

RIPPLE WORKFORCE FRAMEWORK©

BACKGROUND

The Ripple Workforce Framework illustrates where we should put our effort and energy now in order to make a dramatic difference to our current and future workforce across health and social care. This framework (five ripples) visually and descriptively outlines how focusing on central ambitions can trigger a cascade of impactful actions over time.

RIPPLES - OBJECTIVES AND ACTIONS

1. Building Capacity

Objective: Systematically enhance capacity in health and social care organisations.

Actions:

- Partner with local communities for recruitment.
- Host live recruitment events.
- Utilise academies and engage schools, colleges, and universities.
- Raise the profile of health and care careers through local groups.
- Develop a pipeline for level 2, 3, and 4 entrants.
- Implement robust recruitment processes with ongoing support and career guidance.

2. Building Capability

Objective: Optimise the skill mix within the workforce.

Actions:

- Invest in training registrants, recognising the 3-8 year training period.
- Increase investment in bands 2 to 4 to balance workforce ratios.
- Redefine registrant roles to include supervision, coaching, mentoring, and patient empowerment.
- Provide necessary training, education, and support for registrants under the Growth and Leadership model.

3. Building Competence

Objective: Ensure health and care organisations receive the training and education needed for a modern workforce.

Actions:

- Collaborate with Higher Education Institutions (HEIs) to deliver relevant training and education.

4. Building Career Structures

Objective: Reshape services to accommodate a new workforce.

Actions:

- Create career structures from entry-level upwards across clinical and support services.
- Adopt a new approach to workforce planning to meet future needs.

5. Building Infrastructure

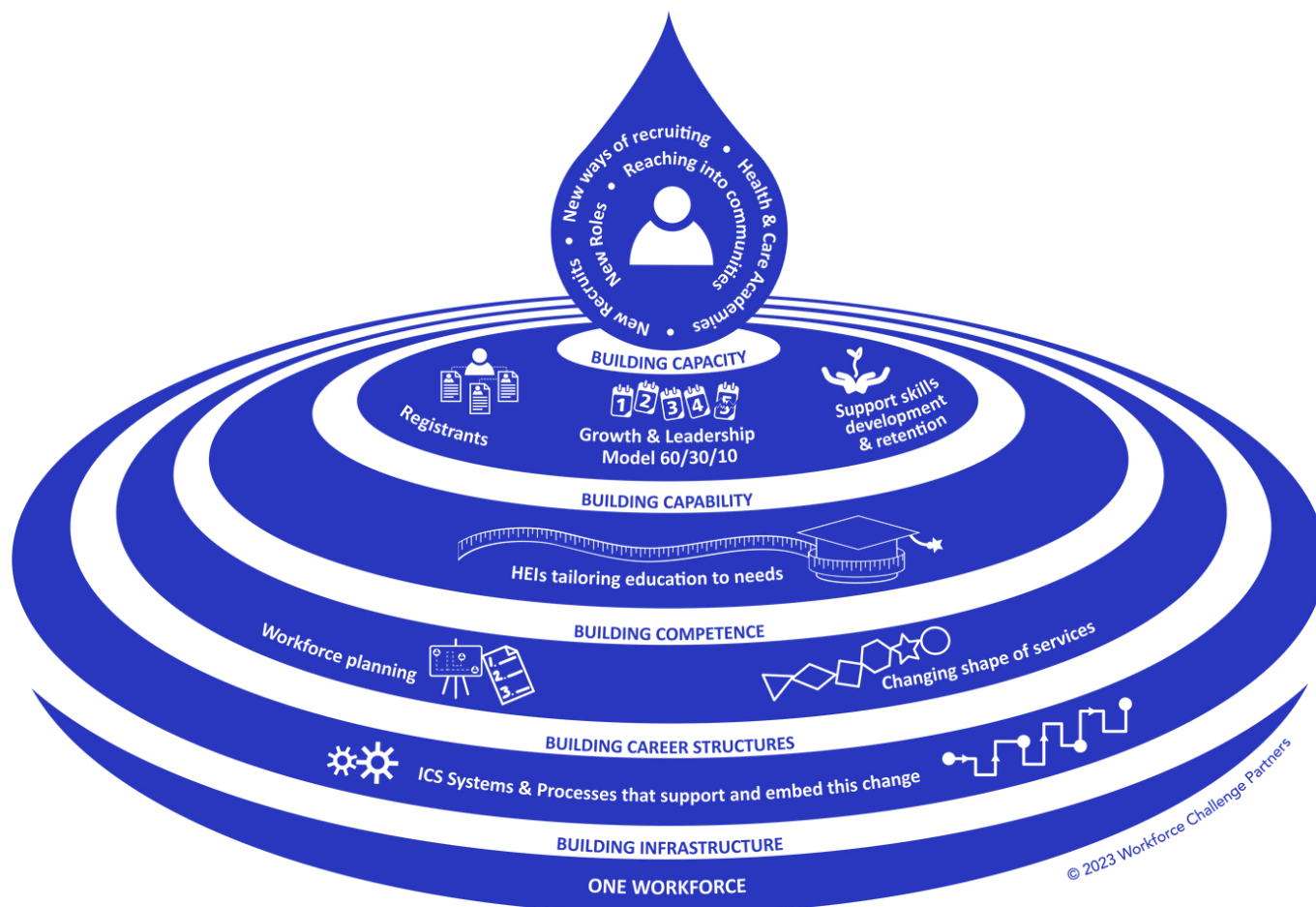
Objective: Align systems and processes across health and care sectors to foster a 'One Workforce' culture.

Actions:

- Develop systems that allow seamless work across health and care sectors, as demonstrated during COVID-19.
- Implement tools like the Digital Staff Passport (DSP) to further this concept.

EXPECTED OUTCOMES

This Ripple Workforce framework aims to create a sustainable and effective workforce by focusing on capacity, capability, competence, career structures, and infrastructure.



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