

# Hiring for Potential Career Framework for entry level pathways for joining health or social care workforce

① Join NHS / social care workforce – we would love to welcome you to our team

② Be the best you can in the job you are doing

③ Induction, statutory and mandatory training – either face to face with local organisation or via eLfH (Resources for Cabin Crew Supporting Delivery of Direct Patient Care) in the Covid-19 section Resources for Specific Professions, Support Workers and Volunteers

④ Entry level roles – healthcare assistant / carer / therapies assistant /

**Activities Worker / Coordinator** - supporting people to engage in activity in order to maintain health, wellbeing and social contacts

**Care / Domiciliary Worker** – Providing direct support to people in their own homes or in a residential or nursing home including personal care

**Personal Assistant** directly employed by the service user to provide the support they need for independent living

**Rehabilitation Worker** - supporting people to regain independence after illness or injury, working on goals agreed with the person and set by Occupational therapists

**Shared Lives Carer** Providing direct support to people by providing them a home within their own family home enabling people to live outside of institutional settings in a supported and safe environment

**Advocacy Worker** - Supporting people to ensure their voice is heard in decisions around the way they want to live their lives and in making key life decisions

**Health Care Assistant**  
<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/healthcare-assistant>

⑤ Opportunities for career progression Care Certificate, Role specific training, Health and Social Care Apprenticeship routes levels 2-4

**Nursing Associate**

<https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/nursing-associate>

**Psychological Wellbeing Practitioner (PWP)**

<https://www.healthcareers.nhs.uk/explore-roles/psychological-therapies/roles/psychological-wellbeing-practitioner>

**Occupational therapy support worker**

<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/roles-wider-healthcare-team/clinical-support-staff/occupational-therapy-support-worker>

**Physiotherapy assistants/support workers**

<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/clinical-support-staff/physiotherapy-assistantsupport-workers>

**Speech and language support workers**

<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/clinical-support-staff/speech-and-language-therapy-assistant>

**Creative therapies support worker**

<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/clinical-support-staff/creative-therapy-support-roles>

**Dietetics assistant**

<https://www.healthcareers.nhs.uk/explore-roles/wider-healthcare-team/clinical-support-staff/dietetic-assistant>

## Hiring for Potential Career Framework for entry level pathways for joining health or social care workforce

### ⑥ Local Authority (social care) Management roles - Leadership and Management Apprenticeship levels 3-6, Specialist training in key topics such as Positive Behavioural Support, Dementia and Mental Health

#### Registered Manager –

for services regulated by CQC a registered manager must be in place to ensure the service meets the requirements of the regulatory body.

#### Deputy / Assistant manager –

taking on additional responsibilities and supporting the manager to run the service

#### Specialist Coordinator / Keyworker –

may manage activities for people across a range of services, supported employment schemes for disabled people, housing support for disabled people

#### Team Leader or Supervisor –

managing small groups of staff, coordinating their daily activity, ensuring supervision and regulatory requirements are carried out

#### Senior Practitioner / Higher Grade OT / SW -

either a Social Worker or Occupational Therapist that has developed to a higher grade position where they take on greater responsibility including the management of staff

### ⑦

### Opportunities for career progression – into registered / regulated professions

#### Registered Nurse

<https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/adult-nurse>  
<https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/childrens-nurse>  
<https://www.healthcareers.nhs.uk/explore-roles/nursing/roles-nursing/learning-disability-nurse>  
<https://www.healthcareers.nhs.uk/explore-roles/nursing/roles->

#### Social Worker –

statutory role regulated by Social Work England, responsible for the assessment of needs of both service users and their carers and brokering services to support. Progression in this role can lead to Approved Mental Health professional (AMHP), Practice Educator and management positions

#### Occupational therapist –

Regulated by the Health and Care Professions Council supporting people to maintain and regain independence following illness or injury either in their own homes or whilst receiving care in residential or nursing homes

#### Complimentary Therapist –

supporting service users on a 1:1 or group basis through a variety of methods including sensory stimulation, reflexology / massage, music and movement

#### Counsellor –

Supporting people through talking therapies to manage issues that are creating difficulties for them.