



Efficiency in Performance - Impact on education and workforce planning

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What I hope to cover today?

- Context of a new Coalition Government
- Work done on Education Commissioning for Quality
- Changes to pre-registration nurse education
- Developing the support workforce
- Link to Widening participation and grow our own
- Role for Centre of Workforce Intelligence
- Working together

Context of a new Coalition Government

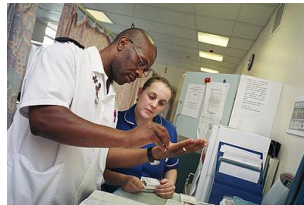
- We will stop the top-down reorganisations of the NHS that have got in the way of patient care.
- We are committed to reducing duplication and the resources spent on administration, and diverting these resources back to front-line care.
- We will cut the cost of NHS administration by a third and transfer resources to support doctors and nurses on the front line.

Education Commissioning for Quality

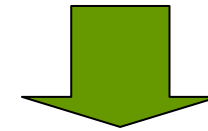
1. An enhanced education commissioning system re-focused on driving up quality
2. Strengthened relationships between health and education both locally and nationally
3. Enhanced education commissioning capacity and capability

How does it sit with ensuring Value for Money?

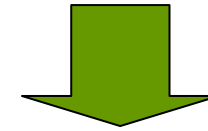
**The NHS
spends around
£4.5 billion on
education and
training for its
workforce**



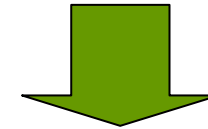
More effective education
commissioning, leading to



Improved education & training,
helping to create



Staff with skills aligned to future
health services, leading to



Improved quality of patient care

Progress on changes to nurse pre-registration education

- New standards published September 2010
- By 2013 all new programmes will meet new NMC standards, including degree-level
- First new programmes in September 2011
- England Implementation Group established – draws together key stakeholders
- Key areas for attention:
 - Understanding and managing opportunities and risks
 - Communications e.g. with existing workforce, employers and future students

Developing the support workforce

Bands 1-4 opportunities – for personal growth, for career development, essential to productivity and quality of patient experience, opportunity to release professional staff from some tasks

- **Employers need an understanding of Qualifications and Curriculum framework** – apprenticeship? Foundation degree? 16-19 diploma? NVQ? Competence framework? Funding?
- **Creative use of APEL** – legal requirement for apprenticeships? Increased transparency for employers and staff, cost effective, ‘growing our own’
- **Role of FE and link to HE**

Widening Participation

- Fairer Access to Professions – medics, dentists, others
- Widening participation through Bands 1-4 and career routes
- Role of employers
- Role of HE
- Working Together
- Use of Technology Enhanced Learning

Centre for Workforce Intelligence Priorities

- Strengthening the workforce planning and development system - providing robust evidence and analysis to underpin decision making at all levels in the system.
- Building up its operational capacity and capability, and looking to establish strong partnerships across the health and social care sector.
- Taking a lead role in providing evidence and insight to inform the quality and productivity challenge.
- Supporting the national workforce QIPP work programme, working with the SHAs to identify transformational workforce solutions along care pathways and productivity gains, and developing an evidence base to inform decisions about the size and shape of the workforce in the future.

Working Together

- Where can we support each others agenda's and reduce duplication? – TEL, Data,
- Role of national groups – HENSE, HSCPC, Exec of CoDs
- What are the drivers – financial, quality, workforce planning need, employers needs, service/patient needs
- Sharing research to best effect

Summary

- Recognise the challenges
- Similar vision and direction
- Capitalise on partnership working
- Can deliver by working together effectively
- Listen to each others needs



Thank you: any questions?

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