Global Engagement Team
Health Education England
Agenda

Health Education England in the NHS
Global and UK challenges
Global Engagement Directorate
  – Mission and Values
  – Priorities
  – Three areas of work
  – Benefits to patients, NHS staff, NHS organisations and global community
HEE – Who we are

• Health Education England (HEE) is the England’s national leadership organisation for education, training and workforce development in the health sector.

• HEE is an executive non-departmental public body, sponsored by the Department of Health and Social Care.
The role of HEE in the NHS

**Workforce planning:** each year we identify the numbers, skills, values and behaviours that employers tell us they need for the future.

**Attracting and recruiting the right people to the education and training programmes we plan to commission:** using mechanisms such as Health Careers, Oriel and Come back.

**Workforce Transformation:** Supporting the work of Local Workforce Action Boards in workforce transformation activities.

**Commissioning excellent education and training programmes for medical students:** using our commissioning levers to best effect so that medical students can learn to provide safe, high-quality care for patients.

**Lifelong investment in people:** encouraging employers to continue to provide high-quality care for patients through on-going training.

**Leadership Academy**
**Developing better leaders, delivering better care:** To develop outstanding leadership in health, in order to improve people’s health and their experiences of the NHS.
HEE - What we do

• Provide **leadership** for the new education, training system, and healthcare systems across England.

• Facilitate efficient **workforce planning** to ensure a workforce fit for purpose to deliver excellent healthcare.

• Equip healthcare systems with a **workforce transformation** framework to enable the innovative and effective delivery of excellent care, now and in the future.
The current NHS workforce

1.3 million NHS Workforce, of which in NHS Trusts and CCGs (Headcount) there are:

- Around 617,000 professionally qualified clinical staff, of which:
  - 111,000 are Doctors
  - 340,000 are Nurses, Midwives and Health Visitors
  - 147,000 Scientific, Therapeutic and Technical staff
  - 19,000 Ambulance staff
  - 350,000 Clinical Support staff

Other groups of staff including GPs and ALB staff.

182,000 Infrastructure Support staff

NHS staff predominantly deployed in secondary care.

Primary Care gatekeeper function

In addition:
- 1.5m workers (clinical and non-clinical) in social care
- 3m NHS volunteers
- 6.5m carers
Global challenges

- Global share challenges to meet future workforce needs
- The global workforce gap will be 18m by 2030
- Whole person care in MDTs needs increasingly adaptable skills and focus on primary and community care, health promotion and prevention
- We need urgent sustained coordinated action to build a more robust global health workforce
Global Engagement Vision and Mission

**Vision**
A world leader in health workforce development and an increasingly flexible NHS workforce with the capacity and capability to respond to the future needs of patients and the public, and provide integrated whole person care.

**Mission**
Strengthen the health workforce by embedding global learning into training while collaborating internationally with partners to share NHS expertise through technical collaboration and assistance programmes.
Working in partnership
Public, Private, Third Sector
Global Engagement Priorities

Priority Area 1
Embed global learning into education and training to develop a workforce with the skills, values and behaviours that is adaptable, flexible and able to respond to future needs and drive innovation and improvement.

Priority Area 2
Support work to address identified critical shortages in the NHS and overseas through ethical and sustainable educational placement programmes in the NHS.

Priority Area 3
Utilise NHS workforce expertise through technical collaboration with other ALBs and overseas partners to support health system strengthening globally.
**Technical support:**
Supporting the FCO to develop technical assistance programmes in Brazil, Malaysia, Mexico, Myanmar, the Philippines, South Africa, Thailand and Vietnam.
Bilateral discussions with Greece, China and Saudi Arabia on workforce planning, education and training.

**Strategic international partnerships:**
Exploring government-to-government agreements for workforce development with Jamaica, Grenada and Kerala, India.
MoU to support workforce development and nurse leadership with West Bengal, India.
Health workforce alliances with Uganda and Myanmar.

**Global learning for NHS staff:**
Clinical 12-month placements for trainee doctors in South Africa and six month Quality Improvement volunteer placements in Cambodia, Lesotho, Myanmar, Zambia and South Africa.

**Overseas staff in the NHS:** Nurses from India and the Philippines working and learning in the NHS for three years and emergency medicine doctors and radiologists from India.
Global Learning for NHS Staff

• Embedding global learning into education and training to develop an NHS workforce able to respond to future needs and drive innovation and improvement

• Overseas placements for NHS staff to support recruitment and retention of NHS staff, and support wider efforts to strengthen healthcare systems overseas
Training overseas staff in the NHS

- Increasing the number of training placements in the UK through ethical earn, learn and return models to help address workforce shortages
- It is vital the NHS moves to a position of self-sufficiency and uses migratory models which recruit ethically and sustainably
Strategic Partnerships and Technical Support

- Working with others to strengthen health systems so all countries are able to deal with new and emerging health challenges
- Utilising NHS expertise through technical collaboration with overseas partners
- Working closely with HMG – DFID, DHSC, DIT and FCO and strengthening coordination of UK health activity
- Bilateral partnerships and alliances
Benefit to patients and the public

- Higher numbers of staff in NHS services, including experienced, competent staff from overseas.
- NHS staff with enhanced clinical and soft skills.
- NHS staff awareness of innovative approaches to community and patient engagement overseas.
- Diverse culture and background of staff which reflects the diverse cultures and communities they serve.
- Improved capacity and capability of the NHS leaders to improve quality of care and better health outcomes.
Benefits to professionals in the NHS and overseas

- Build clinical skills and capability in individuals.
- Improved clinical skills, leadership, communication, teamwork, resilience and cultural awareness.
- Recognised transferable qualifications.
- An educational offer tailored to professional needs.
- Spread of learning to colleagues on return to country.
- Support families at home and broader economy through remittances.
- Mutual learning and capacity building on new roles, upskilling, curricular review, etc through technical assistance.
- Raise profile of profession within country
Benefit to NHS organisations

- Address critical workforce shortages ethically through placements for overseas staff.
- Cost savings through reduction in agency/bank staff.
- Attract staff to ‘hard-to-recruit’ geographies and specialties and improve retention by offering global learning opportunities.
- Staff return from placements with new clinical and soft skills.
- Opportunity to share NHS expertise internationally.
- Potential income generation for commercial activity undertaken in high-income and emerging economies.
- Coordinated approach, less staff time on international recruitment and more cost-effective.
Benefit to global community

- Sustainable approach to capacity/capability building of national staff through co-working/co-presence and training.
- Improving quality of care and health outcomes in LMICs.
- An ethical approach to international recruitment based on mutual learning and building capability.
- Preventing ‘brain drain’ and working directly with partner governments.
- Increased collaboration to address global workforce challenges.
- Developing clinical skills and capabilities in LMICs.
- Encouraging shared learning between countries.
Thank You