



Public Health
England

Protecting and improving the nation's health

How this standard can open-up new entry routes into Public Health careers and help to support career progression within the system

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The Public Health Careers Pathway – What are the issues?

- Careers in Public Health can often be poorly defined
- Younger people thinking about their future employment may have a poor understanding of what Public health is despite being exposed to PH news on a regular basis
- There hasn't been any major changes to how the system recruits and develops its Practitioner workforce since its move from the NHS to LA's
- The majority of staff working in Public Health as either Practitioners or Consultants today would not have started with a Public Health related degree
- The Masters in Public Health often provides the speciality training for graduates that didn't initially seek a public health career from the outset

The Public Health Careers Pathway – What are the issues?

- So...careers in PH can be poorly defined and younger people don't have a good understanding on what Public health is...the best starting point is to choose a career and qualification in something like Nursing or Medicine?
- You can then gain an understanding later in your career that you actually want to improve or protect the populations health and not just treat preventable diseases and disability.
- You can then study PH at Masters level as you didn't do a Public Health related qualification before...but this is primarily for people working in a Core Public Health team.
- What is wrong with that????

Understanding the PH Practitioner Workforce

- Public Health Practitioners can be found throughout the Public System
- **LA Public Health Teams**
- **Commissioned services** (Alcohol/Drugs, Smoking, Sexual Health, Weight Management etc)
- **Voluntary and Third sectors organisations?** (Social Isolation, Debt Management, Mental Health support, Ageing Well etc)
- **The Health and Social Care system?**
- **In other key services with population health influence?** (Environmental Health, Transport, Planning, Housing, Emergency Services, Employment services etc)

How this standard can open-up new entry routes and support career progression

- Ability to lower entry requirements for experience and qualifications
- Create a new progressive skills escalator and grade structure
- Potential to link this apprenticeship to entry level apprenticeships standards (ie Project Management)
- Support inclusive growth and recruit from the local community
- Enhance the reach for Public Health capacity, skills and knowledge throughout the system (Its not just Core PH)
- Create opportunities for PH Apprentices to move around the system throughout the Apprenticeship period
- Promote PH careers in both the Core and Wider Public Health Workforce

Opportunities for new entrants

- Where do you see the opportunities are to bring in new entrants onto a PH Practitioner Apprenticeship?
- How would you sell this PH Apprenticeship to an employer (*Social Inclusion/Cost reduction/Training*)
- Is it realistic and practicable for new entrants to work across the public system whilst on the Apprenticeship (advantages/disadvantages)?
- How would you see the degree provider element being delivered (distance learning/block study/summer school etc)

Opportunities for existing staff

- Where do you see the opportunities are to upskill existing staff via the PH Practitioner Apprenticeship
- Can the PH Apprenticeship help to create an improved career development structure in Public Health? How?
- Do you believe that there could be demand from employers and staff who's role is not core public health (wider workforce).