



TOPIC OF THE MONTH

CAREER PROGRESSION

Additional resources to support this month's Topic of the Month

If you are unable to access any of the articles in full text via your **NHS Open Athens** account, you can request them from your local NHS Library Service or you can sign up for NHS OpenAthens [here](#)



WATCH



Royal College
of Nursing
The voice of nursing



RCN Career Coaching

This video shows you what to expect and how coaching can help with your career journey.



LISTEN



Leading with Data - The Apprenticeshift Podcast x NHS

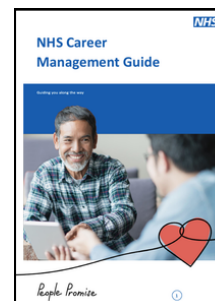
This episode dives deep into the critical role of digital skills, data, and AI in the NHS workforce. With healthcare evolving rapidly, how can we upskill staff instead of constantly recruiting? How can apprenticeships help create stronger leaders, improve patient care, and enhance clinical efficiency?



READ

NHS Career Management Guide

Useful guide to job searching, job applications and interviews.



GUIDELINES & STANDARDS

- [NHS Long Term Workforce Plan](#)
- [NHS : People Plan](#)



TOPIC OF THE MONTH

CAREER PROGRESSION

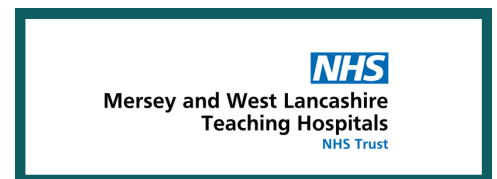
Additional resources to support this month's Topic of the Month

WEB RESOURCES

- **Personal Development Portal** [MWL \(Intranet Only\)](#)
- **360 Degree Feedback Tool** [MWL Learning & OD \(Intranet Only\)](#)
- **Personal Reflection Journal** [MWL Learning & OD \(Intranet Only\)](#)
- **Career Conversation Template & Development Plan** [MWL Learning & OD \(Intranet Only\)](#)
- **Continuing professional development for registered nurses: an overview** [BJN inform *](#)
- **Specialty Explorer** [BMA](#)

* NHS OpenAthens Account required

ORGANISATIONS



LATEST RESEARCH

Dr Kee Hean Lim, Jou Yin Teoh. (2023). "I can visualise my career progression differently." The Application of the Kawa (River) Model to support Career Development in the Allied Health Professions – A Public Scholarship Report . [Online]. NHS England. Last Updated: 12 June 2023. **Available at:** <https://www.hee.nhs.uk/our-work/allied-health-professions/enable-workforce/growth-based-career-plann>

George Stoye, Max Warner. (2024). Progression of nurses within the NHS. [Online]. Institute for Fiscal Studies. Last Updated: April 2024. **Available at:** <https://ifs.org.uk/publications/progression-nurses-within-nhs>



TOPIC OF THE MONTH

CAREER PROGRESSION

Additional resources to support this month's Topic of the Month

LATEST RESEARCH

Blake, H. et al. (2025). Mixed-methods evaluation of targeted leadership development training to support the career progression of the black and minority ethnic NHS workforce. *BMJ Leader*. 9, pp.470-473. [Online]. **Available at:** <https://bmjleader.bmj.com/content/9/4/470>

Thennakoon, S. et al. (2025). An Integrative Review of Specialised Nursing Career Frameworks to Develop a Nursing Career Framework for Registered Nurses Working in Aged Care. *Journal of Advanced Nursing*. 81(8), pp.4447-4464. [Online]. **Available at:** <https://doi.org/10.1111/jan.16674>

Lyons, O. et al. (2026). Impact and outcomes of the Emerging Leaders Programme: a mixed-methods evaluation of a leadership development programme for healthcare professionals. *BMJ Leader*. 10(2), pp.137-144. [Online]. **Available at:** <https://bmjleader.bmj.com/content/10/2/137>

Lutman-White, E. et al. (2025). A mixed methods evaluation of a facilitated research career pathway for nurses, midwives, allied health professionals and healthcare scientists working in the NHS. *BMC Medical Education*. 25(1438) [Online]. **Available at:** <https://doi.org/10.1186/s12909-025-07982-2>

Siddiqui, Z.K. et al. (2025). Hidden barriers to leadership: a cross-sectional survey of prevalence and predictors of Imposter Phenomenon in Trauma and Orthopaedic Surgery in the UK. *BMJ Open*. 15(9), p.e100557. [Online]. **Available at:** <https://bmjopen.bmj.com/content/15/9/e100557>

Dinsdale, A. et al. (2025). Understanding the beliefs, motivations and perceived barriers of physiotherapists toward career development and related post-graduate training opportunities: a qualitative study. *Physiotherapy Theory and Practice*. 41(7), pp.1458-1468. [Online]. **Available at:** <https://doi.org/10.1080/09593985.2024.2433612>

NHS Employers. (2025). Supporting in-work progression. [Online]. NHS Employers. Last Updated: 23 June 2025. **Available at:** https://www.nhsemployers.org/publications/supporting-work-progression?utm_source=copilot.com

Institute for Fiscal Studies. (2026). Career pathways between occupations in the English NHS. [Online]. Institute for Fiscal Studies. Last Updated: February 2026. **Available at:** <https://ifs.org.uk/sites/default/files/2026-02/Embargo%20IFS%20Report%20-%20Career%20pathways%20betw>

You may need an **NHS Athens account** to access some of these articles in full.
Don't have one? Contact the **Library** for help

AUGUST 2026



TOPIC OF THE MONTH

CAREER PROGRESSION

Additional resources to support this month's Topic of the Month

EVENTS, CONFERENCES & TRAINING



RCN Career Coaching

ONLINE

Book Appointment

Beginning your Career Conversation

ONLINE

Thursday, 27th August
2026, 12.00pm - 1.00 pm

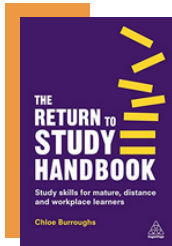


Specialty choice and applications for foundation doctors

ONLINE

Thursday, 3rd September
2026, 5.00pm - 6.00 pm

FEATURED BOOKS

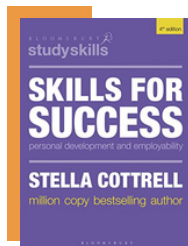


Chloe Burroughs

The Return to Study Handbook

2019

ISBN: 9780749496906



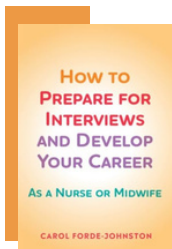
Stella Cottrell

Skills for Success

4th Edition, 2021

ISBN: 9781352011593

Search the MWL Library Catalogue here for more

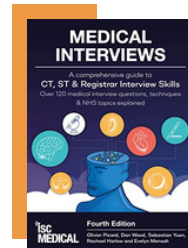


Carole Forde-Johnston

How to Prepare for Interviews and Develop Your Career as a Nurse or Midwife

2020

ISBN: 9781908625630



Olivier Picard, Don Wood, Sebastian Yuen, Rachael Harlow and Evelyn Mensah

Medical Interviews

4th Edition, 2022

ISBN: 9781905812318



CONTACT US



If you have any questions or need any help or advice, please contact the **MWL Library and Knowledge Service**

We can conduct specific literature/evidence searches for you, help you find information to update policies and procedures, conduct 1:1 or group training sessions, provide help with studying, and much more!

library@merseywestlancs.nhs.uk

Southport & Ormskirk 01704 704202

St Helens & Knowsley 0151 430 1342

AUGUST 2026