



# How we can help with workforce planning and redesign

**We understand you need to respond to the requirements in the NHS Long-term Workforce Plan and integrated workforce planning guidance.**

To support you in this, we take a system-wide 'one workforce' view to gain insights into the size, skills and capacity of your current workforce and map it against demand for current and future models of care. We can support you to conduct options appraisals on workforce models and redesign, develop workforce strategies and implement them. We can also help you understand how workforce models will change as new care pathways evolve and create business cases to improve workforce resilience for current and future need.

## Why choose MLCSU?



Experienced and skilled in NHS workforce planning



Lead, collaborate and offer skills transfer with colleagues as required



Facilitate technical specialists, such as business intelligence, workforce analytics, HR, clinical leaders, and so on



At-scale delivery model providing efficiency



Impact assessment and business case development expertise.



### Case study: Integrated care system diagnostic workforce strategy

We recently developed an integrated care system diagnostic workforce strategy, including assessing the current workforce, forecasting future demand, and creating an action plan. Scenario modelling prompted constructive debates on workforce growth, leading to the development of business cases for implementing recommendations.



### Case study: International recruitment business case

After analysing workforce data and conducting demand and capacity modelling, the requirement for international recruitment of clinical skills was confirmed. To address this need, a business case was formulated to secure funding for the continuation of an international recruitment bureau model. This model aims to bring in 630 international recruits, resulting in a reduction of nursing and midwifery vacancies by nearly 30%.

## How we do it:

Working with a team of experts we bring a mix of skills and experience together to:



Analyse your data providing baseline assessments of your workforce



Understand your local population and strategic direction



Model future demand and capacity



Identify gaps and possible supply options



Develop recommendations and actions



Programme manage and support in implementation



Make recommendations for future workforce development and planning.

**Enabling you to be outstanding through transformative people solutions.**

For more information on our products and services contact us today:

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