

Spotlight on Careers in Digital Health and Care: Skills Heat Map

The Digital Health & Care Institute have, in partnership with Skills Development Scotland, examined the current and future workforce development needs in the Digital Health and Care sector. As part of this, we have developed a Skills Heat Map, based on the 21st Century Skills Plus Framework which showcases the skills and capabilities employees need to thrive in the fast-developing Digital Health and Care sector.

The study found a significant overlap between skills, capabilities and knowledge required of employees in all six of the identified occupational categories. Many of these pertain to the so called “soft” or “meta skills”, which employers are finding increasingly important for staff to have to help them thrive in the rapidly changing world of work.

- Core skills and capabilities 1-9, deemed as “important” or “crucial”, are shared by most categories.
- Skills and capabilities 10-18 reflect whether the occupation in question relies more on technical ability or domain expertise.
- Specialist skills and capabilities 19-22 reflect dedicated expertise required by a number of occupational categories.

The shared skills and capabilities basis opens up an interesting opportunity for education providers and employers alike to consider organising joint core training for future professionals in these categories, with the prospect of branching out into the different specialisms later on through work and further study.

A shared core training could also help increase flexibility for staff to be able to move between jobs and for the sector to address future workforce issues with lighter additional training.

Read full report:

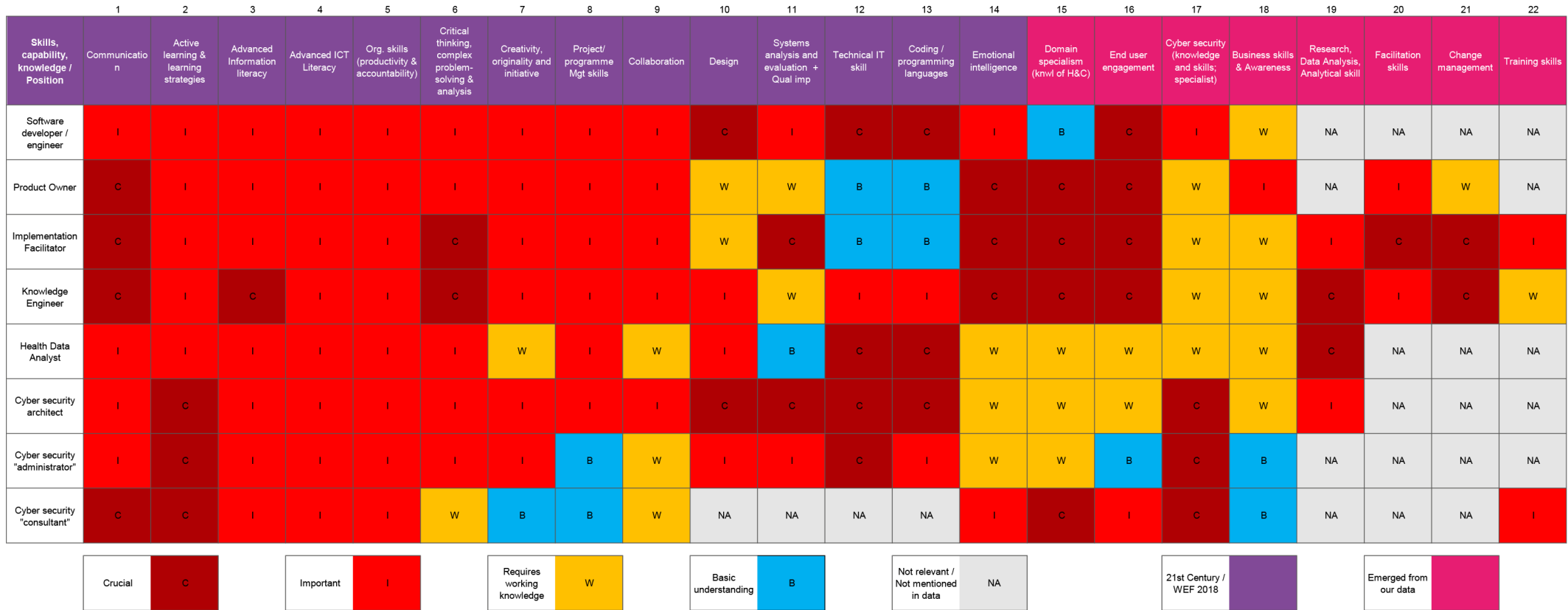


<https://bit.ly/2kL1LFB>

Skills Heat Map

This Heat Map illustrates the skills, capabilities and knowledge required by the identified occupational category, representing the findings of the data.

The skills and capabilities are presented in the order of importance as they appeared in the data.



Core:

1. Communication
2. Active learning and learning strategies
3. Advanced Information literacy
4. Advanced ICT Literacy
5. Organisational skills (productivity & accountability, initiative)
6. Critical thinking, complex problem-solving & analysis
7. Creativity, originality, inventiveness and ideation
8. Project/ programme Management skills
9. Collaboration

Technical vs domain expertise:

10. Design
11. Systems analysis and evaluation and Quality improvement
12. Technical IT skills
13. Coding / programming languages
14. Emotional intelligence
15. Domain specialism
16. End user engagement
17. Cyber security (knowledge and skills)
18. Business skills & Awareness

Specialist:

19. Research, Data analysis, Analytical skill
20. Facilitation skills
21. Change management
22. Training skills