

Finding and building a career in the health sector

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Developing people

for health and

healthcare

www.hee.nhs.uk

A whistle stop tour of...



- Roles in the health sector
- Undergraduate and graduate opportunities
- The changing health care landscape
- Recruitment into employment and onto university programmes with NHS clinical placements
- Pay
- Evolving roles and treatment, and current workforce plans
- Labour market information sources
- Resources available from Health Careers, including new website
- NHS Jobs website



Workforce size comparisons

















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Roles in the health sector

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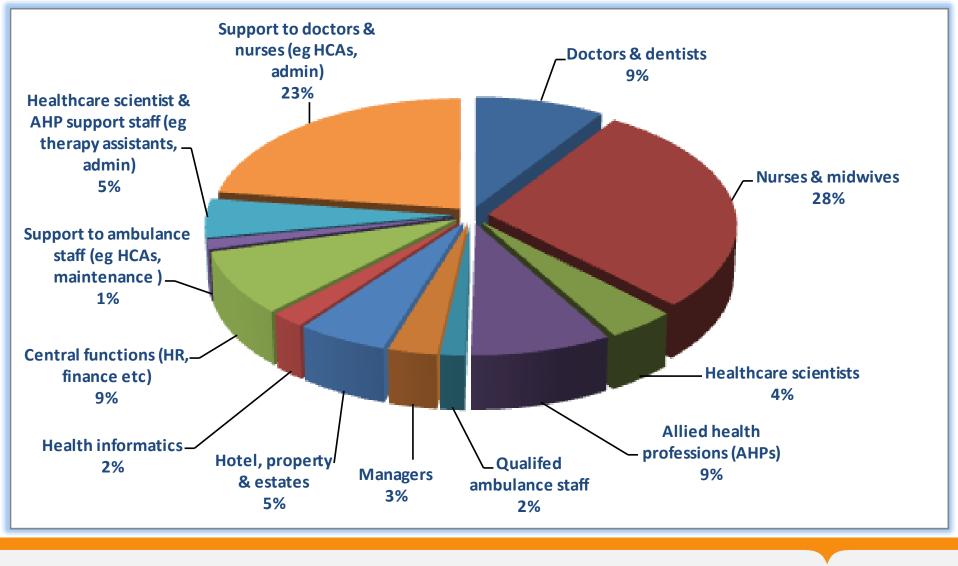


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Staff in the NHS 2015 (approximately!)



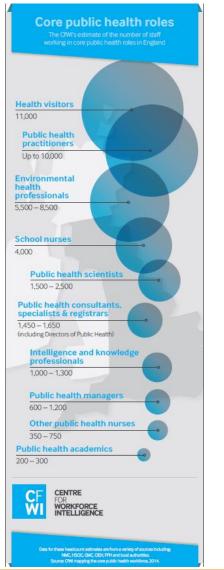


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Public health 'core' and 'wider' workforce





- Around 40,000 staff in England, work in '<u>core</u>' public health roles above level 5 of the Public Health Skills and Knowledge Framework
- Additionally estimated there are around 4,000 health trainers (below level 5 of PHSKF)
- Estimated 15-20 million people in over 170 occupations work in the 'wider' public health workforce.

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Undergraduate and graduate opportunities (brief and in general terms!)

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Opportunities at university

- 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 science)
- Healthcare science (respiratory & sleep sciences)

- Medicine**
- Midwifery*
- Nursing*
- Occupational therapy*
- Orthoptics*
- Operating department practice*
- Paramedic science
- Pharmacy
- Physiotherapy*
- Podiatry/chiropody*
- Prosthetics and orthotics*
- Radiography* therapeutic & diagnostic
- Speech & language therapy*

Current financial support for eligible students

*Tuition fees paid in full, £1000 grant and means-tested bursary payable

**NHS support from part way through course More information: NHS Student Bursaries website: <u>www.nhsbsa.nhs.uk/students</u>

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IMPORTANT! Major changes to financial support proposed from Sept 2017!

Opportunities for graduates – clinical

- Health Careers
- Scientist Training Programme (STP)(8,000+ applicants for c240 places)
- Trainee biomedical scientists (few posts now, STP and PTP main routes into pathology)
- 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 & language therapy*

Current financial support for eligible students

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Opportunities for graduates - non-clinical



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

- □ **Financial management** (2463 applications for 25 places)
- General management (5209 applications for 52 places)
- Human resource management (2836 applications for 10 places)²⁰¹⁵
- Informatics management (1156 applications for 16 places)
- Graduate Surveyor Trainee Programme (need RICS-Accredited degree)
 - NHS Property Services (8 places in 2013)
- Other "non-scheme" opportunities e.g.:
 - Health informatics (e.g. librarians, statisticians)
 - Operational management
 - **Engineering etc.**

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Applications for GMTS starting Sept es)²⁰¹⁵ Lstimate 100-150 trainees will be taken on in 2016



...but don't forget the many opportunities for "nonuniversity trained" staff too!

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- Approximately 50% of NHS staff do not hold a degree or professional/clinical qualification
- Career framework (developed by Skills for Health)
- □ 'The Talent for Care' initiative (*Get In, Get On, Go Further*)
- Increase in number of part-time pre-registration programmes
- Apprenticeships and traineeships. NHS to create 100,000 apprenticeships across the country by 2020 in a range of areas within the NHS, including:
 - nursing and healthcare assistants
 - IT, estates and facilities
 - domestic and housekeeping services
 - business administration and accounting

Apprenticeship vacancies* in the NHS in the last 6 months (examples)



Endoscopy apprentice	Great Yarmouth	Warehouse/engineering apprentice	Scunthorpe
Apprentice nursing assistant	Liverpool	Health care support worker apprentice	Portsmouth
Apprentice IT Service assistant	Hull	Apprentice porter	Stoke on Trent
Simulation, clinical skills and resuscitation apprentice	Truro	Community Mental Health Team administrative apprentice	Manchester
Apprentice healthcare assistants & phlebotomists	Huddersfield	Apprentice maternity support worker	Wirral
Apprentice buyer	Exeter	Early years apprentice	Epsom
Patient Transport Service apprentice	Birmingham	Apprentice fleet mechanic	Stafford
Apprentice clinical support worker	Leeds	Business admin apprentice	Maidstone
Healthcare apprentice	Sheffield	Apprentice dispensary support worker	Norfolk

*As advertised on NHS Jobs (www.jobs.nhs.uk) Candidates should also search on the National Apprenticeships website: www.gov.uk/further-education-skills/apprenticeships



The changing health care landscape

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What's your vision of healthcare?

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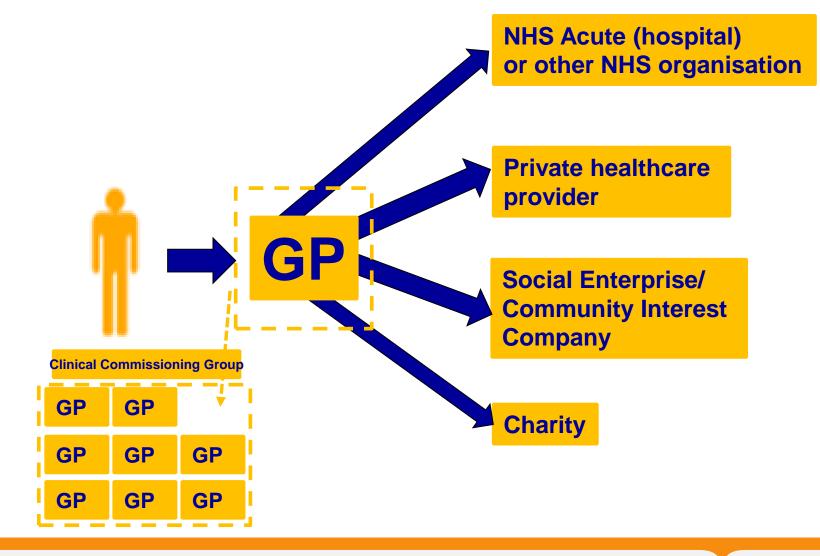
But around 70% of healthcare is delivered outside of hospitals!

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Since Health & Social Care Act 2012...



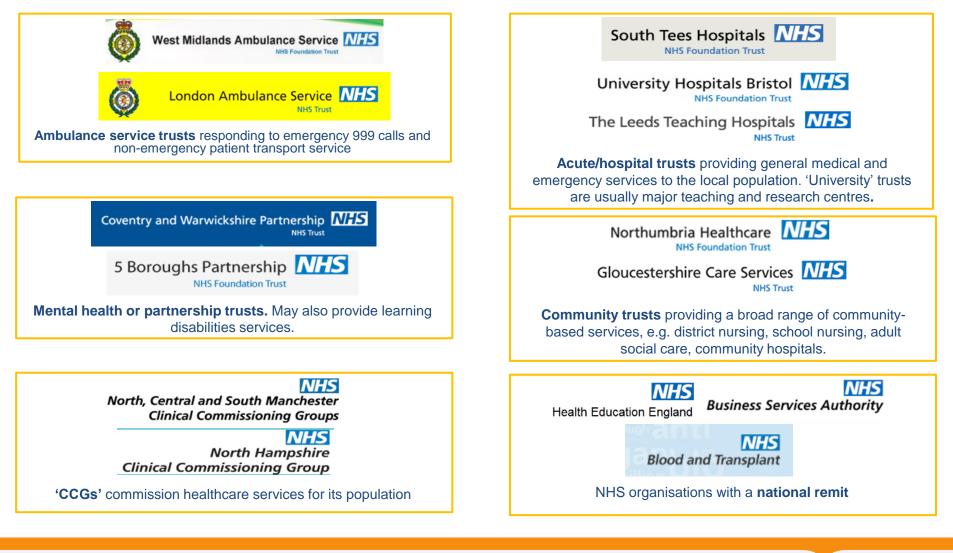


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Who provides NHS healthcare in England? Examples – NHS organisations





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Who provides NHS healthcare in England? Examples Other providers





Charities commissioned by the NHS to provide support through the Improving Access to Psychological Therapies (IAPT) initiative



Partnerships between the NHS and other providers

Partnership between 2 NHS Foundation Trusts (Guy's and St Thomas' and King's College) and service company Serco.



Community health and integrated social care services in Hull, The East Riding of Yorkshire and Knowsley

Community interest companies and social enterprises delivering community-based services



Care & support for adults in the Swindon area



Delivers community healthcare and adult social services previously provided by Bath & North East Somerset NHS Primary Care Trust and the local Council



Runs all local mental health and associated services in North East Lincolnshire



HCAHospitals World-Class Healthcare (The Hospital Corporation of America)

Independent healthcare providers

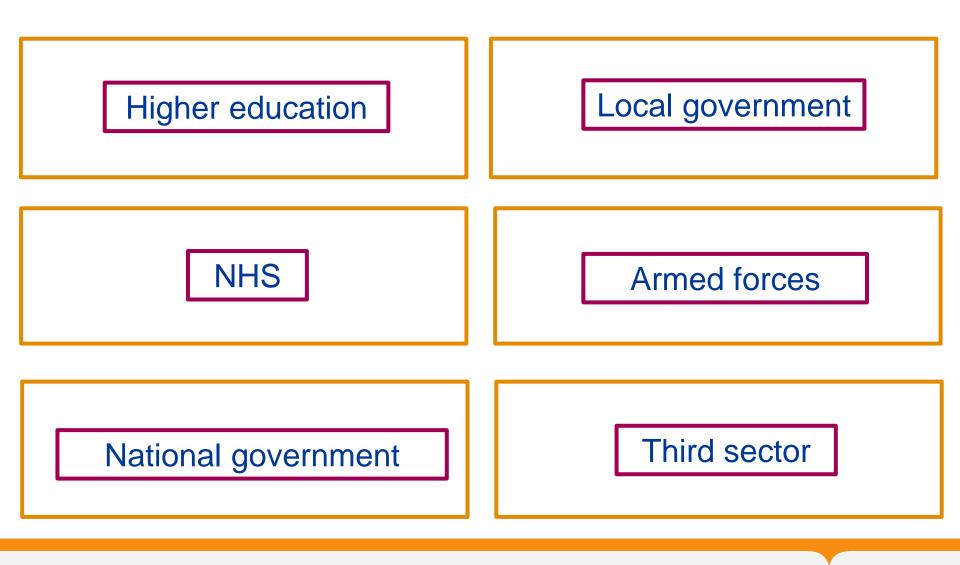
Hospital facilities provided to NHS patients through 'Choose and Book' service for certain types of surgery

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Who provides public health services? Examples





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Recruitment into employment and onto university programmes with NHS clinical placements

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- Camilla Cavendish review Care Certificate for new care assistants and healthcare assistants in the NHS and other health settings (e.g. private care homes) since April 2015
- Robert Francis enquiry NHS Constitution/NHS values and behaviours and values-based recruitment

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If you apply for a job or apprenticeship vacancy with the NHS, or a place on a university course with NHS-funded clinical placements, you'll need to show how you think the values of the **NHS Constitution** apply in your everyday work:



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NHS student support – proposed changes from September 2017



<u>Current support for students on NHS-approved pre-registration courses</u> Tuition fees paid, non means-tested grant and means-tested bursary available

- Nursing
- Midwifery
- Physiotherapy
- Radiography
- Dietetics
- Dental hygiene
- Dental therapy

- Occupational therapy
- Speech & language therapy
- Orthoptics
- Prosthetics/Orthotics
- podiatry
- Operating department practice
- (Medicine & dentistry)

Proposal:

Current funding system will be replaced by student loans for courses starting after <u>August 2017</u>.

Situation currently unknown for those starting graduate-entry courses

More info? - Council of Deans of Health and NHS Business Services Authority websites

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Pay



Three pay systems for staff on NHS terms and conditions

- Agenda for change (rates from 1-4-15)
 - Covers the vast majority of staff in the NHS
 - Has 9 "bands" (levels), ranging from band 1 (£15,100 to £15,363 p.a.) to band 9 (£77,850 to £98,453 p.a.)
 - Example: starting salary for newly qualified nurse or physiotherapist is bottom of band 5 (£21,692 pa)
 - NB London allowances (up to 20%) payable on top of these figures
- Doctors and dentists separate pay system
- Very senior managers separate pay system
- Staff in public health roles could be on:
 - NHS terms and conditions
 - Local government terms and conditions
 - Other terms and conditions



Evolving roles and treatment, and current workforce plans



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Five Year Forward View (NHS England)

Examples of emerging models (vanguards)...

- Kent 20 GPs + 150 staff operate from 3 modern sites providing many of the tests, investigations, minor injuries and minor surgery usually provided in hospital.
- Airedale nursing and residential homes linked by secure video to hospital allowing consultations with nurses and consultants both in and out of normal hours - for everything from cuts and bumps to diabetes management to the onset of confusion. Emergency admissions have reduced by 35% and A&E attendances by 53%. Residents rate service highly.
- Cornwall trained volunteers and health and social care professionals work side-by-side to support patients with long term conditions to meet their own health and life goals.
- London integrated care pioneers that combine NHS, GP and social care services have improved services for patients, with fewer people moving permanently into nursing care homes.





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New and evolving roles and treatment



Physicians associate

- Shape of Caring review (major review of nursing education and training) implications include:
 - Nursing associates (sits between lower band health & care assistants and degree-trained nurses) - consultation currently underway. Up to 1000 could be trained from 2016.
 - Possibility of a new role of 0-19 child health worker rather than children's nurse, mental health nurse, health visitor etc.
- Shift from acute (hospital) to community-based care
- Proton beam therapy (from 2018)
- Increase in work around genomics (e.g. 100,000 Human Genome Project, genomic awareness), genomic counselling
- Dementia awareness

Increase in training commissions 2016/17





- Paramedics
- Physician associates
- Adult nurses
- Mental health nurses
- Diagnostic radiographers
- Orthoptists
- Scientist Training Programme (STP)
- Dental hygienists

- Doctors specialising in:
 - Emergency medicine
 - Dermatology
 - Paediatric & perinatal pathology
 - Vascular surgery
 - Old age psychiatry
 - Clinical radiology
 - General practice

Source: Health Education England Commissioning and Investment Plan 2016/17

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Labour Market Information sources

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Sources of labour market information - examples

See 'Some useful websites' handout - visit our stand for a copy



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Resources available from Health Careers

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Contact details



Image: Second state in the image



www.healthcareers.nhs.uk (main site) www.stepintothenhs.nhs.uk (for 14-19 year olds) www.facebook.com/stepintothenhs facebook www.youtube.com/users/nhscareers You Tube Twitter @HealthCareersUK twitter

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Health Careers literature





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Health Careers groups roles into 15 areas



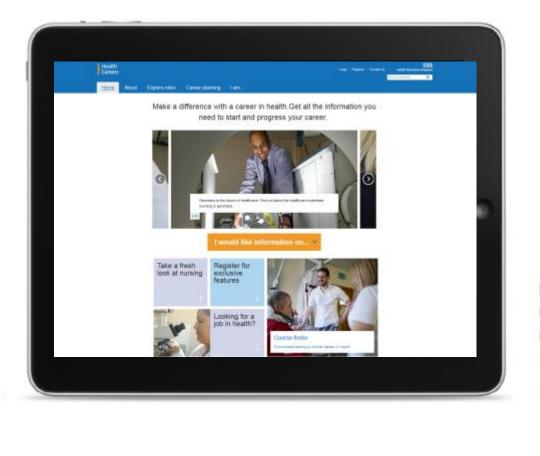
- Allied health professions
- Ambulance service team
- Dental team
- Doctors
- Health informatics
- Healthcare science
- Managers
- Midwifery

- Nursing
- Operating department practice
- Pharmacy team
- Physician associates/assistants
- Psychological therapies
- Public health
- Wider healthcare team

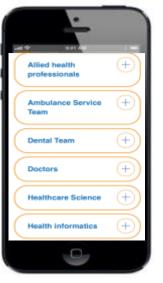
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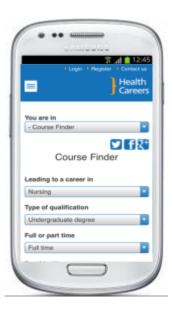
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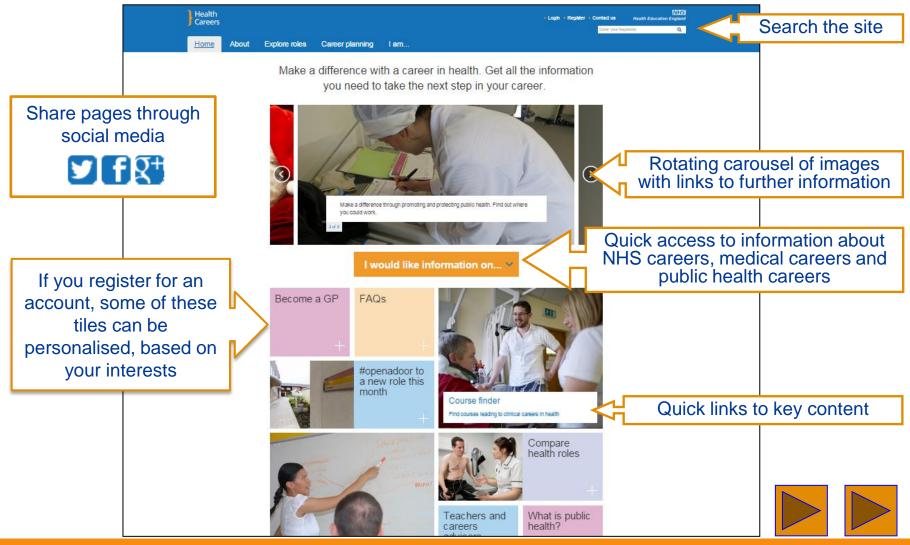




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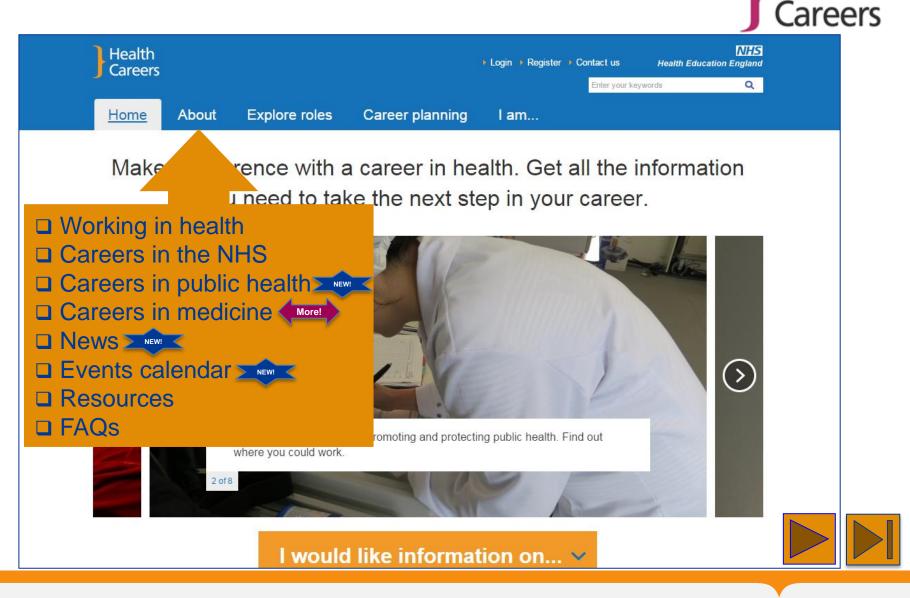
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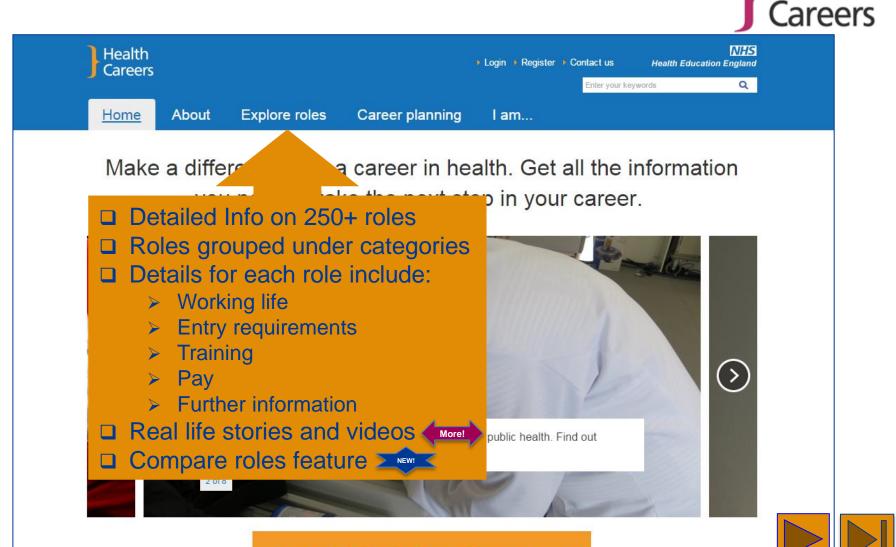
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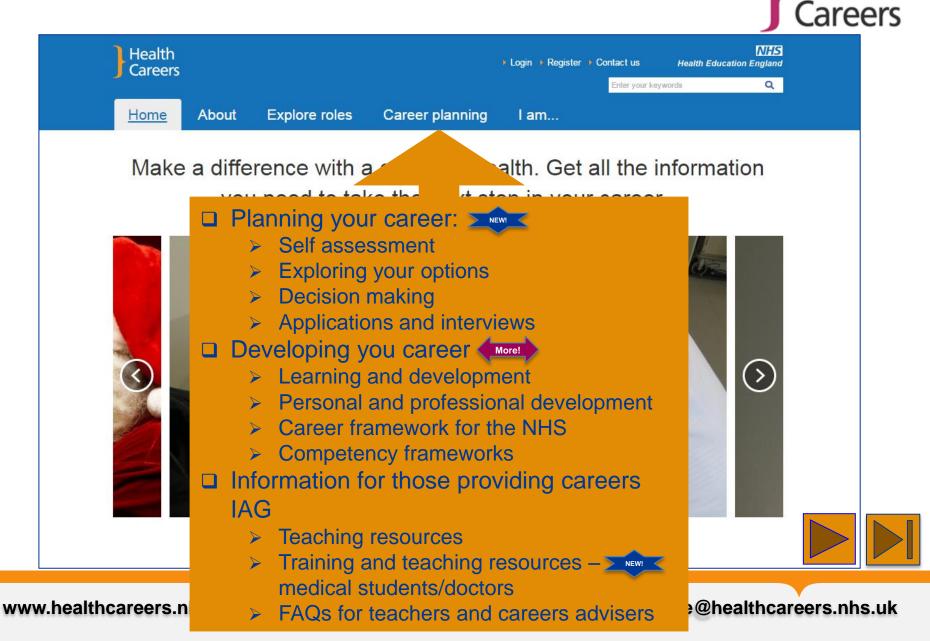


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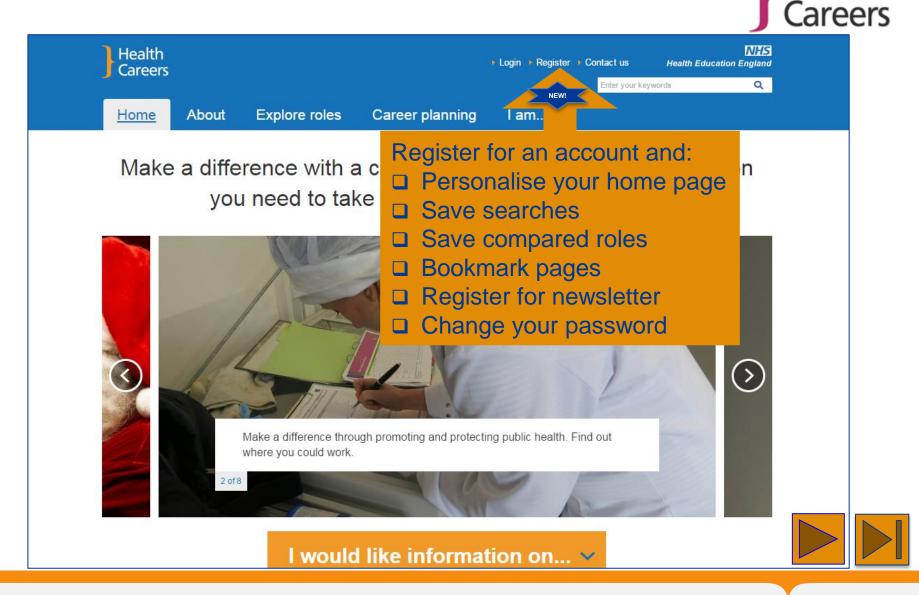




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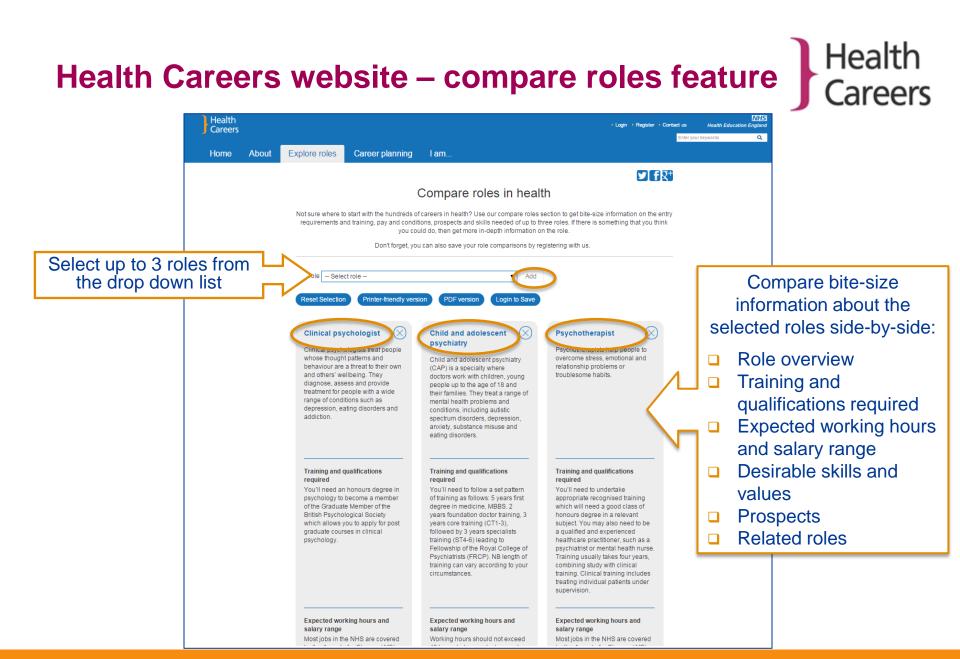
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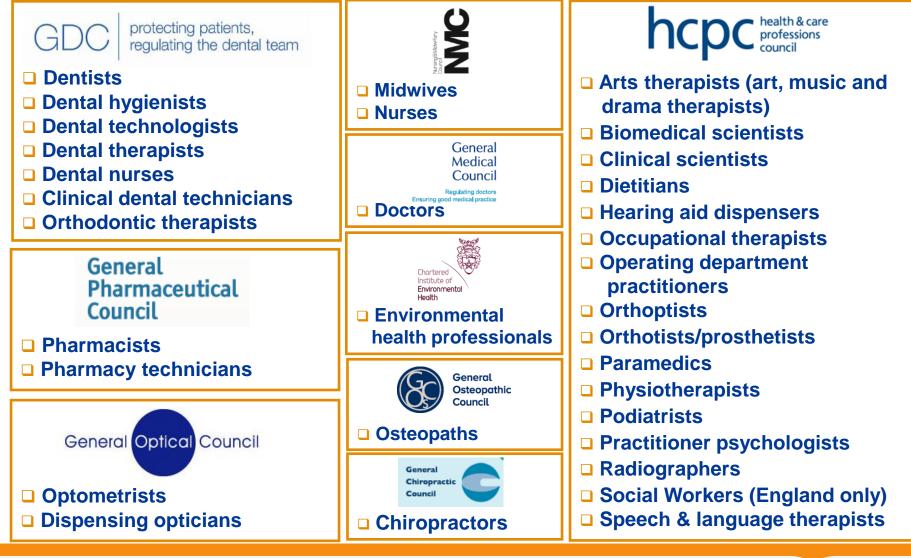


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Most course titles are as you'd expect, but...



Speech and language therapy

- Speech and Language Therapy
- Psychology and Speech Therapy
- Human Communication
- Speech and Language Sciences
- Language Pathology
- Speech and Language Pathology
- Clinical Communication Studies

Therapeutic radiography

- Radiography (therapeutic)
- Radiotherapy
- Radiotherapy and Oncology
- Therapeutic Radiography
- Radiography (Radiotherapy and Oncology)
- Radiotherapy and Oncology in Practice

Dental hygiene/Dental therapy

- Dental Therapy
- Dental Hygiene
- Oral Health Sciences
- Dental Hygiene and Dental Therapy

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< Back to search home page



Filters Results Map view Availability 14 providers found Courses open to new applicants **Birmingham City University** Single/Combined subjects BIRMINGHAM University Single subject (14) Joint subjects (0) Single subjects Combined (0) Speech and Language Therapy (B620) Major with a minor subject (0) City South Campus, Edgbaston Study mode Qualification Duration Undergraduate Degree BSc (Hons) 3 Years Full-time Major with more than one minor (0) Triple subjects (0) Other type of combination (0) Provider types **Cardiff Metropolitan University** Cardiff Metsopolitan University Caerdydd Universities and colleges (14) Conservatoires (0) Single subjects How you study Speech & Language Therapy (B620) Main Site Qualification Duration Study mode Full-time (14) Undergraduate Degree BSc (Hons) 4 Years Full-time Full-time with a placement (sandwich) (0) Full-time with study abroad (0) Flexible/Part-time study (0) **City University London** LONDON CITY UNIVERSITY Flexible study (evenings only) (0) Flexible study (daytime only) (0) Single subjects Flexible and full-time study (0) Speech and Language Therapy (4 years) (B620) Qualification level Main Site Qualification Duration Study mode Undergraduate Degree BSc (Hons) 4 Years Full-time Postgraduate qualification (0) Undergraduate degree (13) 10 C C C C HND, DipHE or Foundation degree (1)

www.ucas.com

Health Careers website - course finder



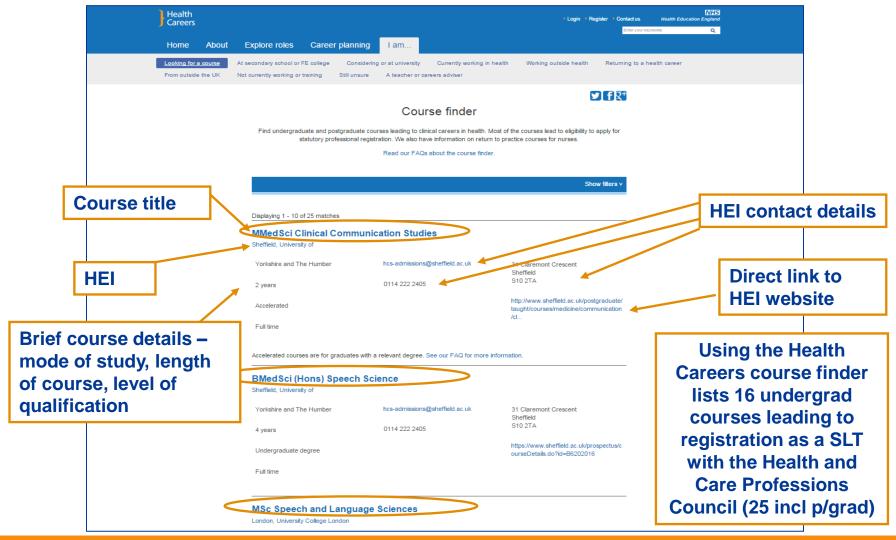
Health Careers			► Login → Register → Contact us Health Education England
Home About	Explore roles Career planning	l am	
Looking for a course From outside the UK	At secor Nursing (Children/ Paediatric) Nursing (Learning disabilities) Nursing (Mental Health and Learning Disabi	lities)	 Returning to a health career
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Health Careers course finder results page





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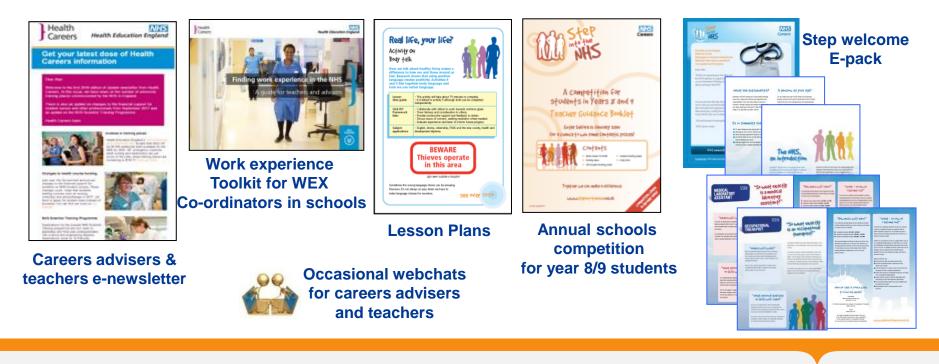
Resources from Health Careers include...



Health Careers website



Step into the NHS site (14-19 yr olds)



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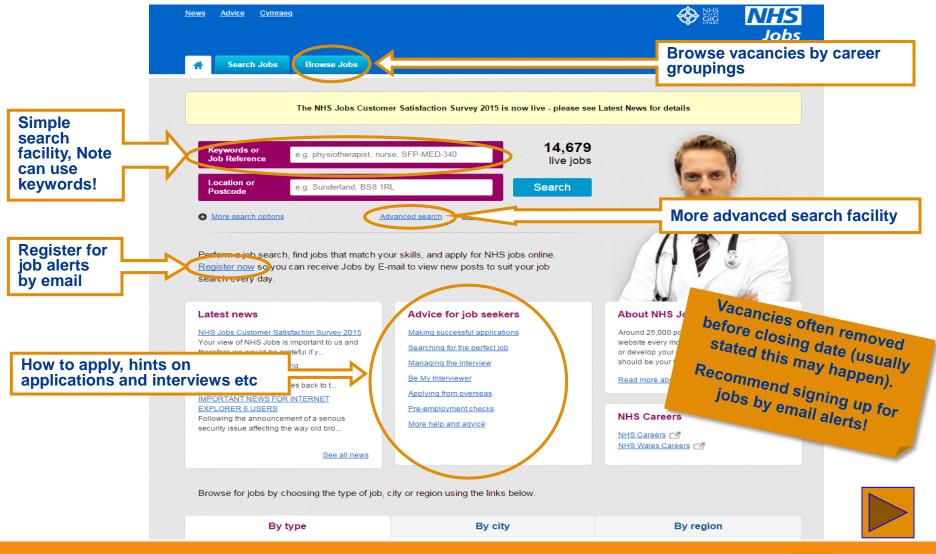


Using the NHS Jobs website

www.jobs.nhs.uk

NHS Jobs website (England & Wales)





www.jobs.nhs.uk

Using the "keywords or job reference" field...



LOOKING FOR VACANCIES RELATED TO	TRY SEARCH TERMS SUCH AS	EXAMPLES OF RESULTING JOB VACANCIES
NUTRITION	"healthy eating", "diet", "food", "allergy", "health promotion", "nutrition", "lifestyle"	 Lifestyle support worker Health development practitioner Assistant nutritionist/dietitian
PSYCHOLOGY	"talking therapies", "counselling", "mental health", "low intensity", "high intensity", "IAPT"	 Substance misuse practitioner Wellbeing Coordinator Mental health advisor - trainee
ADMINISTRATION	"marketing", "project", "payroll", "finance", "communication", "record- keeping"	 Marketing coordinator Employment services officer (recruitment) Finance assistant
SPORT SCIENCE	"exercise", "fitness", "lifestyle", "stroke", "physiology", "cardiac rehabilitation"	 Rehabilitation assistant Health improvement practitioner Cardiac physiologist
LIFE SCIENCES	SCIENCES "laboratory", "pathology", "public health", "healthcare science", "health protection" • Newborn screenin	
PUBLIC HEALTH	"health improvement", "health protection", "substance misuse", "smoking cessation"	 Health promotion resource & info. officer Integrated care drugs worker Administrator (PCT, working at a prison)



NHS Jobs website – advanced search

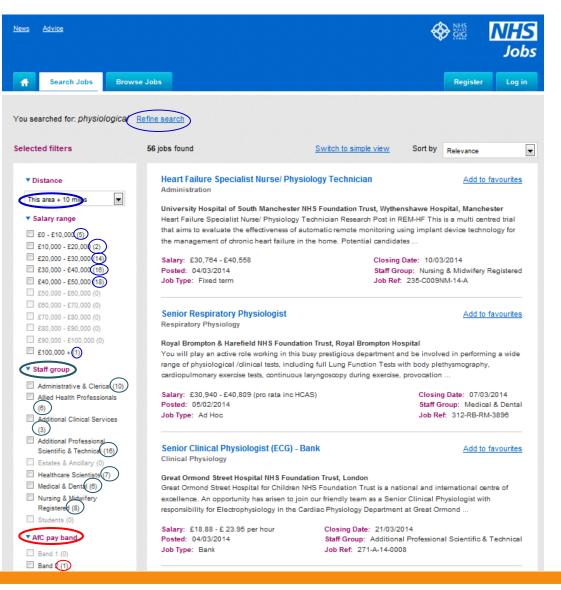


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NHS Jobs website – vacancy results & filtering







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Thank you for coming to this session

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