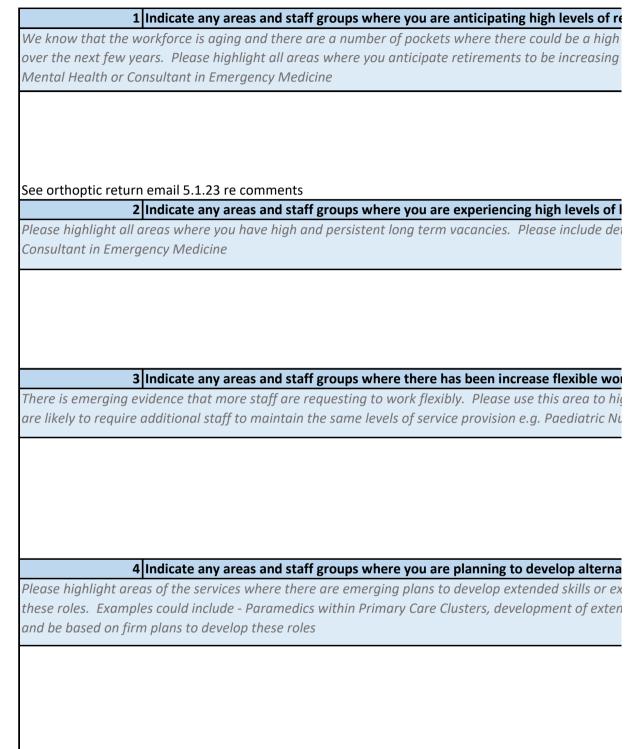
Workforce Flamining Questions	
The following workforce planning questions wil	I provide extra information to support your education
that could impact on the shape and supply of ye	our workforce



Please highlight areas of the services where there are emerging plans to develop your support work v devlopment of staff in support worker roles to increase opportunities for staff progression. Examples Facilities workforce to increase flexiblilty

5 Indicate any areas and staff groups where you are planning to develop the sup

6 Indicate any small specialty areas and staff groups where you are anticipating
Please highlight where you have small specialties or professional groups where there are emerging w
issues are and what the cause is e.g. aging workforce, increased turnover etc and also to identify who
support in these areas and make the link to your education and training requests

1 commissioning requests and will provide an overview of any emerging workforce hotspots etirements over the next 5 years level of retirements in the next 5 years and that Covid may change people's retirement palns over the next five years, including, where possible specific services areas e.g. nursing in ong term vacancies tails including, where possible, specific services areas e.g. nursing in Mental Health or rking and reduction of the participation rate ghlight service areas and/or staff groups where increased part time working means that you ırsing in X Hospital or Radiotherapists at Band 6 etc tive clinical practitioners or the multi disciplinary team pand the multidisciplinary team in areas where there has not typically been a demand for ided practice Reporting Radiographers in you main DGH. This should cover the next 5 years

port worker workforce

vorkforce - it would be helpful here to identify where you have firms plans to invest in the s could also include use of new and existing apprenticeship frameworks e.g. upskilling your

aving workforce issues or gaps
orkforce gaps and/or issues - it would be helpful to identify where these gaps/workforce
plans you have in place to address these issues. Please indicate what HEIW could do to