

Introduction

As the world's fifth largest employer, workforce supply is a top priority for the NHS. Despite its 1.2 million staff in England (1.7 including Wales, Scotland and Northern Ireland), staffing shortages across some professions exist, which impacts on the delivery of essential services.

The UK government has pledged to have 50,000 more nurses in the NHS by 2024/25 and rapidly increasing the pace of recruitment across all roles and professions is a key focus of the We are the NHS: People Plan.

As the UK economy begins to recover from the COVID-19 pandemic, the NHS must ensure that health and care remains an attractive and accessible sector for local talent. It is crucial for organisations to develop relationships with education providers, influence the skills agenda and ensure visibility as a good employer within the local community.

It takes time and investment to grow new talent. This toolkit will help you as you take stock of what you might want to do now, to ensure you are able to sustain your workforce pipeline. To give you an overview of the types of information and good practice examples you will find in this toolkit, watch a recording of our inspire, attract and recruit webinar. In this session we ran through the toolkit's contents and shared good practice examples under the headings inspire, attract and recruit.