



### Workshop 4:

### **Changing Pathways to Health Careers**

**Colleagues from regional universities and NHS organisations discuss** 

the emergence of new career and progression routes in the sector

Jenny Mullins-White, Careers Consultant, University of Birmingham



# How well do you know the NHS quiz.....

- 1. How many different careers within the NHS?
- 2. What percentage of the NHS workforce are doctors, dentists, nurses and midwives?
- 3. How many people access the NHS every 36 hours?
- 4. How many people with diabetes in the UK? (2013).

#### Welcome to NHS Careers

The information service for careers in the NHS in England.

The National Health Service offers a huge range of exciting and challenging opportunities for people who are passionate about making a difference. With more than 350 different careers on offer, there is a job for you no matter what your interests, skills or qualifications.

Further information is available if you're interested in working or studying elsewhere in the UK.

If you are a healthcare professional from outside of the UK, please see our information for international healthcare professionals.



#### Working in the NHS

Everything you need to know about pay and benefits, flexible working and how to apply for a job.



Real life stories

Dr Francesca Kum has always been drawn to surgery and is enjoying working in ENT. Read her story.



### Answers

1. 350 careers (https://www.jobs.nhs.uk/about\_nhs.html)

2. 40% (Alan Simmons, Skills Show)

3. The NHS deals with **over 1 million patients** every 36 hours. (<u>http://www.nhsconfed.org/resources/key-statistics-on-the-nhs</u>)

4. There are an estimated **3.2 million people** with diabetes in the UK (2013). This is predicted to reach 4 million by 2025.

(http://www.nhsconfed.org/resources/key-statistics-on-the-nhs)





# Health Education England (HEE) THE NHS

- 1. Enough jobs must be created in the right place to deliver the care required (demand)
- 2. Enough staff with the right skills and behaviours must be available to fill the jobs created (supply)
- Health Education England (HEE) to help improve the quality of care by ensuring workforce has:
- the right numbers, skills, values and behaviours
- to meet the needs of patients



*Developing people for health and healthcare* 





### Landscape



- In-depth review of the acute medical care workforce February 2015 – looking 20 years ahead <u>http://www.cfwi.org.uk/publications/in-depth-reviewof-the-acute-medical-care-workforce</u>
- More demand for emergency medicine and GPs
- Post Francis report; values based recruitment
- Development of new roles e.g. Physician Associate





### **Medical recruitment**

- Medical students who start university 2015 GPs by 2025
   – consultants in 2028. What will health care look like then? Highest growth of consultants in Emergency Care workforce: yet service has struggled to keep pace with demand. Greater need for GP to maintain primary care service.
- Routes to Profession (R2P) programme aims to improve the knowledge, understanding and progression of underrepresented groups into professions. Year 12 students receive: tailored careers advice, UCAS application and interview support, guidance on relevant work placements, the opportunity to apply for work experience at the Universities Cardio Vascular Labs, mentoring by current medical students and the opportunity to shadow medical students





UNIVERSITY OF BIRMINGHAM

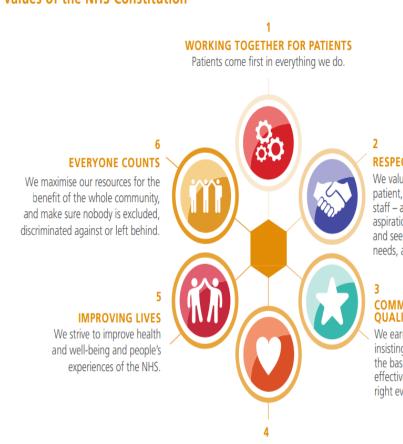
## Values based recruitment

In the wake of the Report of the Mid Staffordshire NHS Foundation Trust Public Inquiry (Francis, 2013) the NHS and Health Education England developed a **Values Based Recruitment** (VBR) framework to help ensure values based employment .

All students entering NHS funded programmes in Universities are selected for their values as well as their skills and qualifications.

1.Francis, R. (2013) *Report of the Mid Staffordshire NHS Foundation Trust Public I* 2.NHS/Health Education England (2014) *Values Based Recruitment Framework* NHS

UNIVERSITY<sup>OF</sup> BIRMINGHAM



#### COMPASSION

We ensure that compassion is central to the care we provide and respond with humanity and kindness to each person's pain, distress, anxiety or need.

#### The values of the NHS Constitution

#### RESPECT AND DIGNITY

We value every person – whether patient, their families or carers, or staff – as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits.

#### COMMITMENT TO QUALITY OF CARE

We earn the trust placed in us by insisting on quality and striving to get the basics of quality of care – safety, effectiveness and patient experience – right every time.

### **Physician Associate**

Physician Associate (formerly known as Physician Assistant) is a rapidly growing healthcare role in the UK, working alongside doctors in hospitals and in GP surgeries. Physician Associates support doctors in the diagnosis and management of patients. They are trained to perform a number of roles including: taking medical histories, performing examinations, analysing test results, and diagnosing illnesses under the direct supervision of a doctor

2 years: typical offer 2:1 in a Life Sciences Degree Request DVD <u>http://wm.hee.nhs.uk/our-</u> work/physician-associate/

UNIVERSITY<sup>OF</sup> BIRMINGHAM http://www.pulsetoday.co.uk 19/6/15

Postgraduate research degress         Doctoral ReSEARCHer Database (Powerd by Findaphd com)         DR enquiry service         Combined research and taught         Continuing professional development         Distance learning         Presessional English International pre-Masters MOOCs         How to apply         Pre-masters programmes         • Pre-masters programmes         • Pre-boctoral Certificate         • Po-boctoral Certificate         • Po-boctoral research entry requirements         • Doctoral research entry requirements         • Request a Prospectus         • Request a Prospectus         • Request a Prospectus         • Request a Prospectus         • Researcher fees and funding         • Physician Associate (Sold on the following dates, sold cets) in the following dates, and causcolate Sold on the following dates, and causcolate gene on a day-to-day basis, Health Education England have produced this informative Day in the Life of a Physician Associate Coort in the following dates, To register your interest please enail us at physician associate Query interest please enail us at physician Associate Sold on the following dates. To register your interest please enail us at physician associate Query interest please enail us at physician associate Query interest please enail us at physician Associate Sold on the following dates.	BIRMINGHA	M		Search	G
<ul> <li>Proceedings of the programme and was to find out more? Visit us on one of urry requirements</li> <li>Proceeding and the programme and was to find out more? Visit us on one of urry requirements</li> <li>Proceeding and the programme and was to find out more? Visit us on one of urry requirements</li> <li>Proceeding and the programme and was to find out more? Visit us on one of urry requirements</li> <li>Proceeding and the programme and was to find out more? Visit us on one of urry requirements</li> <li>Proceeding and the programme and was to find out more? Visit us on one of urry requirements</li> <li>Proceeding and the programme and was to find out more? Visit us on one of urry requirements</li> <li>Proceeding and the programme and was to find out more? Visit us on one of urry requirements</li> <li>Proceeding and the programme and was to find out more? Visit us on one of urry visit and sociate does for Evenings, which will be taking place within the Medical School on the following dates. To register your interest places enail us at the programme and was to find out more? Visit us on one of urry visit and sociate does for Evenings. Which will be taking place within the Medical School on the following dates. To register your interest places enail us at the place within the Medical School on the following dates. To register your interest places enail us at the place within the Medical School on the following dates. To register your interest places enail us at the place within the Medical School on the following dates. To register your interest places enail us at the place within the Medical School on the following dates. To register your interest places enail us at the place within the Medical School on the following dates. To register your interest places enail us at the place within the Medical School on the following dates. To register your interest places enail us at the place within the Medical School on the following dates. To register your interest places within t</li></ul>	S. SSW/ 28	0.00	10000 100		
<ul> <li>Postgraduate raught study Bergingduate courses</li> <li>Postgraduate reagent Regisses</li> <li>Postgraduate reagent Regisses</li> <li>Postgraduate reagent Regisses</li> <li>Dectoral ReSEARCH Britabate Powere by Bindaph convince</li> <li>Detroate Research and Taught</li> <li>Presessional English International pre-Masters</li> <li>Presessional English International pre-Masters</li> <li>Pre-masters programmes</li> <li>Pre-britabate entry regularements</li> <li>Postgraduate reagent Accord research and taught</li> <li>Pre-masters programmes</li> <li>Pre-britabate programmes</li> <li>Pre-britabate programmes</li> <li>Pre-britabate Prospectus</li> <li>Postgraduate entry regularements</li> <li>Postgraduate fees and tanding</li> <li>Pre-transters programmes</li> <li>Pre-britabate Prospectus</li> <li>Pre-transters programmes</li> <li>Pre-britabate Prospectus</li> <li>Postgraduate fees and tanding</li> <li>Pre-transters programmes</li> <li>Pre-trans</li></ul>	Indergraduate	Postgraduate	Research	International	Business
<ul> <li>Postgraduate Research at Bimingham</li> <li>Postgraduate courses</li> <li>Postgraduate courses</li> <li>Postgraduate taught degrees</li> <li>Doctoral ReSEARCHET Database (Powered by Findaphd com)</li> <li>De requires research atught</li> <li>Combined research and taught</li> <li>Combined research and development</li> <li>Distance learning</li> <li>Presessional English International pre-Masters</li> <li>Moccos</li> <li>Pre-masters programmes</li> <li>Pre-mosters programmes</li> <li>Pre-protocral Certificate</li> <li>Postgraduate fees and indinging</li> <li>Pre-search entry requirements</li> <li>Pre-toctoral Certificate</li> <li>Postgraduate fees and indingingi</li> <li>Presescrite videx</li> <li>Presescrite fees and</li> <li>Wednesday 6<sup>th</sup> July, 7-9pm</li> </ul>	Home / postgraduate / Postgraduate e				
Elimingham       Overview       Course details       Learning and teaching       Employability         Postgraduate courses       Postgraduate research degrees       Postgraduate research entry erequirements       Postgraduate research entry requirements       Postgraduate research entry erequirements       Postgraduate fees and duadres       Portened to perform a number of roles including taking medical histories       Postgraduate entry ereduitements       Postgraduate fees and duadres       Postgraduate fees and duadres       Postgraduate fees and duadres       Postgraduate fees and duadres       Postican Associate Open Evenings, which will be taking p		Physician	n Associate Stu	idies Postgraduat	e Diploma
Postgraduate taught degrees       Postgraduate research degrees       Print this page         Postgraduate research degrees       Postgraduate research degrees <td></td> <td>Overview Cou</td> <td>urse details Learning and t</td> <td>eaching Employability</td> <td></td>		Overview Cou	urse details Learning and t	eaching Employability	
Postgraduate taught degrees       Postgraduate research degrees       Download as PD         Postgraduate research degrees       Postgraduate research degrees <td>Postgraduate courses</td> <td></td> <td></td> <td></td> <td>Print this nage</td>	Postgraduate courses				Print this nage
Postgraduate research add taaght       Register your integraduate research and taaght         Continuing professional development       Distance learning         Presessional English       International pre-Masters         How to apply       Pre-masters programmes         Per-masters programmes       Pre-masters programmes         Pre-masters programmes       Pre-masters programmes         Postgraduate entry requirements       Open terming administration of a doctor.         Pre-masters programmes       Pre-masters programmes         Pre-masters programmes       Pre-masters programmes         Pre-propriotic fees and management of particing taking palee within the Medical School on the following dates. To register your interest please enail us at physicianassociate (Open Evening, which will be taking place within the Medical School on the following dates. To register your interest please enail us at physicianassociate Qeon terve is the mater.         Postgraduate fees and management of palmonical histories.       Dene tervings         Pre-tostoral Certificate       Open tervings         Postgraduate entry requirements       Dene tervings         Request a Prospectus       Interested in studying the programme and want to find out more? Visit us on on of our Physician Associate Qoen Evening, which will be taking place within the Medical School on the following dates. To register your interest please enail us at physicianassociate Qoen Evening which will be taking place within the Medical School on the following dates. To register your in		1		rizz 14	
Doctoral ReSEARCHer Database (Powered by Findaphd con)       Requiry service       Image: Combined research and taught       Image: Combined research and text and the			00		Register your intere
Combined research and taught       Contact       Contact       Contact       Contact us on 121 415 6 tor 1415	Database (Powered by		12		
Combined research and taught       Continuing professional development       Book now 1         Distance learning       Presessional English       International pre-Masters       We are pleased to announce that applications for January 2016 and May 2016 entry are now open.       Related courses         How to apply       Physician Associate (formerly known as Physician Assistant) is a rapidly ground and in GP surgering.       Physician Associate Stupperd toctors in hospitals and in GP surgering.         Pre-masters programmes       Pre-boctoral Certificate       Pro-boctoral Certificate       Contact         Postgraduate entry requirements       Open Evenings       Sociate (doe.       Contact to on the fallowing dates. To register your interest please email us at physicianassociate (doe.       Physician Associate does on a day-to-day basis, Health Education England have produced this informative Day in the Life of a Physician Associate video.       Contact         Open Evenings       Interested in studying the programme and want to find out more? Visit us on one of our Physicianassociate@contacts. Is harm act. with the Medical School on the following dates. To register your interest please email us at physicianassociate@contacts. Is harm act. within the Medical School on the following dates. To register your interest please email us at physicianassociate@contacts.         Presestoral argers and Wednesday 8 <sup>th</sup> July, 7-9pm	DR enquiry service	198			Postgraduate 🋔
development         Distance learning         Presessional English         International pre-Masters         MOOCs         Hew to apply         Persensters programmes         Pre-Doctoral Certificate         Pre-Doctoral Certificate         Persensters programmes         Persensters programmes         Persensters programmes         Persensters programmes         Preguirements         Octoral research entry requirements         Opectoral Scale video.         Opectoral Scale video.         Opertentings         Request a Prospectus         Presestand Scale School on the Ellowing dates.         Prespector frees and Wednesday 8 <sup>th</sup> July, 7-9pm					
Distance learning       Yearning         Presessional English       We are pleased to announce that applications for January 2016 and May 2016         MOOCs       entry are now open.         How to apply       Physician Associate (formerly known as Physician Assistant) is a rapidly growing healthcare role in the UK, working alongside doctors in the dipensis and management of patients. They are trained to perform a number of roles including: taking medical histories, performing examinations, analysing test results, and diagnosing illnesses under the direct supervision of a doctor.       Contact         Opertorulate entry requirements       To understand what a Physician Associate does on a day-to-day basis, Health Education England have produced this informative Day in the Life of a Physician Associate@com bham.ac.uk         Postgraduate entry requirements       Open Evenings         Request a Prospectus       Interested in studying the programme and want to find out more? Visit us on one of our Physician associate@contacts.bham.ac.uk.         Postgraduate fees and runding       Medical School on the following dates. To register your interest please email us at physicianassociate@contacts.bham.ac.uk.         Postgraduate fees and runding       Medical School on the following dates. To register your interest please email us at physicianassociate@contacts.bham.ac.uk.         Postgraduate fees and runding       Wednesday 8 <sup>th</sup> July, 7-9pm		-1			
Pressional English       We are pleased to announce that applications for January 2016 and May 2016       Physician Associate Study         MOOCs       entry are now open.       Physician Associate (formerly known as Physician Associate study of tocks to the direct supervision of actors in the dignosis and management of patients.       Physician Associate support dictors in the dignosis and management of patients.       Physician Associate support dictors in the dignosis and management of patients.       Contact         Pre-masters programmes       performing examinations, analysing test results, and diagnosing illnesses under the direct supervision of a doctor.       Contact us on 0121415.6         Pre-Doctoral Certificate       To understand what a Physician Associate does on a day-to-day basis, Health Education England have produced this informative Day in the Life of a Physician Associate@com bham.ac.uk       Follow us on Twitter         Postgraduate entry requirements       Open Evenings       Follow us on Twitter         Nedical Schould on the following dates. To register your interest please email us at physicianassociate@contacts.bham ac.uk.       Follow us on Twitter         Postgraduate fees and funding       Wednesday 8 <sup>th</sup> July, 7-9pm       Wednesday 8 <sup>th</sup> July, 7-9pm	Distance learning			Variation	
MOOCs     We are pleased to announce that applications for January 2016 and May 2016     MSc       MOOCs     entry are now open.     MSc       How to apply     Physician Associate (formerly known as Physician Assistant) is a rapidly growing healthcare role in the UK, working alongside doctors in the dignosis and management of patients.     Contact       Pre-masters programmes     Physician Associate support doctors in the dignosis and management of patients.     Contact us on 0121 415 6       Pre-Doctoral Certficate     To understand what a Physician Associate does on a day-to-day basis, Health Education England have produced this informative Day in the Life of a Physician Associate Qeon tarties.     Follow us on Twitter       Doctoral research entry requirements     Open Evenings     Follow on one of our Physician Associate Open Evenings, which will be taking pleace within the Medical School on the following dates. To register your interest please email us at physicianassociate@contacts.bham a.c.w.       Postgraduate fees and funding     Wednesday 8 <sup>th</sup> July, 7-9pm	Presessional English	7-1	W and	TOP THE	Trentied courses
MOOCs         entry are now open.           How to apply         Physician Associate (formerly known as Physician Assistant) is a rapidly growing healthcare role in the UK, working alongside doctors in hospitals and in GP surgeins. Pre-masters programmes         Contact           Pre-masters programmes         Pre-Doctoral Certficate         Contact us on 0121 415 6 physician Associate doctors.           Postgraduate entry requirements         To understand what a Physician Associate does on a day-to-day basis. Health Education England have produced this informative Day in the Life of a Physician Associate video.         Follow us on Twitter Contact us on 0121 415 6 Physicianassociate Qeent           Doctoral research entry requirements         Open Evenings Interested in studying the programme and want to find out more? Visit us on one of our Physicianassociate@contacts. The register your interest please email us at physicianassociate@contacts.	International pre-Masters			s for January 2016 and May 2016	Physician Associate Stud MSc
Term dates         healthcare role in the UK, working alongside doctors in hospitals and in GP superies. Pre-masters programmes         Contact           Pre-masters programmes         Physician Associates support doctors in the dignosis and management of patients. They are trained to perform a number of roles including: taking medical histories, performing examinations, analysing test results, and diagnosing illnesses under the direct supervision of a doctor.         Contact           Postgraduate entry requirements         To understand what a Physician Associate does on a day-to-day basis, Health Education England have produced this informative Day in the Life of a Physician Associate video.         Follow us on Twitter           Doctoral research entry requirements         Open Evenings Interested in studying the programme and want to find out more? Visit us on one of our Physician associate@contacts.bham a.c.w.         Follow us on Twitter Contact us on Facebook           Postgraduate fees and funding         Wednesday 8 <sup>th</sup> July, 7-9pm         Wednesday 8 <sup>th</sup> July, 7-9pm	MOOCs	entry are now op	pen.		
Term dates     Physician Associates support doctors in the diagnosis and management of painters. They are trained to perform a number of roles including: taking medical histories, performing examinations, analysing test results, and diagnosing illnesses under the direct supervision of a doctor.     Contact       Pre-Doctoral Cettficate     To understand what a Physician Associate does on a day-to-day basis. Health Education England have produced this informative Day in the Life of a Physician Associate video.     To understand what a Physician Associate does on a day-to-day basis. Health Education England have produced this informative Day in the Life of a Physician Associate video.     Follow us on Twitter       Open Evenings     Interested in studying the programme and want to find out more? Visit us on one of our Physician Associate Open Evenings, which will be taking place within the Medical School on the following dates. To register your interest please email us at physiciansociate@context.bharm a.c. uk.     Contact       Researcher fees and     Wednesday 8 <sup>th</sup> July, 7-9pm     Wednesday 8 <sup>th</sup> July, 7-9pm	How to apply				
Pre-masters programmes     performing examinations, analysing test results, and diagnosing illnesses under the     direct supervision of a doctor.     Postgraduate entry     requirements     Doctoral research entry     requirements     Poer Devenings     Pre-doctoral Certificate     Open Evenings     Request a Prospectus     Postgraduate fees and     and associate@cornatces.bham ac.uk:     Postgraduate fees and     postgraduate fees and     postgraduate fees and     wednesday 8 <sup>th</sup> July, 7-9pm	Term dates	Physician Associ	iates support doctors in the dia	gnosis and management of patients	
Pre-Doctoral Certificate       direct supervision of a doctor.       physicianassociate@con         Postgraduate entry requirements       To understand what a Physician Associate does on a day-to-day basis, Health Education England have produced this informative Day in the Life of a Physician Associate video.       physicianassociate@con         Doctoral research entry requirements       Open Evenings       Contact us on Facebook         Request a Prospectus       Interested in studying the programme and want to find out more? Visit us on one of our Physician Associate Open Evenings, which will be taking place within the Medical School on the following dates. To register your interest please email us at physicianassociate@contacts.bham ac.uk:         Researcher fees and       Wednesday 8 <sup>th</sup> July, 7-9pm	Pre-masters programmes				Contact us on 0121 415 80
Posignatulate entry requirements     Education England have produced this informative Day in the Life of a Physician Associate video.     Follow us on Twitter       Doctoral research entry requirements     Open Evenings     Contact us on Facebook       Request a Prospectus     Interested in studying the programme and want to find out more? Visit us on one of our Physician Associate Open Evenings, which will be taking place within the Medical School on the following dates. To register your interest please email us at physicianassociate@contact.bham.ac.uk.       Researcher fees and     Wednesday 8 <sup>th</sup> July, 7-9pm	Pre-Doctoral Certficate	direct supervision	n of a doctor.		physicianassociate@conta bham.ac.uk
requirements     Open Evenings       Request a Prospectus     Interested in studying the programme and want to find out more? Visit us on one of our Physician Associate Open Evenings, which will be taking place within the Medical School on the following dates. To register your interest please email us at physicianassociate@contacts bham ac.uk.       Researcher fees and     Wednesday 8 <sup>th</sup> July, 7-9pm		Education Englan			Follow us on Twitter
Nequest a Prospectus         our Physician Associate Open Evenings, which will be taking place within the Postgraduate fees and funding         Medical School on the following dates. To register your interest please email us at physicianassociate@contacts.bham.ac.uk.           Researcher fees and         Wednesday 8 <sup>th</sup> July, 7-9pm					Contact us on Facebook
Positigraduate rees and funding     at physicianassociate@contacts.bham.ac.uk       Researcher fees and     Wednesday 8 <sup>th</sup> July, 7-9pm	Request a Prospectus	our Physician As:	sociate Open Evenings, which	will be taking place within the	
				ter your interest please email us	
funding Tuesday 25 <sup>th</sup> August, 7-9pm	<ul> <li>Researcher fees and funding</li> </ul>				

### 'New deal': 1,000 new physicians associates by 2020

19 June 2015 | By Jaimie Kaffash

🚔 Print 🖂 Email 🖪 Like 🚷 🎔 Tweet 🛛 🞖 +1 🖉 🛨 🖓 Comments (54) 🛛 💾 Save

The health secretary has announced there will be 1,000 new physicians associates working in general practice by 2020 as part of the 'new deal' to alleviate the GP workforce crisis.

Delivering the speech in South London today, Jeremy Hunt also said community pharmacy would be given £7.5m through the £1bn announced in the chancellor's Autumn Statement to help provide extended hours working in practices.

As Pulse has already reported, the new deal will include a £10m fund for struggling practices, which will provide advice and support for practices to stave off closure, as



f 🔰 🗑 🛗

# How to support your students

- www.stepintothenhs.nhs.uk Quiz, register, access to Wies, work experience and emails
- ✓ YouTube NHS channel
- Enthusiasm for a career in healthcare and a desire to make a difference and understanding of roles and the values and personal qualities
- ✓ <u>www.nhscareers.nhs.uk</u>(new site summer launch)
- <u>http://www.birmingham.ac.uk/undergraduate/advice/west-midlands-schools/routes-to-the-professions.aspx</u>

#### R2P: Medicine

R2P: Medicine is delivered by the University's Outreach Office in partnership with the College of Medical and Dental Sciences.

This is a unique opportunity for students to get a real insight into studying medicine at the University of Birmingham as well as receiving advice, guidance and support at key points through their university application process.



