

Social Prescriber Link Worker's Career Pathway Development Resource Guide

Background

With the resources on the South East London Workforce Development Hub (SELWDH), the relevant information and courses have been selected that could develop a Social Prescriber Link Workers (SPLW) career from the early stages of the role, to a possible transition to other roles with a clearer progression pathway or that are on a higher band on the NHS pay system [agenda for change](#). In addition, Lambeth Together Training and Development Hub have worked with Lambeth SPLW's to co-design this guide. The aim of this resource guide is to provide SPLW's with national resources that they can access in one place. The resources are divided into phases:

 **Phase 1**
SPLW new to role

 **Phase 2**
Expanding SPLW knowledge-base

 **Phase 3**
Learning transferable skills to
progress for career development

Phase 1

SPLW - New to role

An induction guide for Social Prescribing Link Workers in Primary Care Networks

- <https://www.england.nhs.uk/publication/social-prescribing-link-worker-welcome-pack/>
Includes useful information to help Primary Care Link Workers find out more about their role, what support is available and a link to a SPLW job description and NHS pay grade.
- <https://socialprescribingacademy.org.uk/resources/social-prescribing-link-worker-induction-guide/>
Social Prescribing Link Worker Induction Guide, by the National Academy for Social Prescribers

Learning for Link Workers

<https://www.e-lfh.org.uk/programmes/social-prescribing/> (Log in/registration required):

- 12 modules on the NHS eLearning for healthcare platform

NHS Bitesize Learning Hub -

<https://learninghub.leadershipacademy.nhs.uk/all-bitesize/> (Log in/registration required):

- Offers short, focused learning opportunities on various topics related to leadership, management, and personal development.
- These “guides” are a good starting point for any new SPLW that is starting in the role.

Transformation Partners in Health and Care -

https://www.transformationpartners.nhs.uk/programmes/personalised_care/social-prescribing/:

- Focuses on social prescribing, with resources for personalised care initiatives.

Learn about the various job roles in General Practice

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

Phase 2

Expanding SPLW knowledge-base

SPLW One-Pager – What is a SPLW?

<https://www.transformationpartners.nhs.uk/wp-content/uploads/2022/12/SPLW-1-pager-Final.pdf>

Personalised Care Institute (PCI) -

<https://www.personalisedcareinstitute.org.uk/accredited-training/> (Log in/registration required):

- Provides e-learning modules focused on personalised care, communication skills, mental health first aid, and motivational interviewing.

Certificate in Social Prescribing

<https://www.bbbc.org.uk/link-worker-training-courses/> (There could be associated costs):

- Includes other courses by the Bromley BY Bow Centre

FutureNHS Collaboration Platform

<https://future.nhs.uk/> (Log in/registration required)

- Hosting a huge amount of advice, guidance and resources, the national NHS platform for Link Workers includes a regular programme of webinars, and a very active Forum for Link Workers across the country to share best practice and information.

Peer Support Groups

- **Local Lambeth Peer Support Groups** that offer peer support networks, webinars, and shared learning opportunities. If you would like to request regular invites to the Peer Support Group, please email lttdh@selondonics.nhs.uk with the subject line 'SPLW Peer Support Group'.
- **London Plus Social Prescribing Network:** London Plus has joined forces with the GLA (Greater London Authority) to set up a Social Prescribing Network to strengthen the role of the VCSE sector in delivering social prescribing activities across London. They provide network meetings and a newsletter: <https://socialprescribinglondon.uk/support/support-for-vcse-sector/london-plus-social-prescribing-network/>
- **The Social prescribing Network:** This national network shares research, reports and useful information, and runs regular conferences, awards and events. Also includes special interest groups and regional networks. <https://www.socialprescribingnetwork.com/>

Phase 3

Learning transferable skills to progress for career development

Personalised Care Institute (PCI) - Learning Options

<https://www.personalisedcareinstitute.org.uk/your-learning-options/> (Log in/registration required):

- **E-learning Modules:** Includes personalised care, behaviour change, shared decision-making, and mental health support.
- **Blended Learning:** Offers face-to-face training combined with online resources.
- **Certification:** Upon completion, certifications are provided, which are helpful for career progression.

The PCI Resource menu is divided into Core Capabilities, Model and Approaches, and Six Components of Personalised Care. From these categories, below are the training opportunities that are relevant for the progression of the role and/or its transition into a different one within the sector (PCI e-Learning modules):

Core Skills	Personalised Care and Support Planning	Healthy Weight Coach
Remote consultations eLearning	Supporting Link Workers to Deliver Social Prescribing – the NHS and NHS Health Education England	Person Centred Approaches
Physical Activity and Health Programme	Make Every Contact Count	Tackling Loneliness and Social Isolation
Frailty: Tier 1 and Tier 2b	Personal Health Budgets – NHS England	PROsPer – Foundation level – An introduction to personalised care, prehabilitation and rehabilitation

Accredited Level 5 SPLW Qualification by the National Association of Link Workers

<https://www.nalw.org.uk/courses/accredited-social-prescribing-link-worker-course/> (Course fees apply)

- Includes other training and development resources (This is a paid membership organisation)

NHS Leadership Academy - <https://coachingandmentoringhub.nhs.uk/> (Log in/registration required):

- **Coaching and Mentoring Hub:** Provides access to coaching and mentoring opportunities that can support career development and progression into leadership roles. These offers are divided according to different regions. London region offers the following programmes:
 - [Coaching Qualification Programme](#)
 - [Mentor Qualification Programme](#)
 - [Coaching & Mentoring Resources](#)

NHS Systems Leadership Programmes -

<https://www.leadershipacademy.nhs.uk/programmes/systems-leadership/>:

- Focuses on developing leadership skills for those looking to move into more advanced roles within the healthcare system.

Workforce Development Framework

<https://www.england.nhs.uk/long-read/workforce-development-framework-social-prescribing-link-workers/> (includes sections on professional development and career pathways).