

Workforce Transformation

Kirstie Baxter

Head of Workforce Transformation



Developing people
for health and
healthcare

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Health Education England

- One Health Education England (HEE)
- 13 Local Education and Training Boards (LETBs)
 - Largest of which is the North West
 - 3 Local Workforce and Education Groups (LWEGs) across the North West
 - Cheshire and Merseyside, Cumbria and Lancashire, Greater Manchester

In other words....

To develop a workforce responsive to changes in care, now and in the future

aka

Workforce Transformation

Four key pillars

- Supply
- Up Skilling
- New Roles
- New Ways of Working

Workforce Transformation Whole System Offer

Developing supply

- Cadets
- Pre-degree Year of Care
- Enhanced Training Practices
- Return to Practice
- Physician Associates
- GPs
 - Fast tracking accreditation of GP training practices
 - Accreditation of Transferable Competencies (GPST)
 - Longitudinal Integrated Foundation Training
 - ST4 fellowship e.g. urgent care
 - Pre-speciality training initiative
- International recruitment
 - OSCE Train the Trainer for International Recruits
 - Accelerated registration of overseas qualified nurses

Up-skilling staff




- Healthcare Volunteer Programme
- Apprentices
- Care certificate
- Assistant/Associate Practitioners
- Preceptorship
- Core Foundation Programme for GPNs
- Holistic Assessment Programme
- Community Specialist Practitioners
- ED Pharmacists
- Advanced Practitioners
- Independent prescribing community pharmacy and optometry
- Post-graduate adaptation programme for integrated care
- Ring-fencing NMP for General Practice and Mental Health

New ways of working

- Population Centric workforce model development programme
- Core Skills Framework
- Barratt's organisational culture assessment
- COM-B team development
- Person Centred Coaching Model including Asset/Strength based training, Care Navigation and Coaching
- Mental Health Peer Support Workers
- Clinical Pharmacists
- Integrated Pharmacy Support role

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Three Key Priorities

- **Building the foundations** – developing the systems and processes for systematic transformation at pace  **REWIRING**
- **Priority objectives** – identifying the key deliverables and ‘quick wins’  **DECORATING**
- **Transformational innovations** – generating the evidence base and learning for wider adoption and spread in the medium and long term  **FURNISHING**

The Workforce Transformation Team

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