
NHS Population Health Training Pathways

This infographic and the accompanying personas have been designed to support two new and emerging population health-focused training programmes, the Population Health Fellowship and the Advanced Practice Credential in Public Health, and to illustrate where they align in relation to the capabilities of the specialist Public Health training programmes. The Population Health Fellowship and Advanced Practice Credential in Public Health developed simultaneously and independently of one another, but with mutual recognition that they complement one another which was confirmed via a mapping exercise of their respective competencies. Together they can demonstrate one part of a population health development pathway for healthcare professionals and potential careers escalator, sitting within a wider suite of population health development opportunities and careers.

The infographic and personas should be viewed alongside each other.

The aim of this work is to outline population health training opportunities, staff groups they are appropriate for, and intended learning, to help professionals identify population health training opportunities that may be of relevance to their role and system.

The personas, although fictional, have been created using a mix of user case studies based on people who have undertaken the training (where the training is operational) to describe the type of professionals these programmes can benefit and expand on the associated learning outcomes and capabilities. They have also been designed in conjunction with NHS England colleagues.

For more information about training in population health please follow the below links:

[Click here](#) to read more about the **Population Health Fellowship**

[Click here](#) to read more about the **Advanced Practice Credential**

[Click here](#) to read more about becoming a **Public Health Practitioner**

[Click here](#) to read more about the **Public Health Speciality Training Programme**

NHS Population Health Training Pathways



Level of Population Health Knowledge and Skills



Public Health Speciality Training Programme

Faculty of Public Health Specialty training scheme to become a public health specialist and consultant

Public Health Practitioner Development (Levels 5-7)

A retrospective portfolio route and apprenticeship route to demonstrate the UK Public Health Register standards in public health for registered practitioners

Advanced Practice Credential (APC) in Public Health (Level 7)

Core Capabilities Framework for healthcare professionals to develop advanced practice in public health



Population Health Fellowship (PHF)

Royal Society for Public Health accredited blended learning programme for health and care professionals to develop enhanced population health skills

Where are roles based?

Integrated Care Systems

NHS

Local Authorities

Voluntary Sector

Who might access population health training?

Read more about these people's stories in our accompanying document

Miguel  Registrar in Public Health via the specialty training programme

Ben  Nurse who has been accepted on to the Advanced Practice Credential

Angela  Public Health Programme Manager undertaking the Public Health Practitioner portfolio route

Addie  MSK Physiotherapist who has completed her PHF and is now applying for the APC

Sneha  Registrar in Obstetrics and Gynaecology who is undertaking the Population Health Fellowship

Michael  Local Authority Social Care Worker on the Population Health Fellowship

*Clinicians refers to registered or licensed healthcare professionals

Above fictional personas based on user case studies and course curriculums

Name	Miguel
Occupation	Registrar in Public Health
Workplace	Local Authority
Course	Public Health Speciality Training Programme



“ The biggest driver for me in my work is to help reduce disparities in health. Understanding Population Health as part of a wider system will ensure a more holistic and collaborative approach ”

Miguel is nearing the completion of his [Public Health Speciality training programme](#) with the Faculty of Public Health. Miguel has undertaken several placements, a portfolio, and a series of exams to evidence the core professional standards set by the [Faculty of Public Health curriculum](#).

Most recently he has applied his skills and training to design a new county-wide obesity service – where the focus is on both prevention and treatment through embedding a whole systems approach. He has used a Population Health Management methodology to first look at national policy and guidance and consider the local population groups by analysing population health statistics, demographics and trends. This Health Need Assessment will inform a partnership approach to devising a plan to reduce obesity in the population.

A really enjoyable part of his current role, his previous placements, and the training has been the wide range of partners he needs to work with to make something like this happen – policy leaders, the public, planners, sport and leisure providers, service providers, the food industry etc. With the backdrop of restricted funding, Miguel will need to influence a range of these people to agree and convince everyone to take joint strategic action. The training scheme has prepared him really well for challenges such as this by exposing him to a variety of roles across organisational leadership and utilising a health in all policies approach.

[<< Go Back](#)

Name	Ben
Occupation	Senior Nurse, Respiratory Specialist
Workplace	District General Hospital
Training	Advanced Practice Credential in Public Health



“ I am undertaking the Advanced Practice Credential in Public Health as I believe that it will help build on my knowledge and experience of population health, supporting me to design and implement initiatives that will aim to reduce health inequalities ”

Ben, a specialist respiratory Nurse with over 10 years' experience, has had a long-standing interest in Population Health. He has been accepted to undertake the Advanced Practice Credential in Public Health due to his prior knowledge in this area, demonstrating that he is working to an advanced level. His proposed project is focused on undetected and undiagnosed Chronic obstructive pulmonary disease (COPD) patients from higher-risk groups.

He plans to use his previous training and experience to demonstrate the Advanced Practice Credential capabilities by undertaking a population health assessment using several data sources, which once analysed, synthesised, and interpreted will help to inform the focus of his proposed project to improve population health and reduce health inequalities. He will use this data to identify those people most at risk, who are both undiagnosed and at risk of wider respiratory complications. Prior to undertaking his project Ben, being aware of similar work in other areas of the country, will critically appraise a range of similar public health programmes to help build his methodology. He plans to assemble a wider stakeholder group, including patients, clinicians, and commissioners to test and help develop his proposed project and consider a range of both benefits and risks prior to making recommendations for action to his head of department.

Ben, through his project and his application of knowledge, will demonstrate his learning through the [Advanced Practice Credential core capabilities framework](#).

Name	Angela
Occupation	Commissioning Manager
Workplace	Public Health department, County Council
Training	Public Health Practitioner (Portfolio route)



“ As I have been working at an autonomous level in Public Health for a while, I wanted to celebrate my achievements and to attain professional registration to certify my practice ”

Angela has been working as a Public Health commissioner for 5 years, predominantly leading on the 'Healthy Start' Children and Young Peoples agenda. Angela has been working on a population health programme in their county over the last 2 years, which has focused on literacy levels in the most deprived communities and how this correlates to poorer health outcomes later in life.

Through this work and other projects, they have a level of autonomy to make decisions and would like to attain professional registration to certify their level of practice. Angela considered the [apprenticeship route](#), which is a three-year programme covering the breadth of the practitioner role whilst completing a bachelor degree qualification, however because she has kept a portfolio of their work over time she is going down the [retrospective portfolio route](#) to demonstrate their knowledge understanding and applications of the scheme's 34 core standards. This would support them to submit a retrospective portfolio to the UK Public Health Register (UKPHR) for registration as a practitioner.

As well as this, they are benefitting from the comprehensive programme of continued professional development (CPD) workshops and online seminars offered in their region by the scheme.

[<< Go Back](#)

Name	Addie
Occupation	Physiotherapist, Musculoskeletal specialist
Workplace	NHS Acute Hospital Trust
Training	Population Health Fellowship and Advanced Practice Credential



“ After completing the Population Health Fellowship, I wanted to further my knowledge and practical application of this by undertaking the Advanced Practice Credential route in Public Health ”

Addie has worked as a Physiotherapist with a special interest in musculoskeletal conditions for several years. Latterly, Addie has been leading the severe lower back pain clinics within her trust. She took a particular interest in population health three years ago when she noticed the significant variation in back pain linked to deprivation and other lifestyle factors. Like Sneha, she undertook the [Population Health Fellowship](#) which gave her a sound understanding of why specific populations were presenting with poorer health outcomes. Throughout her Population Health Fellowship, she delivered a project that looked at severe lower back pain in relation to wider determinants of health and how these impacted recovery times.

Addie is keen to add to her enhanced population health skills and apply to the Advanced Practice Credential in Public Health to gain competencies at the advanced level, which is characterised by a high degree of autonomy and complex decision making. The significant overlap in subject matter between the Population Health Fellowship and Advanced Practice Credential in Public Health means that Addie will be able to progress quicker.

As a result of the knowledge, skills, and experience gained through the Population Health Fellowship she has been accepted to the Advanced Practice Credential where she hopes to expand on her population health research, analyse the evidence and present the need to create a holistic multi-disciplinary team (MDT)-led pain management service within her trust. Her ambition is for the service to include housing and benefits officers based in Local Authorities and staff from healthy lifestyle services – in addition to healthcare professionals and psychological support.

Name

Sneha

Occupation

Registrar in Obstetrics and Gynaecology

Workplace

A large urban University Hospital

Training

Population Health Fellowship



“ I am proud to be on the Population Health Fellowship - for years I have wanted to increase my knowledge of using a population health approach to tackle healthcare issues ”

Sneha has been an obstetrics and gynaecology registrar within the NHS for over 5 years. Over the last two years she has noticed the impact that deprivation and other wider determinants of health are having on the patients that she sees and is passionate about how she can promote more preventative interventions aimed at these defined population groups to reduce health inequalities.

She has been accepted on to the Population Health Fellowship and hopes to gain a better understanding of population health, define clearly why population health is relevant to her day-to-day role at the hospital, to undertake a healthcare needs assessment for a defined group that is inequitably impacted by health inequalities and to find opportunities as a clinician to bring a population health approach into her work. Sneha's learning will be in accordance to Health Education England's core [Population Health Curriculum](#).

Sneha is planning, as part of her fellowship, to undertake a project that will use population health data to identify a cohort of people that do not access women's health screening early enough and are at greater risk of poor health outcomes - using this approach she would then like to understand their barriers and enablers and help to promote and improve awareness of screening, education and healthier behaviours in this area.

[<< Go Back](#)

Name	Michael
Occupation	Social care worker
Workplace	Local Authority
Course	Population Health Fellowship



“ The Population Health Fellowship will give me the knowledge and practical application opportunity I need to test the delivery of a new way of working ”

Michael has worked as a Social Care worker for over 20 years within a largely rural and coastal County Council. He is keen to take a more proactive and personalised approach to supporting the people he sees to live healthier lives. He is particularly keen to do this in areas of the county where he sees more stark inequalities due to economic deprivation.

He sees population health and utilising a population health management approach key to building a new approach to bring in multidisciplinary teams (MDTs) to support the right people, in the right place, at the right time, across a number of services - working more closely with health and other statutory service colleagues through collaborative planning for service and workforce planning.

Michael knows that the [Population Health Fellowship](#), which is based on Health Education England's Core Population Health Curriculum, will support him to develop the core competencies of population health and use the theoretical grounding to influence his practice.

[<< Go Back](#)