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INSIGHT Five minutes with high intensity therapist Jacky Smith **P10**

GET STARTED Candace Miller on outlines how you can break into a career in health **P12**

Careers in health and social care

 **NHS Careers** provide a series of snapshots into the daily lives of some of its staff



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Hear from Darryn Allcorn on why North Devon is such an exciting prospect for healthcare professionals



PHOTO: NHS CAREERS

A career for you in the changing landscape of healthcare

We live in a changing world when it comes to our health. People are living longer, not least because of huge advances in the diagnosis and treatment of patients.

As a consequence, the way that healthcare is provided is changing, as is the workforce required to provide it.

Primary care

Let's take a look at primary care. The first port of call for most of us when we have a health concern is our local doctors' surgery. More GPs are needed as many of our current workforce are reaching retirement age. In fact, we need 50 per cent of all students completing their medical school and then foundation training to be entering general practice.

There are more than 60 areas of medicine that doctors can specialise in, and, in addition to needing more GPs, we also need more doctors in psychiatry and emergency medicine.

A variety of roles

Physician associates have direct contact with patients and, working under the direct supervision of a doctor, are trained to take medical histories, perform examinations, diagnose illnesses, analyse test results and develop management plans. Health Education England (HEE) is responsible for commissioning education and training places for the NHS in England and has increased the number of physician associate training places by 200 per cent this year.

Most of us have an image of what a paramedic does, but the role is expanding. Senior paramedics are advanced practitioners who've had additional training around assessing patients, administering tests, interpreting results and prescribing medication. So when attending an



Alan Simmons
Careers specialist,
Health Education England

"There are more than 350 different roles in the NHS alone; healthcare relies on both clinical and non-clinical staff"

emergency situation, they can make clinical decisions about whether a patient can return home or needs to get to an emergency department. Senior paramedics are often based in hospitals or health centres.

Irrespective of this senior role, more paramedics are needed and HEE has increased the number of training places across England in 2015 by 378, so it's a good career choice to think about.

Healthcare relies not just on clinical staff with roles that we might be familiar with, like radiographers, physiotherapists, occupational therapists, nurses, radiographers, dietitians and midwives.

There are many other clinical staff like the 50,000 healthcare scientists who play a huge part in supporting the majority of clinical decisions.

And then there is a multitude of non-clinical roles - including porters, librarians, chefs, accountants, health informaticians and medical secretaries. There are more than 350 different roles in the NHS alone.

Public health is a key area too, helping people to stay healthy and protecting them from threats to their health.

Getting in

With such diverse careers on offer in the health sector, there are lots of ways in ranging from apprenticeships and direct entry, to undergraduate and graduate routes, as well as opportunities for experienced professionals from other sectors.

Visit nhs Careers.nhs.uk for more information about the breadth of roles available in the changing landscape of healthcare. ■

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COMMERCIAL FEATURE



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Faculty of Health,
Education and Life Sciences

Bridging the academic gap for healthcare workers

Birmingham City University offers different avenues into the healthcare professions for people who are already working in a healthcare setting, but who don't have the necessary qualifications to access career-progressing degree programmes

If you want to study for a BSc honours degree in nursing or radiography but don't have the necessary qualifications, what options are available to you?

Thanks to Birmingham City University, people currently working in a health and social care setting can access degree programmes through alternative routes.

Firstly, the University's foundation degree Health and Social Care programme – which is aimed at people in full-time employment and delivered via work-based learning – enables

non-traditional progression onto some BSc Hons programmes, including adult, child or mental health nursing, and Diagnostic Radiography or Radiotherapy.

"Many students have successfully taken our foundation degree programme route, completed one of our BSc Hons programmes, and are now qualified in their chosen field," says Joy Hall, associate professor/head of department, public and community health. "The University is currently exploring the potential of widening access points to other healthcare professions." One



Joy Hall
Associate professor/
head of department,
public and community
health, Birmingham City
University

initiative is our involvement in the provision of the Higher Apprenticeship Framework.

Widening participation, recognition of prior experience

Plus, the University is now offering the opportunity for healthcare workers to undertake a bridging option, consisting of a two-module programme worth 30 credits of study at Level 4. This enables suitable students to meet the entry requirements for nursing degree programmes.

"Some students don't have the

necessary academic qualifications to apply for a degree in nursing," says Joy Hall. "Our 30 credit modules have been developed specifically to bridge that gap and widen participation. That's because there are lots of people who would make an excellent nurse, but who sometimes struggle with the academic side of the profession. Yet with the right support, we can help them achieve the academic qualifications they need to become a nurse." ■

For further information visit www.bcu.ac.uk/bridge

COMMERCIAL FEATURE



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Faculty of Health,
Education and Life Sciences

Continuing professional development in healthcare

Birmingham City University offers a range of Continuing Professional Development (CPD) courses so that healthcare practitioners can keep up to date with current practice – and progress in their careers.

Continuing Professional Development (CPD) is vital for qualified practitioners in the healthcare sector. It keeps them up-to-date with current practice and critical thinking and so safeguards standards; it increases their knowledge and enables them to learn new skills. It's also necessary in order for individuals to maintain their registration with their professional bodies.

At Birmingham City University there are a range of accredited CPD courses, such as specialist practice 'top up'

degrees for nurses and operating department practitioners who are qualified to diploma level. "We also offer a range of courses at post-graduate certificate level and designated masters level in subjects such as public health, advanced clinical practice, and health and social care, these cover a range of professions – plus a range of non-accredited CPD courses," says Tracey Cutler, acting director CPD, Birmingham City University. "Irrespective of where a practitioner is in their career, we have a CPD programme that can help them progress both academically and clinically."



Tracey Cutler
Acting director CPD,
Birmingham City
University

Transferable skills

The skills that healthcare practitioners learn during CPD study includes clinical updates (particularly at degree and Masters level). It also includes critical analysis and practical problem-solving techniques, which can be transferred into practice. Length of study depends on a particular course.

If practitioners know which professional development course they want to take, they can simply complete an online application via the Birmingham City University website.

"However, some applicants may need a course which is flexible and tailored to their needs," says Cutler. "This is why we have members of staff available called professional navigators who will help applicants confirm their entry criteria and plan the best module choices for their ongoing careers." ■

Advice is available by emailing navigator@bcu.ac.uk

For further information visit www.bcu.ac.uk/cpd



Deidre Williams

Business manager (BTEC), health and social care and childcare at Pearson plc

Better training means better care

Whatever policy differences are debated in Westminster, there is one issue all parties agree on: we need to invest in the NHS to train dedicated professionals with the skills, knowledge and values to provide a high quality, patient-centred service.

Whether they are studying full time in college, taking up an apprenticeship, starting a first job, or continuing to upskill during their career, healthcare professionals can choose from a range of accredited training opportunities.

First things first: everyone studying for a career in healthcare needs to know they're building the right values, skills and knowledge from the outset. In England, the government has introduced reforms to vocational qualifications which ensure courses cover direct engagement with employers and work placements, with an emphasis on skills across the whole health and social care profession. For those taking the first step in their career, the care certificate builds confidence in developing the right patient-facing skills essential for compassionate, safe, high quality care and support. If you want to earn while you learn, there are plenty of opportunities to apply for an apprenticeship, and the new apprenticeship standards will ensure that high quality training remains embedded in the healthcare sector.

A 2013 IPSOS MORI poll revealed that the NHS is the national asset the British are most proud of, just ahead of the Armed Forces, Team GB - and even Her Majesty the Queen! And healthcare professionals themselves can be confident the NHS is equally committed to them throughout their careers by offering accredited training to support the highest quality care. ■

Read more at careersinhealth.co.uk

Building a bridge for the future healthcare workforce

With one of the UK's largest workforces, the healthcare sector offers myriad opportunities for people from all backgrounds to embark on a rewarding and fulfilling career.

In fact, there are over 350 different careers in the NHS, working directly with patients or to help to support those staff that do. Working across community and hospital settings, the sector offers a chance to become part of a team of like-minded, skilled professionals united by a desire to deliver the very best patient care, whatever the individual role or level. But what are the opportunities for those

without A-levels or similar academic qualifications to get on in the healthcare sector? The reality is that many people face obstacles that mean they do not do well academically at school. In that respect, the health sector is a forward thinking employer, offering a huge range of entry level occupations from health care assistants, to roles in healthcare sciences, engineering, estates and facilities, health informatics and administration.

In addition, the opportunities to learn, develop skills and progress "on the job" are manifold. Many people find that once they have entered into a career in health care, they come to love their role and with this greater maturity and life perspective decide they want to progress into higher level roles where university study is required.

But, how do these individuals develop the study skills needed to progress and succeed in health



Meet Stephanie Trembath, healthcare professional. BTEC qualified.

Stephanie Trembath, Outstanding BTEC Student 2015

Truro and Penwith College

Passionate about helping others, Stephanie has chosen to dedicate her professional life to social care. Enriching her studies with hands-on experience, she worked as a community carer during her BTEC Nationals course and secured work placements in hospital wards, care homes and daycare centres.

Be inspired by Stephanie's story at:

quals.pearson.com/btecnationalawards2015

Investing in your future career?

Learn more about the new BTEC Nationals in Health and Social Care at:
quals.pearson.com/BTECNationalsHSC2016



PHOTO: NHS CAREERS



PHOTO: NHS CAREERS

Schemes like the Bridging Programme give people equal access to career pathways

professional education programmes at universities? A new initiative – the Bridging Programme – has been designed by Skills for Health to open up opportunities for motivated and capable healthcare workers to progress professionally in health care. Combined with relevant vocational qualifications at Level 3 (and any recognition of prior learning) and maths and English GCSE grade A*-C, the Bridging Programme offers another possible route into university.

Successful completion of the programme leads to a national qualification: the QCF Level 3 Certificate in bridging skills for higher education.

Crucially, schemes like the Bridging Programme help people who have come across a range of personal, social or financial barriers to career progression and give them equal access to an alternative career pathway. One of the major advantages of such a scheme is that it equips you with the study skills needed to



Christina Pond
Executive director, Skills for Health

be considered for entry to University, gives you parity alongside other applicants and the confidence and practical skills that will help you succeed when you get there.

In recent years, it has been widely acknowledged that action must be taken to dispel the myth that only those who did well at school can flourish in a career in healthcare.

Health Education England's Talent for Care (Get In, Get On, Go Further) framework aims to address

this by working with various national, regional and local partners to increase investment in the support workforce and to spread good practice and innovation. Since work started to develop the Bridging Programme in 2014, over 200 healthcare employers have expressed their support for the initiative. There is certainly a sense that times are changing and everyone now respects and values the benefits of working hand in hand to 'bridge' the skills gap. ■

* - NHS Information Centre (2012). Report. NHS Workforce: Summary of staff in the NHS: Results from September 2011 census



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Darryn Allcorn

Director of workforce and development at the North Devon NHS Trust

Initiatives attract staff to Northern Devon

Northern Devon offers easy ways to discover, start and develop a healthcare career.

The Trust offers innovative, award-winning ways into healthcare careers, including taster weeks, work experience and a healthcare academy.

Darryn Allcorn, director of workforce and development at the Trust, says: "We offer students a taster week so they can find out about many roles, rather than just focusing on doctors, nurses and therapists."

Work experience schemes offer work shadowing, skills development and question and answer sessions with staff.

The Trust's new Care Academy, aimed at 17 to 19-year old students looking for health and social care careers, offers student placements and will develop a range of health and social care qualifications.

Local community roadshows allow candidates to find out about jobs and apprenticeships and be interviewed the same day.

The Trust supports staff to reach their full potential. Training ranges from entry to foundation degree level and trainees can rotate through clinical settings.

The Trust has developed module with Plymouth University as part of its BSc Honours course, supports staff through foundation degrees in health and social care and offers an e-learning system. It also supports nurse training and helps nurses return to practice.

People with learning disabilities are offered internships. "Most go on to jobs with us or other local employers," says Allcorn.

"We have increased staffing, the Care Academy is successful and 90 per cent of students who learn here get jobs with us," says Allcorn. ■



Nursing degrees combine practical and academic skills

Interested in leadership or innovation? You could be interested in nursing

Nursing is a career prone to stereotyping: with a common assumption being that nurses just work in a hospital and take instructions from a doctor. This couldn't be further from the truth

Even within one hospital you will find a wide variety of roles, expertise and seniority. And out in the community, prisons, and in the military, there are thousands of men and women making a rewarding career for themselves. A career in nursing is one of incredible opportunities.

Nurses are highly skilled and since 2013, a nursing degree is needed in order to be a registered nurse. NHS funded training places are highly competitive: in 2014 there were 57,000 applicants for 20,000 places. The RCN would like to see more training places made available to help more people enter this most rewarding of professions.

Combining practical and academic skills, nursing degrees take three years, at least half of which is spent on supervised placements in both hospital and community settings. From the very beginning nurses specialise in one of four fields. While there is certainly fluidity between the fields, each

offers its own distinctive opportunities. Adult nursing is incredibly varied and students can specialise in a wide range of areas from cancer care to women's health, in a hospital settings or in the community.

Children and young people react to illness and injury quite differently and need specialist care tailored to their particular needs. Children's nurses work with patients up to the age of 25, as well as providing crucial care and support for their parents, carers and relatives. This specialism is equally as varied, with roles in intensive care, health visiting and safeguarding, to name but a few.

Learning disability nursing

A lesser known but equally important branch is learning disability nursing, which provides care and support for the 3 per cent of the population living with learning disabilities. An incredibly rewarding area, roles in this field help those with learning disabilities live independent, fulfilling lives, supporting them in the community, hospitals and specialist facilities.

"People need specialist care tailored to their particular needs"



Stephanie Aiken

Head of education, Royal College of Nursing (RCN)

Mental health nursing is also a fascinating and rewarding area. These nurses have a wide range of options in terms of specialism, including children's mental health, eating disorders, drug addiction and rehabilitation - with many more opening up as research develops in this area.

There is no one particular path onward and upward. As nurses of any field gain experience, there are four main routes through which to progress: clinical, research, education and management. It's true that career pathways are not as clear-cut as they could be but this is something which the Shape of Caring Review, with initiatives like a community nursing field and doctoral training centres, is looking to address.

It really is time to forget nursing stereotypes, particularly if you are considering a career in healthcare. If you're interested in science, maths, leadership, or innovation chances are you'll be interested in nursing. It can be challenging, but - as any nurse will tell you - it offers a wealth of opportunities to make a difference in the lives of others. ■


COMMERCIAL FEATURE


PHOTO: THINKSTOCK

Since 1992, Healthcare at Home has provided clinical homecare to 1.4million patients

Delivering first class healthcare – at home

Healthcare at Home offers a range of personal and/or complex care for patients with acute and long-term conditions in their own environment.

“Since I’ve been with Healthcare at Home, I’ve had some amazing feedback,” says Elaine Strachan-Hall, the company’s clinical director. “For example, every other week, one of our clinicians delivers a six-hour injection to a patient in their own home. The young person told me: ‘If Healthcare at Home didn’t come here, I would have to drive for an hour to the hospital, find parking facilities, stay for six hours and then drive home.’ She also has caring responsibilities for other children – so how would she manage?”

The aim of Healthcare at Home is to help people with healthcare needs

live their lives as normally as possible with the very best care available. Despite its name, the company – which offers a range of personal and/or complex care for acute and long-term conditions – can also serve patients at their workplace or indeed any location of their choice.

One-on-one

In fact, since it was founded in 1992, Healthcare in the Home has provided clinical homecare to 1.4 million patients. Today it is one of the leading providers of clinical homecare in Europe and, with operating companies in the UK, Germany and



Elaine Strachan-Hall

Clinical Director,
Healthcare
at Home

Switzerland, serves around 150,000 patients each year. It has now set an ambitious target of delivering care to 2 million patients in homes across the world.

Most of Healthcare at Home’s clinicians are registered nurses; but its staff also includes occupational therapists, physiotherapists and healthcare support workers. “We are able to recruit and retain the best people,” says Strachan-Hall. “They are our biggest asset and we are committed to them, and offer them a career framework, training and rewards for additional skills.” One of the biggest benefits for the company’s clinicians is being able to

work with patients one-on-one, delivering care in a home environment. “That’s the sort of care we wanted to deliver when we first became clinicians,” says Strachan-Hall. “It’s about one to one care without the distraction of a work environment and knowing that you are making a real, valued difference to someone’s life – and in their own home. And that is an absolute privilege.” ■



Healthcare at Home

INSPIRATION



Q&A

**Will Moyle**

IT Lead, Teign Estuary Medical Group

five minutes with... an IT lead

How did you get into your role?

In year 10, I worked in a GP surgery for my work experience and I really enjoyed it. After finishing school, I spent 18 months as an apprentice healthcare assistant and learnt various clinical, life and business skills. Towards the end of my apprenticeship, I wanted to focus on the business side of primary care. My manager was very supportive of my decision and I began to work closely with her. I took on various admin duties and supported IT projects which eventually led to my promotion to IT lead.

What do you do on a typical day?

On a typical day, I run both clinical and non-clinical audits, complete data returns and maintain our website and social media pages. I also provide technical support to my practice and others around the area.

What is your favourite thing about your role?

The best thing about my role is the variety it offers – it's ever-changing.

What challenges do you face in your role?

Unfortunately you can't always predict when a computer decides to stop working and when it does, so providing technical support can be a bit of a challenge.

What are your career plans and top tips for others?

I'm currently coming to the end of a Level 4 BTEC and NVQ in business administration; on completion, I plan to start either a Level 5 NVQ or a degree in management. This will support my aspiration to become a practice manager in the next couple of years. My advice for anyone looking to work in the NHS is to consider an apprenticeship. They're a great way to begin your career and you get to study and get paid at the same time! ■

Rise in online recruitment looks set to continue

More and more medical and healthcare professionals are turning to the worldwide web to find their next job, and jobs boards are upping their game to help them get it.

There has undoubtedly been a shift in the way employees find and recruit staff in the last 15 years. Where once print advertising and recruitment agencies held the market share, the growth of the digital media has resulted in more candidates taking it upon themselves to hunt for their perfect job online.

A 2013 study from the iCIMS Recruitment Institute¹ found that whilst internal candidates filled 71 per cent of vacancies, 24 per cent were filled via job boards. This figure is likely

to be even larger for professions such as health and medical care where there is a well-publicised skills shortage.

A recent report from consultants Christie & Co.² found that Britain's healthcare industry is suffering a nursing shortage of 24,000 staff this year, driven by a decline in student places, tougher immigration rules and spending cuts. Similar shortages exist in the care sector as reported in a recent UK Commission for Employment and Skills report³. With an ageing population, the report identified care work as the area likely to require the largest increase in staff by 2022 with a

forecasted need of half a million more care workers.

To fill these gaps, many healthcare providers are turning to agency staff, an expensive and short-term solution, which really only acts as a sticking plaster to a much bigger recruitment issue. According to Royal College of Nursing figures cited in the Christie & Co. report, the average health service expenditure on agency nursing is estimated to have increased by 231 per cent in the past three years.

Adding value

Andrei Shelton, managing director of British Medical Jobs, believes that niche jobs boards could be a



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Niche job boards could be a cost effective way to solve some of the recruitment issues faced by medical and healthcare professionals.

PHOTO: NHS CAREERS



PHOTO: NHS CAREERS

cost effective way to solve some of the recruitment issues faced by medical and healthcare professions. “We do more than simply post jobs. We help recruiters to write copy, to target potential employees and to develop advertising in a way we know will attract and appeal to candidates.”

The site currently has around 70 to 80 recruiters and at any one time there are more than 5,000 jobs listed. At present the site has more than 50,000 CVs available for recruiters to browse and more than 80,000 potential candidates signed up to receive notification emails.

To ensure their site really can help to support recruiters, British Medical Jobs have appointed a panel of UK and foreign-based locum

and permanent medical professionals to assist in its development “We understand the technicalities of the market,” adds Shelton. “This has enabled us to develop a real niche specialism tailored to the needs of our clients.”

Where job boards can also assist recruiters is by tapping effectively into social media. A study by University of Warwick on jobs.ac.uk⁴ found that 62 per cent of employers considered LinkedIn to be a key source for new staff, 54 per cent Twitter and 48 per cent Facebook. Unlike traditional print media, social media is relatively cheap, but it’s also very time intensive and finding the right candidate can be like



Andrei Shelton

MD, British Medical Jobs



Read more at
careersinhealth.co.uk

looking for a needle in a haystack. This is where niche job boards, like British Medical Jobs, can add real value. The site integrates social media into everything they do, so they can target specific candidates with relevant job information on a timely basis.

Innovation and analysis

The benefits of job boards certainly extend to candidates as well. The sites give candidates the greatest flexibility to search the widest range of jobs in one place, whenever and wherever they want. In addition, they can provide more detailed information about the current state of the sector. “We see ourselves as providers of information for the industry as a whole,” continues

Shelton. “With so many candidates and clients we can give real, valuable information on the state of the industry from the geographical distribution of jobs to average salaries, so everyone is better informed.” There is no doubt that the internet will play an increasingly important role in the recruitment market. As the skills shortage in the medical and healthcare sectors adds pressure on recruiters looking for cost effective ways to target the right candidates, niche job boards could offer one solution. ■

1) <https://www.icims.com/hire-expectations-institute/blogs/looking-back-on-2013-where-did-we-source-our-hires>
2) <http://www.christiecorporate.com/news/publications-data/care.aspx>
3) <https://www.gov.uk/government/publications/sector-insights-skills-and-performance-challenges-in-the-health-and-social-care-sector>
4) <http://www.jobs.ac.uk/media/pdf/recruiters/resources/jobsacuk-recruiter-survey.pdf>

NC HEALTHCARE

NC Healthcare is a specialist Medical Recruitment agency solely focused on supplying locum doctors to its clients based around the UK.

What was the inspiration behind setting up NC Healthcare:

The vision behind the setup of NC Healthcare is to be the leading supplier of medical locums to the UK market. We aim to raise the bar in patient safety and service by ensuring that they we only work with the best doctors with the highest levels of medical compliance.

What do you provide that other medical recruiters don't:

■ **Patient Safety** - Our number one goal is to be the best at what we do; we achieve this by working with doctors that represent our ethos, and working to our patient safety standards.

■ **Governance and Compliance** - As an approved supplier to multiple frameworks, we believe that good governance and compliance policies must form the foundations of what we do. They are the heartbeat of our company.

■ **Innovation** - We invest in our systems and technology to ensure that we remain at the forefront of the sector. We are constantly looking at ways we can innovate and improve the way that we work.

■ **Our Staff** - We continually develop our business model and our people. We believe our staff are our greatest asset: all our staff are vetted to the highest standards in the industry and are comprehensively trained to ensure that our stakeholders get the best possible service. This has led us to having an extremely high retention rate, which in turn ensures continuity of service for our stakeholders.

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Q&A

**Jacky Smith**High Intensity CBT Therapist & EMDR Consultant,
Isle of Wight NHS Trust

five minutes with... a high-intensity therapist

How did you get into your role?

I qualified as a canine and feline behavioural consultant in the 90s and began my own practice seeing pet owners whose dogs and cats had behavioural issues. This led to me taking part in a TV series called the Animal Roadshow which I really enjoyed.

Working with pet owners sparked my interest in counselling and I decided to train as a counsellor. Having been self-employed during these years, after qualifying, I wanted to consolidate my training in a hospital setting so I worked at Southgate Priory Hospital in London before relocating to the Isle of Wight in 2009.

What do you do on a typical day?

My job entails delivering a mixture of therapies to patients with differing mental health problems such as post-traumatic stress disorder, depression and anxiety. I also supervise a group of therapists.

What is your favourite thing about your role?

What I enjoy most about my role is seeing patients get better and work towards achieving their therapy goals. I also love the flexibility my job offers as it allows me to have a good work-life balance.

What challenges do you face in your role?

Working as a high intensity therapist means that I often work in sensitive and highly pressured environments, which at times can be difficult. However, working with a great team makes it easier to persevere through days like this.

What are your career plans and top tips for others?

In the near future I hope to start a PhD – it's something I've always wanted to do. To anyone interested in working for the NHS, I'd say go for it and take every opportunity offered to you in regards to training and development. ■



A career in clinical pharmacology is a great option for those interested both academic and industry

From the bench to the bedside - be part of the pharmaceutical journey

Do you want to be at the forefront of development and innovation to bring hope and improve treatment and quality of life for patients? Do you have an interest in both academia and industry? Then why not consider a career in clinical pharmacology, says Sarah Jones, head of education at the Association of the British Pharmaceuticals Industry.

**Sarah Jones**

Head of education, ABPI

The pharmaceutical industry is the most research intensive business sector in the UK, spending over £4bn on research and development in 2013, roughly double the amount invested by the second highest placed product group, the motor vehicles and parts industry¹. Medicines are transforming the treatment of many difficult diseases, such as HIV and heart disease, as well as extending lives. A baby boy born in the UK in 2013 can expect to live for 78.9 years, and a girl for 82.7 years, compared to 44.1 and 47.8 years respectively between 1891 and 1900².

"Research is a key component to delivering new and innovative medicines in the UK," explains Jones, "But, more importantly, people are at the heart of what we do, so we need to be investing in the skills people who can help make a difference along the journey."

In the UK, the pharmaceutical industry employs over 70,000 people, with around 23,000 of those working within research to develop new and innovative medicines³. Over the last 60 years, there has

been over 1,300 new medicines and vaccines discovered and developed by the industry⁴. Jones continues: "Nothing is more important to the industry than the people who bring the ideas, the skills and the passion for bringing hope and progress to patients and their families, as well as saving lives."

A career in the pharmaceutical industry is not necessarily a career just based in a lab. A vital area is the critical bridge between the lab bench and the patient bedside; taking the potential new medicines from the labs and putting them into practical application where they are needed, with patients. This bridge is called translational medicine – the investigation of disease processes and the human response to developmental medicines. Put simply, it is taking the knowledge of how a molecule works in a lab setting to understanding how it could work in the treatment of a condition in groups of patients. It is what a career in clinical pharmacology aims to tackle.

High quality candidates

"A career in clinical pharmacology offers a unique opportunity to experience both sides of medicines development. But it is an area that has been identified in both our 2005⁵ and 2008⁶ Skills Reports as needing more high quality candidates to secure the future of medicines research and development in the UK," says Jones.

There are a number of training schemes for clinical pharmacology across the country that partner academic centres, such as the universities and medical schools, with industry and national networks, such as the National Institute for Health Research. These training opportunities are high on the agenda of industry as it is this bridge that will help them make the leap towards stratified or personalised medicines, where treatments are targeted specifically to smaller groups of patients.

"Stratified medicine can help us to change how we think about and manage health problems and is already having an exciting impact on clinical research and patient care," says Jones. "This new era of medicine can help us identify which patients can gain most benefit and experience fewer adverse reactions to a specific therapy. It is the perfect time to join us and help us to shape the future of medicine." ■

¹ ONS 2014; Business Enterprise Research & Development in the UK, 2013

² ONS 2014; National Life Tables 2011-13

³ HM Government 2013; Strength and Opportunity 2013

⁴ ABPI 2014; The stratification of disease for personalised medicines, vision paper, September 2014

⁵ ABPI 2005; Sustaining the skills pipeline 2005

⁶ ABPI 2008; Skills needs for biomedical research 2008

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ensuring we aren't just giving our clients what they need, but also focusing on that final delivery to the patient. And that's just the tip of the iceberg.

Healthcare is an ever evolving industry that constantly needs to adapt in line with patient safety, increased demand and budget changes.

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NEWS



STATS

Healthy career prospects

The population is living longer - there are almost as many pensioners in the UK as there are children and 18 per cent of the UK population is over 65 years old. No wonder job opportunities in the healthcare sector are on the increase.

729,000

people are employed as care workers in the UK

The number of care workers is expected to rise by over

196,000

between now and 2022



The average salary of a care worker is

£18,200

96%

of frontline care workers say that they feel they really make a difference

628,000

people are employed as nurses in the UK

The number of nurses is predicted to rise by over

157,000

between now and 2022



The average salary of a nurse is

£34,800

Apprenticeship stats

There were

109,000

apprenticeship starts in the Health, Public Service and Care sector 2013/14

70,000

of these starts were on the Health and Social Care framework

Explore future career opportunities, average wages and working hours with Moving On's careerometer tool at movingonmagazine.co.uk/careerometer/

Source: LMI for All



PHOTO: THINKSTOCK

Whatever your qualification level, there is a pathway into a career in health which could be right for you

Break into a career in health

Candace Miller, director of the National Skills Academy for Health, offers some advice on embarking on a career in the health sector.

If you're looking for a rewarding career that doesn't require years of study, a support role in the health sector could be for you. There are hundreds of clinical and non-clinical roles, and many provide entry-level opportunities for school leavers and graduates, and new careers for 'returners'.

From the ambulance service to midwifery, and from management to maintenance, health and social care is a changing environment where new skills are always needed. You can find a role in an operating theatre or as a gardener in the NHS, in a nursing home or a hospice for a charity, or with an optician or pharmacist in the private sector.

Many non-clinical roles don't involve patient contact or 'blood and gore', especially areas like finance and management. In particular, ICT skills are much in demand.

If you are caring and considerate, and committed to providing the best quality service, you'll be trained and supported along the way and there will be opportunities to take your skills and experience into different areas.

Operational roles

You don't always need formal qualifications to get your foot in the door. There are support roles in operational areas - for example general administration, IT support, catering, facilities maintenance, portering and cleaning.

From here you can progress towards managerial roles, or move to a healthcare support role and train towards qualifications in nursing or other disciplines.

Qualification options

Most roles require qualifications in relevant topics but many entry level roles accept GCSEs or A levels in any subject. For example Healthcare Science Associate Practitioner roles in cervical cytology (screening) take applicants with a good range of GCSEs who train on the job to become a qualified cervical cytology screener.

You can train towards vocational qualifications for non-clinical roles in business management and finance, or clinical roles in nursing and dental nursing, ophthalmology and physiotherapy, to name just a few.

If you've got a degree (or equivalent), and want a non-clinical role, the NHS graduate management scheme offers a good route in.

If you are interested in a clinical role, choosing sciences at GCSE or A-Level will help you towards an apprenticeship in, for example, pathology support. If you enjoy maths and English, consider an apprenticeship pathway in business and administration, health informatics or accounting.

Learn on the job

Apprenticeships are a great way to learn through 'doing' rather than studying.

"You don't always need a formal degree to get your foot in the door"

You will need to be literate and numerate, but many apprenticeships offer support with English and maths, as well as training on the job. You will earn while you learn too.

You can apply from age 16. Many different apprenticeships are relevant to the 350+ job roles within health and social care, and are available at three levels, with the higher apprenticeship leading to degree level qualifications.

Invest in yourself

Traineeships enable people aged 16 upwards to get work experience before committing to a career. You don't get paid, but you will find out what you like doing - helping you make the best choices for your future.

Traineeships last up to six months and include at least 100 hours of work experience, job preparation training, and support with literacy and numeracy if required.

Volunteering is another useful way to find out what might appeal to you. Most healthcare organisations run their own programmes.

The health service has an exciting and fast-changing future. If you are feeling inspired to become part of it, I recommend that you go in with your eyes wide open and a sense of excitement - you won't be disappointed. ■



Candace Miller

Director, National Skills Academy for Health

Read more at careersinhealth.co.uk



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NEWS

STATS

Care workers and home carers
Employment prospects

Weekly Hours **42**
 Hourly Pay **£8.33**
 Weekly Pay **£350**
 Annual Pay **£18,200**



To work in the health and social care sector you'll need to have tact, patience energy and empathy

Care workers and home carers attend to the personal needs of the elderly and the infirm with care and support needs ('service users') within residential care establishments, day care establishments or in their own homes.

Healthcare practice managers
Employment prospects

Weekly Hours **38**
 Hourly Pay **£17.37**
 Weekly Pay **£660**
 Annual Pay ... **£34,200**

Healthcare practice managers plan, organise, direct and coordinate the work and resources of medical, dental and other types of healthcare practice, including veterinary practices.

A flair for care

You don't necessarily need a degree for a rewarding career in health and social care.

If you're interested in a career in the health and social care sector, you'll have to have the kind of personality to be able to care for all sorts of people with many different needs. You'll need to have tact, patience, energy and empathy.

Whether you choose to work in the public or private sector, a career in health and social care could involve working with children, adults, the elderly or families or with people with learning difficulties, physical disabilities or mental ill health. You could be based in a residential care home, a hospital, in someone's own home, or out in the community.

The health and social care sector has a huge variety of roles on offer, ranging from entry level jobs through to

graduate level positions. However, many jobs in the sector do not require a degree - you can simply start work, earn a wage straight away and progress your career through training on the job.

There are both vocational and academic routes into employment in the health and social care sector. You could study for a diploma in health and social care, A-levels or you could apply for an apprenticeship.

Vocational and academic routes
 With these qualifications, you could go on to study full time for a degree at university but this isn't mandatory for every role in health and social care. Both vocational and academic routes could equip you for doing an apprenticeship and from an intermediate apprenticeship;



Kate Newton
Editor, Moving On magazine

you could progress to an advanced apprenticeship. Alternatively, you could study for a Higher Level Certificate (HNC) or diploma (HND) or a Foundation Degree in Health and Social Care.

An important aspect of the work you do in health and social care is the requirement for professional development. It is important to top up your existing skills and to gain new skills that will allow you to either progress your career or to move horizontally into a different but related career.

The care industry employs around 1.7 million people and employment prospects are good, with over 700,000 people employed specifically as care workers in the UK. This is set to rise by nearly 200,000 between now and 2022 as the ageing population grows. ■



Read more at **careersinhealth.co.uk**

Read more about the career opportunities available in the health and social care sector on our dedicated campaign site **careersinhealth.co.uk**

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