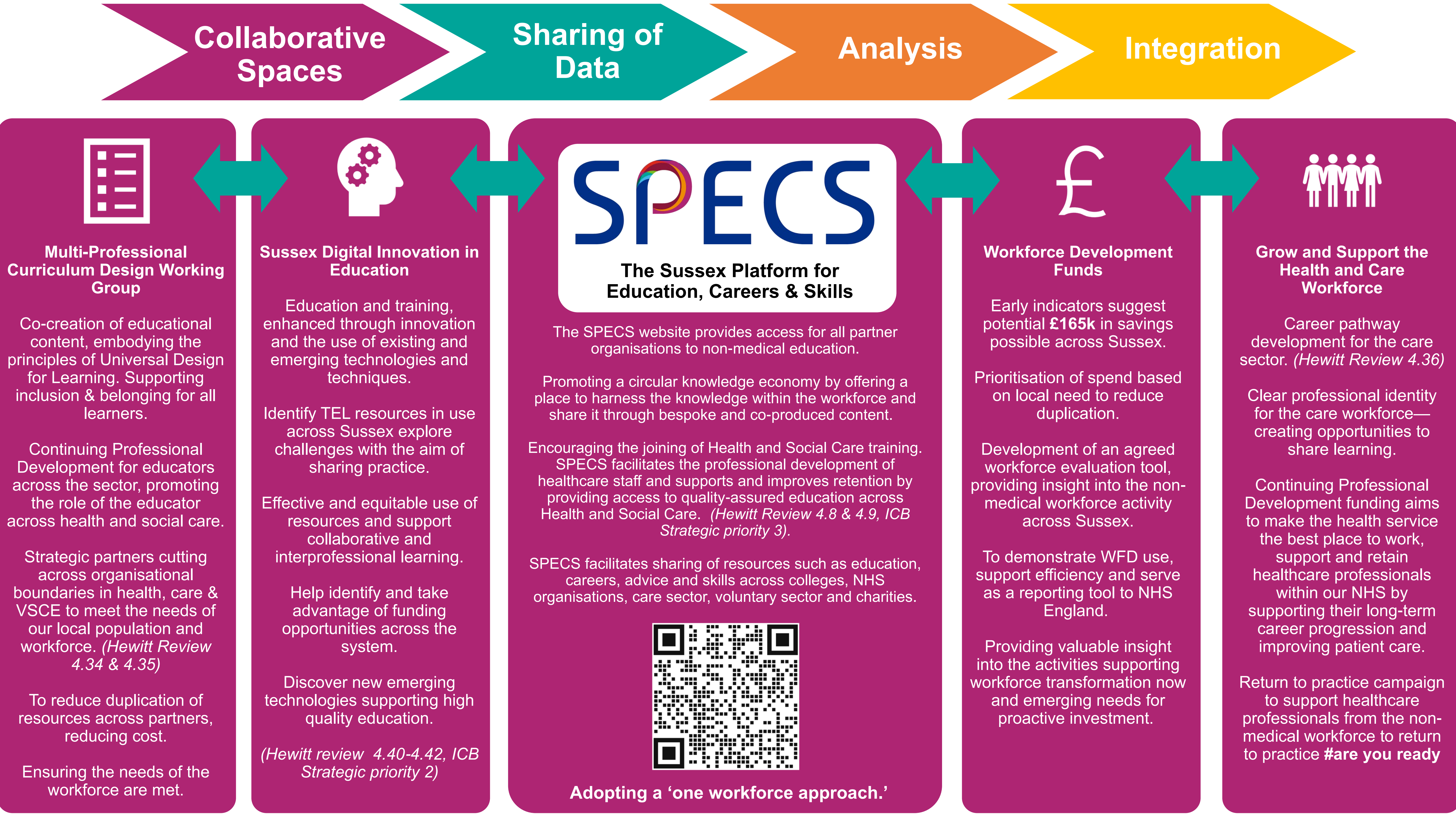


Recruitment & Career Opportunities  
Workforce Education

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.

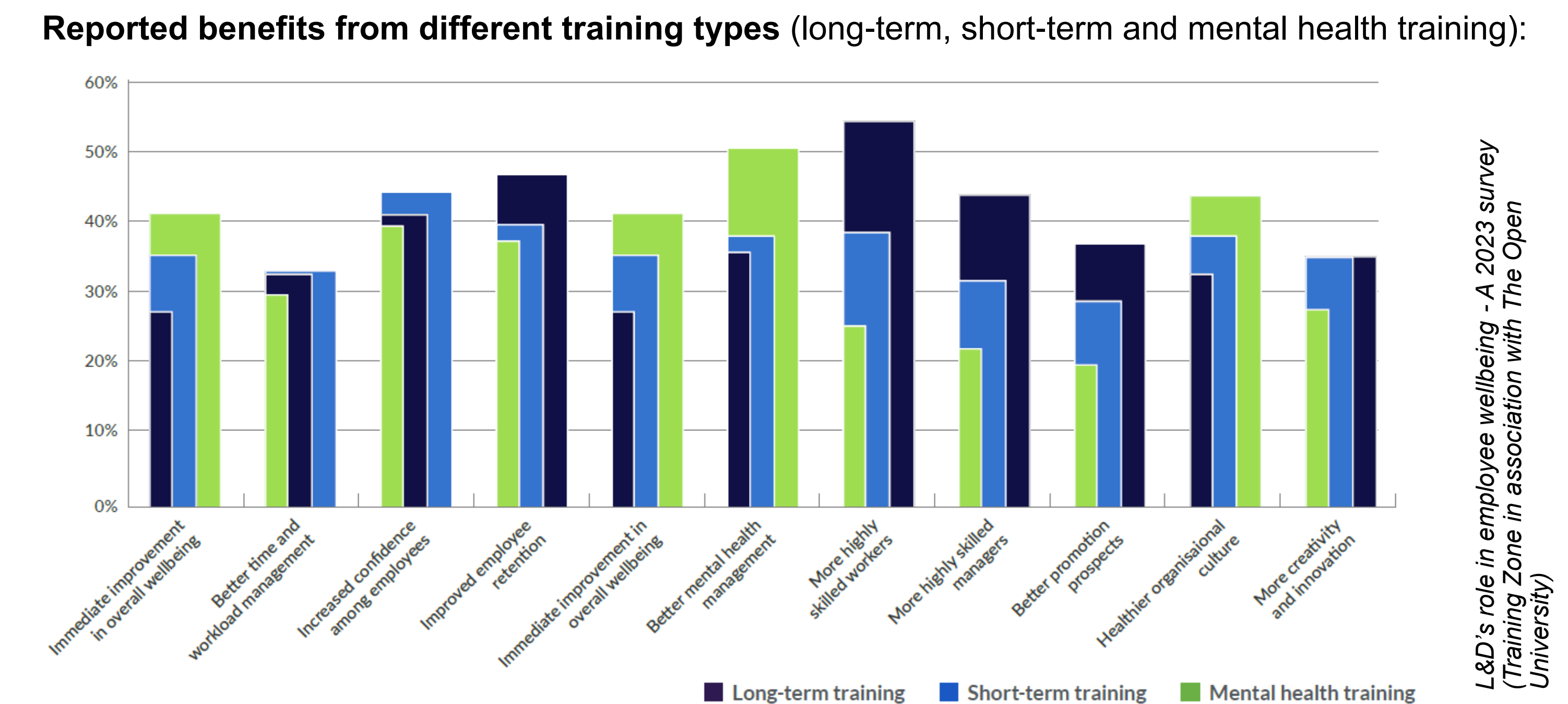
The workforce development team focuses on maximising the financial and collaborative opportunities available to Sussex. They work across traditional educational barriers; with equality and justice as a driving principle.



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.



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).