

Introduction

The NHS Long Term Workforce Plan and the NHS People Plan, focus on increasing workforce supply, supporting our current NHS staff, and growing the NHS workforce through retention. One of the top reasons for staff leaving is that they do not receive development or the career progression that they need. This highlights the need for staff support, development opportunities, and awareness of opportunities available in both clinical and non-clinical roles.

This guide will provide ideas and routes to develop and retain your existing healthcare workforce. It showcases examples and development pathways for staff in a wide range of band level roles from healthcare support workers to advanced practitioners.

"The healthcare support worker role offers excellent career development opportunities and can also be the first step towards a lifelong career in the NHS. With the right support, many healthcare support workers go on to become our future nurses, nursing associates, and midwives if they choose to."
- Ruth May, Chief Nursing Officer, England.