

HEE 2020/21 Review of the Year



This Review of the Year complements [HEE's full annual report and accounts for 2020/21](#)

“I am incredibly proud of my colleagues in HEE for their work during a uniquely difficult year. Our first Annual Review gives a flavour of our work with partners to make a difference for the NHS, staff, learners, and citizens, including dealing with COVID-19 together.”

Dr Navina Evans CBE, HEE Chief Executive



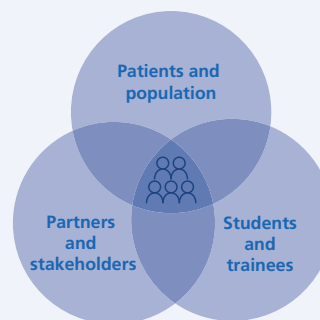
Health Education England exists for one reason only: our **vision** is to help improve the quality of life and health and care services for the people of England by ensuring the workforce of today and tomorrow has the right skills, values and behaviours, in the right numbers, at the right time and in the right place.

Our **purpose** as part of the NHS, is to work with partners to plan, recruit, educate and train the health workforce.

We are people centred, committed to the NHS Constitution, and driven by our **values** of responsibility, inclusiveness, fairness, and confidence.

Our **goals** are to deliver and reform education to produce the best possible **future workforce**; to transform the **current workforce** to meet tomorrow's health and care needs; and ensure the **quality** of our education and training system.

We serve...



Last year HEE spent £4.341bn directly employing 3,200 people and over 2,500 NHS based educators to support 240,000 students and trainees who will be the future health and care workforce.

HEE operates across all parts of England through seven regions and works in partnership with Trusts, Universities, Primary Care, Integrated Care Systems and others to deliver the NHS's education and training needs.

In 2020/21 we renewed our purpose, co-created our values with colleagues, and added more ambition to our goals to better play its unique future focussed role.

[Our plan on a page showed how we organised our work.](#)



Digital innovation and transformation today and tomorrow

A **million searches** on our **BMJ Best Practice online support tool**.



Commenced a Digital Board programme with **NHS Providers**, delivering **24 Trust board development sessions**.



Independent study: libraries give the NHS an Est net economic benefit of **£77m pa**.



Increased our **Topol Digital Fellowships** to **over 50**.



Expanded the **NHS Digital Academy** which now includes **300 digital change leaders**.



eLearning for healthcare delivered a record **22 million education sessions**.



To aid the fight against COVID-19 we:

Supported 40,000 health learners to play front line key roles.



Created a foundation interim year for 3,800 junior doctors to join the NHS early.



Delivered 4.5m pieces of free COVID-19 global e-learning.



Provided modelling and data to match individual student skills to NHS needs.



Kept delivering for students, trainees and the NHS whilst working remotely.



Deployed dental trainees to intensive care, maternity services, care homes and other areas.














Helped bring back staff, set up the Nightingales and build and train the vaccination workforce.



HEE played a critical role in developing [We are the NHS: People Plan 2020-21 - action for us all](#), published in July 2020.

We delivered our mandate and business plan priorities:

	We added another 11,800 nursing, midwifery, and allied health professional clinical training placements
	Helped deliver a record 32% rise in student nurse applications
	Recruited a record 3,793 GP trainees
	Expanded Clinical Psychology and Child and Adolescent Psychotherapy training places by 25%
	Invested £5.6m in a new blended nursing degree
	Surpassed our target with 1,459 Physicians Associates completing training
	Still recruited over 2,500 new Nursing Associates despite the pandemic
	Increased midwifery training places by over 600
	Led the development of the first ever consistent Multiprofessional NHS Patient Safety Syllabus
	Increased clinical pharmacists in primary care training by 43%
	Commissioned around 6,000 new multi-disciplinary training places to deliver the mental health workforce plan
	Over 36,000 learners responded to our largest ever national education and training survey

We supported workforce transformation programmes

Launched first phase of the new Learning Hub.

Improved skill levels for 400 Clinical Endoscopists, 300 digital change leaders and CPD for nurses, midwives and AHPs.

Trained 315 learners to increase capacity in earlier diagnosis of cancer.

Trained 200+ individuals from 83% of ICS's as HEE Star practitioners, allowing them to use the model in supporting workforce redesign.

Created new apprenticeships in mammography, diagnostic radiography & therapeutic radiography, sonography, and ACP for nurses.

Worked with Carers UK to develop an online training and support package to strengthened support to the 'hidden army' of volunteers and carers.



Started to reform medical education and training by:

Publishing evidence on transforming the education and training of future doctors.

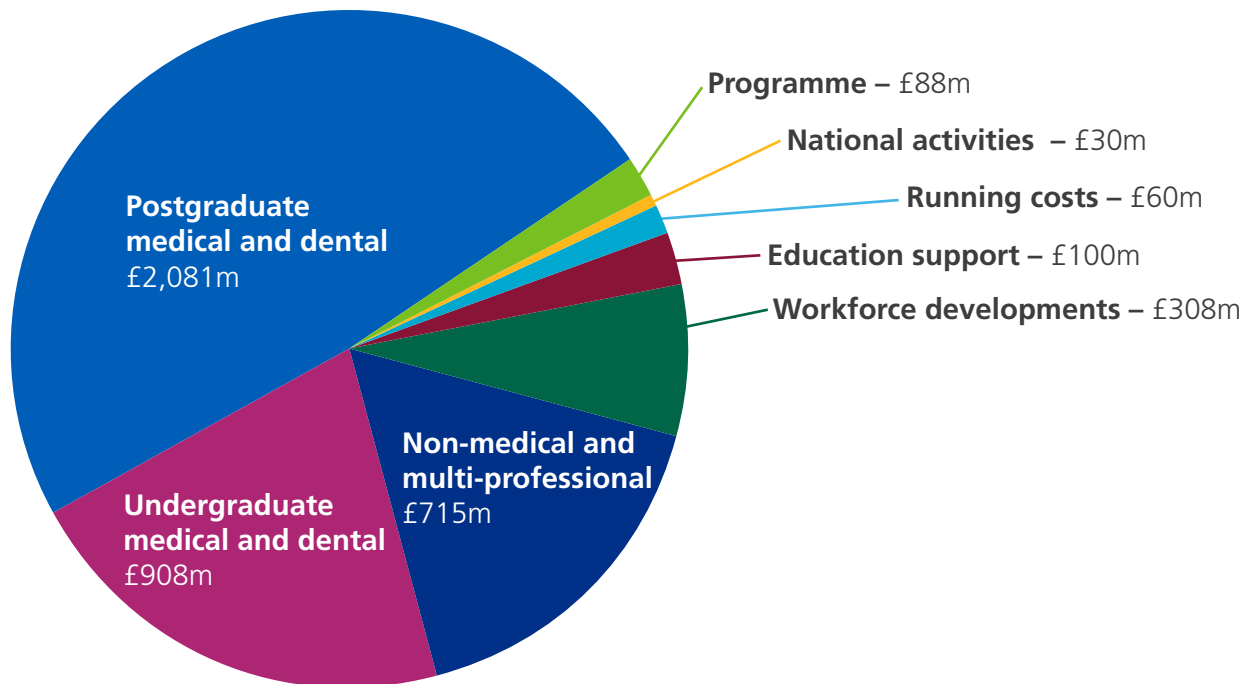
Supporting more flexible training to improve experience, diversity and numbers.

Delivering increased formal and reformed training for SAS doctors.

Launching the generalist education and training offer for local systems to help reduce health inequalities.

Ensured COVID-19 experiences were counted towards doctor's education.

How we spent our money



Improving HEE to deliver our priorities

We listened to our people on how to become the Best Place to Work – now delivering 46 recommendations.

New Board level People Committee to focus on our greatest resource.

Working to become a Digital First organisation.

Refreshed and strengthened our People's Advisory Forum so we always hear from those the NHS is for.

Six staff networks help ensure we are diverse and inclusive - race, disability, gender, LGBTQ+, carers and cancer.

We ensure everyone has a voice through our first 14 Freedom to Speak Up Guardians.

Successfully regained Cyber Essentials Plus certification providing confidence our data is managed securely.

Committed to collaboration and cooperation with NHSE/I and other partners in how we work.



Local initiatives across all our regions are based on partnership and collaboration to address local priorities.

31,000 new doctors, nurses and AHPs were made available to the health workforce this year.

90% of learners were positive about their clinical supervision and 89% were positive about their placement education.



London

New Collaborative critical care programme with 500 multi-media education resources to support critical care surges.



North west

New People Programme, in partnership with NHSE/I, focus on nursing, apprentices, retention, placements, upskilling, new roles and digital transformation to grow and develop local workforce.



North-east & Yorkshire

Recruited 20 new placement providers leading to 26% training growth through new regional clinical placement strategy.



Midlands

Trusts signed Midlands Charter to recover junior doctor training and new pilots to promote nursing and nursing associates in social care.



East of England

New virtual masterclasses and educator symposia through a virtual learning platform for specialty trainees and a new Psychological Professions Network.



South west

New Endoscopy Training Academy, Multi-professional Generalist School, and Faculty of Advancing Practice.



South east

New virtual reality medicine and surgery; online primary care; and perinatal mental health simulation training.



"None of HEE's achievements are possible without our people, our advisory committees, and our partners. We are grateful to them all."



Sir David Behan CBE, HEE Chair

"Next year will have its own challenges, including recovering from the pandemic and embedding its lessons, but we remain focused on ensuring the NHS has the workforce it needs including key commitments around 6,000 extra doctors in primary care, 26,000 extra primary care professionals, and 50,000 additional nurses."



Dr Navina Evans CBE, HEE Chief Executive

