

Workforce - Social Care, Health and Wellbeing – Community Support Market Position Statement

There are a number of big challenges that face us all in relation to the future of the health and social care workforce in Kent and they must drive all health and social care partners to think differently.



The Kent Health and Wellbeing Board commissioned a Workforce Task and Finish Group to understand the context for Kent and report on priorities including:

- determining how health and care organisations in Kent can best respond to immediate service pressures in an aligned manner;
- determining how to maintain and expand the future workforce in priority areas;
- assessing how financial and human resources can be best invested in service transformation through education, training and the creation of new roles, joint teams, and/or new settings.

As well as advising on:

- any financial and systemic barriers that might affect workforce planning;
- short-term issues and how they might be resolved;
- the identification of priority focus areas for Kent's future workforce;
- the strategic context of workforce education and training, with reference to the Five Year Forward View and development of New Care Models;
- improving workforce planning, ensuring it is better coordinated and linked to strategic forward plans in Kent; and how we strike a balance between retraining and reskilling the existing workforce and expanding and creating new roles through innovative education and commissioning programmes.