

# **NHS Long Term Workforce Plan and Educator Workforce Strategy**

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# Role of the NSHCS

**NSHCS exists to secure for the NHS excellent and relevant education and training for the healthcare science (HCS) workforce of today and tomorrow**

- Accreditation of training sites and Higher Education Institutions
- Recruitment and Induction to the programmes
- Training Support for trainees on programmes, including Training Programme Directors
- Train the Trainer - STP and ETP Training Officers and HSST Supervisors
- Curriculum Library
- Electronic Portfolio for workplace training and Progression Monitoring
- Final Assessment for the STP and the IAPS for the HSST
- Completion of Programme
- EPAO - Apprenticeships and Apprenticeship End-Point Assessments
- New Developments in Training Programmes

# Established Programmes

## Practitioner Training Programme

Since 2011 (2022 new programme ophthalmic imaging, 2023 vascular science)

Undergraduate HEFCE funded

BSc Hons in Healthcare Science

3-year duration – integrated with clinical placement of up to 50 weeks

Approximately 20 specialisms

Learner numbers are not held by the School

## Apprenticeships

Since 2019

BSc, MSc, MREs, PGDip

Work based learning Apprenticeships

1-5 year (depended on routes)

46 specialisms

14 x HEIs, 50+ Colleges and Training providers

1000+ work based departments

1400+ Apprentices

# Established Programmes

## Echocardiography Training Programme

Since 2020

Postgraduate NHS  
Commissioned

PGCert

Work based learning

England Only (currently)

18 months

1 specialism

3 x HEIs

60 endorsed work  
based departments

120 + trainees

## Scientist Training Programme

Since 2011

Postgraduate NHS  
Commissioned

MSc in Clinical Science

Work based learning

4 Country

3 year

30+ specialisms

8 x HEIs inc 1 in Wales

633 accredited work  
based departments

1400+ trainees

## Higher Specialist Scientific Training

Since 2014

Doctoral NHS Commissioned

Doctorate in Clinical Science

Work based learning

4 Country

5 year

27 specialisms

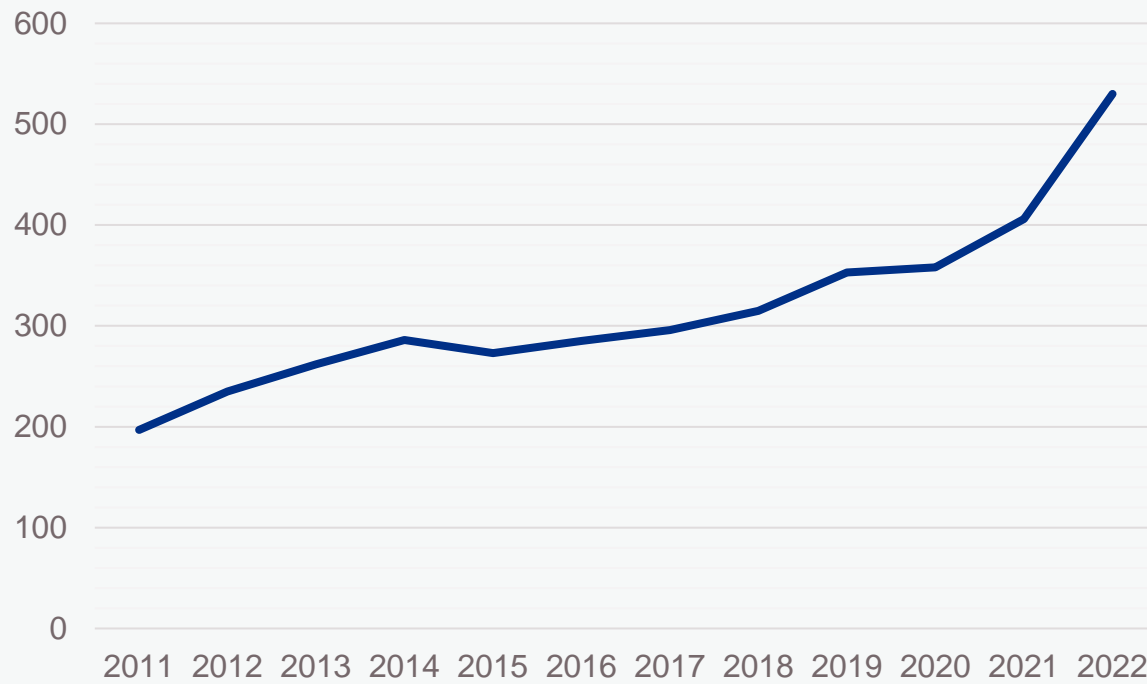
2 x HEIs

297 accredited work  
based departments

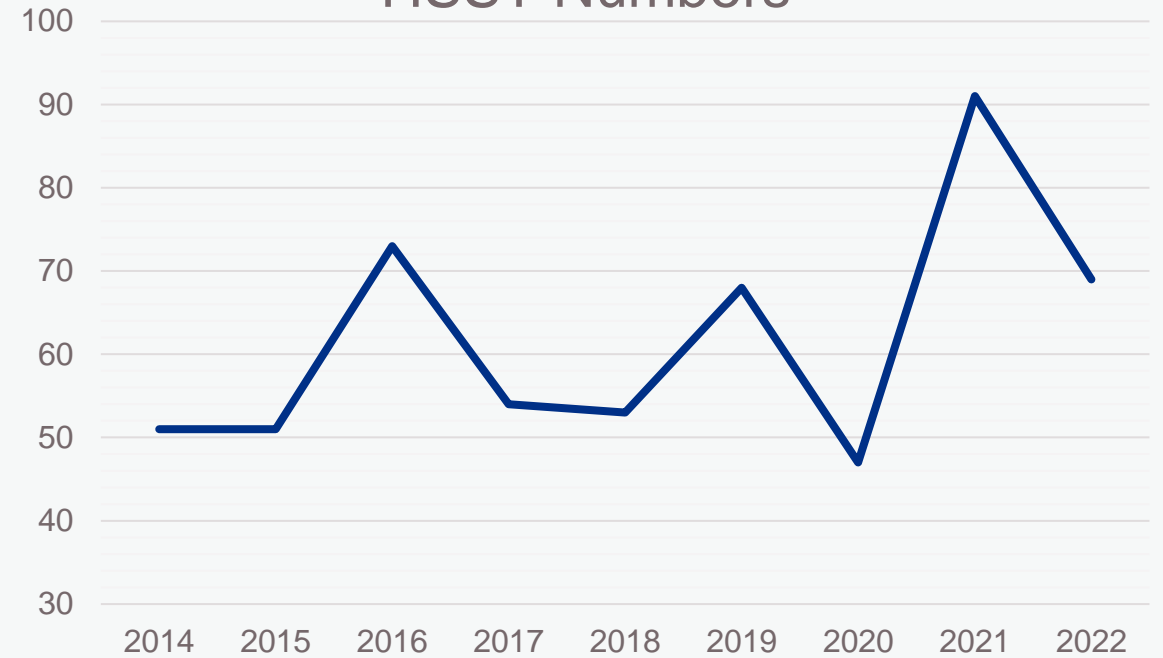
400 + trainees

# Growth in numbers on Programme

## STP Numbers

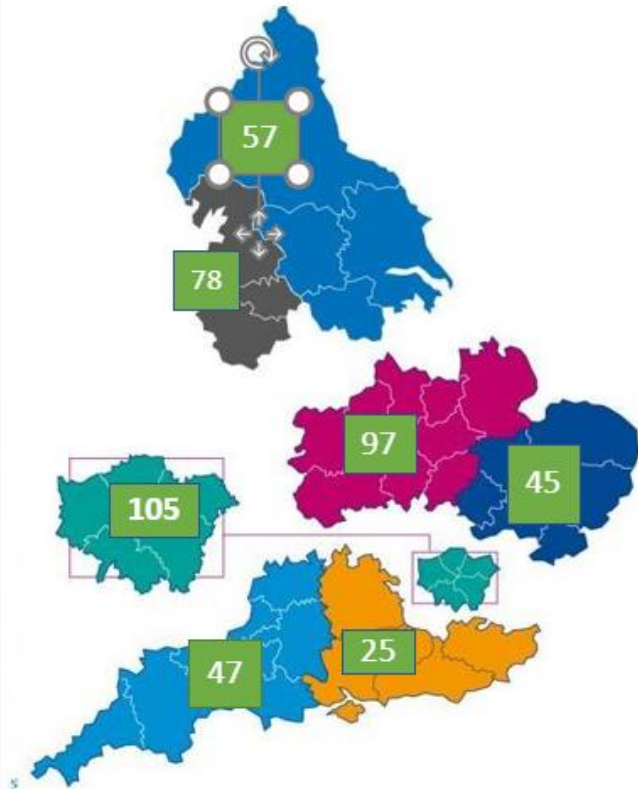


## HSST Numbers

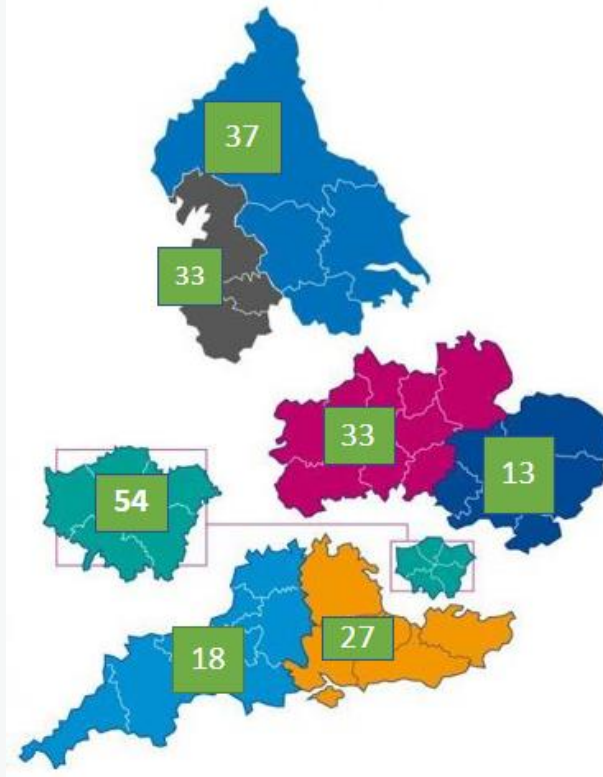


# Mapping Project

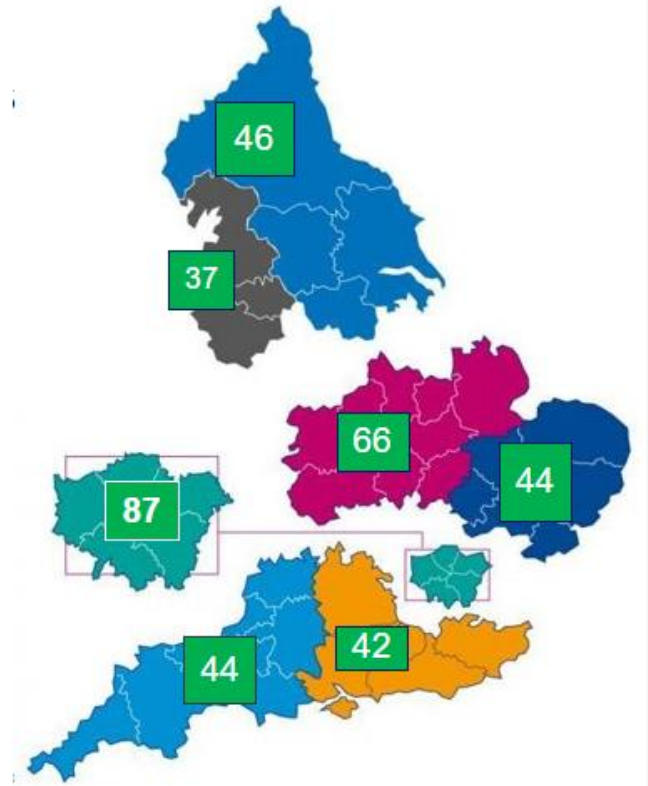
TOTAL numbers of STPs in Training in Life Sciences



TOTAL numbers of STPs in Training in Physical Sciences



TOTAL numbers of STPs in Training in Physiological Sciences





# Ambitions of the Long-Term Workforce Plan

- HCS training via PTP, STP & HSST to be increased by 13% by 2028/29 & by **30% by 2031/32**
- Training for healthcare scientists through **apprenticeship routes** to be increased by 20% by 2028 and **by 40% by 2031**, with apprenticeship routes expanded at all levels
- Advanced Clinical Practice (ACP) training to be **increased by 46% by 2031/32**, tailored to support service demand, and supported by the use of apprenticeships



# Workforce Expansion

## Practitioner Training Programme

- Investigate a funded PTP programme/funding of undergrad learners on clinical placements
- Fast track STP for PTP Graduates
- Expand HEIs delivering
- Regular data collection of healthcare science undergraduate learners





# Workforce Expansion

## Scientist Training Programme

- Support departments to train more
- Training Academies, Practice Educators, VR, Simulation
- Supporting Equivalence to Clinical Scientist – Portfolios and Mentors
- Using Level 7 Apprenticeship to access Levy Funding



# Workforce Expansion

## Higher Specialist Scientist Training Programme

- Royal College and Professional Body Publications to promote
- Alumni to promote and support
- Standalone PgDip Leadership Qualification
- Promoting Equivalence to Consultant Clinical Scientist

# New Programmes

## Graduate Diploma in Respiratory Science

25 trainees in 2023/24

## PgCert in Sleep medicine

40 candidates in  
2023/24

## PgCert Clinical Data Science

20 funded posts in  
2023/24

## Innovation Fellowships

6 fellowships in 23/24

# What's on the Horizon

**PgCert in Genomics for  
Haematology**

**PgCert in Genomics for  
Histopathology**

**PgCert in EP and  
Clinical Skills**

**HSST Histopathology**



# Links with Others

- Trainees, Training Officers and Supervisors
- Short-listers, Interviewers, Assessors
- Higher Education Institutes
- AHCS
- RCPPath
- Professional Bodies

# Educator Workforce Strategy





# Considerations for LTWFP

- Establishing the baseline for expansion
- Identify Specialisms and Regions with greatest demand and target increases in these areas
- Flexibility within existing programmes and new adaptable short courses
- Mapping HCS expansion to other professions
- Streamlining of processes to permit expansion
- Collaboration with all stakeholders to support expansion