluding 'accounts payable') having the highest location quotients:

- Personal Care
- Nursing Care
- Dementia
- Clinical Governance
- Care Planning
- Medication Administration

Top specialised skills sought in job postings in C&W for occupations linked to the Health pathway			
	Unique Postings	National Average	LQ
Nursing	10203	8514	1.20
Mental Health	5182	4427	1.17
Personal Care	2317	1514	1.53
Nursing Care	2181	1654	1.32
Midwifery	2135	2207	0.97
Auditing	2105	2410	0.87
Risk Analysis	2072	1638	1.27
Surgery	1909	2300	0.83
Dementia	1871	1045	1.79
Psychology	1812	2117	0.86
Clinical Governance	1794	1358	1.32
Physical Therapy	1528	2101	0.73
Occupational Therapy	1519	1708	0.89
Care Planning	1512	881	1.72
Medication Administration	1450	971	1.49
Primary Care	1425	1275	1.12
Accounts Payable	1269	75	16.88
Rehabilitation	1253	1578	0.79
Clinical Practices	1235	1228	1.01
Learning Disabilities	1167	1095	1.07
Source: Brennan Wilson Ltd analysis of IER and Lightcast data			

Common skills

The table below shows the top common skills sought by employers in job postings for occupations linked to the Health pathway. The three most sought after common skills were:-

- Communications
- Management
- Leadership

There was a generally similar demand in Cheshire and Warrington than nationally for common skills, with the following skills having the highest location quotients:

- Teamwork
- Compassion
- Professionalism

Top common skills sought in job postings in C&W for occupations linked to the Health pathway			
	Unique Postings	National Average	LQ
Communications	9686	9518	1.02
Management	5787	6445	0.90
Leadership	3920	3560	1.10
Customer Service	3291	3106	1.06
Planning	2549	2637	0.97
Interpersonal Communications	2288	1931	1.18
Teaching	2224	3311	0.67
Mentorship	2216	2029	1.09
Teamwork	1907	1237	1.54
Enthusiasm	1765	1684	1.05
Compassion	1739	1147	1.52
Research	1639	2521	0.65
Self-Motivation	1586	1320	1.20
Time Management	1506	1115	1.35
Organizational Skills	1302	1278	1.02
Professionalism	1299	856	1.52
Innovation	1226	1225	1.00
Training And Development	1164	1303	0.89
Detail Oriented	1137	1043	1.09
Writing	1118	944	1.18

Source: Brennan Wilson Ltd analysis of IER and Lightcast data

Software skills

The table below shows the top software skills sought by employers in job postings for occupations linked to the Health pathway. The three most sought after software skills were:

- eClinicalWorks (ECW)
- Microsoft Office
- Decision-Making Software

eClinicalWorks (ECW) and Decision-Making Software also had the highest location quotients.

Top software skills sought in job postings for occupations linked to the Health pathway			
Top Software Skills	Unique Postings	National Average	LQ
eClinicalWorks (ECW)	670	309	2.17
Microsoft Office	413	383	1.08
Decision-Making Software	375	174	2.15
Microsoft Excel	308	377	0.82
Microsoft Deployment Toolkit	286	245	1.17
Microsoft Outlook	212	283	0.75
Microsoft PowerPoint	178	195	0.91
Clinic Management Systems	128	169	0.76
Payroll Systems	121	82	1.48
Microsoft Access	109	59	1.86
Source: Brennan Wilson Ltd analysis of IER and Lightcast data			

Spatial demand

The table below sets out the volume of job postings in Cheshire and Warrington between March 2018 and March 2023, by place, for occupations linked to the Health pathway. Warrington, Chester, Macclesfield and Crewe all saw in excess of 5,000 unique postings for these types of occupation.

Places with the highest volume of job postings for occupations linked to the Health pathway, 2018-2023

	Total Postings	Unique Postings	Median Posting Duration
Chester, Cheshire West and Chester	61473	12422	32 days
Warrington	44134	10906	32 days
Crewe, Cheshire East	29963	6420	31 days
Macclesfield, Cheshire East	31486	5380	32 days
Ellesmere Port, Cheshire West and Chester	6964	1618	33 days
Northwich, Cheshire West and Chester	5193	1517	32 days
Winsford, Cheshire West and Chester	5413	1177	30 days
Wilmslow, Cheshire East	5490	1094	33 days
Nantwich, Cheshire East	3686	967	30 days
Knutsford, Cheshire East	2768	887	32 days
Congleton, Cheshire East	3179	780	31 days
Sandbach, Cheshire East	1741	466	32 days
Alderley Edge, Cheshire East	2154	428	28 days
Frodsham, Cheshire West and Chester	1778	400	34 days
Lymm, Warrington	2169	312	32 days
Middlewich, Cheshire East	970	285	31 days
Tarporley, Cheshire West and Chester	1689	274	33 days
Neston, Cheshire West and Chester	1019	183	34 days
Poynton, Cheshire East	1369	178	29 days
Malpas, Cheshire West and Chester	238	110	31 days
Disley, Cheshire East	520	82	30 days
Great Sankey, Warrington	111	73	31 days
Latchford, Warrington	18	10	32 days

Source: Brennan Wilson Ltd analysis of IER and Lightcast data