

Career Pathways for Allied Health

The allied health workforce is agile, creative and dynamic with a diverse set of skills that can be applied to many exciting and varied career pathways. *Career Pathways for Allied Health* harnesses the full potential of AHS's valuable allied health professional workforce. Clarifying the career pathways available, exploring opportunities for new pathways, and engaging professionals in career planning will help to remove barriers to advancement and support retention. A companion action plan identifies key actions required to enable the framework.

Career Streams

Six career streams have been identified for allied health professionals:

- **Clinical Practice** — provide a range of direct and indirect care services to clients and patients, including advanced or specialized skills.
- **Practice Leadership** — facilitate role clarity, professional identity, practice standardization, and effective interprofessional collaborative practice and leads to improved clinical competencies and outcomes.
- **Operational Leadership** — lead and manage service delivery programs, business units or departments, within or outside a direct allied health context.
- **Education** — provide instruction and education to build skills and abilities of allied health professionals; patients, families, and communities; and/or students in clinical and/or academic environments.
- **Research and Innovation** — undertake systematic investigation to increase knowledge and establish an evidence base; are involved in translating research findings into practice; develop and analyze policy; and/or contribute to clinical informatics
- **Quality Improvement and Patient Safety Career Stream** — support teams to continually improve the quality and safety of the care we deliver through accreditation, quality assurance reviews, and helping teams identify and address patient safety risks

As population needs and healthcare delivery models evolve, new and innovative possibilities even beyond these identified career streams will inevitably emerge.

Enablers

Structures and processes that enable career advancement such as:

- job descriptions,
- tools to support individuals and their leaders in having career conversations, and
- resources to support career transitions (for example, training and mentorship).
- Organization-wide education programs that teach skills necessary to allow allied health professionals to reach their goals within the range of career path opportunities.

