

# Recruitment & Career Opportunities

## Workforce Education

Health care depends on people. We can design new services, new ways of working and new roles but without the right people, with the right skills, in the right place at the right time these won't become a reality and make the substantial changes to how the NHS and Care sector operates. A culture of valuing innovative and creative solutions to development is key to achieving this. Professional development plays a vital and central role to this across all professional groups and all sectors.

The workforce development team focuses on maximising the financial and collaborative opportunities available to Sussex. They work across traditional educational barriers; with equality and justice as a driving principle.

Collaborative Spaces

Sharing of Data

**Analysis** 

Integration



#### Multi-Professional Curriculum Design Working Group

Co-creation of educational content, embodying the principles of Universal Design for Learning. Supporting inclusion & belonging for all learners.

Continuing Professional
Development for educators
across the sector, promoting
the role of the educator
across health and social care.

Strategic partners cutting across organisational boundaries in health, care & VSCE to meet the needs of our local population and workforce. (Hewitt Review 4.34 & 4.35)

To reduce duplication of resources across partners, reducing cost.

Ensuring the needs of the workforce are met.



## Sussex Digital Innovation in Education

Education and training, enhanced through innovation and the use of existing and emerging technologies and techniques.

Identify TEL resources in use across Sussex explore challenges with the aim of sharing practice.

Effective and equitable use of resources and support collaborative and interprofessional learning.

Help identify and take advantage of funding opportunities across the system.

Discover new emerging technologies supporting high quality education.

(Hewitt review 4.40-4.42, ICB Strategic priority 2)



The Sussex Platform for Education, Careers & Skills

The SPECS website provides access for all partner organisations to non-medical education.

Promoting a circular knowledge economy by offering a place to harness the knowledge within the workforce and share it through bespoke and co-produced content.

Encouraging the joining of Health and Social Care training. SPECS facilitates the professional development of healthcare staff and supports and improves retention by providing access to quality-assured education across Health and Social Care. (Hewitt Review 4.8 & 4.9, ICB Strategic priority 3).

SPECS facilitates sharing of resources such as education, careers, advice and skills across colleges, NHS organisations, care sector, voluntary sector and charities.



Adopting a 'one workforce approach.'



## Workforce Development Funds

Early indicators suggest potential £165k in savings possible across Sussex.

Prioritisation of spend based on local need to reduce duplication.

Development of an agreed workforce evaluation tool, providing insight into the non-medical workforce activity across Sussex.

To demonstrate WFD use, support efficiency and serve as a reporting tool to NHS England.

Providing valuable insight into the activities supporting workforce transformation now and emerging needs for proactive investment.



## Grow and Support the Health and Care Workforce

Career pathway development for the care sector. (Hewitt Review 4.36)

Clear professional identity for the care workforce—creating opportunities to share learning.

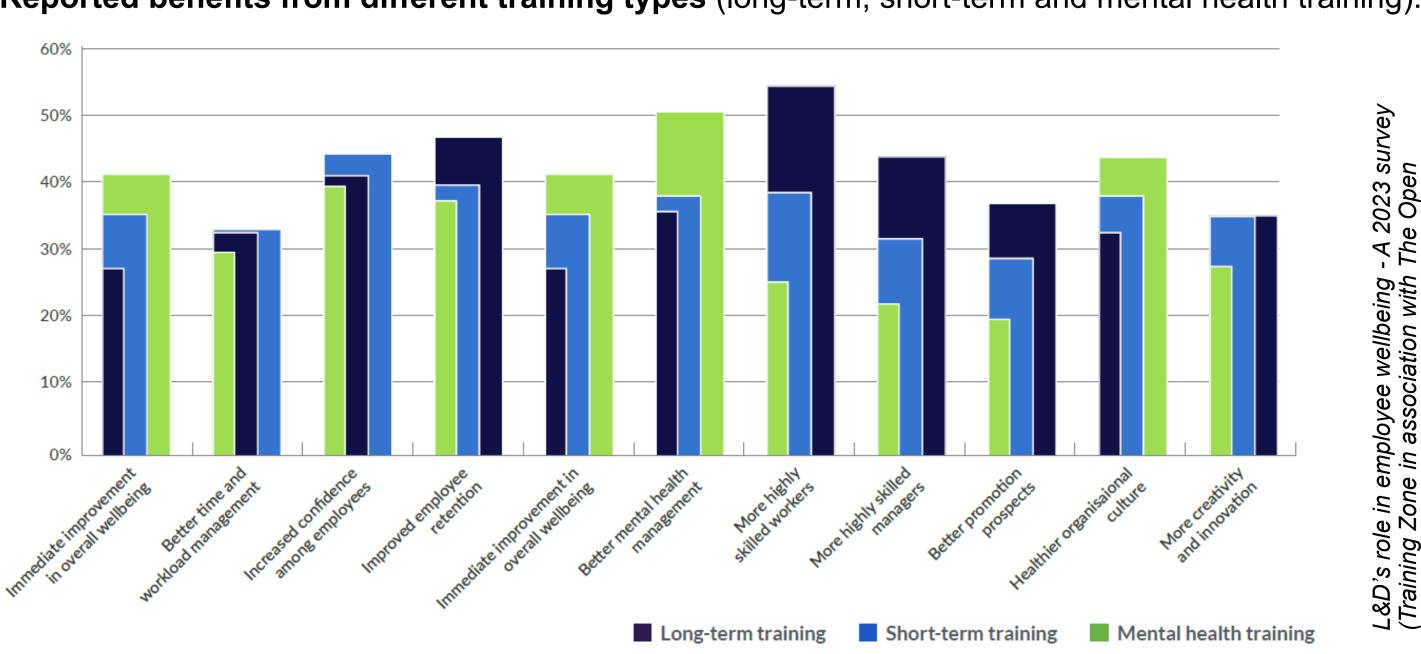
Continuing Professional
Development funding aims
to make the health service
the best place to work,
support and retain
healthcare professionals
within our NHS by
supporting their long-term
career progression and
improving patient care.

Return to practice campaign to support healthcare professionals from the non-medical workforce to return to practice #are you ready

#### BENEFITS

- Reduces duplication meaning a reduction of cost while maintaining quality.Prioritisation of spend based on the needs
- of the system.
  Understand system needs for the current and future workforce and develop
- processes to meet the need proactively.Support career progression and retention.
- Create educational opportunities bespoke to the Sussex population.
- Drive clinical leadership and quality improvement (ICB strategic priority no 4).
- Collaboration in leadership breaking down organisational barriers by sharing resources.
- Create learning pathways based on patient journey across health and care.
- Enable flexibility to move across organisations.
- Themes from complains, compliments, incidents and risks to enable us to proactively support safe patient care.
- . Sharing learning from other systems through the networks of Education leads.

### Reported benefits from different training types (long-term, short-term and mental health training):



#### IMPACT

- Setting up Sussex-wide Professional Nurse Advocate network.
- Exploring Research Education network
- Sussex and Surrey lead educators' community of practice.
- Creation of a standardised Workforce
   Development Evaluation Tool.
- Creation of SPECS.
- Service transformation

   facilitating new ways of working.
- Care sector learning and development network.
- Stop, Look, Care review and re-launch, both physical and mental health. And implement learning disability version.
- Contributed to national calls for evidence.
- Working with colleges and higher education providers to ensure the local offer is aligned to employer needs.
- Increase opportunities to share learning offers.

- Sourced funding and resources for the following:
- Peri-Natal mental health multi professional simulation project.
- Development of a pathway to support
   physical health care professionals to feel
   confident to support mental health patients
   (Adult and Child).
- Hospice Education collaborative.
- Practice Educator for Critical Care.
- Senior Physician Associate post to sit in corporate services in trusts to lead the growth and development of roles.
- Funded Public Health Development posts.
- Prescribing Supervision database development.
- Funding to transition RMNS from diploma to degree.
- Funding for pathways to support Virtual
   Wards and Discharge Frontrunner posts.

References: The Hewitt Review: an independent review of integrated care systems (publishing.service.gov.uk); 2023/24 priorities and operational planning guidance - NHS England (www.england.nhs.uk).







