National overview:
The future workforce

Professor Ian Cumming OBE,
Chief Executive
Workforce Trends 2002 - 2012

Consultants
NHS Pharmacists
Scientists
AHPs
GPs
Registered midwife
Infrastructure
Support to clinical
Registered nurses
Medical Workforce 2002 to 2018

Source: LTB forecasts, HSCIC - Workforce Census 2012, HEE Modelling (Supply)
15 year strategic framework?

- Circa **13 years** to train a consultant / **3 years** for a nurse
- We invest £4.8bn in education and training, making **expensive assumptions** about future health care models
- If we are wrong, **under-supply** could result in unmet need; **over-supply** means an unemployed workforce and wasted resources
- If we make wrong decisions we risk locking the service into **outdated models of care**
- We need a **strategic framework** to guide our investments in the future
Our best chance of success is to base our long-term workforce strategic framework on the anticipated needs of future patients.

**Global drivers of change**

Our understanding of the key drivers of change in health and healthcare, based upon a review of international evidence.

**Future patients**

Our judgement of the impact these drivers are likely to have on people and patients of the future, and how this will shape their characteristics and needs.

**Future workforce**

Our view of the characteristics of the future workforce that will be needed in order to meet the anticipated needs of people and patients.
GLOBAL DRIVERS OF CHANGE

THE FIVE GLOBAL DRIVERS OF CHANGE

Expectations (People/Staff) ➔ Demographics (Population Profiles) ➔ Technology & Innovation ➔ Social, political, economic and environmental ➔ Current and future service and care models

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Key drivers of change

- Informatics

- Demographics

- Economics

- Genomics
We must be bold and brave…

“We always overestimate the change that will occur in the next two years and underestimate the change that will occur in the next ten. Don’t let yourself be pulled into inaction.”

Bill Gates
For further enquiries

Visit: www.hee.nhs.uk
Email: hee.enquiries@nhs.net
Twitter: @NHS_HealthEdEng