

Health Education England supporting the NHS – 2018 snapshot

Health Education England (HEE) exists to support the delivery of excellent healthcare and health improvement to the patients and public of England by ensuring that the workforce of today and tomorrow has the right number, skills, values and behaviours, at the right time and in the right place.



Developing people
for health and
healthcare

www.hee.nhs.uk

HEE continues to support more than 160,000 students and trainees who are studying to join the NHS workforce. Here we outline some of our key achievements in 2018, as we engage colleagues across the health service on what more we can do in 2019 as we play our part in delivering the NHS Long Term Plan with partners.

Growing the medical workforce

- **Led the NHS input to the allocation of 1,500 new training places**, including the selection of five new medical schools to ensure the right distribution of training across the country.
- **Recruited the largest number of GP trainees in NHS history:** 3,473, an increase of over 10% on 2017. Filled GP training places in typically hard-to-recruit-to areas.
- **Achieved 100% fill rates in 25 specialty training programmes**, including Clinical Radiology, Clinical Oncology, Ophthalmology, Gastroenterology and Neurosurgery - with a further 36 training programmes attaining a 95% or higher fill rate.
- **Achieved a 25% increase in the number of trainees entering at ST1/ CT1 level** in Psychiatry (core and Child and Adolescent) compared to 2017.
- Provided national investment to support the training of Physician Associates (PAs). **Over 1,600 student PAs are currently on programmes** across around 35 UK course providers – a significant expansion on the two universities delivering training, and the 70 students on the programme, in 2013. Annual graduate numbers are projected to exceed 900 by 2020, bringing the total number of qualified UK PAs to more than 3,200.
- **Co-led the Annual Review of Competency Progression by which junior doctors are assessed and appraised.** The review's recommendations will ensure a fair and consistent process for doctors, as well as facilitating increased flexibility in training pathways.

Expanding the number of nurses, midwives, AHPs and other staff

- **Recruited over 5,000 new Trainee Nursing Associates (TNAs)**, whilst graduates from the first 2,000-strong cohort join the NHS as Nursing and Midwifery Council-regulated professionals. Furthermore, in 2019 HEE is working with partners to recruit 7,500 TNAs. The TNAs enrolled in 2018 make up around **20% of the overall NHS target for contributing to government apprenticeship numbers**.
- **Recruited 1,000 more nurses to HEE's Return to Practice programme**, joining more than 3,000 who have already completed it and are available to be employed in the NHS.
- **Increased the number of pre-registration nurses placed in GP practices by 20%**, with an ambition to increase the number of graduate nurses choosing to work in primary care.
- Maintained delivery of HEE's Return to Practice programme for Allied Health Professionals (AHPs) and Healthcare Scientists (HCS). The programme aims to attract **300 AHPs and HCS back to the Health & Care Professions Council** register by March 2019.
- Worked with the Council of Deans of Health to increase the number of Higher Education Institutes offering paramedic Bachelor of Science courses, from **six to 31, in four years**.
- Invested in paramedic up-skilling to degree level, totalling **£9.25m in 2016-17 and 2017-18 and a further £4.5m in 2018-19**.
- Led the development of a supply and demand model, in collaboration with NHS Improvement and ambulance services. This has led to **growth in paramedic training** and education, including an **increase of over 100% in the number of new starters between 2013 and 2017**.
- Trained **31,000 maternity staff** as part of the Maternity Safety Training Fund and conducted an evaluation on the impact and outcome of that training.
- Continued work to deliver **300 Reporting Radiographers**; increasing the number of Obstetric Ultrasound staff trained, or in training, by 241 against a target of 200; and increased Clinical Endoscopists trained or in training by 164.
- Developed the **Sonographer** undergraduate route to qualification, in collaboration with key stakeholders.
- Invested **£21m*** to **retain the advanced clinical practice workforce** through the development and extension of skills and supporting employer needs.
- Worked with partners to co-create and commission **220 training places for a new Education Mental Health Practitioner role**, across seven university providers, with another 1,900 planned over the next three years.

Leadership and management

- In September 2018, the **NHS Graduate Management Training Scheme doubled its graduate intake size** to 200 trainees. This is part of the work the NHS Leadership Academy is doing to help produce a bigger talent pipeline of high quality, compassionate and inclusive leaders.
- Delivered **world-first approaches to education and training in emergency medicine** by:
 - » working in partnership with NHS England, NHS Improvement, and the Royal College of Emergency Medicine (RCEM) to **develop a national framework and portfolio of leadership** for all Emergency Medicine trainees in England.
 - » working in partnership with the RCEM on a pilot study to **test an innovative new Clinical Educator role**, to support junior clinical staff in emergency departments.
- **Created a single model to lead workforce transformation** across provider systems (the HEE Star), alongside an interactive directory of education and training resources targeted at addressing workforce challenges, which includes over 200 readily accessible products.

Supporting learners

- **Spent an additional £40m in 2018-19 to strengthen investment in workforce development**, increasing expenditure by approximately 50% on 2017-18 levels. Furthermore, HEE has committed, in advance, £50m to assist employers in planning training initiatives for 2019-2020.
- The National Students Survey showed **satisfaction rates of 84.7% for training and 86.9% for placements**, whilst the GMC survey showed a **79% satisfaction rate amongst trainees**. HEE is focusing with partners on issues raised by these surveys such as education supervision.
- Delivered a massive **48% increase in usage of HEE e-Learning for Healthcare content** from 4.5m session launches in 2017 to 7m in 2018, rising to more than 12m when access through ESR is included.
- Attracted **more than 20m visits to HEE's Health Careers website** helping visitors learn about the 350 careers available across the NHS.
- **Directly supported 58 employer-led apprenticeship trailblazer groups** in developing new standards across nursing, advanced clinical practice, AHP and midwifery.