



England

# How the NHS are navigating the current skills landscape. Top tips on how the FE Sector and key stakeholders can support.

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Talent for Care  
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# Workshop Aims

- An understanding of the current challenges and opportunities the NHS are facing in the current skills landscape.
- An understanding of NHSE's role, our key workstreams and how we support employers across Health & Social Care.
- An understanding of our Skills for Life Agenda.
- An overview of the key priorities in the upcoming 10 Year Plan and how the FE Sector can support



# Test Your Knowledge

**How many NHS Trusts are there in England?**

A – 200

B – 215

C – 230

**How many employees does the NHS have in England?**

A – 1.34 million

B - 1.25 million

C - 1.12 million



# Test Your Knowledge

**How many job roles in the NHS?**

A – 280

B – 330

C – 350

**How many apprenticeship standards in use in the NHS in 24/25**

A - 75

B - 86

C - 92



# Test Your Knowledge

**How many apprenticeships starts since 2017?**

A – 125,000

B – 150,000

C – 177,000

**How big is the NHS's combined levy?**

A - £200 million

B - £220 million

C - £250 million

# Talent for Care

- Volunteering
- Work Experience Standards
- Choices College – Supported Internships
- King's Trust – Get into & Get Started 16 -30
- Access to Medicine
- Apprenticeships – new recruits
- Upskilling Existing Staff
- Career Pathways & Progression routes
- Higher Level & Degree Apprenticeships
- T Levels
- Skills for Life
- Quality
- Widening Participation – increasing diversity in the workforce

# NHS 10 Year Plan



- Long Term Workforce Plan published 2023
- Due to be published July 2025
- Focus on 3 major shifts in Healthcare
- More community-based care to enhance accessibility
- Emphasis on prevention to improve overall health outcomes
- Increased use of digital technology to streamline services and improve efficiency.
- Road to recovery: the government's 2025 mandate to NHS England
- Cut waiting times
- Improve access to primary care
- Improve urgent and emergency care
- Get Britain Working & Keep Britain Working
- 10 Year Workforce Plan due Autumn 2025

# Challenges



- Delay to 10-year Plan
- Government Plans – NHS England? ICBs
- Skills for Health Contract ending
- NHSE Resource
- Recruitment & Headcount Freezes
- Attraction & Pipeline
- Level 7 decision
- Foundation Apprenticeships
- Lack of clarity on Growth & Skills Levy
- Devolution
- Role of Skills England
- Updating of Apprenticeship Standards
- Changes to EPA



# Opportunities



- T Levels
- Primary Care
- Widening Participation Demonstrator Sites x 10
- ESOL
- Universal Families
- Choices College
- Oliver McGowen
- Functional Skills
- Digital Skills
- Spending Review
- Clinical Apprenticeships Expansion
- Step into Work – Armed Forces
- Levy transfers

# Quality & Key Stakeholders



- NHSE Employer Provider Network
- 82 Trusts on APAR
- NHSE funded AELP Membership
- HEI Apprenticeship Quality Networks with UVAC
- Nursing & Allied Health Professionals
- AELP Quality Board
- AELP Health & Social Care Forum
- Skills England Product Managers
- T Level Working Group with DfE & Gatsby
- NHS Ops Group with DHSC, Skills England & DfE
- NHSE funded AOA membership
- Multicultural Apprenticeship Alliance
- St Martin's Group




# A new approach to functional skills and literacy and numeracy

Although policy change this year will mean some learners no longer study functional skills qualification alongside their apprenticeship, learners will still need to develop confidence and competence in literacy and numeracy appropriate to their occupation. They also may still need that qualification when they want to progress to a higher role as many HEIs and employers are not changing their entry criteria.

NHS England's funded provision is not affected by this policy change. Self study through bksb and exams through Open Awards will still be available to all, free of charge until at least March 2027.

Encouraging signs majority of NHS apprentices continuing with FS



The requirement for apprentices to study a functional skills qualification (FSQ) will now be determined by the apprentice's employer. To deliver best practice, the employer, education provider and the apprentice themselves must all be aligned. Best practice cannot be achieved without this.

Numeracy, literacy and digital skills remain vitally important for all occupations. In most cases, these skills will be aligned strongly to the requirements of the occupational Knowledge, Skills and Behaviours (KSBs) in the apprenticeships. These are already designed to meet occupational competence and deliver safe, quality patient care.

**Maths and English will still be needed to support development and progression.**

**[Access our national guidance here](#)**

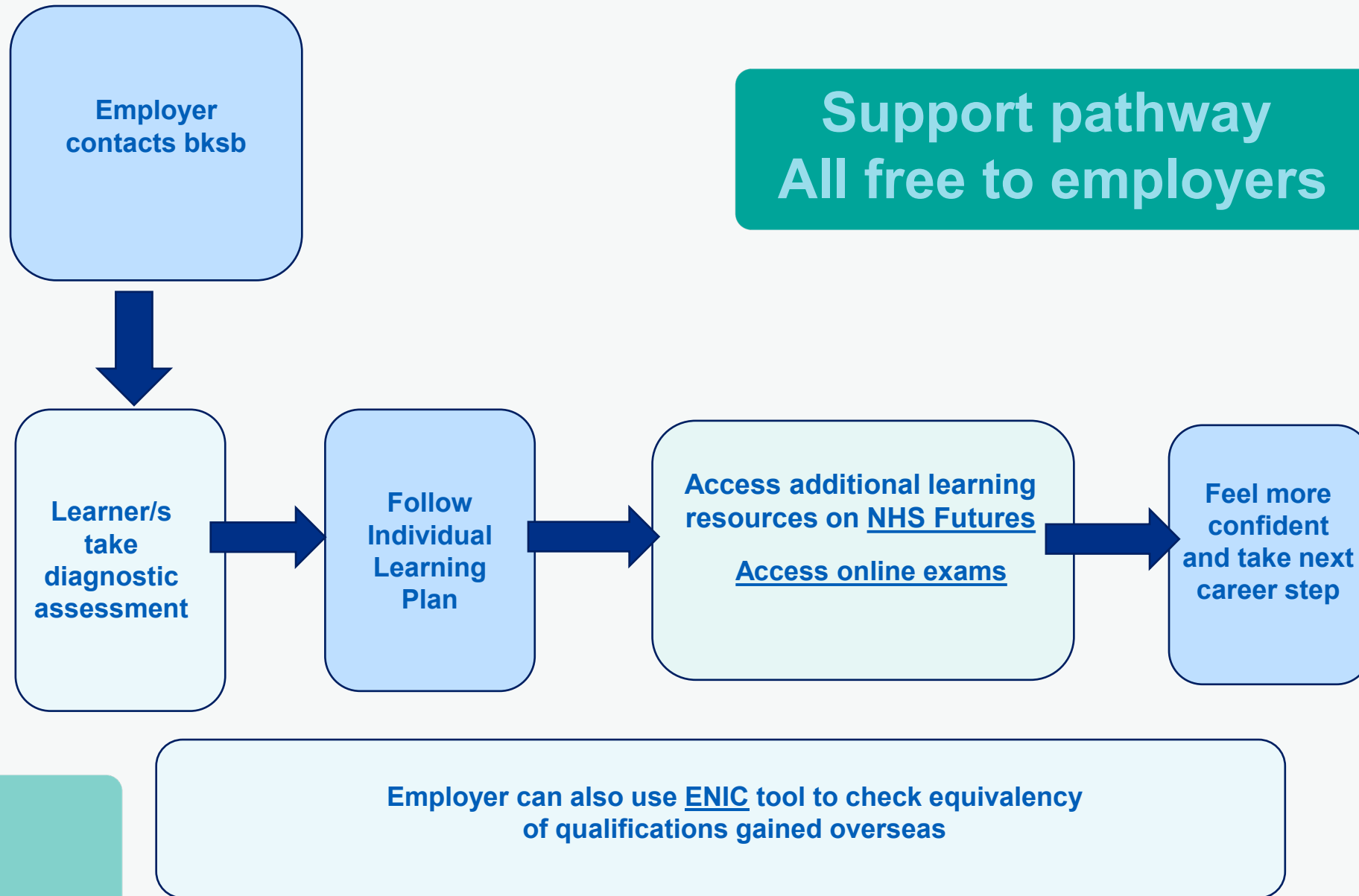


## Progression to higher and degree apprenticeships

- Most Universities set FS as an entry requirement even though the standards state by completion
- Realistic to achieve FS while studying at L5 or L6 and working full time?
- Additional release time on top of regulatory requirements
- NMC ( Nursing & Midwifery Council) - demonstrate competence or International English Language Testing System (IELTS) 7 or above
- HCPC ( Health & Care Professions Council) - good command or International English Language Testing System (IELTS) 7 or above
- Concern re: parity with traditional degree routes which ask for GCSE & A Levels
- Watch this space!

# NHSE funded support offer for all staff (not just apprentices)

- All accessible here on our [NHS Futures platform](#)
- Self-study software (basic key skills builder)
- Functional skills exam invigilation, delivered by Open Awards
- Numeracy champions training, delivered by National Numeracy
- Verification of overseas qualifications, through DfE (ENIC)
- Employer network (750 members), quarterly webinars, mailing list & updates via NHS Futures discussion forum



# NHS Futures platform

## The go-to Skills for Life resource for health and care

You can also join our National Skills for Life network of over 750 individuals. We have quarterly network meetings to discuss all pertinent topics.

Email [Kirsty.marsh-hyde@nhs.net](mailto:Kirsty.marsh-hyde@nhs.net)

FS Leads or Tutors welcome





# Group Discussion



- What are your challenges in engaging with the NHS?
- Best practice – what is working well?
- What can NHSE national & regional teams do to support?

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## Thank You



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