Workforce planning initiatives and education commissioning

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Skills for Health

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Skills for Health

- We help the whole UK health sector develop a skilled, flexible and productive workforce to improve the quality of health and healthcare.

  - *We do this in two ways:*
- Firstly, as the authoritative voice on skills issues
- Secondly, we offer employers and the workforce proven solutions and tools, with the expertise and experience to use them effectively.

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Solutions and Tools

- **We offer employers and the workforce proven solutions and tools, with the expertise and experience to use them effectively.**
- **Based on unique workforce competences identified and managed by Skills for Health that are;**
  - Recognised across the UK
  - Transferable
  - Quality assured
  - Used to develop recognised qualifications based on employer needs

Solutions and Tools

- *These solution and tools help to deliver:*
  - **A more flexible workforce**
  - **A more productive workforce**
  - **Fewer skills gaps**
  - **Employees with better skills at all levels**
  - **More rewarding jobs**
  - **A better patient experience**

What is the role of workforce projects team within Skills for Health

- Ensure that the NHS has the ability to effectively plan for future workforce needs
- Support NHS organisations achieve their workforce objectives
- Find solutions to future workforce planning challenges

NHS workforce facts

- Biggest employer in the UK – 1.4 million staff
- Based in approx 435 different NHS organisations
- Working in over 64 specialties and sub specialties
- Workforce costs account for 60% of NHS budget
- The performance of the NHS has always been a key political issue and workforce issues are now key to the delivery agenda.

How can you get the right skills in the right place at the right time?

Organisations workforce plans need to be based on:-

- Clear vision of the future direction
- Integrated with the service and financial strategy
- Based on realistic and affordable assumptions
- Take account of short and medium term changes
- Engage staff / wider stakeholders
- Link to the education commissioning plans and local supply of the workforce
- Evidence based….

Resources available to help organisations develop integrated workforce plans

- Skills for Health – Workforce Projects Team integrated six step model for workforce planning
- All resources in one place at www.healthcareworkforce.nhs.uk
- A range of tools and techniques, linked to competences, that help service leads and planners develop plans and business cases
- Specialty specific case studies and guidance available on the portal

Tools and techniques

A range of tools and techniques are available on the healthcare workforce portal.

- Six steps guide that includes competency based planning links
- Workforce planning guide for education commissioners
- Benchmarking databases
- Supply tools and service reconfiguration tools
- Decision making framework

Six steps integrated planning

- Step 1 – Defining the plan
- Step 2 – Visioning the future
- Step 3 – Assessing demand
- Step 4 – Assessing supply
- Step 5 – Developing an action plan
- Step 6 – Implementation and review

Recent developments

- In recent past have developed bespoke programmes for Wales, South West, West Midlands and South East Coast.
- Train the trainer pack now available to help SHAs cascade the learning around workforce planning.
- Northern Ireland commissioning the post graduate certificate
- Currently scoping a support programme for service and education commissioners

What is the way forward

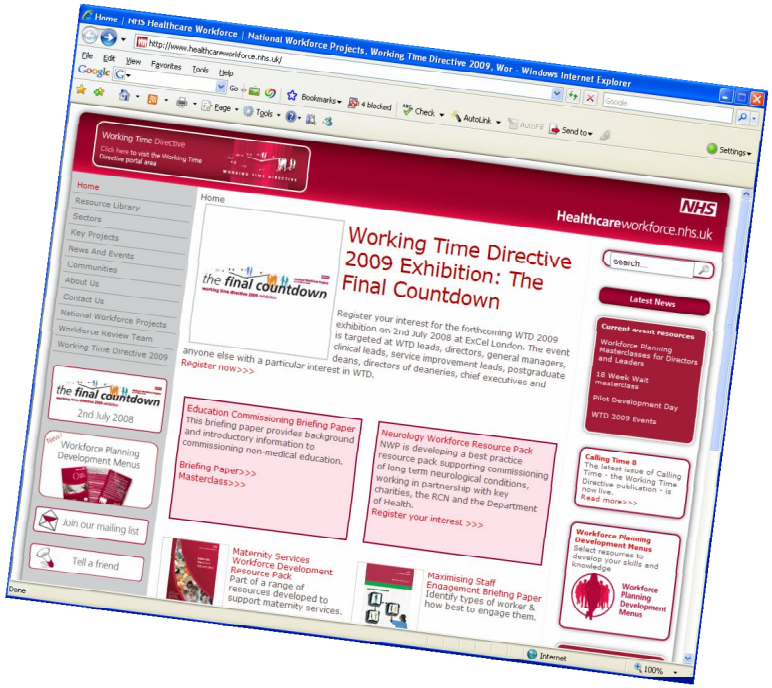
- Better integration of planning and commissioning
- “Rich dialogue” of future strategic plans and the skills needed to deliver healthcare
- A common language of skills and competences to describe the workforce of the future

Key questions

- How integrated is the planning for healthcare in your area?
- Have you seen SHA / Trust or PCT strategic workforce plans?
- How good are healthcare organisations at describing the skills they need in the future staff?

Healthcare workforce portal

- **One stop shop for workforce planning resources and support**



www.healthcareworkforce.nhs.uk

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