

Analysis of NMDS-SC for research purposes: informing policy and practice

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How can NMDS-SC be useful for research?

- It is a specialist dataset
- Cover large sample of providers
- Valuable for monitoring workforce capabilities
- Benchmarking and developing quality standards and guidance around workforce capacity and skills
- It provides understanding of the workforce structure- generally or for specific setting/user group

A stack of papers, possibly a notebook or a collection of documents, is shown. The top page is slightly curled up. A wooden pencil with a pink eraser and a sharpened lead tip lies horizontally across the middle of the stack. The background is dark, making the white papers stand out.

**EXAMPLES OF RECENT USAGE OF
NMDS-SC IN RESEARCH**

Understanding the structure of certain groups of workers: Ethnicity

- Examined the interactions of 'micro', 'meso' and 'macro' work characteristics.
- Found variations in nature of work and possibly job security by ethnicity.
- Potential for active recruitment policies to improve recruitment from BME communities

Ethnicity at work: the case of British minority workers in the long-term care sector

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Ethnicity
at work

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Abstract

Purpose – The aim of this paper is to explore the effect of ethnicity and separate this from the other dynamics associated with migration among members of the long-term care workforce in England focusing on the nature and structure of their jobs. The analysis examines interactions between ethnicity, gender, and age, and their relations with "meso" factors related to job and organizational characteristics and "macro" level factors related to local area characteristics.
Design/methodology/approach – The paper analyses new national workforce data, the National Minimum Data Set for Social Care (NMDS-SC), $n = 357,869$. The paper employs descriptive statistical analysis and a set of logistic regression models.
Findings – The results indicate that labour participation of British black and minority ethnic (BME) groups in long-term care work is much lower than previously believed. There are variations in nature of work and possibly job security by ethnicity.
Research limitations/implications – While the national sample is large, the data were not purposively collected to examine differentials in reasons to work in the care sector by different ethnicity.
Practical implications – The analysis highlights the potential to actively promote social care work among British BME groups to meet workforce shortages, especially at a time where immigration policies are restricting the recruitment of non-European Economic Area nationals.
Originality/value – The analysis provides a unique insight into the participation of British BME workers in the long-term care sector, separate from that of migrant workers.

Keywords Employment, Recruitment, Quantitative analysis, Ethnic minorities, Organizations, Long-term care

Paper type Research paper

Background

"Ethnicity" is a socially constructed concept, with little biological validity, that is key to an individual identity as well as how a person is perceived by society. Ethnic identity may be used as a political symbol, defining possible exclusion by a powerful majority but also giving rise to pride and belonging for a minority (Parekh, 2006). People may use ethnicity in addition to other visible markers, such as skin colour and dress code, as a way of grouping others in a "normative order", sometimes to evaluate others, despite knowledge that such characteristics are not associated with physiological or other differences (Hauskeller, 2006; Li, 2008; Johnstone and Kanitsaki, 2008).

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Understanding the structure of certain groups of workers: Men and migration



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<http://dx.doi.org/10.1080/1369183X.2016.1202751>



Journal of Gender Studies, 2016
Vol. 25, No. 1, 35–49, <http://dx.doi.org/10.1080/09589236.2014.887001>

Male workers in the female-dominated long-term care sector: evidence from England

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Labor market changes, including growing opportunities to work in the long-term care (LTC) sector, may attract more men to this traditionally female-dominated occupation. Analyzing an English national workforce data-set we investigate whether men are remaining within traditional masculine jobs or crossing traditional boundaries into more emotional, and personal care work. We examine organization, local area effect, and service provision on the probability of attracting more men to the workforce. The analysis utilizes multivariate statistics and mixed-effect models. The findings highlight both horizontal and vertical segregation in the types of jobs undertaken by men in the LTC sector. A research agenda is identified.

Keywords: masculinity and care; labor participation; emotional work

Migration, gender and low-paid work: on migrant men's entry dynamics into the feminised social care work in the UK

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ABSTRACT

The literature on workers in gender atypical occupations has been dominated by a focus on women doing men's work. Much less attention has been paid to men in women's work, and even less to the impact of migration. Based on 28 in-depth interviews with migrant men having experiences of working in hands-on social care in England, this article is a contribution to the understanding of migrant men's entry dynamics into a female-dominated occupation. Focusing on migrant life experiences, it discusses how they actively engage in three entry dynamics: (1) facing barriers and negotiating them, (2) 'stumbling upon' women's work, then developing compensating strategies and (3) migratory/temporary settling into the sector. The article suggests a theory about lifelong 'travelling' when entering women's work: a continuing process of negotiating work options within a specific historical sector context, the intersection of gender and migration being part of this.

ARTICLE HISTORY

Received 25 November 2015
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KEYWORDS

Gender atypical occupations;
life course analysis; labour
mobility; long-term care

Linkage NMDS-SC and other data sources

- NMDS-SC data linked with Index of Multiple Deprivation data.
- To understand patterns of volunteering in social care settings.
- Some significant association was found between volunteering, personal characteristics and level of rurality.

Original Article

Volunteers Supporting Older People in Formal Care Settings in England: Personal and Local Factors Influencing Prevalence and Type of Participation

SGS SOUTHERN GERONTOLOGICAL SOCIETY

Journal of Applied Gerontology
2014, Vol. 33(8) 923–941
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SAGE

Shereen Hussein¹ and Jill Manthorpe¹

Abstract

In the UK context of financial austerity and the promotion of the social responsibility through the concept of the “Big Society,” volunteers are becoming a more important part of the labor workforce. This is particularly so in the long-term care (LTC) sector, where both shortages of staff and demands for support are particularly high. This article investigates the levels and profile of contribution of volunteers in the LTC sector using a large national data set, National Minimum Data Set for Social Care, linked to local area levels of rurality and socio-economic status. The analysis shows that volunteer activity in formal care services varies between sectors and service types, with no strong relationship between local area deprivation, unemployment levels, and levels of volunteering. However, some significant association was found with level of rurality. The contribution of volunteers is most evident in provision of counseling, support, advocacy, and advice.

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Linking records longitudinally to understand providers' and workers' experiences

Changes in turnover and vacancy rates of care workers in England from 2008 to 2010: panel analysis of national workforce data

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What is known about this topic

- Concern is long-standing about high vacancy and turnover rates in the care sector.
- Vacancy and turnover rates are associated with employment contexts.
- Pay rates of care workers are among the lowest in the United Kingdom labour market.

What this paper adds

- Turnover rates have remained constantly high over a period of 2 years while vacancy rates have slightly decreased.
- Panel analysis indicates variable experiences among individual employers while average change in turnover rate was minimal.
- Home-care providers are over-represented within organisations experiencing increases in turnover rates.

Abstract

The combination of growing demand for long-term care and higher expectations of care staff needs to be set in the context of long-standing concerns about the sustainability of recruitment and retention of front-line staff in the United Kingdom. Organisational and work environment factors are associated with vacancy levels and turnover rates. The aim of the current analysis was to investigate changes in turnover and vacancy rates over time experienced by a sample of social care employers in England. Taking a follow-up approach offers potentially more accurate estimates of changes in turnover and vacancy rates, and enables the identification of any different organisational characteristics which may be linked to reductions in these elements over time. The study constructed a panel of 2964 care providers (employers) using 18 separate data sets from the National Minimum Data Set for Social Care during 2008–2010. The findings indicate slight reductions in vacancy rates but the presence of enduring, high turnover rates among direct care workers over the study period. However, the experience of individual employers varied, with home-care providers experiencing significantly higher turnover rates than other parts of the sector. These findings raise questions around the quality and motivations of new recruits and methods of reducing specific vacancy levels. At a time of increased emphasis on care at home, it is worthwhile examining why care homes appear to have greater stability of staff and fewer vacancies than home-care agencies.

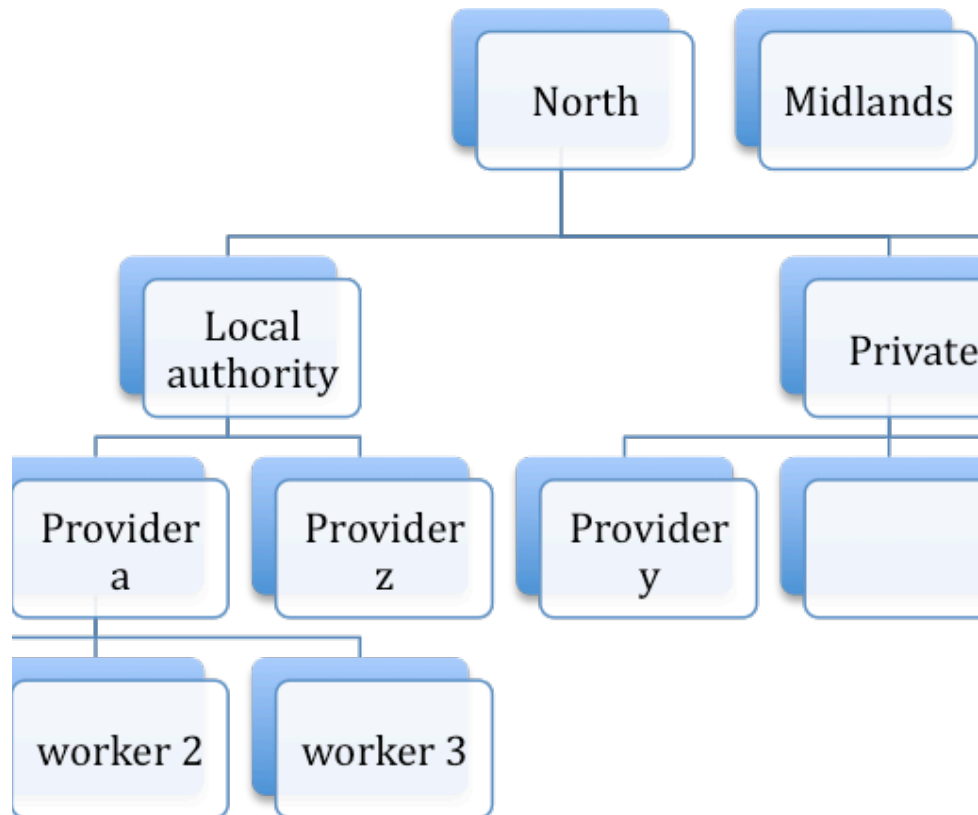
Keywords: longitudinal analysis, long-term care, national data, recruitment, retention, social care, workforce

- Linking 18 datasets from 2008 to 2010 using providers' unique IDs
- Constructed a panel of 2964 care providers
- Examined turnover and vacancy rates within the same providers over time
- Potential for similar analysis on individual workers over time

Appropriate recognition of the 'nesting' structure of the data

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doi:10.1017/S0144686X12000785

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Structural marginalisation among the long-term care workforce in England: evidence from mixed-effect models of national pay data

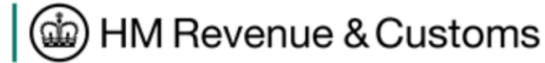
SHEREEN HUSSEIN* and JILL MANTHORPE*

ABSTRACT

The long-term care sector is generally characterised by low pay and difficult working conditions. Understanding pay structures and differentials within this sector is important in enhancing recruitment, retention, quality of care and productivity. This article uses new national data on the long-term care workforce in England to investigate employer and individual effects on pay levels and differentials, using mixed-effects modelling controlling for region, sector and employer hierarchical factors. We further examine whether gender and ethnic pay gaps exist among different groups of workers. The results indicate a significant relationship between sector and pay across different job roles. The analysis further identifies ethnic and gender pay differences even after controlling for the effects of sector and individual employers. The implications of this are discussed in relation to sustaining the care workforce in the context of an ageing society and the potential for structural employment marginalisation to reflect the marginalisation of older people receiving care.

KEY WORDS – pay differentials, long-term care, national data set, mixed-effect models, hierarchical modelling, economic marginalisation.

NMDS-SC & Prior Knowledge to estimate underpayment of NMW



National Minimum Wage compliance in the social care sector

Social Care Workforce Period

An evaluation of National Minimum Wage enforcement in the social care sector over the period 1st April 2011 to 31st March 2013.

Estimating Probabilities and Numbers of Direct Care Workers Paid under the National Minimum Wage in the UK:
A Bayesian Approach

Shereen Hussein, BSc MSc PhD

- Estimates used by the HMRC and other governmental bodies
- Further investigations by HMRC confirmed findings
- Recommendations and case-studies put on the HMRC website based on findings
- Public awareness (panorama & press)

Combining NMDS-SC with qualitative data: Migrant destination choices

ORIGINAL INVESTIGATION

Migrants' decision-process shaping work destination choice: the case of long-term care work in the United Kingdom and Norway

Karen Christensen¹ · Shereen Hussein² · Mohamed Ismail³

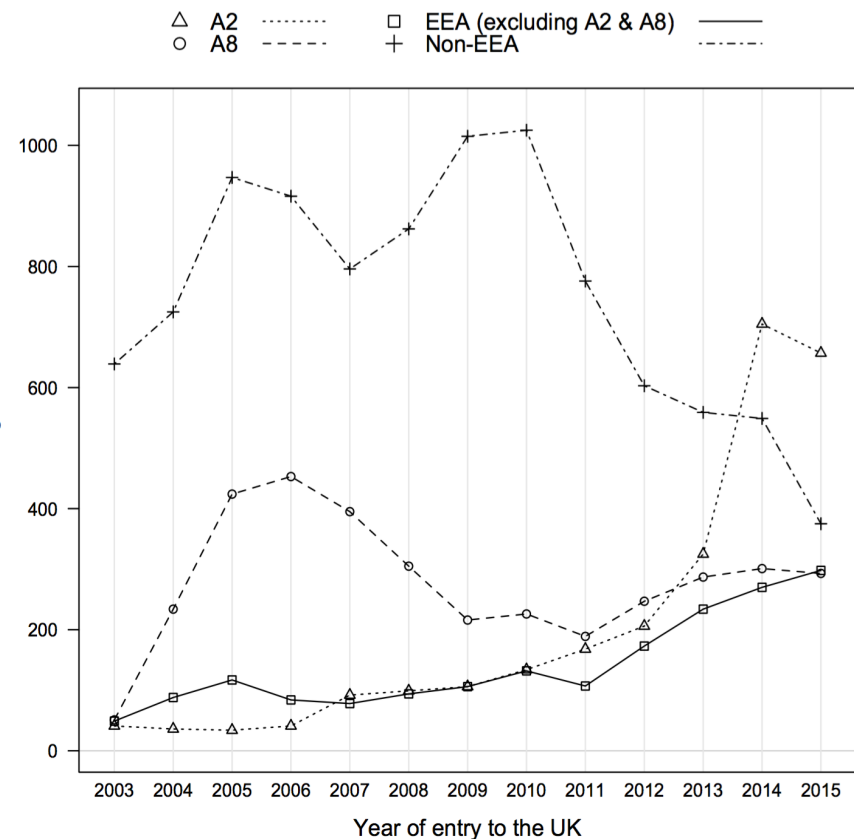
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Abstract Escalating demands for formal long-term care (LTC) result in the reliance on migrant workers in many developed countries. Within Europe, this is currently framed by progressive European immigration policies favouring inter-European mobility. Using the UK and Norway as case studies, this article has two main aims: (1) to document changes in the contribution of European Union (EU) migrants to the LTC sectors in Western Europe, and (2) to gain further understanding of migrants' decision-processes relating to destination and work choices. The UK and Norway provide examples of two European countries with different immigration histories, welfare regimes, labour market characteristics and cultural values, offering a rich comparison platform. The analysis utilizes

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Other research usage

- To examine indicators such as pay, training or necessary skills.
- Data from NMDS-SC form the basis for the calculation of some unit costs for social care.
- Determination of workforce data to respond to epidemiological challenges (e.g. dementia) is a key strength.
- As representation and coverage increase the potential of NMDS-SC to inform practice and policy is greater

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**The views expressed here are those of the
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those of the Department of Health**

Thank you for completing the NMD-SC Returns

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