

Example: Workforce Strategy Template

<p>Strategy: Year 1, Year 2 and where would you like to be by 2020? One training provider? / how many? /Employer-provider? /Supporting Provider?</p>
<p>Leadership – Trust Board buy-in, senior managers and professional group leads, apprenticeship champions, celebrations</p>
<p>Planning – Workforce planning (establishment costs, step-in/step-off opportunities/roles), succession planning, recruitment, university intakes, working with partners, co-delivering training, etc.</p>
<p>Identifying Resources: infrastructure, staff (to deliver training, EPA, administer, mentors, champions and collaborations), literacy & numeracy – who will deliver?</p>
<p>Staff readiness and engagement: e.g. communications, policies/procedure/guidance for staff/managers /apprentices /mentors/ leadership, engagement in the development of new job standards, Literacy & numeracy readiness.</p>
<p>Implementation: Workforce plans, career/talent development programmes, widening participation activities, mentorships/supervision</p>
<p>Review and Evaluation - In order to ensure the sustainability of adoption of apprenticeships for training, development and recruitment need to establish a way in which to benchmark and measure the success of their implementation. What metrics will you use to measure impact on patients, staff and the organisation – what will be meaningful to whom?</p>
<p>Staff – increased staff retention rates, improved staff job satisfaction/motivation, enabled innovation, creation of new roles and progression routes.</p>
<p>Organisation – Reduction in recruitment, bank and agency costs, lowered sickness absence rates, increased skills and flexibility of workforce, delivery of new services or services delivered in collaborations i.e. integrated care services.</p>
<p>Patients/Service Users – increase staff to patient ratio, delivery of service (filling gaps), increased patient satisfaction, opportunities for people with lived experience to gain entry to our workforce.</p>
<p>Return on Investment (ROI) - Possible examples of ways organisations measure ROI apprenticeships– possible links to national sites with resources</p>

