

Pathways into health careers

Abi Changer, Careers information and quality lead



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Make a difference

350 Careers One NHS Your Future

I thought you
need a degree
to work in the NHS

Surely all health
careers must be
for people who do
medical or caring roles

I love the NHS,
but I wouldn't
want to deal with
patients directly

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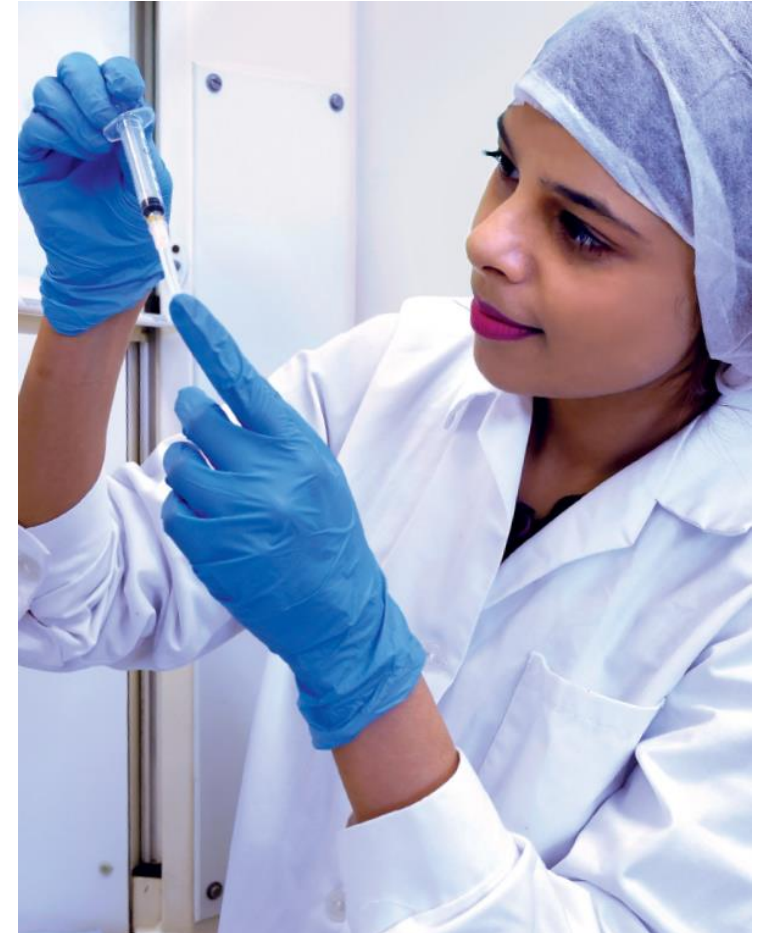
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Content

- Background and context
- Getting in
- What's new?
- Resources from Health Careers
- Answers to FAQs from careers professionals
- Using the NHS Jobs website



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Background and context

- NHS healthcare is delivered by more than 1,000 organisations in England
- Each an employer in its own right
- Each responsible for work experience, school/college liaison activity, apprenticeships etc



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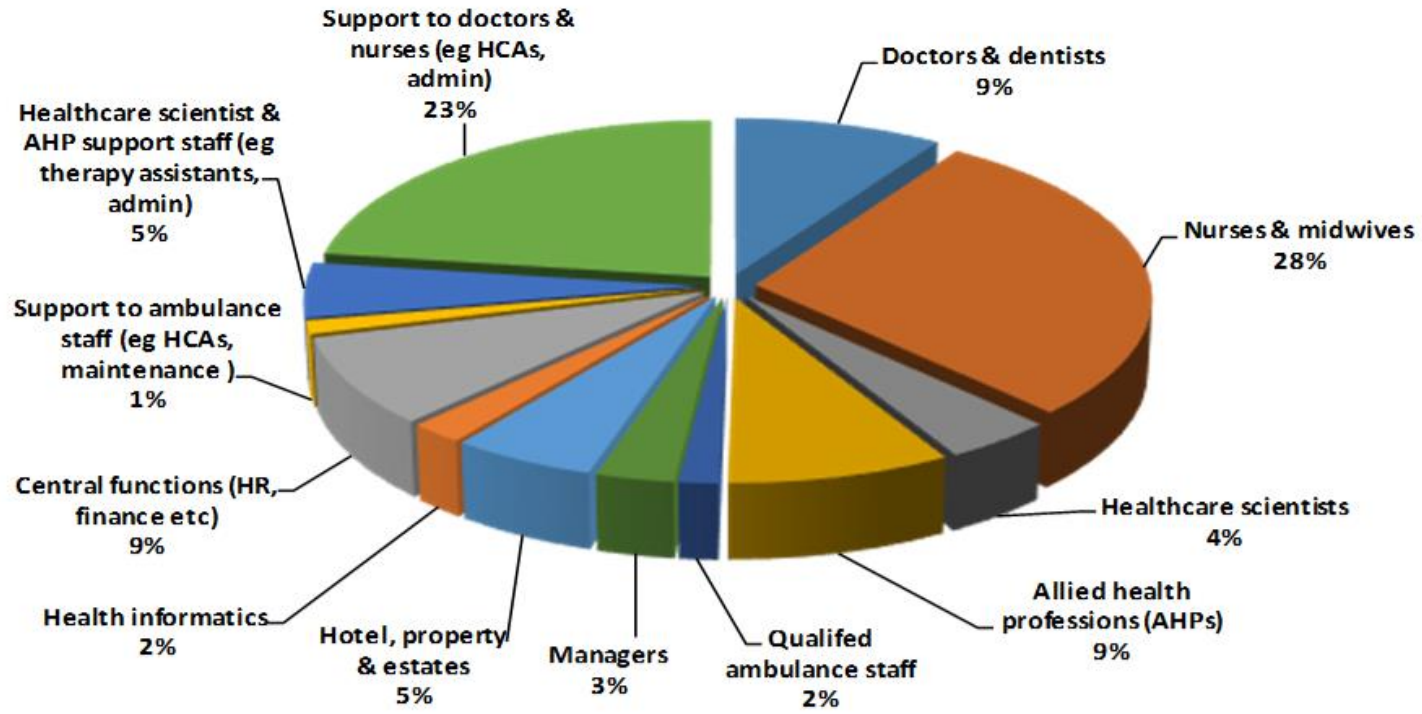
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Staff in the NHS 2019 (approximately)



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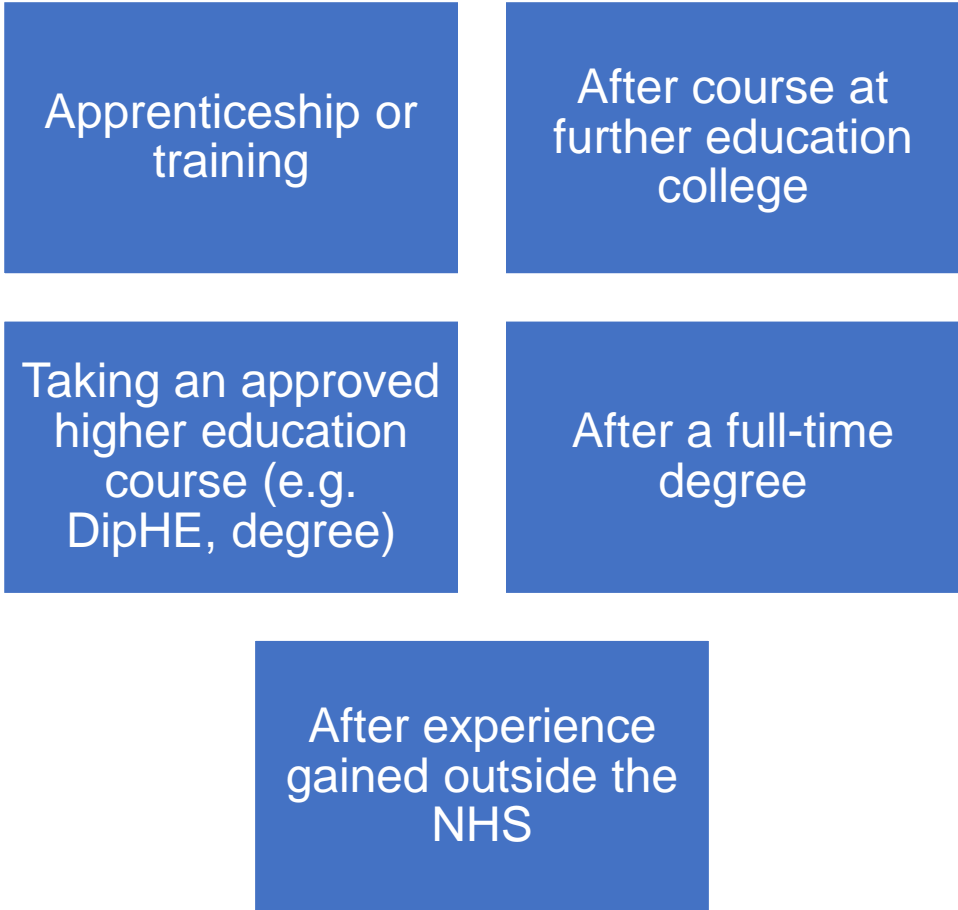
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Getting in – different entry levels



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Apprenticeship vacancies* in the NHS over past 3 months

Procurement assistant apprentice	Bolton	Operating department practice degree apprentice	Nottingham
Apprentice porter	Cardiff	Data analyst apprentice	Bristol
Learning disability nurse degree apprenticeship	Birmingham	Apprentice nursing associate	Coventry
Apprentice radiology department assistant	Norwich	Business administrator apprentice	London
Apprentice carpenter/joiner	Plymouth	Neurophysiology science practitioner (degree)	Nottingham
Apprentice physiotherapy assistant	Liverpool	Apprentice estates engineer	Bristol
Apprentice pharmacy assistant	Hull	Apprentice radiographer (degree)	Somerset

*As advertised on NHS jobs www.jobs.nhs.uk

Candidates should also search on the National Apprenticeships website <https://www.findapprenticeship.service.gov.uk/apprenticeshipsearch>

Apprenticeship standards



Standard		Stage of development				Approved?	Vacs yet?
Title	Level						
Arts therapist	7	Proposal	Consultation	Standard	Assessment	✓	Not yet
Diagnostic radiographer (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Yes
Dietitian (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Not yet
Healthcare Science practitioner	6	Proposal	Consultation	Standard	Assessment	✓	Yes
Midwife (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Yes
Nursing associate	5	Proposal	Consultation	Standard	Assessment	✓	Yes
Occupational therapist (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Yes
Operating dept. practitioner (deg)	6	Proposal	Consultation	Standard	Assessment	✓	Yes
Paramedic (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Not yet
Physician associate	7	Proposal	Consultation	Standard	Assessment	✓	Not yet
Physiotherapist (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Not yet
Podiatrist (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Yes
Prosthetist and orthotist (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Not yet
Registered nurse (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Yes
Speech & language therapist (deg)	6	Proposal	Consultation	Standard	Assessment	✓	Not yet
Therapeutic radiographer (degree)	6	Proposal	Consultation	Standard	Assessment	✓	Not yet

The state of play as at 30 Jan 2020

Health apprenticeship standards facilitated by Skills for Health
<https://haso.skillsforhealth.org.uk/standards/>

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Fulltime undergraduate opportunities (clinical)

- **Dental hygiene**
- Dental technology
- **Dental therapy**
- **Dietetics**
- Dentistry**
- Environmental health
- Healthcare science (audiology)
- Healthcare science (blood sciences, cellular sciences, infection sciences)
- Healthcare science (cardiac physiology)
- Healthcare science (clinical engineering)
- Healthcare science (genetics science)
- Healthcare science (medical physics)
- Healthcare science (neurophysiology)
- Healthcare science (respiratory & sleep sciences)
- Medicine**
- **Midwifery**
- **Nursing**
- **Occupational therapy**
- **Orthoptics**
- **Operating department practice**
- Paramedic science
- Pharmacy
- **Physiotherapy**
- **Podiatry**
- **Prosthetics and orthotics**
- **Radiography – therapeutic & diagnostic**
- **Speech & language therapy**

Eligible students can access the Learning Support Fund for help if they have parental responsibility, additional costs for attending practice placements as part of their course and those facing financial hardship

** Financial support for final year of 5-year degree

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Graduate opportunities – clinical



- **Scientist training programme (STP)** [20 applications per place in 2018 – 284 places]
- **Biomedical scientists** (few trainee posts now, PTP becoming major route to biomedical scientist)
- **Physician associate** training (NB also two undergraduate courses)
- **Arts therapists** (music, drama & art therapy)
- **Psychologists** (clinical, counselling, forensic, health areas), **psychological wellbeing practitioners**
- **Accelerated/shortened** (by way of APEL) programmes for graduates:
 - Dentistry**
 - Dietetics
 - Environmental health
 - Medicine**
 - Nursing
 - Occupational therapy
 - Physiotherapy
 - Radiography (therapeutic and diagnostic)
 - Speech and language therapy

****Financial support from year 2 of 4-year degree.**

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Graduate opportunities – non-clinical

Graduate Management Training Scheme (any degree discipline). Six streams:

- Financial management
- General management
- Human resource management
- Informatics management
- Policy and strategy management
- Health analysis

September 2019 entry:
9000 applications
262 starts

Other 'non-scheme' opportunities e.g.

- Health informatics (e.g. librarians, statisticians)
- Operational management
- Engineering etc

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Financial support at university

From September 2020, all nursing, midwifery and many allied health professional degree students will receive **at least £5,000 a year**. Eligible students may also receive:

- £1,000 for students on those degrees that struggle to recruit: mental health and learning disability nursing, radiography (diagnostic and therapeutic), prosthetics and orthotics, orthoptics and podiatry
- £1,000 additional childcare allowance to help balance studies with family life
- £1,000 for students in areas of the country which have seen a decrease in people accepted onto some nursing, midwifery and allied health courses over the past year (further details to be confirmed).

This means that some students could be eligible for **up to £8,000** in total support per year. The funding will not have to be repaid.

The funding is in addition to other financial support such as Learning Support Fund.



The new and continuing degree-level students who will benefit from the maintenance grants are those studying:

dietetics
dental hygiene or dental therapy (level 5 courses)
occupational therapy
operating department practitioner (level 5 & 6 courses)
orthoptics
orthotics and prosthetics
physiotherapy
podiatry or chiropody
radiography (diagnostic and therapeutic)
speech and language therapy
paramedicine
midwifery
nursing (adult, child, mental health, learning disability, joint nursing/social work)

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Trends, changes and new roles

NHS terms and conditions (Agenda for Change pay system)

2018 pay deal (3 years):

- 9 pay bands ranging from (£17,652 to £103,860)
- Entry level roles now start on band 2 (band 1 closed to new entrants December 2018)
- Since April 2019 newly qualified nurse and dietitian (for example) start on £24,214, from April 2020 ↑ £24,907

Nursing associate

- New role between healthcare assistant and registered nurse (piloted 2016-18)
- Level 5 apprenticeship (foundation degree)
- Regulated by the Nursing and Midwifery Council (NMC) from January 2019

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Trends, changes and new roles

Graduate management training scheme

- Expanded to over 250 for 2019 intake
- Plan to expand intake further

Medicine

- Continued expansion of medical school places in 2020 (intake target over 7,300 in 19/20)

Education mental health practitioner

- Further training positions from September 2020
- First intake for 1-year course (Postgrad Diploma) Jan 2019. Next cohort starting Sep 2020
- Applicants must demonstrate ability to work at degree level, have equivalent level of relevant experience, with proven record of previous learning or formal study in child development, wellbeing or mental health. Exp of working with children/young people and understanding of education system in England highly desirable.

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Trends, changes and new roles

Physician associate

- Two undergraduate courses, mainly post grad

50,000 new nurses

- New, retaining, returning and overseas

Financial support

- Commencing September 2020

Topol Review – digital

- In 20 years 90% of all jobs in the NHS will require some element of digital skills
- AI technologies, telemedicine, smartphone apps, genomics, robotics



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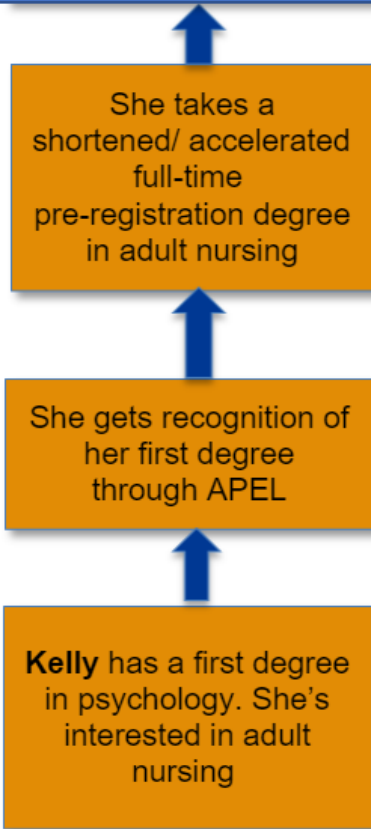
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Examples of routes into nursing (England)

Registration with the Nursing and Midwifery Council (NMC)



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An inclusive employer

- Supported internships and traineeships
- Entry level jobs and apprenticeships
- Option to achieve L2 functional skills in English and Maths on job
- Cadet programmes
- Contextual offers from universities
- Targeted events in local areas
- Princes Trust programmes



Criteria	Essential
Qualifications and Training	<ul style="list-style-type: none">• Minimum of 4 GCSEs at grade 8-3 (A*-D) or equivalent• This must include Maths and English (other literacy and numeracy qualifications also accepted please enquire if your are unsure)
Experience	<ul style="list-style-type: none">• N/A

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Resources from Health Careers



NHS

Want to earn, learn and make a difference?

NHS

In an NHS apprenticeship, you'll be making a difference with the UK's biggest employer

We have many different apprenticeships so you can make a vital contribution wherever you're working and whatever your age. We'll train and develop you and offer great terms and conditions. We're recruiting now.

One NHS. Your future.

Search NHS careers

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NHSP12 Jan 2020

NHS

350 Careers
One NHS
Your Future

We're not what you think

I thought you need a degree to work in the NHS

Surely all health careers must be for people who do medical or caring roles

I love the NHS, but I wouldn't want to deal with patients directly

NHS

Feel happier in front of a screen than a person?

NHS

You don't have to work in a clinical job to help the NHS save lives

We have more than 350 different careers, so you can make a vital contribution without ever seeing a patient. We'll train and develop you and offer great terms and conditions. We're recruiting now.

One NHS. Your future.

Search NHS careers

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NHSP7 Jan 2020

NHS

Think hospital dramas tell the full story?

NHS

The NHS has more than 350 careers, so you can make a vital contribution without ever seeing a patient. We'll train and develop you and offer great terms and conditions. We're recruiting now.

One NHS. Your future.

Search NHS careers

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NHSP3 Feb 2020

NHS

Like the idea of helping others but a degree isn't for you?

NHS

The NHS has more than 350 different careers: many of them don't need a degree

You can make a big contribution, whatever your academic background. We'll train and develop you and offer great terms and conditions. We're recruiting now.

One NHS. Your future.

Search NHS careers

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Values based recruitment



Working together for patients
Teamwork across the NHS makes life better for the people we serve.



Respect and dignity
It's a quality not a qualification to be able to treat our patients with respect.



Commitment to quality of care
Whatever NHS career you choose, we want people with high standards.

Compassion
We want people who really care to come and work for us.



Improving lives
You can make patients' lives better, whether you're a secretary or a surgeon.



Everyone counts
Each and every person working and volunteering in the NHS is making a difference and helping people, whatever career they're in.



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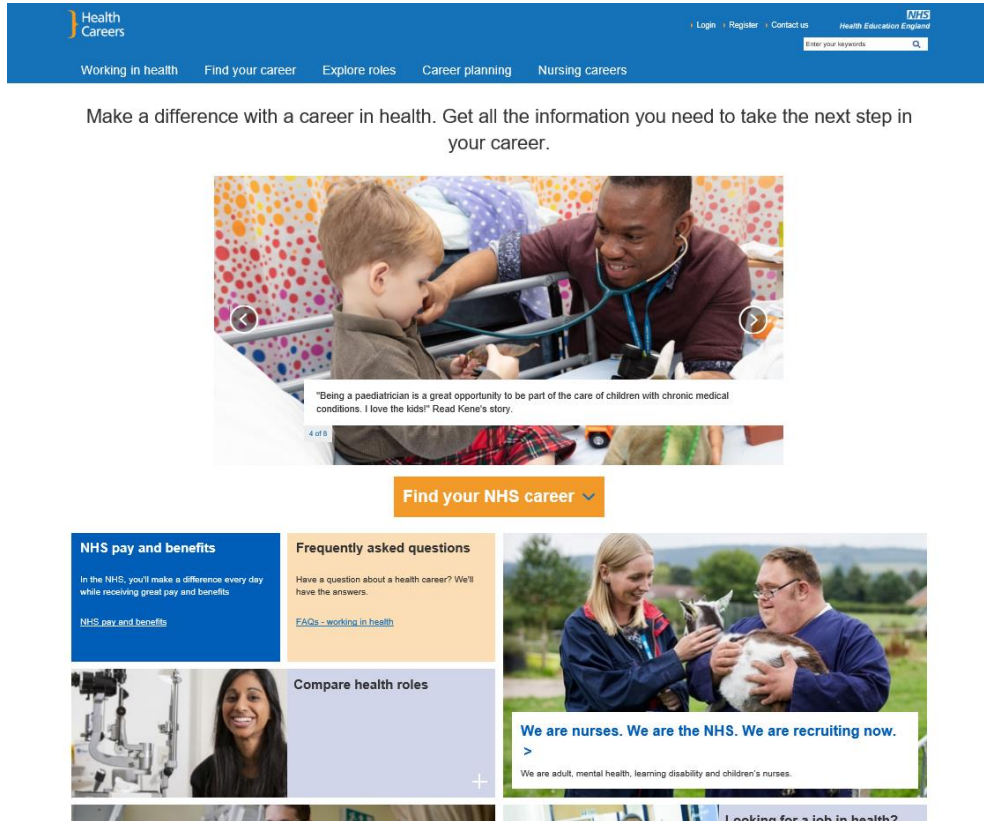
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Health Careers website



- Information on 350+ roles
- Roles grouped under categories
- Details for each role:
 - working life
 - entry requirements
 - training & pay
 - further info
- Real life stories
- Videos
- **Compare** up to 3 roles side by side
- FAQs
- **Register for account**

- **Find your health career tool**
- **Course finder**
- Events calendar
- News
- Choosing your options
- Gaining experience
- Considering university
- Planning your career
- Developing your career
- Resources
- **For those providing careers IAG:**
 - teaching resources
 - FAQs

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Compare roles



Health Careers Health Education England

Working in health Find your career **Explore roles** Career planning Nursing careers

Enter your keywords



Compare roles in health

Not sure where to start with the hundreds of careers in health? Use our compare roles section to get bite-size information on the entry requirements and training, pay and conditions, prospects and skills needed of up to three roles. If there is something that you think you could do, then get more in-depth information on the role.

Don't forget, you can also save your role comparisons by registering with us.

Add role

-
-
-
-

Occupational therapist

Occupational therapy is an exciting and varied career. It offers you the chance to make a difference, a high degree of flexibility and excellent employment prospects. You'll work with patients every day to help improve their care and their lives.

Training and qualifications required

You need to take approved training to become an occupational therapist. This could be an approved degree in occupational therapy (courses take three or four years full-time and are also available part-time). If you already have a relevant degree and healthcare experience, you can take a Masters in occupational therapy. These courses usually take two years. To get onto a full-time occupational therapy degree course you usually need two or three A levels or equivalent, along with five GCSEs (grades 9-4/A-C), including English language, maths and science. Each institution sets its own entry requirements, so it's important to check carefully. A degree apprenticeship in occupational therapy has also been approved and offers an alternative to full-time university study. You would apply to these apprenticeships.

Speech and language therapist

Speech and language therapy is an exciting and varied career. It offers you the chance to make a difference, a high degree of flexibility and excellent employment prospects. You'll work with patients every day to help improve their care and their lives.

Training and qualifications required

You'll need to study for an approved degree, which takes three or four years full time or up to six years part time, or be employed as a degree apprentice in speech and language therapy with an employer. Full-time university courses in speech and language therapy may have different names, including speech and language pathology and speech science. To get onto an speech and language therapy degree course or degree apprenticeship, you usually need two or three A-levels (or equivalent qualifications), along with five GCSEs (grades A-C), including English language, maths and science. Each institution and employer sets its own entry requirements, so it's important to check carefully.

Art therapist/art psychotherapist

Art therapy is a form of psychotherapy that uses art media as its main mode of expression and communication. Art therapists/art psychotherapists* use art as a medium to address emotional issues which may be confusing and distressing.

Training and qualifications required

To practise as an art therapist/art psychotherapist, you must be registered with the Health and Care Professions Council (HCPC). To register with the HCPC, you need to have taken an approved Masters degree in art therapy or art psychotherapy. You may be accepted onto a course without an art degree, if you have a strong art background. A level 7 apprenticeship for arts therapists (art therapists/art psychotherapists, dramatherapists and music therapists) has also been approved for delivery.

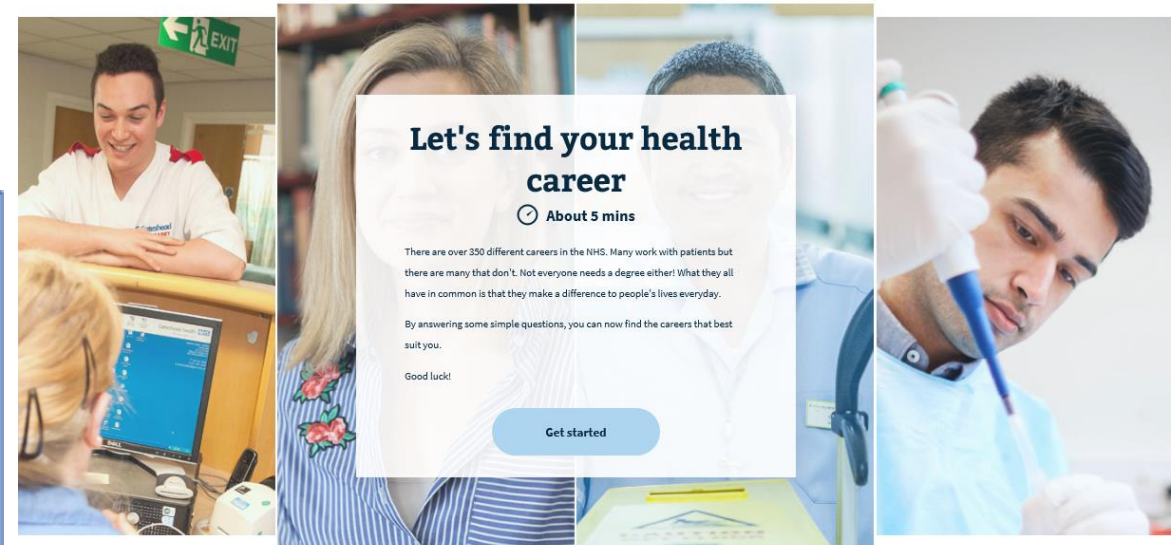
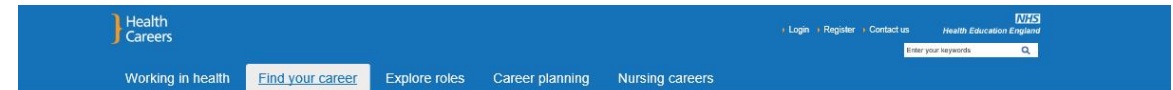
Provides:

- Role overview
- Training and quals
- Expected working hours and salary range
- Desirable skills and values
- Prospects
- Related roles

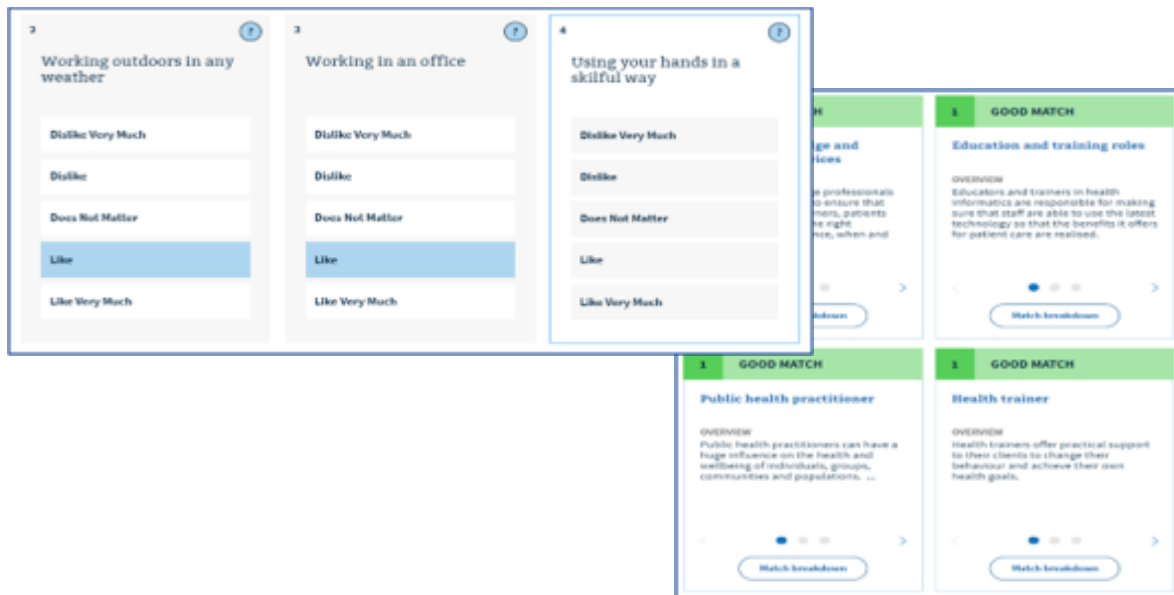
Find your health career tool



- Answer questions on how you feel about different aspects of work and see which careers might suit you, based on your answers
- Use our website to explore each career suggested
- Find out why each career has been suggested
- Save your results to your account



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Course finder tool

Health Careers NHS Health Education England

Login Register Contact us

Enter your keywords

Working in health Find your career Explore roles **Career planning** Nursing careers

Course finder Is a health career right for you? Improving your chances Study and training Looking for a job Developing your health career

Returning to a health career Career advisers and teachers Resources Events



Course finder

Find undergraduate and postgraduate courses leading to clinical careers in health. Most of the courses lead to eligibility to apply for statutory professional registration.

Watch our video or read our FAQs to learn how to use the course finder .

Hide filters ^

Leading to a career in <input type="text" value="Nursing (Adult)"/>	Type of qualification <input type="text" value="Undergraduate level"/>	Full or part time <input type="text" value="Full time"/>
Region <input type="text" value="North West"/>	Course provider <input type="text" value="- Any -"/>	<input type="button" value="Search"/>

Displaying 1 - 10 of 15 matches

BSc (Hons) Nursing (Adult)

UCLan, University of Central Lancashire

North West	cenquiries@uclan.ac.uk	Preston Lancashire PR1 2HE
3 years	01772 892400	http://www.uclan.ac.uk/courses/bsc_hons_pre_registration_nursing.php
Undergraduate level		
Full time		

BSc (Hons) Adult Nursing

Step into the NHS website



Step into the NHS

Home Careers Work experience Apprenticeships NHS Jobs Schools

Do something different **every day** in the NHS

MAP YOUR CAREER

Find out more about Step into the NHS in schools

Key stage 2 competition and Teacher resources

Key stage 3 competition and Teacher resources

Key stage 4 Teacher resources

[View all teacher resources and competitions](#)

- Key stage 3 and 4(?)
- Real life examples of work experience placements
- Career mapper – short quiz to suggest possible careers
- Links to teaching resources
- Information about primary and secondary school competitions
- 60+ roles listed



Other resources



KS4 resources

LEARNING DISABILITY NURSING
£21,225
3,720
94%
13,101
37.5 hours

PODIATRY
£24,000
37.5 hours

APPRENTICESHIPS IN HEALTH
What they say

Infographics

Resources to help you promote a career as an 'Allied Health Professional' (AHP)
For school teachers, college tutors, AHP ambassadors and anyone helping those interested in an AHP career

- Routes into AHP careers**: Introduce the AHP roles and the pathways that lead there.
- A day in the life of an AHP**: A Virtual Reality experience where you can offer an insight into the life of an AHP.
- The WOW show AHP special**: Take them behind the scenes to meet inspirational people working in AHPs.
- Inspiring the future**: Put them in touch with AHP careers ambassadors - or sign up to be one!
- Step into the NHS**: Offer help in taking the first step towards a career in health.
- AHPs careers at Health Careers**: Provide more information about the myriad roles that make up AHP careers.
- Talent for care**: Help people Get Ready, Get In, Get On and Go Further in their health careers.
- I see the difference**: Share stories from AHPs about how they make a difference to people's lives.
- Universe of AHP opportunities**: Share this online toolkit to explore the career possibilities for AHPs.
- Return to AHP practice**: Offer guidance for those who are qualified, considering a return.
- Step into Health**: Offer the Armed Forces community access to NHS career opportunities.
- Click any resource for further information**

Art therapist, Dietitian, Diagnostic radiographer, Dismathterapist, Music therapist, Occupational therapist, Operating department practitioner, Orthoptist, Osteopath, Paramedic, Physiotherapist, Podiatrist, Orthotist, Prosthetist, Speech & language therapist, Therapeutic radiographer

Targeted resource

Meet Danny

Ever thought of a future in the NHS?
With over 350 careers, what would you be?

Patient journeys



Step into the NHS: KS2 resources and competition

Part 1: Your strengths and the NHS See pages 4-5	Part 2: Working and the NHS See pages 6-7	Part 3: Competition Entry See pages 8-9
Pupils explore what they are good at and what they want to be when they grow up.	Pupils explore a wide range of jobs in the NHS and understand that jobs require different qualities and skills.	Pupils celebrate what they have learnt and say 'Thank You to staff in a job role or a team within the NHS.'
Resources included • Lesson Powerpoint slides • 3 x activities	Resources included • Lesson Powerpoint slides • 3 x activities	Resources included • Lesson Powerpoint slides • Main competition task
Class time required: • 1 hour	Class time required: • 1.5 hours	Class time required: • 2 hours

Supporting teacher documents:
Differentiated planning grid, Collapsed curriculum grid, Assembly planning grid, Pupil participation certificates, Parent participation materials

KS2 resources & competition



Step into the NHS: KS3 resources and competition

- Step 1: The research phase**
Main activity: Students research the breadth of careers in the NHS and select one.
Core resources: www.stepintothenhs.nhs.uk, career mapper quiz, careers Atlas, videos of NHS staff, employee contracts presentation outlining skills and attributes needed for a variety of roles.
Differentiated materials: Employee portraits with practice sheets to develop understanding.
- Step 2: The job description**
Main activity: Students produce a job description for their chosen role that demonstrates their understanding of what it involves.
Core resource: Job description template for student completion.
Differentiated materials: Job description guidance sheet to support this task, useful vocabulary list.
- Step 3: Send us your entry**
Main activity: Paperwork is completed to accompany postal evidence or student work is submitted online.
Core resource: Teacher entry form, pupil entry form.
Differentiated materials: None applicable.
- Step 4: The job advertisement**
Main activity: Students create a fun, lively and creative advertisement to tell other young people about the role.
Core resource: Examples of previous entries.
Differentiated materials: Job advertisement guidance sheet with planning advice.

KS3 resources & competition

Finding work experience in the NHS
A guide for teachers and advisors

WEX toolkit

Update
October 2019

Welcome to the autumn 2019 edition of *Update*, the Health Careers news round up. This edition includes an invite to come and see us at World Skills, a reminder that our schools competitions are underway, and a link to a new page about different health 'experience' opportunities around the country.

Try an NHS career at World Skills
We'll be at World Skills at the NEC in Birmingham from 21 to 23 November to showcase all sorts of NHS careers. There will be activities and information for secondary school age young people, so make sure you're registered to come along. We'll have an ambulance on our stand in Hall 7, so you won't miss us!
Find out more.

Individual and class prizes available!
The Step into the NHS KS3 annual competition is underway with prizes up for grabs for both teachers, students and schools.

Termly e-newsletter for careers professionals

- healthcareersuk
- @healthcareers
- advice@healthcareers.nhs.uk
- @HealthCareersUK
- NHSCareers
- 0345 60 60 655

FAQs



Are there apprenticeships in the NHS?

- Yes, an increasing numbers of standards (clinical and non-clinical) are being advertised at many different levels.

What advice should we give to students looking for work experience placements in the NHS?

- Don't underestimate transferable skills and don't panic. How can they evidence the NHS values through their experiences (home/school/job/volunteering/work experience)? Consider all healthcare settings and volunteering. The employer list section on the NHS Jobs website also contains general contact details for organisations delivering NHS healthcare in England and Wales.

Can someone from Health Careers talk to our students/attend our careers event?

- Inspiring the Future, STEM, NHS organisations, Young Apprentice Network (Amazing Apprenticeships website)

How can Health Careers help my organisation to achieve the Gatsby benchmarks?

- Read Alan Simmons' blog on NCW website: 1,2,3,5 and 6. <https://nationalcareersweek.com/working-in-the-nhs-doctors-and-nurses-right/#1544569615222-23887b3d-e706>

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NHS Jobs website — England and Wales



The screenshot shows the NHS Jobs website interface. At the top, there is a navigation bar with 'News', 'Advice', and 'Cymraeg' links. The main header features the NHS logo and 'NHS Jobs' text. Below this, there are buttons for 'Search Jobs' and 'Browse Jobs'. A 'Register' button is circled in red. The search area includes a 'Keywords or Job Reference' field with the example 'e.g. physiotherapist, nurse, SFP-MED-340' and a 'Location or Postcode' field with the example 'e.g. Sunderland, BS8 1RL'. A 'Search' button is also present. Below the search fields, there are links for 'More search options', 'Advanced search', 'Browse jobs', and 'Browse employers'. The 'Advanced search' link is circled in red. A banner image of a man in a high-visibility jacket is on the right. Below the search area, there is a text block: 'Perform a job search, find jobs that match your skills, and apply for NHS jobs online. Register now so you can receive Jobs by E-mail to view new posts to suit your job search every day.' Below this, there are three columns of content: 'Latest news' with links to 'Important changes to NHS Jobs application forms', 'We are the NHS' recruitment campaign launches with focus on IT & Admin', and 'New: Onboarding offer letters and contract feature'; 'Advice for job seekers' with links to 'Making successful applications', 'Searching for the perfect job', 'Managing the interview', 'Be My Interviewer', 'Applying from overseas', 'Pre-employment checks', 'Copied applications', 'Offer letters and contracts', 'More help and advice', and 'Step into Health programme'; and 'About NHS Jobs' with text about 25,000 posts and a link to 'Read more about what this site offers'. At the bottom, there is a link to 'NHS Careers' with sub-links for 'Health Careers', 'NHS Wales Careers', and 'NHS Values for healthcare challenge'. A footer note says 'Browse for jobs by choosing the type of job, city or region using the links below.'

Simple search facility, use **keywords**

Advanced search feature (salary, job type etc)

Register for email job alerts

Hints on applications, interviews etc.

www.jobs.nhs.uk

NHS Jobs website - employers



News Advice Cymraeg

NHS GIG CYMRU

NHS
Jobs

Home Search Jobs Browse Jobs Register Log in

Browse [Employers](#) [Jobs by type](#) [Jobs by city](#) [Jobs by region](#)

Employers

A - Z Directory

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

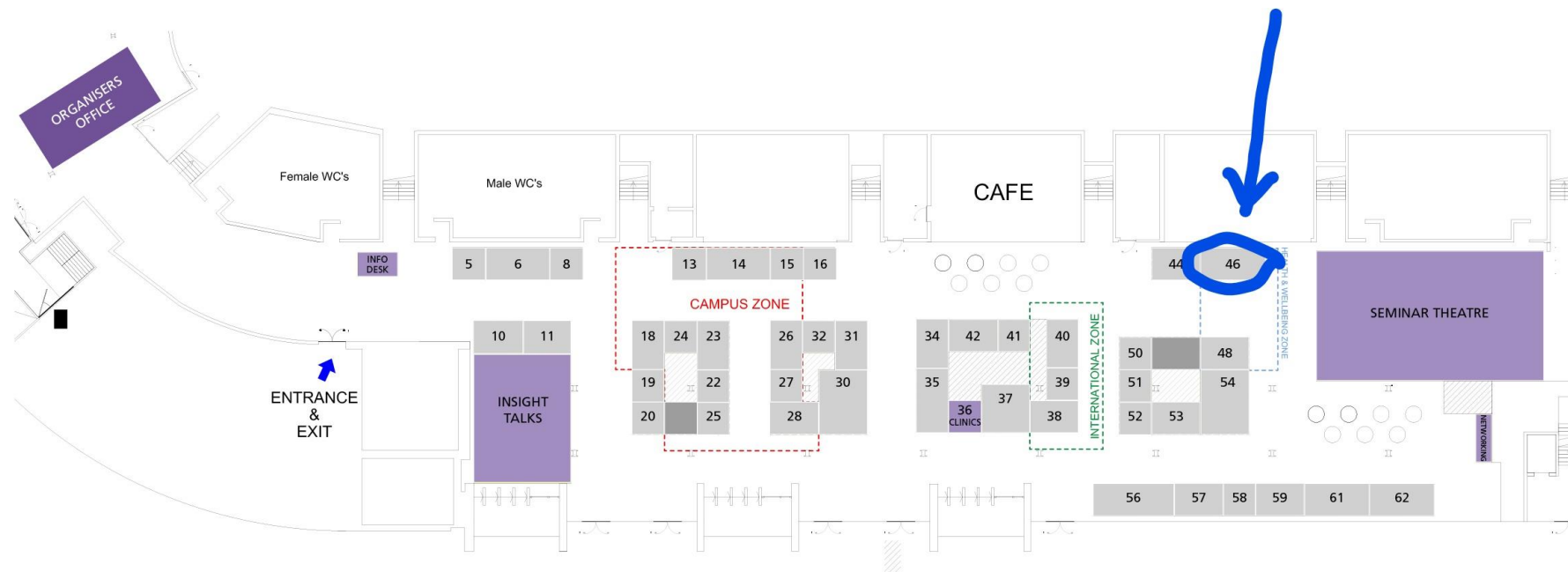
By region

- [North East](#)
- [North West](#)
- [Yorkshire and the Humber](#)
- [East Midlands](#)
- [West Midlands](#)
- [East of England](#)
- [London](#)
- [South East](#)
- [South Central](#)
- [South West](#)
- [Wales](#)

Other

- [National Agencies and Special Health Authorities](#)

Health Careers stand – come and talk to us! Bristol



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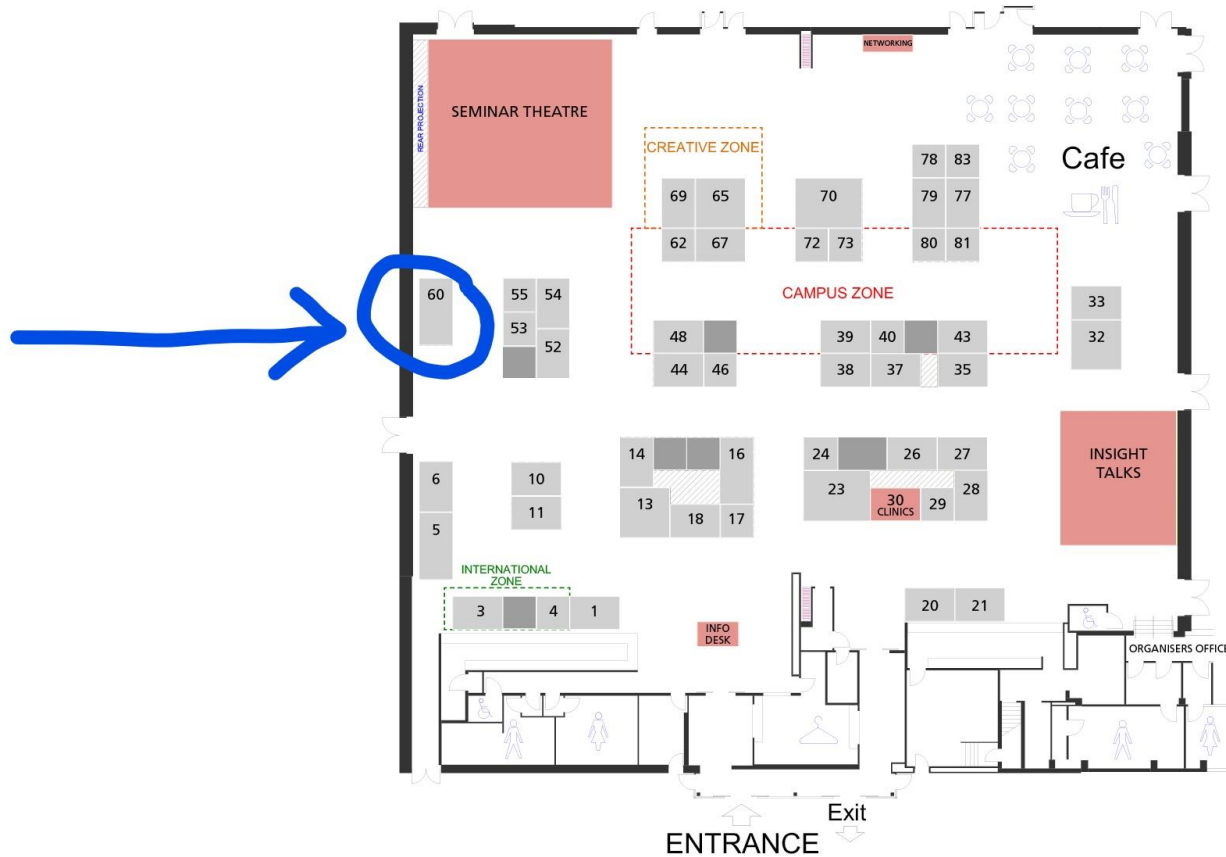
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 [NHSCareers](https://www.youtube.com/NHSCareers)

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Health Careers stand – come and talk to us! Leeds



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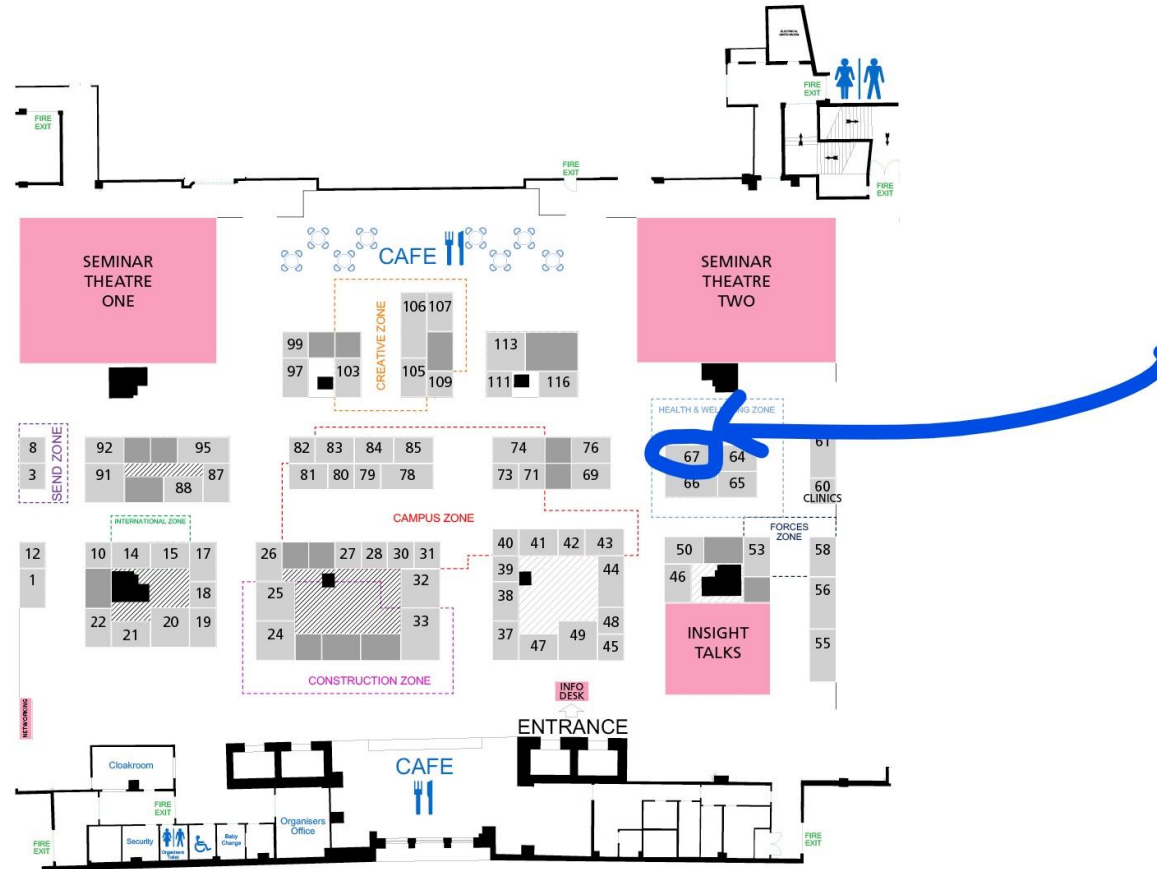
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Health Careers stand – come and talk to us! London



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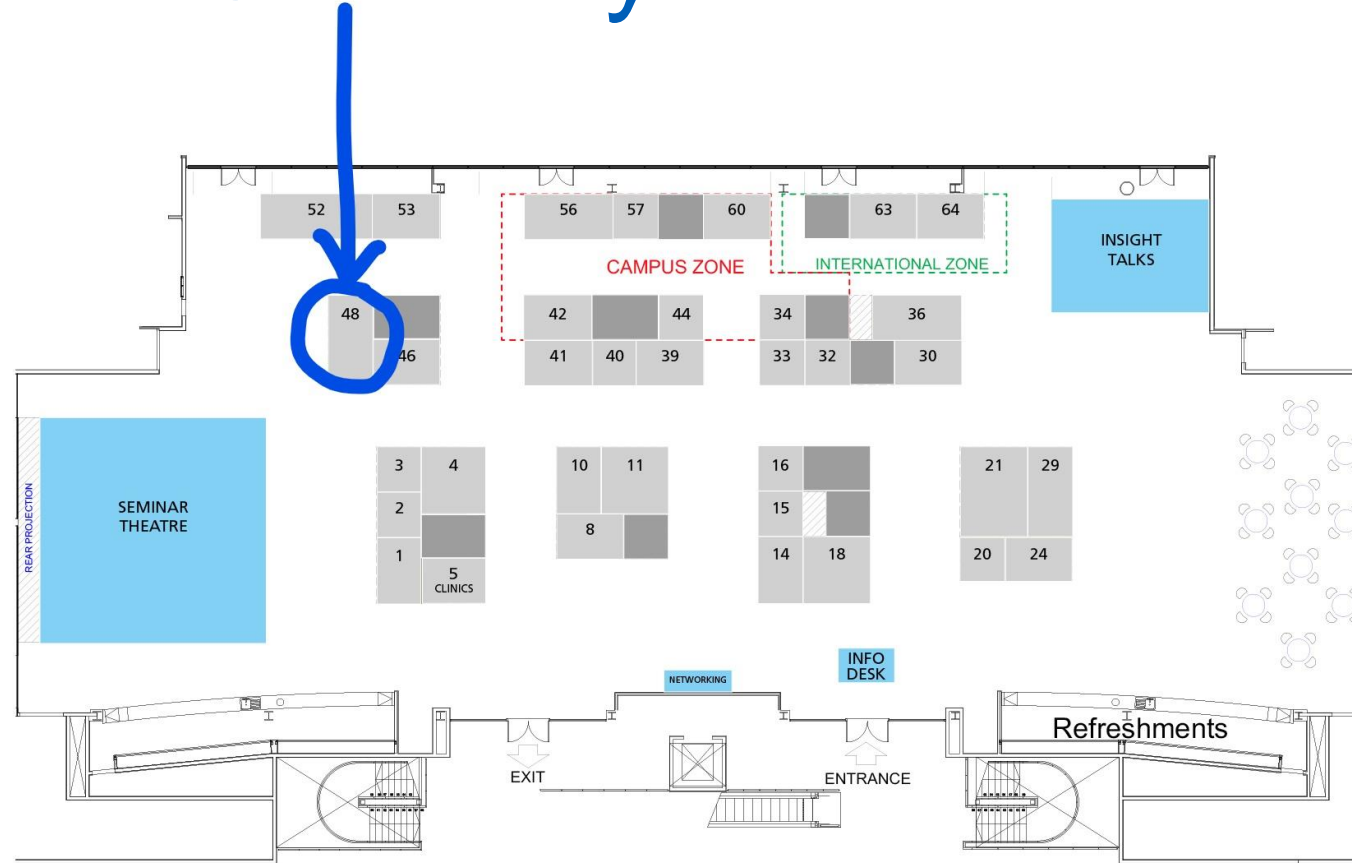
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Health Careers stand – come and talk to us! Coventry



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Thank you

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