

IN THE NEXT 20 YEARS  
THE NUMBER OF PEOPLE  
IN ENGLAND WHO ARE 65  
AND OVER IS PREDICTED  
TO RISE BY 51 PERCENT\*  
AND THE DEMANDS ON  
OUR HEALTH AND SOCIAL  
CARE SYSTEM WILL BE  
VERY DIFFERENT



WE NEED TO PLAN  
FOR A WORKFORCE  
THAT CAN MEET  
THESE NEEDS

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The decisions we make today about skills mix, training places and operational models will impact on how well the health and social care system can manage a rapidly aging population and the associated rise in the number of people with multiple long-term conditions.

Strategic workforce planning is central to ensuring that the health and social care system can meet these and other future needs, as well as configuring today's workforce to deliver better health and social care outcomes in the shorter term.

The Centre for Workforce Intelligence (CfWI) is the new national authority on workforce planning and development, providing advice and information to the NHS and social care system. Its mission is to become **'the primary source of workforce intelligence for health and social care'**.

CfWI provides easily accessible intelligence, tools, resources and options appraisals for workforce planners in health and social care. CfWI also undertakes long-term strategic scenario planning for workforce that is based on research and evidence with careful analysis and measured comment.

The Centre is committed to making a practical difference, supporting senior leaders and practitioners as they work to deliver some of the very real challenges they face, for example balancing supply and demand, planning the workforce across health and social care delivery, and meeting the quality and productivity challenge. It will do this through providing insight and evidence that will support sound decision making, helping to make sense of the array of information and factors that need to be taken into consideration. In addition, it will gather together the best tools and models to apply this thinking in real life, and support professional communities of practice to take this thinking further.

CfWI's agenda will be strongly influenced by partners, service providers, patients and service users, so that it will develop and deliver services that really meet their needs and lead to improvements in workforce planning, and so in health and social care service delivery and outcomes.



CFWI WILL FOCUS ON THREE KEY STRATEGIC AREAS: INTELLIGENCE, PLANNING, LEADERSHIP. IT WILL UNDERTAKE ACTIVITY IN THE SHORT TERM TO DELIVER LONG-RANGE OUTCOMES.

## INTELLIGENCE

CfWI will provide workforce intelligence to the health and social care system to enable better informed decision making. This intelligence spans the “here and now” through to thought leadership about the workforce in ten to 20 years’ time, including:

- **Review of priority care pathways**  
Supporting the quality and productivity challenge using a care pathway approach
- **Provide national and regional intelligence**  
Maintaining a broad and systematic provision of workforce intelligence
- **Review of information architecture**  
Strengthening the information needed to support workforce planning
- **Workforce opportunities and risks**  
Identifying the top risks and opportunities with a focus on skills mix and role redesign
- **Medical workforce analysis**  
Analysis of medical specialty training numbers and the shape of the future medical workforce.

## PLANNING

Improving the quality of data and models will significantly enhance the effectiveness of workforce planning at local, regional and national levels.

- **Models and data sources for planning**  
Bringing together the most useful analytical models to support workforce planning
- **Workforce planning toolkit**  
Sharing best practice resources across the system.

## LEADERSHIP

CfWI’s leadership programme is focused on raising the profile of effective workforce planning and development and on strengthening the capability and capacity to support it.

- **Leadership capability**  
Raising the profile of workforce planning in health and social care
- **Marketing communications**  
Supporting a real dialogue between the Centre and its partners
- **Creation of the CfWI web portal**  
The first place to go for intelligence, tools and support.

## BROAD OUTCOMES FOR YEAR 1

- The Centre will be firmly established within health and social care – supporting public, private and third sector providers and educators
- There is an agreed competency framework for workforce planning
- SHAs, commissioners and providers are using the work on care pathways to help them meet the quality and productivity challenge
- There is a clear plan to strengthen the information architecture
- There is greater shared understanding within the system of best practice
- There is strong engagement within the health and social care system.

## THE CFWI PORTAL

The CfWI web portal ([cfwi.org.uk](http://cfwi.org.uk)) is the first place to go for up-to-date workforce planning intelligence, analysis, tools, resources and support for the health and social care system. It gives access to a wide variety of national and international workforce planning resources, drawing on content from CfWI, users, and other reputable organisations, and signposts other online resources.

The portal is the hub for health and social care professionals to share innovative thinking and best practice, supporting the development and exchange of ideas within communities of interest.

It will also help to raise the profile and importance of workforce planning and development among clinicians and senior managers. It will help to drive innovation and promote the results of horizon scanning throughout the health and social care system.

[www.cfwi.org.uk](http://www.cfwi.org.uk)

## WHO'S WHO

### Chief Executive

Peter Sharp

### Board of Governors

Chair – Professor Dame Carol Black

Vice-Chairs – Dr Mary Armitage CBE and Sir Neil McKay

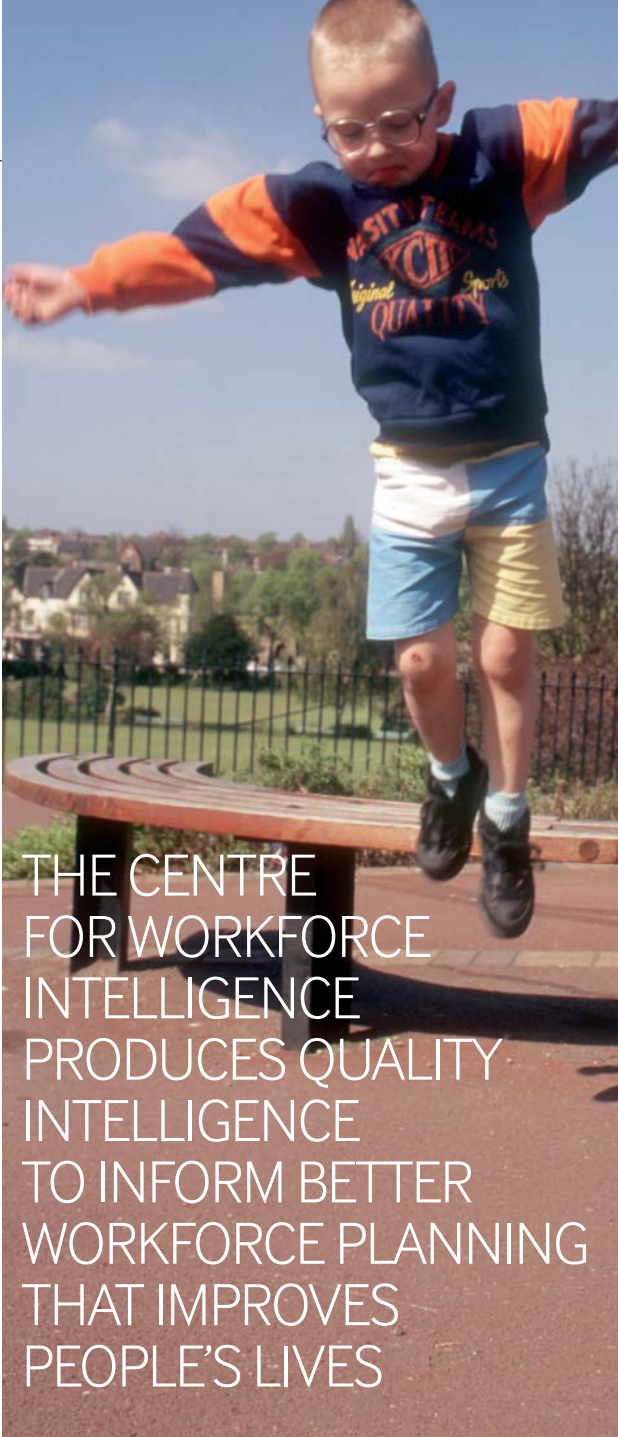
Professor Peter Kopelman

Professor Andrew Stephens

Candace Imison

Dame Donna Kinnair

Roy Taylor CBE



THE CENTRE  
FOR WORKFORCE  
INTELLIGENCE  
PRODUCES QUALITY  
INTELLIGENCE  
TO INFORM BETTER  
WORKFORCE PLANNING  
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