

Assistive Technology Workforce Development



Appendix 5: Workforce Planning Data



Appendix 5

1 **The impact of investing in AT workforce development – workforce data**

Much of the case for investment in an AT workforce development strategy lies in the policy objectives it can deliver, the future challenges which face the UK in terms of the demographic challenge and the consequent service remodelling that will result. It is useful to review in brief however the number of workforce current and potentially for whom such a workforce strategy could impact. An exercise was undertaken to map the data that exists in this area.

- 1.1 The clearest finding was in relation to the knowledge/ data gaps that exist. We found:
- Poor data on the current workforce in some areas of statutory services, such as education but also a lack of data on the workforce in voluntary and industry sectors;
 - Poor data relating to the engagement of all the workforce, including those in statutory sectors, in AT provision as a proportion of their job role;
 - Poor data on competence / qualifications held by current practitioners in education, industry and voluntary sectors, with assumptions on competence based on professional qualifications for those workforces in statutory health and social care services;
 - Poor data on whether workforce numbers available gave any indication of the need for such a workforce (given that much AT is self-purchased or not employed appropriately as part of a care package).
- 1.2 **The size of the current service delivery workforce**
- Given the caveats in relation to not only the difficulty in finding figures for practitioners working in the area, but also in terms of using them to identify those managing AT as part of their job role, we highlight below figures from the full workforce mapping (available in Appendix 6). It was not possible to identify practitioner groups in relation to the competency cluster areas (which may relate to specialised areas of education and training). There are also groups of people who may require competence in future once service remodelling and market diversification impact on this sector, for example, pharmacy staff, industry who directly interface with disabled and older people, people working in residential homes, etc. There are also large numbers of people working in the voluntary sector for whom data was difficult to find.
- 1.2.1 Notes/ caveats:
- full mapping gives context and sources required to understand figures
 - all figures were collected July/August 2006
 - for some groups, such as teachers, it was not possible to distinguish staff who may need a limited amount of support to build competence in AT from those who may need to have mandatory qualifications, depending on the needs of their pupils
 - sub-totals are of mixed figures (England/UK) may contain double counting due to variety of sources used and are therefore illustrative

| | | | |
|---|-----------|---------|--------------------------------|
| Health (some cross over with Social Services) | | | Sector |
| Occupational Therapists (OTs) | 26,031 | UK | Registered, all sectors |
| OT support workers | 5285 | England | NHS and local authority |
| Technical officers | 790 | England | Local authority |
| Physiotherapists (PTs) | 40,037 | UK | Registered, all sectors |
| PT support workers | 4,072 | UK | Health |
| Speech and Language Therapists (SLTs) | 10,524 | UK | Registered, all sectors |
| SLT support workers | 831 | UK | Health |
| Orthoptists | 1,223 | UK | Registered, all sectors |
| Orthoptists/ optics support workers | 24 | UK | Health |
| Clinical Scientist | 3,830 | UK | Registered, all sectors |
| Clinical Technologist | 4000 | England | Voluntary register all sectors |
| Prosthetist and Orthotist | 806 | UK | Registered, all sectors |
| Equipment management | 1,415 | UK | Health |
| Nurse: District Nurse | 12,857 | England | Health |
| Nurse: Community Matron | 3,000 | England | Health |
| Nurse: School Nurse | 856 | England | Health |
| | (115,581) | | |
| Education | | | |
| Special Needs Support Staff | 47,500 | England | DfES |
| Special Needs Technicians | 400 | England | DfES |
| Technical Officers (education) | 160 | England | Social Services |
| Disability <u>teams</u> (not individuals) | 698 | UK | Further and higher education |
| Teachers (primary and nursery) | 198,300 | England | DfES |
| Teachers (secondary) | 216,000 | England | DfES |
| Teachers (special schools) | 14,500 | England | DfES |
| Teachers of Deaf People | 1,158 | England | Registered with BATOD |
| Other teachers | 6,600 | England | DfES |
| Learning mentors | 10,000 | England | DfES |
| Nursery workers | 70,000 | UK | Local Government |
| Teaching assistants | 102,600 | England | DfES |
| | (667,916) | | |

| | | | |
|--|-----------|---------|----------------------------------|
| Social care | | | Sector |
| Social worker | 67,000 | England | All sectors |
| Social work assistant | 10,655 | UK | Local authority |
| Care managers | 4,255 | UK | Local authority |
| Domiciliary care workers (local authority) | 56,000 | England | All sectors |
| Domiciliary care workers (independent and voluntary) | 107,000 | England | All sectors |
| Care assistants | 35,784 | England | All sectors |
| Day services workforce: | 38,000 | England | Local authority |
| Older people | 4,910 | England | Local authority |
| Physical disabilities | 2,385 | England | Local authority |
| Mental health difficulties | 1,935 | England | Local authority |
| Learning disabilities | 17,120 | England | Local authority |
| Mixed client groups (including sheltered workshops) | 2,670 | England | Local authority |
| Day services workforce: | 57,000 | England | Private and voluntary |
| Agency staff | 30,000 | England | All sectors |
| NHS staff (all grades) working in care services | 198,000 | England | All sectors |
| | (358,784) | | |
| Housing | | | |
| Number of handyperson services (approximate) | 250 | UK | All sectors, Workforce not known |
| Telecare practitioners (projected adequate levels) | 50,093 | England | All sectors |
| Architects | 30,563 | UK | Registered, all sectors |
| Access consultants and practitioners | 169 | England | Registered (NRAC) all sectors |
| Housing and welfare officers | 66,000 | England | Local authorities |
| | (147,075) | | |
| Employment services | | | |
| Disability employment advisors | 700 | UK | DWP |
| Job brokers (New Deal for Disabled People) | 65 | UK | DWP |
| Job centre advisors | 10,200 | UK | DWP |
| Vocational Rehabilitation officers | - | UK | Not known |
| Capability Assessment practitioners | - | UK | Not known |
| | (10,965) | | |

1.3 **Identifying current AT users**

One way we sought to identify the demand for an AT workforce was to look at the numbers of disabled and older users of AT. This may help address the uncertainty about numbers of the current workforce who are, or should be, employing AT as part of their job role and the need to remodel services to meet future challenges.

1.3.1 Again there have to be caveats regarding the figures provided here and in the full mapping exercise of AT users (included as Appendix 7) as there is little evidence on the proportion of disabled people who use, or may benefit from, assistive technology. For publicly funded care, eligibility criteria can limit access to services for those with relatively low need. As a result, current service patterns are not reliable guides to the extent of need.

1.3.2 What this broad brush approach does facilitate is an overview of the situation in relation to each competency cluster area. It also provides context for developing self care approaches in AT.

1.3.3 Statistics for the numbers of disabled people were collected in relation to overall population and in relation to condition and illness groupings. Disability in later life often arises as a result of heart disease and stroke and are associated with sensory problems (vision and hearing), arthritis, incontinence, dementia and depression, so trends in these diseases and conditions can be used to estimate future numbers of people with social care needs. Statistics were also collated in relation to the competency cluster areas (which may also relate to specialised areas of education and training) to give an indication of demand for education and training.

1.3.4 We include a summary of service user statistics below, see full mapping for context of figures, sources, etc:

General figures:

- 11,000,000 disabled adults
- 700,000 disabled children
- 6,000,000 informal carers
- 1,200,000 people over 65 who use social care

AT for mobility, posture and seating

- 750,000 – 910,000 current wheelchair users
- 20,000 new wheelchair users per year
- 70,000 customised wheelchair users

Electronic AT: telecare, environmental controls and smart homes

- 5,000 current environmental control users
- 1,400,000 current social alarm service users
- 160,000 older people who are targeted to receive telecare services

AT for learning (ICT), work and employment

- 6,000 technology dependent children (complex needs)
- [700,000 disabled children]
- 250,000 children with statement of special educational need
- 121,290 undergraduate disabled students in Higher Education
- 2,000,000 people with severe dyslexia
- 3,600,000 number of disabled people of working age
- 1,200,000 number of disabled people who would like to work
- 1,000,000 number of disabled people of working age in employment
- 2,700,000 number of carers in paid employment
- 129,580 number of disabled people who have used New Deal for Disabled People scheme to get into work

AT for (spoken) communication

- 200,037 people who would benefit from Augmentative and Alternative Communication
- 60,111 people unable to communicate adequately through speech
- 604,800 children who will at some stage have a speech, language or communication difficulty

Integrated systems: hardware/ software, control interfaces

- 6,000 technology dependent children (complex needs)
- Unknown number of adults with complex needs

Telemedicine and home nursing

- 83,120 people with diabetes in receipt of Disabled Living or Attendance Allowance
- 278,300 people with heart disease in receipt of Disabled Living or Attendance Allowance
- 148,790 people with chronic obstructive pulmonary disease in receipt of Disabled Living or Attendance Allowance

AT for vision

- 2,000,000 people with sight difficulties of which 1,700,000 people were over 65
- 155,230 people registered as partially sighted
- 156,675 people registered as blind
- 25,000 children with a vision impairment

AT for hearing

- 9,000,000 people with some form of hearing impairment
- 8,257,000 people with mild to moderate deafness
- 698,000 people with severe to profound deafness
- 2,000,000 hearing aid users
- 4,000,000 people who could benefit from using a hearing aid
- 29,000 deaf children

AT for housing and the built environment

- 181,000 households containing a disabled person whose accommodation is not suitable
- 1,325,000 number of non-decent homes contained a disabled person
- 20,462 extra care housing units
- 378,622 sheltered housing units

AT for daily living (community equipment/ household activities)

- 1,000,000 community equipment users
- 1,700,000 informal carers using community equipment services

Prosthetics and orthotics

- 60,000 prosthetics users
- 1,200,000 orthotics users

AT for cognitive support

- 750,000 people with dementia of whom 18,000 are under 64
- 13.8% of those 85-94 years of age will have dementia
- 40.2% of those over 90 years of age will have dementia
- 230,000 - 350,000 people with severe learning disabilities
- 580,000 - 1,750,000 with milder learning disabilities

AT for recreation and well-being

- [11,000,000 disabled people in the UK]

Robotics and virtual reality

- [estimate between 20,000 and 100,000 people in the UK could benefit from robotics]

AT for driving, public transport and navigating the external environment

- 420,000 people using Motability car and powered wheelchair scheme
- 2,100,000 Blue Badge holders
- 32,787 wheelchair accessible taxis
- 61,437 registered passengers of Dial a Ride (London)
- 121,567 Disabled persons Freedom Pass (London)
- 952,356 Older persons Freedom Pass (London)