

Adult Social Care and Health Select Committee - Tees Valley Care and Health Innovation Zone

Role and achievements of the SBC Care and Health Recruitment and Training Co-ordinator

Creating the Workforce Needed for Future Growth

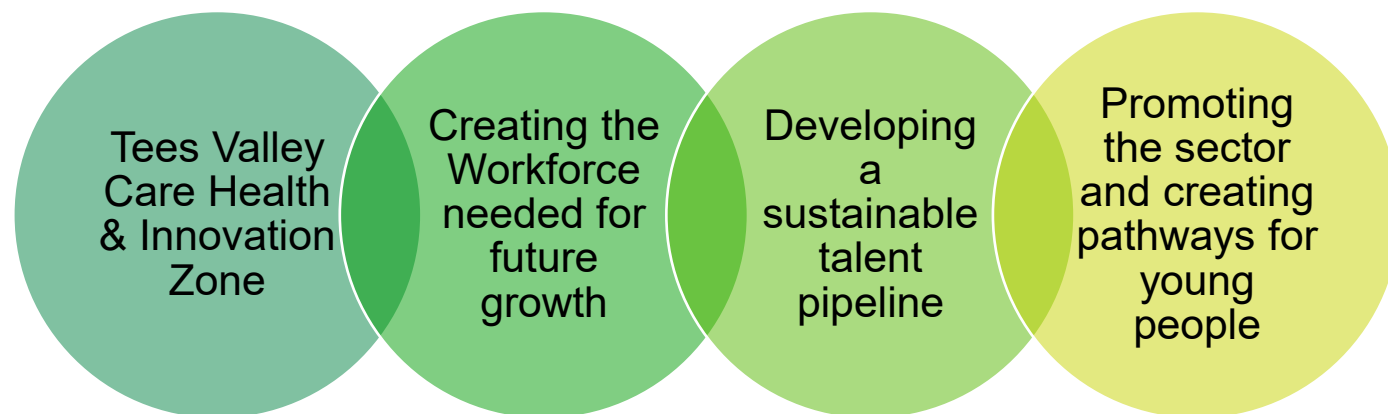
Why work, health and wellbeing matter to economic prosperity?



Supporting Workforce Growth

Focus on Care & Health

By creating pathways into health and care careers, we are simultaneously addressing workforce shortages, improving employment outcomes for residents who may also face health inequalities. This results in a virtuous cycle where better health, higher incomes and increased health literacy contribute to healthier families and communities over generations.



Workforce Context and Opportunity

Workforce Context and Opportunity

- Of our population (circa 197,000) – 120,000 are of working age
- Some 8.5% of residents are Managers, Directors and Senior Officials (higher than the NE average) and 35.6% are educated to degree level or above
- However, 16.4% of the population are “income deprived” and the Borough is the 50th most income deprived in the country (in the top 15%). And 6.8% have no qualifications at all
- Overall rate of economic inactivity of working age residents is 27% (GB average is 21.4%)
- Low wages and low skills are particularly prevalent in certain labour market groups and locations
- 2nd highest NEETs rates in the Country
- These factors highlight the importance of creating accessible pathways into health and care careers, particularly for young people, residents facing barriers to employment and those seeking to progress their skills.



Vision For The Tees Valley Care & Health Innovation Zone



A transformational place for health, care, skills and opportunity....



Create better connections

between Teesdale to Stockton & the wider Tees Valley.



To create jobs & develop skills

- Estimated at 9,000 jobs.
- New health and care education anchor.



Tackle health inequalities

Accessible modern & effective health & care provisions.



Innovation

Open Innovation Campus – academic research & medical school.



Sustainable, healthy places

Supporting wellbeing and initiatives such as community allotments.

Supporting the Sector to Address Shortages & Creating a Talent Pipeline



Supporting:



Employers



Tees Valley residents



Education Providers

Across the Tees Valley:



Through:



1-1 Careers guidance



Signposting people to education, training & qualification opportunities



Supporting recruitment & retention by connecting people to employers



Supporting workforce upskilling & career progression



Supporting the development of the Tees Valley Care & Health Innovation Zone



Arranging events & raise the profile of the sector

Workforce Demographics, (Age) 2024/25

working within the Adult
Social Care Sector in
England

- Adult Social Care employs around **7,000** people in Stockton-on-Tees
- **Staff turnover** in Stockton's adult social care sector was **20.7%**, meaning around one in five workers leave their employer each year, creating ongoing replacement demand.
- Approximately **60%** of new starters were recruited from elsewhere within the care sector, meaning employers continue competing for experienced staff.
- Most frequently requested soft skills:
 - Communication
 - Compassion/Empathy
 - Teamwork
 - Resilience
 - Reliability
 - Problem-solving

Aged under 25

Region	Local authority	
North East	Redcar & Cleveland	12%
	Darlington	7%
	Hartlepool	7%
	Stockton-On-Tees	6%
	Middlesbrough	5%

Aged under 25 to 39

Region	Local authority	
North East	Stockton-On-Tees	38%
	Redcar & Cleveland	35%
	Middlesbrough	34%
	Hartlepool	33%
	Darlington	30%

Aged 40 to 54

Region	Local authority	
North East	Darlington	33%
	Stockton-On-Tees	29%
	Redcar & Cleveland	29%
	Hartlepool	28%
	Middlesbrough	27%

Aged 55 and over

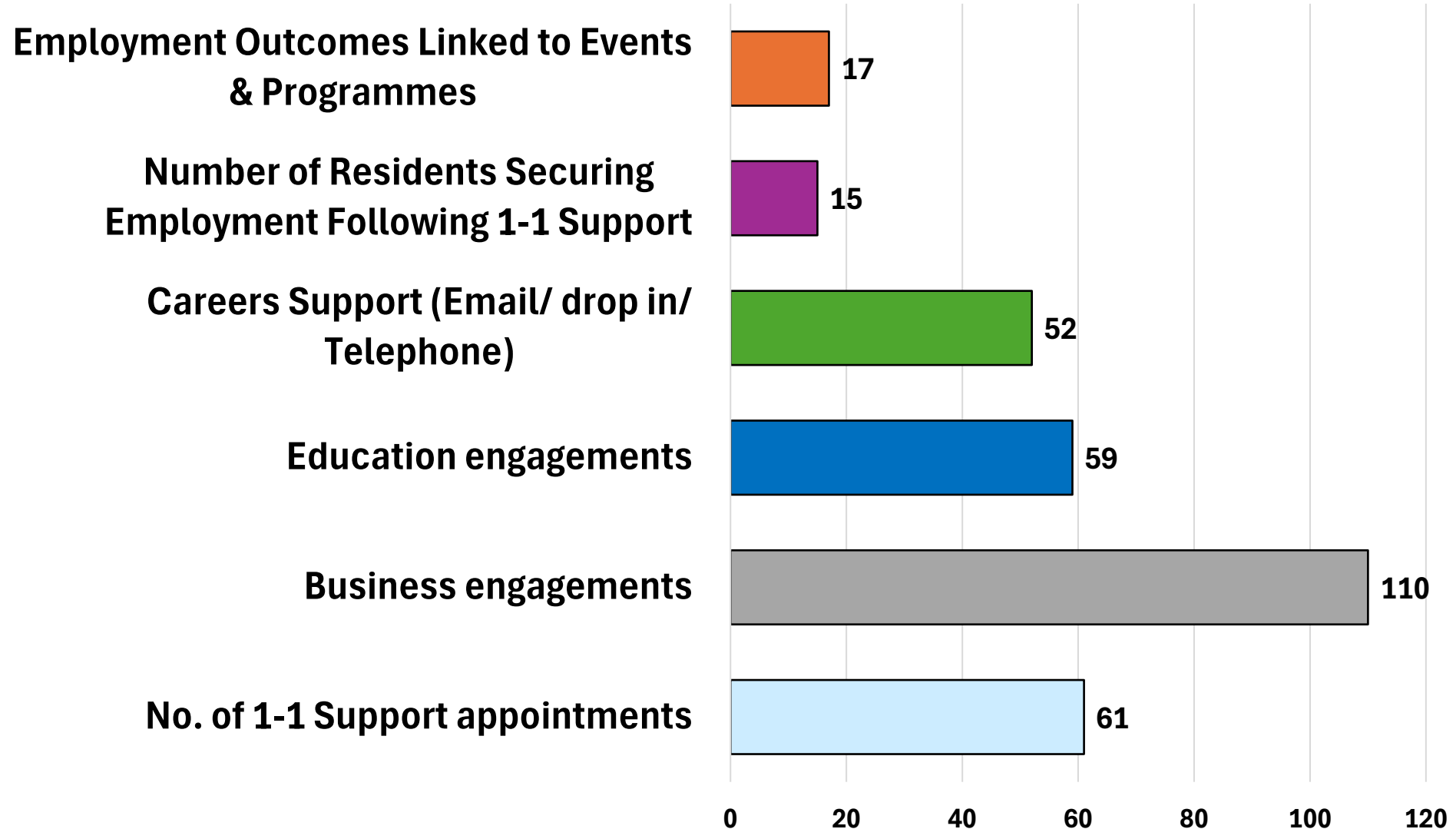
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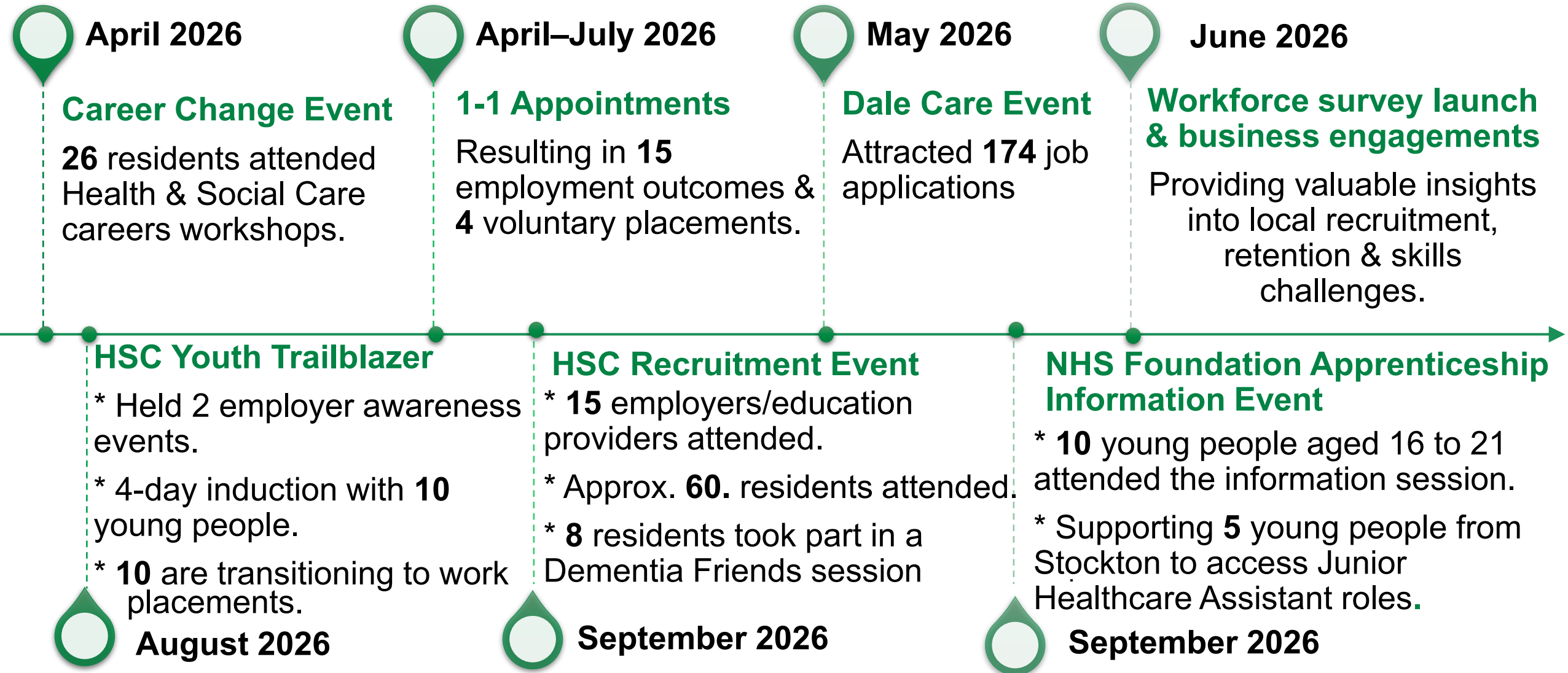
Data shows an average of 7% of the Tees Valley workforce is under 25, highlighting an opportunity to attract the next generation of workforce to the sector.

This includes data from the local authorities and the independent sector only

HSC Overview April - July 2026



Delivering Impact Across the Sector



Health & Social Care Specific Youth Trailblazer

Targeting Youth Unemployment



Attracting

Young people into the health & social care sector



Supporting

NEET young people to develop skills, confidence & employability.

Providing

Hands-on experience & insight into health and social care careers

Creating

Opportunities for young people while supporting future workforce needs in health and care.

Improving

Pathways into qualifications, paid work placements & sustainable employment.

Priorities for 2026/27



HSC PROVIDER RECRUITMENT EVENT

- Launching an employer development programme aimed at recruiting young people.
- The event will be aimed at 18-to 25-year-olds.



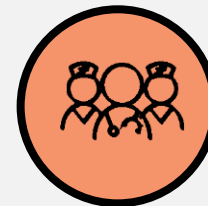
EDUCATION

- Progressing the introduction of a Med Tech qualification to address emerging workforce and skills needs.
- Align qualifications with workforce demands & developments.
- Improve access to specialist training (PBS, Dementia, Mental Health, Oliver McGowan).



YOUNG PEOPLE

- Ongoing support for the Youth Trailblazer programme.
- Employer event on apprenticeships to increase opportunities locally.
- Supporting young people to attend careers events.
- Skills for success programme with sector focus.



WORKFORCE FOCUS

- Produce a report analysing recruitment and retention challenges identified through the survey.
- Address transport challenges impacting access to jobs and training.
- Develop work experience opportunities.
- Continue to support Care Academy.



RAISING THE PROFILE OF THE SECTOR

- Developing a dedicated HSC section on the website.
- Promoting social care as a rewarding long-term career using the ASC Career Workforce Pathway.
- Planning a student-focused recruitment event in Middlesbrough to promote bank shifts and entry-level opportunities.

Questions

