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Health Education and  
Improvement Wales (HEIW)

# Education and Training Plan: Supporting Resource.



# Document overview.

This resource has been created by Health Education and Improvement Wales (HEIW). It exists to help increase understanding of the annual HEIW Education and Training Plan (ETP) among key stakeholders.

The interactive document includes a brief and easy-to-understand overview of the ETP, covering:

- what it is
- how and why it is produced, and by whom
- its uses, benefits and risks

Most importantly, this resource will explain how the annual Education and Training Plan is a fundamental element in shaping the future healthcare workforce supply for NHS Wales.

It is advised that this resource is read before or alongside the ETP.

If you have any further queries about the ETP, please contact [heiw@wales.nhs.uk](mailto:heiw@wales.nhs.uk).

# Contents page.

Please click on the buttons below for further information about the ETP.

**What is the ETP?**

**Why is HEIW  
responsible for  
producing the ETP?**

**What are the  
benefits of the ETP?**

**What are the  
risks of the ETP?**

**What are the  
timeframes surrounding  
the ETP?**

**How does HEIW involve  
key stakeholders in the  
ETP development  
process?**

# 1. What is the ETP?

The purpose of the Education and Training Plan (ETP) is to offer training and education recommendations that address the requirements for the healthcare workforce supply, on behalf of the NHS Wales system.

The plan is developed annually and plays a fundamental role in shaping the future healthcare workforce in Wales to ensure continued high quality patient care.

Development of the ETP is a statutory requirement of Health Education and Improvement Wales (HEIW) – a Special Health Authority within NHS Wales. HEIW is responsible for producing a plan that is deliverable within the context of the education and training capacity available across Wales.

The plan builds on the growth in student and trainee numbers across healthcare professions, as set out in previous ETPs, and recommends that there is investment in education commissions to maintain or build on the growth made in previous years.

**"Excellent education and training underpin the development of a sustainable workforce, which in turn provides the capacity and capability to lead and promote high quality, safe patient, person and community centered care."**

[Back to contents page](#)

Find out more about HEIW and why it is responsible for producing the plan, [here](#).

Once the annual ETP is in place, policy and professional support from Welsh Government (WG) as well as system wide support from NHS organisations, including Health Boards, Trusts and other key stakeholders, is essential to support the training capacity that is required, and, critically, to ensure that there are attractive healthcare roles and employment opportunities available across Wales.

Each year, the plan is mindful of the strategic workforce challenges that affect health and social care services across Wales and aims to help address these challenges through:

- The delivery of multi-professional national programmes including Primary & Community Care, Mental Health, Urgent and Emergency Care, Planned Care, Cancer, and Diagnostics.
- Supporting Wales's 10-year workforce strategy for health and social care – A Healthier Wales. Developed by HEIW and Social Care Wales with substantial input from partners, the strategy sets out the vision, ambition and approaches that put wellbeing at the heart of plans for the NHS and social care workforce in Wales. The strategy can be accessed [here](#).
- Aiding continued recovery from the impact of the Covid-19 pandemic.
- Detailing work that is already underway to enhance educational enablers and infrastructure.

The ETP is a companion piece to HEIW's three-year Integrated Medium-Term Plan (IMTP). HEIW's IMTP can be accessed [here](#).

## 2. Why is HEIW responsible for producing the ETP?

Health Education and Improvement Wales (HEIW) is the system workforce body for NHS Wales.

The Special Health Authority sits alongside other Wales Health Boards and Trusts and has a leading role in the education, training, development and shaping of the healthcare workforce across Wales, to ensure high-quality patient care.

The development of the education and training plan is a statutory function of HEIW, given its role as the strategic workforce and education body for NHS Wales.

### **HEIW's vision: 'Transforming the Workforce for a Healthier Wales'**

To inform its development, HEIW considers the workforce plans from all NHS Wales Health Boards and Trusts and incorporates advice and the views of wider stakeholder groups (such as Royal Colleges,

Higher Education Institutes among many others) through integration of robust stakeholder engagement.

[Back to contents page](#)

This engagement activity is an integral part of creating and informing the ETP.

It is however, ultimately HEIW's responsibility to produce a plan, given its role as the workforce and education body for NHS Wales, that is deliverable within the context of the education and training capacity available across Wales.

## **Reasons why HEIW is best placed to develop the ETP:**

- HEIW was established as a single body organisation for the commissioning, planning, and development of education and training for the NHS workforce in Wales
- HEIW ensures that the people and healthcare professionals of Wales benefit from a cohesive, consistent approach to education and training
- HEIW addresses strategic workforce issues that require all Wales solutions – both demand and supply
- HEIW develops the ETP from workforce plans of NHS Health Boards and Trusts, taking consideration of the strategic priorities, and engagement with stakeholders.

More widely, HEIW's unique contribution to NHS Wales is to:

- Address strategic workforce issues that require all Wales solutions – both demand and supply
  - Make Wales a great place for Wales' health and care staff to be educated, trained and employed
  - Maximise the contribution of all professions and occupations
  - Integrate, and grow expertise and capability in planning, developing, shaping, and supporting the health workforce.
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### 3. What are the benefits of the ETP?

Key benefits of the Education and Training Plan (ETP):

- The ETP provides education and training recommendations for the NHS Wales healthcare workforce, based on robust intelligence and stakeholder input, that is deliverable within the context of the education and training capacity available across Wales.
- It ensures that NHS Wales organisations and key stakeholder groups are aware of commissions and recommendations for the NHS and social care workforce in Wales, enabling them to support current and future workforce planning.
- It builds on the growth in student and trainee numbers across healthcare professions, as set out in previous ETPs, and recommends that there is investment in education commissions to maintain or build on the growth made in previous years.
- It maximises the contribution of all healthcare professions in Wales.

In support of the *Workforce Strategy for a Healthier Wales*, the ETP also helps to:

- Improve population health and wellbeing through a focus on prevention

[Back to contents page](#)

- ✓ Improve the experience and quality of care for individuals and families
- ✓ Enrich the wellbeing, capability and engagement of the health and social care workforce
- ✓ Increase the value achieved from funding of health and care through improvement, innovation, use of best practice and eliminating waste.

**...and is underpinned by the Workforce Strategy for Health and Social Care themes:**

An Engaged, Motivated and Healthy Workforce  
Attraction and Recruitment  
Seamless Workforce Models  
Building a Digitally Ready Workforce  
Excellent Education and Training  
Leadership and Succession  
Workforce Supply and Shape

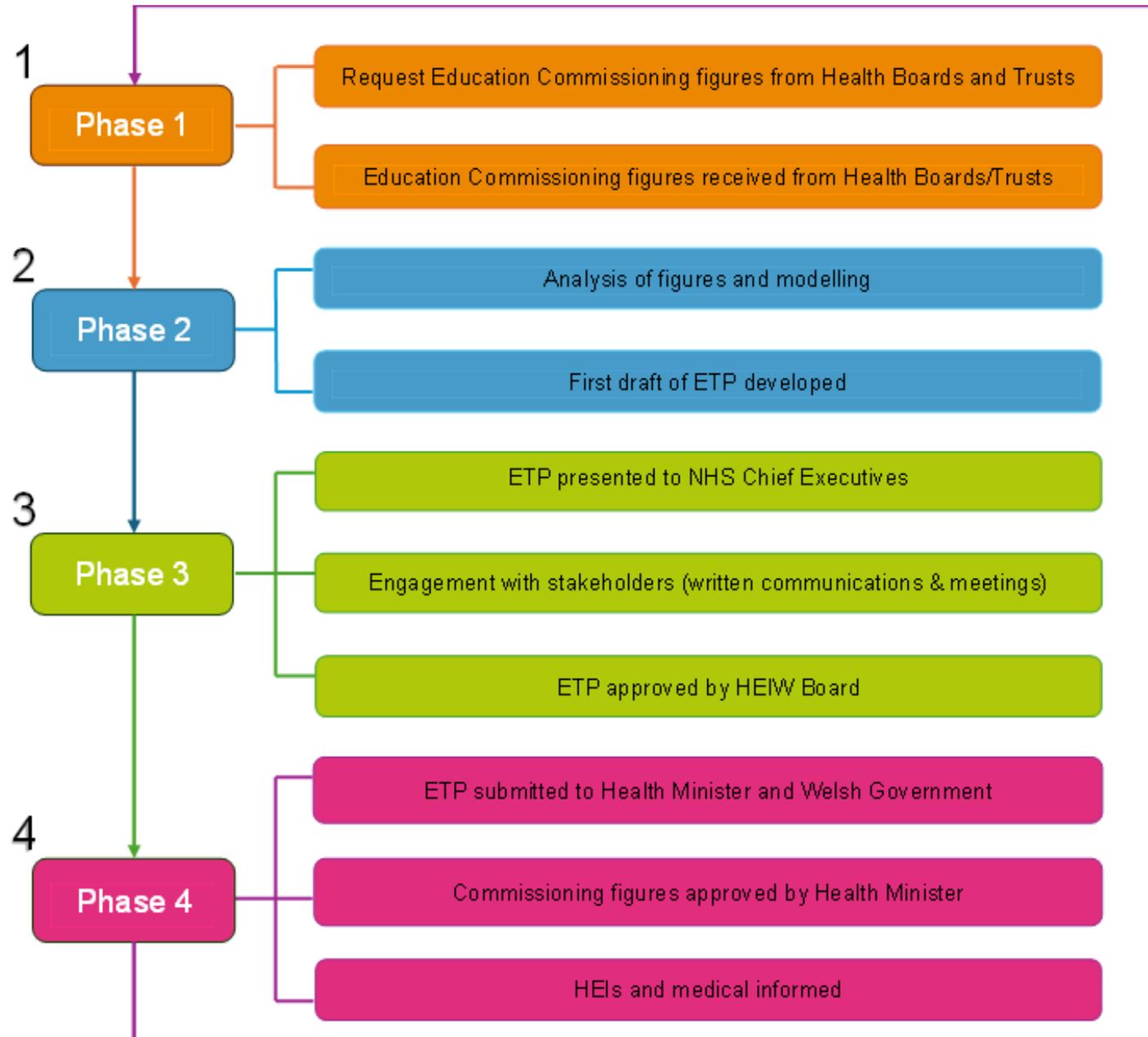
## 4. What are the risks of the ETP?

The ETP is both ambitious, yet achievable. However, as with any plan of action, there are always going to be risks. For the ETP, these could include:

- **Organisational Capacity** – the relevant organisational capacity to host relevant training placements is a key risk to successful deliver of the plan. These considerations are taken into account when consulting and evaluating the proposals for the ETP and the recommendations for education and training include these considerations.
- **Infrastructure** – as Higher Education Institutes continue to develop blended learning approaches to teach and support students and trainees, their physical infra-structure becomes less of a barrier to growth. Ensuring students and trainees continue to receive a safe and quality practice experiences remains vital and work is being carried out with key partners in Universities and Health Boards to build on the clinical supervisory infra-structure in place across Wales.
- **Graduate Employment** – to ensure we are all championing Wales as a place to train, work and live, there must be employment opportunities for students on graduation. HEIW continually works with key stakeholders to support graduate employment across Wales, particularly in the more rural and remote areas.

[Back to contents page](#)

## 5. What are the timeframes surrounding the ETP?



A high level overview of the development process and time frame for the ETP is summarised this diagram.

[Back to contents page](#)

## 6. How does HEIW involve key stakeholders in the ETP development process?

Engagement and incorporating the views, advice and recommendations from the NHS Wales Health Boards, Trusts and other key stakeholder groups is an integral and essential part of ETP development process.

Some of the approaches used by HEIW to involve key stakeholders are:

- Workforce planning intelligence supplied by the Health Boards and Trusts and as part of ongoing engagement with employers, professions, and other relevant parties. This information includes education commissioning figures, strategic intent including service developments, workforce trends, training capacity, quality of training and training pipelines.
- HEIW undertakes a strategic review of the workforce planning intelligence, including drawing on the expertise of the education contracting, workforce analytics and workforce planning teams to develop a final set of recommendations. These recommendations form a report which is used for robust engagement with Health Boards, Trusts, professional Peer Groups and NHS Executives, Royal colleges, Higher Education Institutions and Welsh Government.

[Back to contents page](#)

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- Presentations on the ETP are made to members of HEIW's ETP Stakeholder Reference Group, Education Commissioning Quality Committee, HEIW Board, Welsh Government Policy leads and at NHS Director Peer Group meetings.
  - Members of HEIW's Stakeholder Reference Group and Education Commissioning Quality Committee are invited to provide written feedback on working drafts of the plan.

**For more information and  
regular updates:**

Visit our website: [heiw.nhs.wales](http://heiw.nhs.wales)

Email us: [heiw@wales.nhs.uk](mailto:heiw@wales.nhs.uk)

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