

Background

The government made a manifesto pledge to recruit an additional 50,000 nurses by 2024. Aligned to this pledge was a commitment to upscale the recruitment of HCSWs, which could translate into a potential pipeline of nursing associate/registered nurse positions.

Due to the substantial increase in HCSW headcount (in the region of 2,214), the regional NHSEI team commissioned the survey project to learn about the experiences of new HCSW recruits.

Intelligence from the survey aims to support employers to ensure their recruitment practices and induction encourages HCSWs to remain in the NHS, advocate for their trust as an employer of choice in the local community, and potentially consider a nursing career.