



CAREERS IN HEALTH & SOCIAL CARE

A guide to health and social care pathways in BLMK

Have you enjoyed working to support the NHS Covid19 Workforce?

If supporting the NHS Covid Workforce in Hospitals, the Community or at our COVID19 Vaccination Centres has made you think about pursuing or returning to a career in health and social care we would like to support your career and embrace you into the BLMK family.

In the pages below, we have outlined some of the pathways into health and social care with entry requirements, what each opportunity includes and signposted some useful links to each of the BLMK partner organisations job sites.



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Getting you started

This guidance will help you to reflect on and discuss what you might like to do in the future in health and social care and what options might be available to you. Take some time to consider where you are today and then use some of the thoughts below to guide your exploration and career conversation later on. Remember this is about you and what you might like to achieve in the future.



What are my opportunities for employment?

What setting do I want to work in?

Will I need training?

What have I enjoyed the most about being a Vaccinator?

What do I want my working hours to be?

What are my aspirations?

Based on my research, what roles would I be suitable for?

What was my background before being part of the Vaccination programme?

How will I be supported?

What are my aspirations?

Will this impact on any welfare support I receive

I am considering another role in health or social care (now or at some point in the future) and would like to explore this in greater depth. Here are some things I should have in mind while exploring roles

There are a wide variety of roles in the NHS and Social Care which are critical to the delivery of quality services and care. This includes unregistered clinical support roles and non-clinical roles for those who are interested in non-patient-facing work.

Basic English and Maths skills are required for all of these roles and employers may ask for GCSEs or equivalent qualifications.

Some roles require specific previous experience, however many only require some experience in health or care (in an employed, voluntary or personal capacity).

Healthcare (Clinical) Support Roles which you may be suitable for (dependent on prior experience)

- Ambulance Care Assistant / Patient Transport Service Driver
- Call Handler / Emergency Medical Dispatcher***
- Cardiographer*
- Creative Therapy Support Roles
- Dental Support Worker***
- Donor Carer
- Emergency Care Assistant
- Maternity Support Worker
- Newborn Hearing Screener
- Orthopaedic Technician
- Patient Transport Service Call Handler***
- Pharmacy Assistant / Medicines Counter Assistant
- Phlebotomist
- Support, Time and Recovery Worker
- Theatre Support Worker

- Undergraduate/Postgraduate Nursing Programme
- Dietetic Assistant*
- Healthcare Assistant / Healthcare Support Worker
- Occupational Therapy Support Worker
- Orthotic Technician**
- Podiatry Assistant
- Physiotherapy Assistant / Support Worker
- Prosthetic Technician**
- Radiography Assistant / Imaging Support Worker***
- Speech and Language Therapy Assistant

Healthcare (Clinical) Support Roles with no requirements for specific previous experience

Non-Clinical roles

- Administration
- Support Services
- Domestic Services
- Estates Services
- Corporate Services

* Employers may also ask for GCSE Science.
 ** Employers may also ask for a GCSE in a Science or Engineering subject.
 *** Good IT skills are expected for this role.

NHS Constitution

When applying for a job in the NHS you will need to demonstrate the NHS Constitution values. Think about any work experience or volunteering you have done in which you have demonstrated these values



Working together for patients

Patients come first in everything we do.

For example, we put the needs of patients before organisational boundaries to deliver excellent customer care. We speak up when things go wrong



Respect and dignity

We value every person.

For example, we respect their aspirations and commitments, and seek to understand their priorities, needs, abilities and limits. We are honest and open about our point of view and what we can and cannot do.



Commitment to quality of care

We strive to deliver quality care every time.

For example, we encourage feedback from patients, families, carers, staff and the public. We use this to improve the care we provide.



Compassion

We ensure that compassion is central to the care we provide.

For example, we search for the things we can do, however small, to give comfort and relieve suffering. We find time for patients, their families and carers, and our colleagues.



Improving lives

We strive to improve health and wellbeing.

For example, we cherish excellence and professionalism in clinical practice, service improvements and innovation. We recognise that all have a part to play in making ourselves, patients and our communities healthier.



Everyone counts

We maximise our resources for the benefit of the whole community.

For example, we make sure nobody is excluded, discriminated against or left behind. We accept that some people need more help, that difficult decisions have to be taken.

Routes into Nursing

Considering training?

Apprenticeships are not just for school leavers:

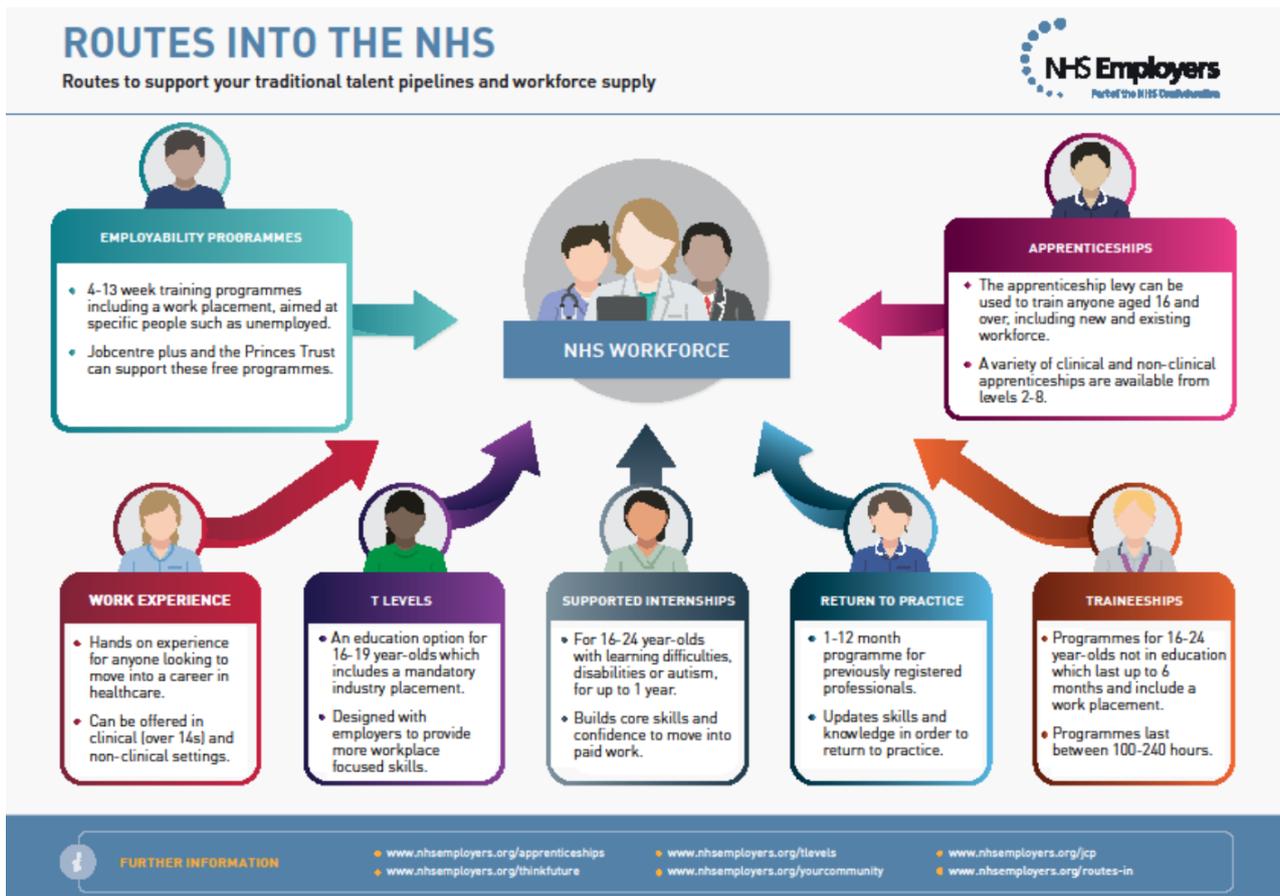
Intermediate apprenticeships - follow work-based learning towards level 2

Advanced apprenticeship - follow work-based learning towards level 3

Higher apprenticeships - follow work-based learning towards levels 4,5,6 & 7 – equivalent to a foundation degree and above

Degree apprenticeships - follow work-based learning towards levels 6 & 7 – equivalent to a full bachelor’s or master’s degree

Employers also run ‘in-house’, on the job training to gain qualifications and there are university courses too.



Student Nursing Degree Apprenticeship

- The Registered Nurse Degree Apprenticeship is a BSc (Hons) level 6 qualifications designed to be clinically relevant and reflect nursing practice such as assessment of care needs, care planning, health promotion, physical assessment skills and reflection.
- The Registered Nurse Degree Apprenticeship is a 4-year programme that runs over approx. 45 weeks per year. As an adult nurse, you will require a wide range of theoretical and clinical knowledge to practice safely and effectively. There is an equal division between theory focused learning (2,300 hours) and practice learning (2,300 hours).
- As a Trainee Nurse, you are usually paid on a band 2 salary of the Agenda for Change (AFC) pay system (£18,005) for the first two years and then the band 3 salary for the third and fourth year (£19,737), with qualified Registered Nurses usually employed on Band 5 salary scale to begin with (£24,907)
- Aged 18 Year +
- Level 2 Functional/Key Skills in English and Maths (not entry level 2) or GCSE English Language & Maths at Grade A-C /4-9 or equivalent
- 112 UCAS tariff points, equivalent to A-level grades- BBC or a BTEC-DMM (Potential movement on the above grades)
- Will consider school leavers who can demonstrate an interest in pursuing a career in healthcare, particularly those studying Health and Social Care or higher level science.
- Relevant, recent experience working within healthcare is desirable but we will also consider candidates who have experience in customer facing roles
- Ability to study and commit to completing the 4 year Degree programme

Student Nurse Associate Apprenticeship

- The Nursing Associate Apprenticeship is a two year programme leading to a Level 5, foundation degree qualification and professional registration with the Nursing and Midwifery Council (NMC). It can be the first step towards qualifying as a Registered Nurse. It is a training programme that combines both academic and work-based learning covering the physical, psychological and public health aspects of care, from birth to end of life
- (2,300 hours needs to be made up of placement hours, Study time and Protective learning
- Trainees will attend university and alternative placements and in addition will have a base placement where they will complete their full-time employment hours. Trainees undertake academic learning one day a week and work-based learning the rest of the week.
- 18 years +
- Ability to study and commit to completing the Foundation Degree programme
- Level 2 Functional/Key Skills in English and Maths (not entry level 2) or GCSE English Language & Maths at Grade A-C /4-9 or equivalent (Certificates and proof)
- Relevant, recent experience working within healthcare is desirable but we will also consider candidates who have experience in customer facing roles
- Will consider school leavers who can demonstrate an interest in pursuing a career in healthcare, particularly those studying Health and Social Care or higher level science.
- Essential induction training and experience completion of care certificate or equivalent

For more information about NHS apprenticeships, take a look at the following websites:

[Health Careers – Apprenticeships](#)

[Health Careers - PDF overview of apprenticeships in health](#)

[Apprenticeship Pathways Tool](#)

[Step into the NHS - Apprenticeships](#)

[Apprenticeships in social care](#)

[Apprentice real life stories](#)

Assistant Practitioners

Assistant practitioners work across the NHS in most departments so you could be working in:

- Respiratory medicine, testing and assessing lung function
- Occupational therapy, assessing people's need for aids and equipment at home
- Operating theatre area, scrubbing and assisting in surgical and other procedures, or monitoring patients recovering from surgery
- Providing personal, social, therapeutic and rehabilitative care (e.g. bowel care and management, catheter insertions etc.)
- dietetics, encouraging people to make healthier food choices
- Biomedical science, analysing samples in a lab
- Mental health services, supporting adults or young people with mental health issues
- Stroke rehabilitation, helping people recover in their own homes
- Emergency medicine, treating patients so they can return home as soon as possible
- Radiography, helping to diagnose or treat a patient's illness
- A health centre or GP surgery, changing dressings and monitoring medication
- Hearing services, as a Hearing Aid Dispenser

- To train as an assistant practitioner, you have to be working in the NHS, often in a clinical support role such as healthcare assistant, dietetic assistant or maternity support worker.
- As well as healthcare experience, trainee assistant practitioners have a healthcare qualification,
- usually at level 3, such as the NCFE CACHE Diploma in Healthcare Support.
- Your skills and responsibilities will vary, depending on the care setting you work in.
- You'll need to demonstrate the values and behaviours of the NHS Constitution and a knowledge of physical health, mental health and illness prevention, as well as more advanced knowledge, depending on your care setting.
- General Information on Assistant Practitioners:
<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/assistant-practitioner>



Opportunities to boost your employability

There are many opportunities for you to develop additional skills and knowledge to boost your employability and maximise your chances of success.

Advanced statutory/mandatory training

You may have already completed some of the statutory/mandatory e-learning package for your role in the vaccination programme. Another opportunity to enhance future employability is to complete additional modules in this package (such as advanced Safeguarding or Resuscitation).

Statutory/mandatory e-learning modules are available to complete on e-LfH. They are free and accessible to anyone who wants to complete them.

HEE Care Certificate

The Care Certificate ensures healthcare support workers have the skills to provide safe, compassionate and high-quality care.

The e-learning modules are free to complete. You may have already completed some as part of your statutory/mandatory training for the vaccination programme.

Once you have completed a module, you should download a PDF certificate as evidence of completion to provide to future employers.

For each standard, you must undertake relevant practical experience and demonstrate to a supervisor how you have put what you have learnt into practice.

NHS Leadership Academy Edward Jenner Programme

The Edward Jenner programme is a free online programme that supports health and social care staff to develop essential leadership skills.

The course is designed to help you deal with the daily challenges of working in healthcare, care for patients and provide leadership for those around you.

There are approximately 40 hours of online learning which can be completed at your own pace. You then need to submit a piece of written evidence to receive the award.

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PHE All Our Health Programme

The “All Our Health” e-learning programme provides support and guidance for health and care professionals on how to embed prevention within their work, helping to reduce health inequalities, premature morbidity and mortality.

The e-learning sessions are free and available [on e-LfH](#).

Once you have completed a module, you should download a PDF certificate as evidence of completion of each course to provide to future employers.

HEE IT Skills Pathway

The [IT Skills Pathway](#) provides access to quality assured, customisable learning and assessment products from basic digital skills through to more advanced Microsoft Office products.

The IT skills pathway is a free resource which is delivered by Health Education England (HEE)’s partner work area ([Digital Learning Solutions](#)).

All of the learning is delivered through the IT Skills Pathway network of training centres.

Access to courses on e-LfH

There is a wide range of e-learning courses which are free and accessible through the [e-LfH platform](#). You can complete courses which are of particular interest to you, and which provide you with skills and knowledge in a certain field of expertise to support you in a future role in healthcare.

Once you have completed a module, you should download a PDF certificate as evidence of completion of each course to provide to future employers.

NHS Leadership Academy Graduate Management Training Scheme

- **Do you already have degree level qualification?**
- **Interested in a fast track route into Healthcare Management?**
- a 2:2 degree minimum in any subject (some degree equivalents are also acceptable)
- Degree level equivalent qualifications that are health or management related, such as:
 - NVQ Level 5 in Management
 - Diploma in Management Studies (DMS)
 - Diploma in Nursing, Midwifery or Health Visiting (Dip HE Nursing) etc.

Joining the NHS Graduate Management Training Scheme gives you every opportunity to have a far-reaching and positive impact on the health of the nation – even while you’re training to become an NHS leader of the future.

When you join one of our specialisms, you’ll gain an in-depth insight into the workings of a much-loved, vitally important organisation – and see how every area works together to put patients at the heart of everything we do. You’ll learn from a wide variety of NHS professionals – both clinical and non-clinical – and from patients and their families too. Your work will change processes, inform big decisions, make vital savings and improve lives. As well as growing your understanding, experience and knowledge, you’ll build and grow a professional and social network – gaining both skills and friends for life.

- An online application can be made through the NHS Leadership Academy website
- Completion of the application form will be followed by some online tests. These tests will focus on your general abilities and how you would respond to situations you would typically face on the Scheme.
- If your application is successful you be invited to complete a video interview.
- If successful at video interview you will be invited to attend an Assessment Centre. This will involve a mixture of interactive exercises designed to give you an insight into the responsibilities and challenges you would face.

Interested in finding out more visit <https://graduates.nhs.uk/>



Do you want a career that makes a difference?

Have you considered a career in social care?

- ✓ Are you good at working with other people?
- ✓ Are you reliable?
- ✓ Can you work under pressure?
- ✓ Are you happy to chat and put people at ease?
- ✓ Are you a good listener?
- ✓ Do you respect other people's values and beliefs?
- ✓ Are you keen to do training and develop your own skills?

Are you able to demonstrate the Six C's?

The 6 'C's

- Care
- Compassion
- Competence
- Communication
- Courage
- Commitment



So what's on offer?

- An opportunity to make a difference to the lives of vulnerable people
- Caring and non caring roles in Care Homes; Domiciliary care; Reablement; Day services
- Work for a variety of employers
- Range of contracts - flexible hours
- Apprenticeships

There are lots of opportunities to develop and progress

Adult Social Care services are growing and changing all the time, which means there are lots of opportunities to develop and progress.

There's demand for high quality care workers

The sector needs to find enough people to fill an extra half a million jobs by 2030 to meet the growing demand for adult social care services.

Employers are more frequently putting candidate's values above their previous experience and qualifications – this means that if you're the right type of person, there's more opportunities to get into social care without a background in the sector.

There are lots of options to get started in social care

- Apprenticeships
- Traineeships
- Sector routeways
- Graduate programme
- Checkout this guide to routes into social care careers:
- <https://www.skillsforcare.org.uk/Documents/Recruitment-and-retention/Pre-employment/Routeways-into-adult-social-care/Routeways-into-adult-social-care.pdf>
- View live vacancies in social care in your area here:
- <https://www.everydayisdifferent.com/home.aspx>



AHP Professional Access Routes

Art Therapists

- Art therapists/art psychotherapists use art as a medium to address emotional issues which may be confusing and distressing.
- You must be accredited by the HCPC by completing either a masters degree in art therapy or art psychotherapy or completing an apprenticeship routes which is available in some NHS trusts- check NHS website.

Drama therapists

- Dramatherapy uses role play, voice work, movement and storytelling to help clients explore and solve personal and social problems.
- You must be accredited by the HCPC by completing either a postgraduate qualification in dramatherapy and some NHS trusts offer a Drama Apprenticeship route- check NHS website.

Music therapists

- Music therapists use music to help their clients achieve therapeutic goals through the development of the musical and therapeutic relationship.
- You must be accredited by the HCPC by completing a HCPC approved postgraduate qualification in music therapy.

Chiropodists/podiatrists

- Podiatrists treat and care for people who have suffered injury or illness to the feet and legs.
- You must be accredited by the HCPC by completing a HCPC approved undergraduate (BSc), or Masters (MSc) degree in Podiatry. You can also gain accreditation by completing an apprenticeship with the NHS – check NHS website.

Dietitians

- Dieticians assess, diagnose and treat dietary and nutritional problems. You must complete a degree an approved BSc or MSc in dietetics.

Occupational therapists

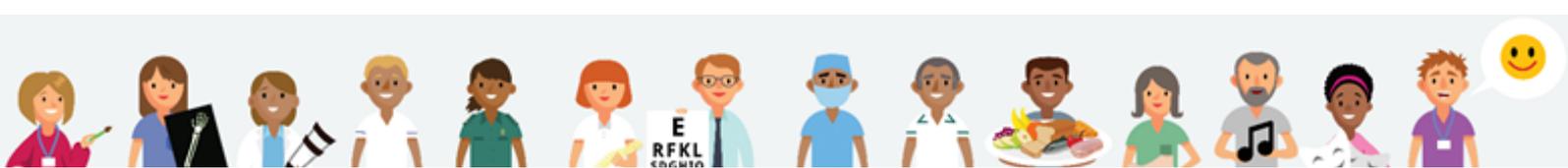
- Occupational therapists help a range of different people by helping them remain able to take an active part in their lifestyle.
- You must be accredited by the HCPC by completing either a BSc or MSc in Occupational Therapy and some NHS trusts offer an apprenticeship route- check NHS website.

Operating Department Practitioners (ODP)

- ODP's work within the surgical teams to support patients perioperative care (anaesthetic, surgery and recovery).
- You must be accredited by the HCPC by completing a HCPC approved 2 year diploma or 3 year degree in ODP practice. Some NHS trusts offer an apprenticeship route also- check the NHS website

Orthopedists

- Orthopedists diagnoses and treat disorders of the eye. You must be accredited by the HCPC by completing an approved university degree which takes 3-4 years.



AHP Professional Access Routes

Osteopaths

- Osteopaths prevent, diagnose and treat a variety of different health issues with a focus on use of manual therapy, exercise and advice. They are more likely to work in primary care such as GP surgeries and must be registered with the GOC after completing an approved BSc or MSc in Osteopathy.

Paramedics

- Paramedics work in a range of emergency and non-emergency situations, often having to make life-saving decisions for patients.
- You must be accredited by the HCPC by completing an approved BSc in paramedic science, or some NHS trusts will also offer apprenticeship routes-check the NHS website.

Physiotherapists

- Physiotherapists work with a range of different people to promote and improve physical, psychological and social wellbeing through a variety of different techniques.
- You must be accredited by the HCPC by completing an approved BSc or MSc university degree in Physiotherapy and some NHS trusts also offer apprenticeship routes-check the NHS website.

Prosthetists and Orthotists

- Prosthetists are autonomous registered practitioners who provide gait analysis and engineering solutions to patients with limb loss. Orthotists are autonomous registered practitioners who provide gait analysis and engineering solutions to patients with problems of the neuro, muscular and skeletal systems.
- You must be accredited by the HCPC by completing an approved BSc or MSc university degree in prosthetics and orthotics and some NHS trusts also offer apprenticeship routes-check the NHS website.

Radiographers

- Radiographers are commonly based in hospital settings where they use cutting-edge technology to take images of the insides of patients to help understand and diagnose conditions. You must be accredited by the HCPC by completing an approved BSc or MSc university degree in diagnostic radiography and some NHS trusts also offer apprenticeship routes-check the NHS website.

Speech and language therapists

- Speech and language therapists provide life-changing treatment, support and care for children and adults who have difficulties with communication, eating, drinking and swallowing.
- You must be accredited by the HCPC by completing an approved BSc or MSc university degree in speech and language therapy.

Click [HERE](#) for an overview of the entry requirements, required skills and personal characteristics, and desirable work experience for healthcare support roles which do not require a formal qualification. You may also find this summary helpful for doing their own self-assessment.



More than 350 Career the NHS and Social Care

**Have you thought about opportunities in some
of these roles?**



**Estates and Facilities,
Admin and Clerical
Operational Management
Project Management
Research
Finance and HR
Welfare**

Useful links

BLMK Specific Resources Resources to help you find out more about specific roles

[BLMK PCN Brochure](#)

[BLMK Work, Learn, Live Website](#)

[Nursing Support Programmes](#)

[Apprenticeships](#)

[NHS Jobs](#)

[NHS Health Careers](#)

Higher Education Institutes Quick links to Universities in BLMK

[University of Bedfordshire](#)

[University of Northampton](#)



Information and guidance Resources to help you get started on your journey

[Working in health](#)

[Who works for the NHS?](#)

[Exploring your options](#)

[Identifying transferable skills](#)

[Planning your career](#)



Useful links

Exploring roles and careers Resources to help you find out more about specific roles

[Health Careers - Explore Roles](#)

[250 careers, One NHS, Your Future](#)

[Step into the NHS Careers A-Z](#)

[Skills for Care: Job roles in Social Care](#)

National Careers Service: [Healthcare & Social Care](#)

[The Mary Seacole Trust has launched Caring for a nation – the black and ethnic minority contribution to nursing and midwifery.](#)



Healthcare Support Workers/ Healthcare Assistants Resources to give you an overview of the role of a HCSW/ HCA

[Healthcare Support Worker overview](#)

[Healthcare Assistant overview](#)

[Careers resource for Nursing Support Workers](#)

[Career paths for Nursing Support Workers](#)

[HCSW2020 Accelerated Care Certificate](#)

Careers Tests Resources to help you assess which roles are right for you

[Find Your Health Career](#)

[Step into the NHS career test](#)

[Is adult social care for you?](#)

