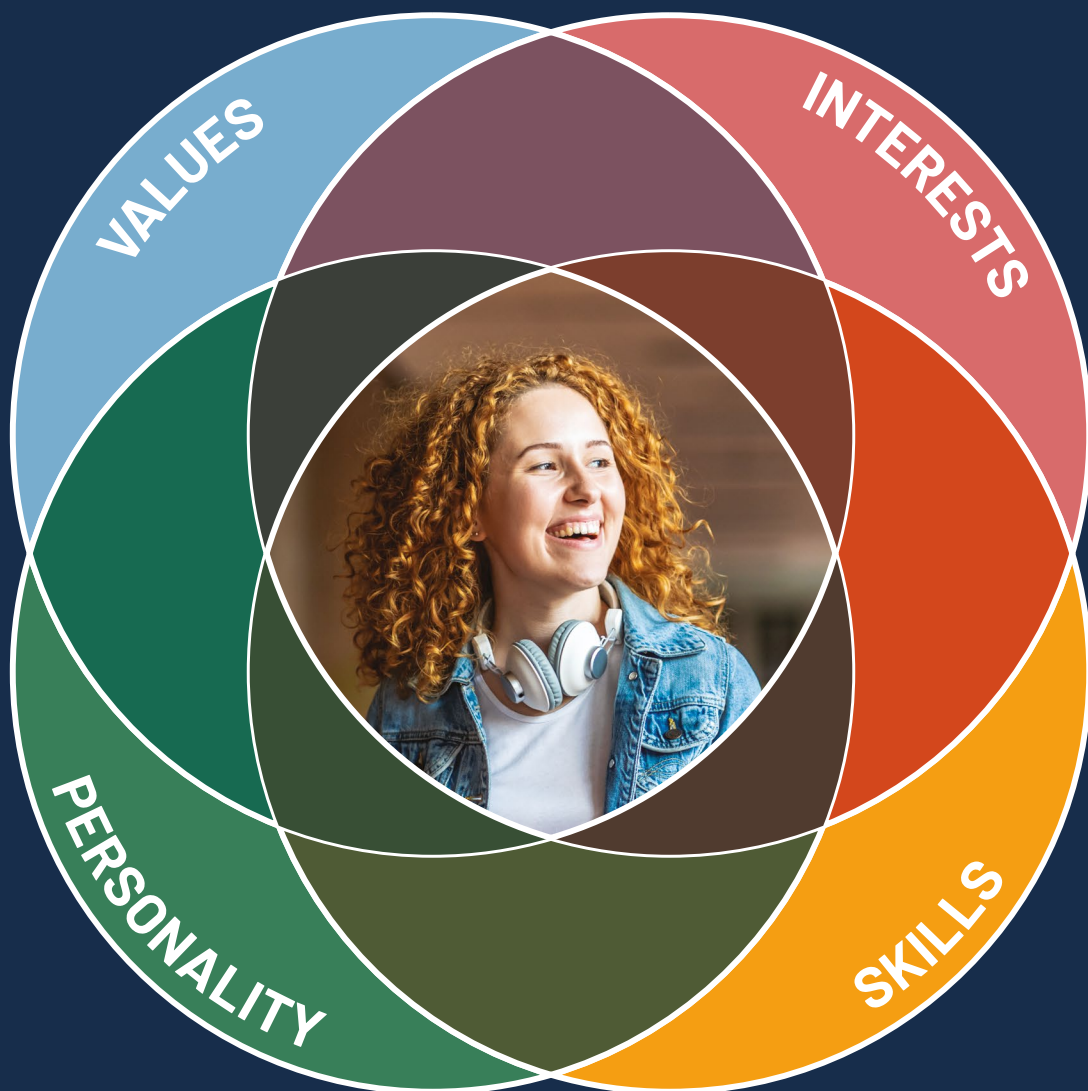


Your Future Pathways Report

**Discover Your Strengths.
Explore Careers. Plan Your Future.**



**A personalised guide to your strengths,
interests and future options.**

Find Your Future.

What's in this report.

- p3 Who You Are at a Glance
- p4 Your Values – What Matters Most to You
- p5 Your Interests – What You Are Naturally Drawn To
- p6 Your Personality – How You Approach Work
- p7 Your Skills – Thinking & Problem-Solving Ability
- p8 Environments Where You'll Thrive
- p8 Careers You May Enjoy Exploring
- p9 Subjects & Pathways That Could Suit You
- p10 Your Strengths & Areas for Growth
- p10 What This Means for Your Future
- p11 Your Next Steps – Turning Insight into Action

appendix 1. Your Top 3 Career Clusters
Including Subject Recommendations & Illustrative Pathways



Who You Are At A Glance

Suzanne, your results show that you are a **motivated, organised,** and **confident** person who enjoys working towards goals and achieving success.

Your **strong problem-solving ability** means you are likely to cope well as work becomes more demanding, especially when you need to think things through or make decisions.

How You Scored:

Values



Your Results:

Achievement	100%
Support	100%
Working Conditions	93%

Interests



Your Results:

Conventional (C)	77%
Enterprising (E)	71%
Investigative (I)	40%

Personality



Your Results:

Conscientiousness	95%
Extraversion	93%
Openness	81%
Agreeableness	76%

Skills



Your Results:

76% (High Range)



Values



What motivates you:

- Achievement – wanting to succeed and reach high standards
- Support – being in encouraging, positive environments
- Working Conditions – having a well-run, comfortable environment

Interests



What you are drawn to:

- Organising, planning, and working towards clear goals
- Leading, influencing, and making decisions
- Thinking carefully and solving problems when needed

Personality



How you work with others:

- Highly organised and reliable
- Confident and comfortable with people
- Open to new ideas and learning
- Supportive and cooperative

Problem-Solving Skills



You are likely to:

- Understand complex ideas quickly
- Solve unfamiliar problems effectively
- Learn faster than average when challenged



Your Results At A Glance

Career **Areas** You May Enjoy Exploring

Career Family: Money, Markets & More

Careers that work with **money, data, and important decisions.**

Cluster: Financial Services

This cluster is about managing money and helping people and businesses make smart financial decisions.

Why this **suits you:**

- Matches your strong organisation and attention to detail
- Uses your analytical thinking and problem-solving ability
- Offers clear progression and opportunities to achieve

Example careers:

- Accountant
- Financial Analyst
- Auditor

Career Family: Lead, Market & Innovate

Careers that **lead teams, grow businesses, and create new opportunities.**

Cluster: Management & Entrepreneurship

This cluster focuses on leading and managing projects, and making decisions to help organisations succeed.

Why this **suits you:**

- Aligns with your confidence and leadership potential
- Allows you to take responsibility and make decisions
- Supports your drive to achieve and progress

Example careers:

- Business Manager
- Entrepreneur
- Project Manager

Career Family: Caring for the Community

Careers that **support, protect, and improve people's lives.**

Cluster: Healthcare & Human Services

This cluster is about caring, improving health, and supporting people to live healthy and fulfilling lives.

Why this **suits you:**

- Reflects your strong value for support and helping others
- Offers structured, high-responsibility environments
- Provides meaningful work with clear outcomes

Example careers:

- Doctor
- Pharmacist
- Healthcare Specialist

Subjects & Pathways That Could Suit You

Choosing subjects is important as it shapes your future options.

Analytical & Problem-Solving Subjects

Includes:

Mathematics, Applied Mathematics, Biology, Chemistry, Physics

Why this **suits you:**

- Builds on your strong thinking and problem-solving ability
- Supports structured, high-achievement pathways

Career pathways:

Financial Services, Healthcare, Data & Analytical Careers

Business, Finance & Decision-Making Subjects

Includes:

Business Studies, Accounting, Economics

Why this **suits you:**

- Matches your leadership and decision-making interests
- Supports your drive to achieve and progress

Career pathways:

Management & Entrepreneurship, Financial Services

Humanities

Includes:

Geography, History

Why this **suits you:**

- Develops thinking, communication, and decision-making
- Supports leadership and professional pathways

Career pathways:

Law, Government, Management & Leadership Careers



Your Values

What Matters Most to You



Your Results:

Achievement	100%
Support	100%
Working Conditions	93%
Recognition	90%
Independence	85%
Relationships	77%

What This Means:

You have a strong and clearly defined set of values, with a clear focus on achievement, support, and structured environments.

You are most motivated by:

- **Achievement** – wanting to succeed and reach high standards
- **Support** – being in encouraging, positive environments
- **Working Conditions** – having a clear, well-organised environment



What This Means

For Suzanne

You are someone who:

- Sets high standards for your work
- Values support and clear guidance
- Values structured and supportive environments

You may become frustrated in situations where:

- Effort does not lead to progress
- Support or guidance is not available
- The environment lacks structure or organisation

Implications for Your Choices and Future

What suits you

You are most likely to do well in pathways where:

- You can work towards clear goals and progress
- You are supported but trusted to take responsibility
- The environment is structured and well organised

You are most likely to enjoy roles where:

- You can achieve and develop over time
- Your work has clear outcomes and purpose

Illustrative Careers & Pathways

This often aligns with areas such as:

Business & Management

(Business Manager, Entrepreneur)

Finance & Professional Services

(Accountant, Financial Analyst)

Healthcare & High-Responsibility Roles

(Doctor, Pharmacist)

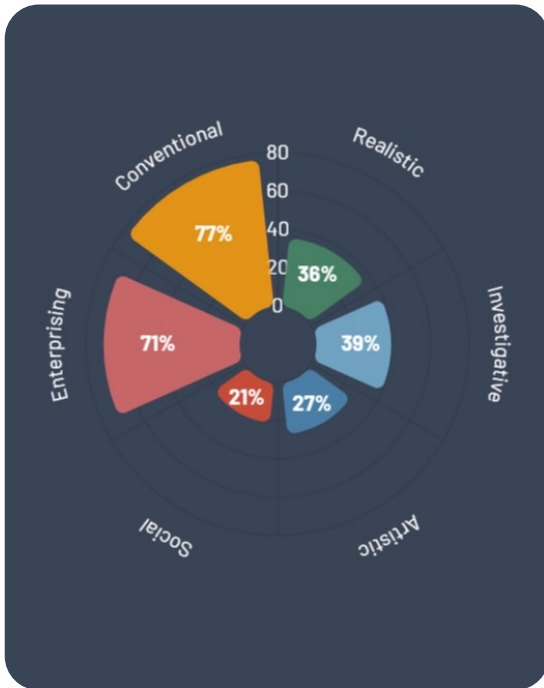
Law & Professional Careers

(Solicitor, Legal Advisor)



Your Interests

What You Are Naturally Drawn To



Your Results (RIASEC):

● Conventional (C)	77%
● Enterprising (E)	71%
● Investigative (I)	40%
● Realistic (R)	36%
● Artistic (A)	27%
● Social (S)	20%

What This Means:

You have a strong interest profile, with a clear focus on organisation, leadership and problem-solving.

You are most interested in activities that involve:

- **Conventional** – organising, planning and working towards clear goals
- **Enterprising** – leading, influencing and making decisions
- **Investigative** – thinking things through and solving problems when needed



What This Means For Suzanne

You are someone who:

- Enjoys organising tasks and working towards clear outcomes
- Likes taking responsibility and making decisions
- Uses thinking skills to solve problems and improve things

You may become frustrated in situations where:

- There is little structure or direction
- You have limited responsibility
- Tasks feel repetitive without purpose

Implications for Your Choices and Future

What suits you

You are most likely to do well in pathways where:

- You can organise, plan and manage tasks or projects
- You are trusted to make decisions and take responsibility
- You can use your thinking skills to improve or solve problems

You are most likely to enjoy roles where:

- You have clear responsibilities and goals
- You can progress and achieve over time

Illustrative Careers & Pathways

This often aligns with areas such as:

Business & Management

(Business Manager, Entrepreneur)

Finance & Operations

(Accountant, Financial Analyst)

Project & Organisational Roles

(Project Manager, Operations Manager)

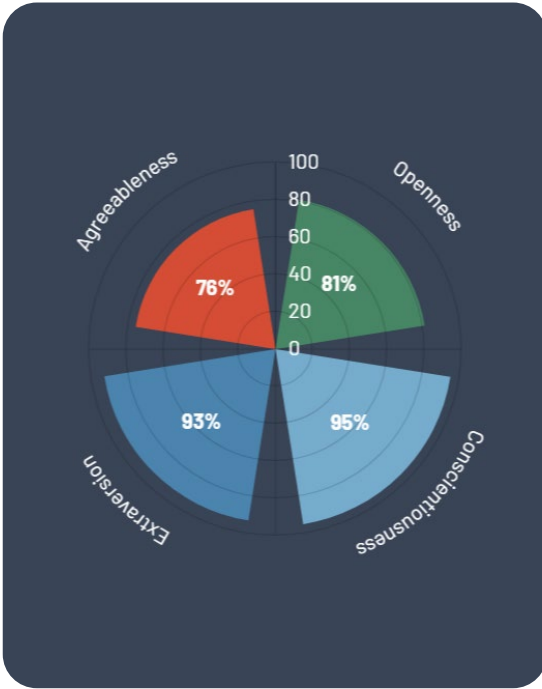
Leadership Pathways

(Team Leader, Department Manager)



Your Personality

How You Approach Work



Your Results (Big 4):

- **Conscientiousness** 95%
- **Extraversion** 93%
- **Openness** 81%
- **Agreeableness** 76%

What This Means:

You have a strong personality profile, with a clear focus on organisation, confidence, and working effectively with others.

You are most likely to:

- **Conscientiousness** – be organised, reliable, and focused on high standards
- **Extraversion** – be confident, comfortable with people, and willing to lead
- **Openness** – be open to new ideas and willing to learn
- **Agreeableness** – be supportive, cooperative, and work well with others



What This Means For Suzanne

You are someone who:

- Takes your work seriously and aims for high standards
- Feels confident contributing, speaking, and leading
- Works well with others and is seen as reliable

You may become frustrated in situations where:

- Expectations are unclear or standards are low
- You are not able to contribute or take responsibility
- There is little collaboration or teamwork

Implications for Your Choices and Future

What suits you

You are most likely to do well in pathways where:

- You can take responsibility and work towards high standards
- You can work with others and contribute ideas
- You are trusted to organise and manage your work

You are most likely to enjoy roles where:

- You can lead, contribute, and work with people
- You can take ownership of outcomes

Illustrative Careers & Pathways

This often aligns with areas such as:

Business & Leadership Roles
(Business Manager, Team Leader)

People-Focused Careers
(Teacher, HR Professional)

Professional & Structured Roles
(Accountant, Consultant)

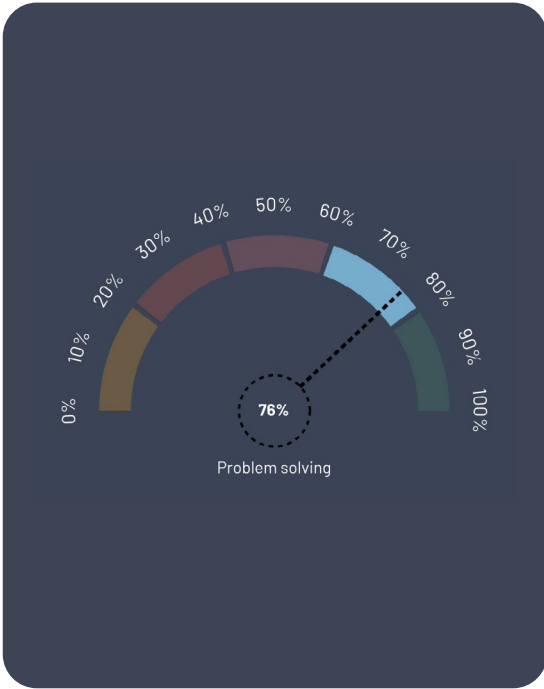
Leadership Pathways Across Industries
(Project Manager, Department Manager)

Get a deeper understanding of yourself. Take our Personality Test



Your Skills

Thinking & Problem-Solving Ability



Your Score

228 / 300
(High Range)



What This Means:

You have a very strong level of thinking and problem-solving ability, allowing you to understand complex ideas and handle challenging tasks effectively.

You are most likely to:

- Understand complex ideas quickly and accurately
- Solve unfamiliar problems with confidence
- Learn faster than average when challenged



What This Means For Suzanne

You are someone who:

- Can handle challenging tasks and new situations
- Thinks things through clearly before making decisions
- Adapts quickly when learning something new

You may become frustrated in situations where:

- Work is too easy or not challenging enough
- You are not given the opportunity to think or solve problems
- Tasks feel repetitive without requiring effort or focus

Implications for Your Choices and Future

What suits you

You are most likely to do well in pathways where:

- You are challenged and expected to think deeply
- You can solve problems and make decisions
- You are encouraged to learn and develop over time

You are most likely to enjoy roles where:

- You can apply your thinking to real problems
- You are given responsibility and variety

Illustrative Careers & Pathways

This often aligns with areas such as:

STEM & Analytical Careers
(Engineer, Data Analyst)

Healthcare & Scientific Careers
(Doctor, Pharmacist)

Business & Finance Roles
(Accountant, Financial Analyst)

Professional & Decision-Making Roles
(Consultant, Lawyer)

See how you perform under pressure. Take our Aptitude Test

Environments Where You'll **Thrive**

Your results suggest you will do best in environments that match your drive to achieve, think clearly, and take responsibility.

You are most likely to thrive in environments that:

- Are well **organised and clearly structured**, with defined expectations
- Focus on **high standards**, where effort leads to progress
- Are **supportive and well managed**, with clear guidance and direction
- Offer **responsibility and challenge**, allowing you to grow and lead

You may be less suited to environments that:

- Lack **structure or organisation**, with unclear expectations
- Do not **recognise effort or reward achievement**
- Offer **little challenge or opportunity to progress**
- Limit your ability to **take responsibility or make decisions**

Why this matters

Choosing the right environment is just as important as choosing the right career – when you are in the right setting, you are far more likely to succeed, grow, and enjoy what you do.

Career **Areas** You May Enjoy Exploring Your Top 3 Career Clusters



Career Family: Money, Markets & More

Careers that work with **money, data, and important decisions**.

Cluster: Financial Services

This cluster is about managing money and helping people and businesses make smart financial decisions.

Traditional Careers

- Accountant
- Financial Analyst
- Fund Manager

Emerging Careers

- Cryptocurrency Analyst
- Business Resilience Expert
- Digital Banking Manager



Career Family: Lead, Market & Innovate

Careers that **lead teams, grow businesses, and create new opportunities**.

Cluster: Management & Entrepreneurship

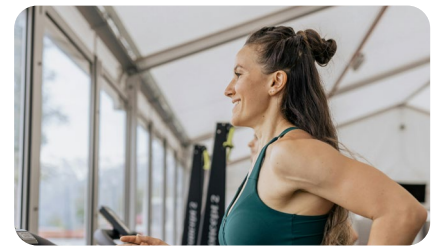
This cluster focuses on leading and managing projects, and making decisions to help organisations succeed.

Traditional Careers

- Management Consultant
- Project Manager
- Entrepreneur

Emerging Careers

- Social Entrepreneur
- Diversity & Inclusion Officer
- Start-up Founder



Career Family: Caring for the Community

Careers that **support, protect, and improve people's lives**.

Cluster: Healthcare & Human Services

This cluster is about caring, improving health, and supporting people to live healthy and fulfilling lives.

Traditional Careers

- Doctor
- Pharmacist
- Nurse

Emerging Careers

- Digital Health Specialist
- V Reality Therapy Designer
- Patent Experience Officer

Explore your Top 3 Clusters, Subjects & Pathways in Appendix 1

Subjects & Pathways That Could Suit You



Key Takeaway For Suzanne

You are best suited to a **balanced pathway** combining:

- Maths / analytical subjects
- Business / finance subjects
- Supported by communication and humanities

This keeps your options open while playing to your strengths.

Analytical & Problem-Solving Subjects

Why this **suits you**:

- Builds on your strong thinking and problem-solving ability
- Supports structured, high-achievement pathways

Recommended Subjects:

Mathematics, Applied Mathematics, Biology, Chemistry, Physics

Leads Towards Careers In:

Financial Services, Healthcare, Data & Analytical

Business, Finance & Decision-Making Subjects

Why this **suits you**:

- Matches your leadership and decision-making interests
- Supports your drive to achieve and progress

Recommended Subjects:

Business Studies, Accounting, Economics

Leads Towards Careers In:

Management & Entrepreneurship, Financial Services

Humanities

Why this **suits you**:

- Develops thinking, communication, and decision-making
- Supports leadership and professional pathways

Recommended Subjects:

Geography, History

Leads Towards Careers In:

Law, Government, Management & Leadership

Communication & Languages

Why this **suits you**:

- Builds confidence working with people
- Supports leadership and global opportunities

Recommended Subjects:

English, Irish, French / Spanish / German

Leads Towards Careers In:

Business, Law, International & People-Focused

Explore your Top 3 Clusters, Subjects & Pathways in Appendix 1

Your **Strengths** & Areas for Growth

You show strong potential across several key areas:

- Highly organised and reliable
- Strong leadership potential
- Excellent problem-solving ability



What This Means For **Suzanne**

Your Strengths

These strengths give you a **foundation** for success:

- Your organisation helps you stay on track, reach goals and meet high standards
- Your leadership potential allows you to take responsibility and guide others
- Your problem-solving ability helps you handle challenges and make decisions

Where This Can Lead

This combination is well suited to **pathways** where:

- You can take responsibility and work towards clear outcomes
- You are trusted to make decisions and manage your work
- You can apply your thinking to solve problems and improve results

Subjects That Suit You

These strengths align well with **subjects** where:

- You can develop analytical and problem-solving skills
- You can build business and decision-making knowledge
- You can strengthen communication and structured thinking

Areas to Develop

Focusing on these areas will help you perform better:

- Managing pressure will help you stay consistent when expectations are high
- Maintaining balance will support your wellbeing and long-term performance
- Adapting to change will help you succeed in different environments

How To Build On Your Strengths

You can grow by focusing on opportunities where:

- You take on leadership roles and increased responsibility
- You challenge yourself and push beyond your comfort zone
- You gain real-world experience and apply what you learn

Developing Yourself Further

As you explore your options, it will help to focus on:

- Your abilities and how you perform in different situations
- Developing the essential skills employers look for
- Strengthening your aptitudes and problem-solving ability

Final Thought For **Suzanne**

You don't need to have everything figured out yet.

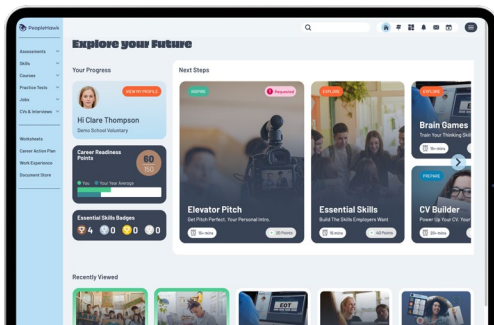
What matters is that you continue to understand your strengths, explore your options, and keep developing over time.

By building your skills, aptitudes, and experience, you will create strong opportunities for yourself across a wide range of future pathways.

Your Next Steps

Explore More. Go Further. Get Ahead.

CORE INSIGHT & PREMIUM TOOLS



Premium



Unlock the full PeopleHawk experience to explore careers, courses, and opportunities in depth.

- Discover careers and pathways matched to you
- Build your CV and Elevator Pitch
- Practise interviews and prepare for real opportunities



Personality Test

Understand how you work, lead, and perform in different situations.

- Discover your work style and strengths
- Learn how you behave under pressure
- Understand how you work with others



Aptitude Test

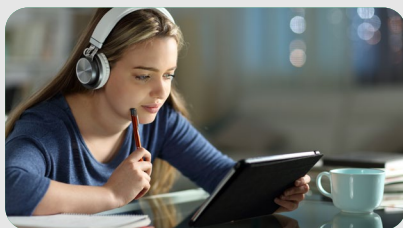
Measure your ability to think, solve problems, and perform under pressure.

- Used by employers and universities
- Tests real-world thinking ability
- Helps identify your potential across pathways

MEDICAL ADMISSIONS PATHWAY

Preparing for a Career in Medicine?

HPAT Readiness Test (Free)



Understand the HPAT format and assess your current performance level

- Get instant results and clear performance insights
- Identify your strengths and areas to improve
- See how you might perform in the real HPAT

HPAT Bootcamp & Mastery



Complete preparation to build accuracy, confidence, and exam performance

- Practise with weekly tests and full mock exams
- Get personalised feedback, insights, and time tracking
- Track your predicted score and improve weak areas

MSAT Exam Preparation



Focused preparation for medical admissions exams and entry success

- Practise with realistic MSAT-style questions
- Develop exam technique and timed performance
- Build confidence for competitive entry.

appendix 1.

Your Top Career Clusters



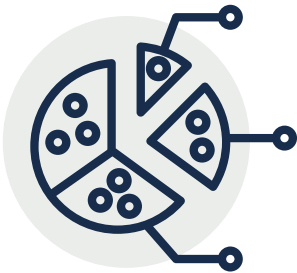
Take a closer look at the career areas that best match your strengths, interests, and potential.

Inside, you'll find:

- Real careers within each cluster
- Subject recommendations to guide your choices
- Clear pathways showing how to get there

Use these to explore your options and start **shaping your future.**

How Careers Are Organised at PeopleHawk



At PeopleHawk, careers are grouped into Career Families and Career Clusters.

- **Career Families** show the big themes that shape the world of work.
- **Career Clusters** group similar jobs together.

There are **6 Career Families**, organised into **14 Career Clusters**.

This framework shows how different careers connect and depend on each other, helping you explore paths that match who you are and what you enjoy.



Powering Your Planet
(Agriculture · Energy & Natural Resources)

Careers that help feed the world, power homes, and protect the environment.



Creativity, Culture & Experience
(Arts, Entertainment & Design · Hospitality, Events & Tourism)

Careers that focus on creativity, enjoyment, and memorable experiences.



Design, Build & Deliver
(Construction · Advanced Manufacturing · Supply Chain & Transportation)

Careers that design, build, make, and move the things we use every day.



Money, Markets & More
(Financial Services)

Careers that help manage money, support businesses, and plan for the future.



Lead, Market & Innovate
(Digital Technology · Marketing & Sales · Management & Entrepreneurship)

Careers that create ideas, use technology, lead teams, and grow businesses.



Caring for the Community
(Education · Healthcare & Human Services · Public Service & Safety)

Careers that teach, care for, protect, and support people.



PeopleHawk

An Eye On Talent

Career Cluster:

Financial Services

Career Family:

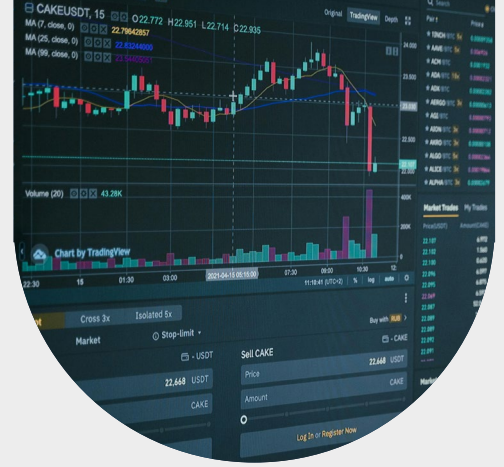
Money, Markets & More

Careers that help manage money, support businesses, and plan for the future.



Financial Services

The **Financial Services Career Cluster** is often described as the **backbone of the economy**. It focuses on how money is **earned, managed, protected, and planned for**, helping people, businesses, and organisations make safe and sensible financial decisions.



Careers in Financial Services are found across five main areas:

Banking & Credit

Providing bank accounts, managing payments, and issuing loans such as mortgages or business credit to individuals and businesses.

Accounting

Tracking income and spending, paying wages, and making sure individuals and companies pay the correct amount of tax.

Fin Strategy & Investments

Helping people and organisations plan for the future and grow their money over time through long-term financial planning.

Insurance

Assessing risk and providing protection so people and businesses are financially supported if something unexpected goes wrong.

Real Estate

Managing the buying, selling, renting, valuing, and financing of homes, buildings, and land.

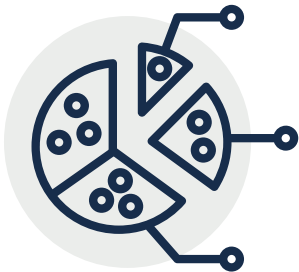


Financial Services careers exist in **every town and city** and support almost every other career cluster.



This career cluster is well suited to people who enjoy **problem-solving, organisation, working with numbers, and helping others make important decisions about their future.**

How Careers Are Organised at PeopleHawk



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Careers that design, build, make, and move the things we use every day.



Money, Markets & More
(Financial Services)

Careers that help manage money, support businesses, and plan for the future.



Lead, Market & Innovate
(Digital Technology · Marketing & Sales · Management & Entrepreneurship)

Careers that create ideas, use technology, lead teams, and grow businesses.



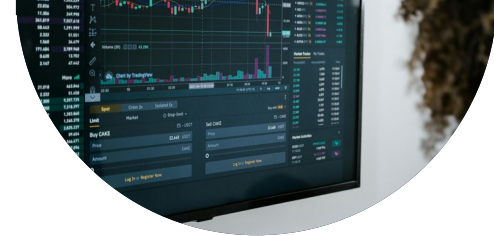
Caring for the Community
(Education · Healthcare & Human Services · Public Service & Safety)

Careers that teach, care for, protect, and support people.

Financial Services

Careers & Work Places

These tables list sample occupations, emerging occupations, and sample places of work based on quantitative industry data.



Traditional Careers

- Accountant
- Auditor
- Bank Branch Manager
- Bookkeeper
- Compliance Manager
- Credit Analyst
- Financial Advisor
- Financial Accountant
- Financial Manager
- Insurance Broker
- Investment Analyst
- Investment Fund Manager
- Loan Officer
- Mortgage Advisor
- Payroll Assistant
- Property Valuer
- Tax Advisor
- Wealth Advisor



Emerging Careers

- AI Risk Analyst
- Cryptocurrency Analyst
- Digital Banking Manager
- Digital Payments Specialist
- ESG Investment Analyst
- Financial Wellness Coach
- Fraud Prevention Specialist
- FinTech Product Specialist
- InsurTech Specialist
- Regulatory Compliance Analyst
- Sustainable Finance Consultant
- Cybersecurity Risk Analyst

Places of Work

- Accounting & Audit Firms
- Banks & Building Societies
- Credit Unions
- FinTech Companies
- Financial Advisory Firms
- Financial Technology Companies
- Hedge Funds
- Insurance Companies
- Investment Banks
- Investment Management Firms
- Local Authorities & Government Departments
- Mortgage & Lending Providers
- Multinational Corporations (MNCs)
- Pension Providers
- Private Equity & Venture Capital Firms
- Professional Services Firms
- Property & Real Estate Firms
- Regulatory Bodies & Compliance Organisations
- Retail Banks
- Self-Employed / Entrepreneur





Financial Services

How VIPS Align To This Career Cluster

This Career Cluster groups together lots of similar careers.

The summary below shows the **Values, Interests, Personality and Problem-Solving Skills** that are often seen in people who enjoy careers in this cluster. If you haven't taken the **PeopleHawk VIPS assessment** yet, take it to see how your own **Values, Interests, Personality, and Problem-Solving Skills** match different career clusters and careers. You don't need to match everything – use this to explore where your strengths may fit **within this cluster**.

Values



- **Achievement:**
meeting goals and working accurately
- **Independence:**
taking responsibility for decisions
- **Recognition:**
being trusted and respected
- **Working Conditions:**
organised, structured environments

Interests



- **Conventional:**
working with numbers and data
- **Enterprising:**
influencing decisions and outcomes
- **Investigative:**
analysing information and problems

Personality



- **Conscientiousness:**
careful, organised, dependable
- **Emotional Stability:**
calm under pressure
- **Agreeableness:**
fair and ethical
- **Emotional Intelligence:**
builds trust with others

Problem-Solving Skills




**Medium to high
problem-solving:**
careful, accurate decision-making

Highly Demanded Skills In This Career Cluster



High-Demand Technical Skills

- Accounting
- Auditing
- Budgeting
- Data Analysis
- Financial Analysis
- Financial Planning
- Financial Reporting
- Financial Services
- Investment Analysis
- Loans & Lending
- Problem-Solving
- Risk Management
- Taxation
- Wealth Management



High-Demand Software Skills

- Accounting Software
- Excel
- Power BI
- Python (optional)
- QuickBooks
- Salesforce
- SQL
- Tableau
- Xero



Financial Services

Featured Careers in UK

Below are some of the most **common and in-demand careers** within this Career Cluster **right now**. Career opportunities can change over time as **technology, AI, and industry needs** evolve, so this list is a snapshot of current roles rather than a fixed pathway.

1. Investment Banker

These experts help companies make major financial decisions, like mergers or public share offerings (IPOs). They manage complex deals raising billions for businesses and governments. A high-pressure role demanding sharp analytical and negotiation skills – with extremely high rewards.

2. Investment Analyst

You analyse a company's financial health and future worth. You pore over data, predict market trends, and tell managers or investors where they should (or shouldn't) put their money. Essentially, you are the detective who uses numbers to recommend smart business strategy.

3. Actuary

You are a mathematical risk expert, mostly in the insurance industry. Using high-level stats and probability, you calculate how likely future events are (like car crashes or people living past 100). This helps companies set insurance prices and make sure they have enough money to pay claims.

4. Chartered Accountant

You keep precise financial records for businesses, ensuring everything is legal and accurate. You handle taxes, produce financial reports, and advise owners on how to stay profitable. It's the ultimate job for those who are meticulous and want to be a core part of a company's success.

5. Auditor

As an independent checker, you review a company's financial records and systems to ensure they are honest, legal, and correctly managed. You look for errors, fraud, or wasteful spending. This job provides assurance to investors and is crucial for public trust in large organisations.

6. Financial Adviser

You work directly with individuals and families to help them reach long-term money goals. You create plans for saving, investing for retirement, buying a house, and managing debt. This role requires excellent communication and trust to secure clients' financial futures.

7. Compliance Manager

You make sure a company follows all the rules and laws so it doesn't get into trouble. As a Compliance Manager, you're like the business's rule enforcer—spotting problems, fixing mistakes, and keeping everything fair and legal. It's like being the referee in a game, but for grown-up money stuff.

8. Insurance Underwriter

You are the gatekeeper of risk for an insurance company. When someone applies for a policy (e.g. house or business cover), you analyse all the data to decide if the company should insure it and how much the premium should cost. You are the ultimate risk assessor.

9. Investment Fund Manager

You control vast pools of money (investment funds) on behalf of many clients. Your job is to decide exactly where to invest that money – stocks, property, or companies – to earn the biggest possible return. You need deep market knowledge and a competitive spirit.

10. Tax Adviser

You help people and businesses figure out how much tax they owe and how to pay less legally. As a Tax Adviser, you're like a money guide – making sure they follow tax rules while saving cash. It's kind of like being a cheat-code expert for grown-up finances, but totally by the book.

UK Institutes, Associations, & Accrediting Bodies

Professional & Accrediting Bodies

- Association of Chartered Certified Accountants (ACCA)
- Chartered Institute for Securities & Investment (CISI)
- Chartered Insurance Institute (CII)

Industry Associations

- UK Finance
- The Investment Association (IA)
- Innovate Finance

Research & Training Centres

- London Institute of Banking & Finance (LIBF)
- Financial Conduct Authority (FCA) Training & Resources
- Cambridge Centre for Alternative Finance (CCAF)

UK Certifications

Banking & Credit

CISI banking qualifications; retail banking and lending training; customer and compliance certifications.

Accounting

ACCA/CIMA pathways; bookkeeping and payroll qualifications; financial reporting skills.

Fin Strategy & Investments

CISI investment qualifications; CFA pathway; investment analysis and AML/compliance training.

Insurance

CII qualifications; underwriting and claims training; regulated financial advice competency routes.

Real Estate

RICS property pathways; property valuation and sales training; lettings and property management qualifications.



Financial Services

Recommended Subjects & Illustrative Pathways: Featured UK Careers

A Career Pathway is a plan that shows you some of the common steps people take to move from where they are now to where they want to be. It's not just a single step – it's the whole journey, from the subjects and qualifications you take in school, to the work experience, training, and different courses and jobs you may explore along the way. Below are subject recommendations and illustrative examples of pathways into some of the most popular UK careers in this cluster.

Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Investment Banker	<p>Core GCSE: Maths, English, Business Studies, Economics, ICT</p> <p>Core A-Level: Maths, Economics, Business Studies, Accounting, English, Politics</p> <p>Useful: Statistics, Finance, Languages, Law, Psychology</p>	<p>Internships and Work Experience – Gaining practical experience through these routes can lead to graduate roles in investment banking without formal degrees.</p>	<p>Level 4 Investment Operations Specialist Apprenticeship</p> <p>This pathway combines work-based training with study, leading to a recognised qualification in investment operations.</p> <p>Diploma in Financial Services</p> <p>Provides foundational knowledge of financial markets and services, suitable for entry-level roles or further study.</p>	<p>BSc in Finance, Economics, or Business Management</p> <p>Undergraduate degree providing comprehensive knowledge of financial markets, economics, and business principles, often a prerequisite for graduate roles.</p>	<p>MSc in Finance, Investment Banking, or Financial Analysis</p> <p>Advanced qualification to specialise in investment banking, often required for higher-level roles or career progression.</p>
Investment Analyst	<p>Core GCSE: Maths, English, Business Studies, Economics, ICT</p> <p>Core A-Level: Maths, Economics, Business Studies, Accounting, ICT</p> <p>Useful: Statistics, Finance, Geography, Psychology, Languages</p>		<p>Level 4 Investment Operations Technician Apprenticeship</p> <p>Combines work-based training with study; suitable for those seeking practical experience in investment analysis and operations.</p> <p>Diploma in Investment and Finance</p> <p>Provides foundational knowledge in finance, investment principles, and markets; often offered by further education colleges.</p>	<p>BSc/BA in Finance, Investment and Risk, Economics, Accounting, or any quantitative/analytical subject</p> <p>Undergraduate degree covering financial analysis, investment strategies, and economic principles; essential for entry into the profession.</p> <p>Financial Services Degree Apprenticeship (Level 6): Leads to a BSc in Applied Finance, often with a specialisation in Data or Risk Analysis.</p>	<p>MSc in Finance, Financial Risk Management, Investment Management or Business Analytics.</p> <p>Advanced study focusing on investment analysis, portfolio management, and financial markets; enhances career prospects and specialisation.</p> <p>Professional qualifications such as CFA (Chartered Financial Analyst) or ACA (Associate Chartered Accountant).</p>
Actuary	<p>Core GCSE: Maths, English, Science, Business Studies, Economics</p> <p>Core A-Level: Maths, Further Maths, Economics, Business Studies, Physics, Stats</p> <p>Useful: Computer Science, Accounting, Geography, Psychology</p>		<p>Actuarial Technician Apprenticeship (Level 4):</p> <p>Entry-level role to gain practical experience.</p> <p>This pathway combines work-based training with study, leading to a recognised qualification in actuarial work. It is suitable for those who prefer practical learning alongside employment.</p> <p>Actuarial Technician Diploma</p> <p>Offers specialised training in actuarial techniques and mathematics, often part-time or via distance learning, leading to professional recognition.</p> <p>Self-Study and Professional Exams</p> <p>Many actuaries qualify through passing a series of professional exams while working in the industry, without necessarily completing a formal university degree.</p>	<p>BSc in Actuarial Science (often accredited by the IFoA for exam exemptions) or a Maths-based degree (e.g., Maths, Statistics, Physics, Economics).</p> <p>Undergraduate degree providing foundational knowledge in mathematics, statistics, and finance, often a prerequisite for professional exams.</p>	<p>MSc in Actuarial Science or related field</p> <p>Advanced study focusing on actuarial techniques, preparing students for professional exams and career progression.</p> <p>Professional Qualifications: IFoA (Institute and Faculty of Actuaries) examinations are compulsory for full qualification.</p> <p>Actuary Apprenticeship (Level 7): Degree-level training leading to a Master's equivalent.</p>



Financial Services

Recommended Subjects & Illustrative Pathways: Featured UK Careers

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Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Chartered Accountant	<p>Core GCSE: Maths, English, Language, Business Studies, ICT, Economics, Accounting</p> <p>Core A-Level: Maths, Business Studies, Economics, Accounting, ICT, English Literature / Language</p> <p>Useful: Finance, Law, Geography, Further Maths, Stats</p>	<p>Level 2 Accounting Apprenticeship</p> <p>This apprenticeship provides foundational knowledge in accounting principles and practical skills, leading towards professional recognition.</p> <p>Level 3 Accounting Apprenticeship</p> <p>Builds on basic accounting skills, preparing for further professional qualifications and work in accounting roles.</p>	<p>Level 4 Professional Accountancy Technician Diploma (e.g., AAT qualification)</p> <p>Provides advanced technical skills in accounting, often a stepping stone towards full Chartered status.</p> <p>Level 5 AAT Advanced Diploma in Accounting</p> <p>Enables progression towards professional membership and prepares for higher-level roles.</p>	<p>BSc/BA (Hons) in Accounting and Finance, Maths, or any degree subject.</p> <p>Most top firms accept any degree subject for their graduate training schemes.</p>	<p>Postgraduate Diploma in Professional Accountancy</p> <p>Advanced study focusing on professional skills, often leading to exemptions from parts of professional exams.</p> <p>Master of Science (MSc) in Accounting and Finance</p> <p>Specialised postgraduate qualification enhancing expertise and career prospects in accounting.</p> <p>Professional Qualifications: ACA, ACCA, CIMA, ICAS.</p> <p>These are mandatory qualifications for Chartered status, often completed during a paid graduate scheme.</p>
Auditor	<p>Core GCSE: Maths, English, Business Studies, ICT, Economics</p> <p>Core A-Level: Maths, Business Studies, Economics, Accounting, ICT, English</p> <p>Useful: Law, Geography, Psychology, Stats</p>	<p>Diploma in Accounting and Finance (Level 3 or 4)</p> <p>Provides foundational knowledge in accounting, finance, and auditing; suitable for entry-level roles or further study.</p>	<p>Level 4 Chartered Accountant Apprenticeship</p> <p>Combines work-based training with study; leads to professional qualification in accounting and auditing.</p> <p>Professional Certification via ACA, ACCA, or ICAEW</p> <p>Gaining recognised professional qualifications can lead directly to auditing roles without formal university degrees.</p>	<p>BSc/BA in Accounting, Finance, or Business.</p> <p>Prepares students for careers in auditing; often a prerequisite for professional qualifications. Many firms accept any degree subject onto their graduate audit schemes.</p>	<p>Postgraduate Diploma or MSc in Accounting or Auditing</p> <p>Advanced study for those seeking senior roles or specialising in auditing; often required for Chartered status.</p>
Financial Adviser	<p>Core GCSE: Maths, English, Business Studies, ICT, Economics</p> <p>Core A-Level: Maths, Business Studies, Economics, Accounting, English</p> <p>Useful: Stats, Law, Psychology, Personal Finance</p>	<p>Financial Services Apprenticeship (Level 3 or 4)</p> <p>Combines work-based training with study; provides practical experience and industry recognised qualifications; suitable for those seeking to enter the profession without a university degree</p> <p>Professional Qualifications through Industry Bodies (e.g., Chartered Insurance Institute, Personal Finance Society)</p> <p>Allows entry and progression in the financial advisory profession without formal academic routes; recognised by employers and regulators.</p>	<p>Level 4 Diploma for Financial Advisers (DipFA) or Level 4 Diploma in Regulated Financial Planning (DipPFS).</p> <p>Provides specialised knowledge in financial planning; recognised by industry bodies; can lead to professional status as a Financial Adviser.</p>	<p>BSc/BA in Finance, Economics, Business, or Management or related fields</p> <p>Offers comprehensive understanding of financial markets and advisory skills; often a prerequisite for professional qualifications and career progression.</p>	<p>Postgraduate Diploma or MSc in Financial Planning or Financial Services</p> <p>Advanced study for those seeking to specialise or enhance their qualifications; can facilitate entry into professional bodies and higher-level advisory roles.</p>



Financial Services

Recommended Subjects & Illustrative Pathways: Featured UK Careers

A Career Pathway is a plan that shows you some of the common steps people take to move from where they are now to where they want to be. It's not just a single step – it's the whole journey, from the subjects and qualifications you take in school, to the work experience, training, and different courses and jobs you may explore along the way. Below are subject recommendations and illustrative examples of pathways into some of the most popular UK careers in this cluster.

Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Compliance Manager	<p>Core GCSE: Maths, English, Business Studies, ICT, Law, Economics</p> <p>Core A-Level: Maths, Law, Politics, ICT, Business Studies, Economics, English Language</p> <p>Useful: Accounting, Psychology, Sociology, Data Handling, Ethics</p>	<p>Level 3 Diploma in Business Administration or Compliance</p> <p>Provides foundational knowledge in business processes and compliance principles, often a stepping stone to further education or employment.</p> <p>Professional Certifications such as ICA Compliance Qualification or CII Compliance Certification</p> <p>These certifications can enhance credibility and career prospects, often recognised by employers as evidence of compliance expertise.</p>	<p>Level 4 Compliance Officer Apprenticeship</p> <p>This pathway combines work-based training with study, leading to a recognised qualification in compliance roles. Suitable for those seeking practical experience alongside learning.</p>	<p>BSc in Business, Law or Compliance Management</p> <p>Offers in-depth understanding of legal and regulatory frameworks, risk management, and ethical practices, preparing graduates for compliance roles.</p>	<p>Postgraduate Diploma or MSc in Compliance, Risk Management, or Financial Regulation</p> <p>Advanced study focusing on specialised compliance topics, suitable for career progression or specialising in specific sectors such as finance or healthcare.</p>
Insurance Underwriter	<p>Core GCSE: Maths, English, Business Studies, ICT, Economics</p> <p>Core A-Level: Maths, Economics, Business Studies, English Language, Geography</p> <p>Useful: Stats, Law, Psychology, Finance, Accounting</p>	<p>Level 3 Diploma in Insurance</p> <p>Provides foundational knowledge of insurance principles, risk assessment, and underwriting processes; often a stepping stone to further study or employment.</p>	<p>Insurance Professional Higher Apprenticeship (Level 4/6)</p> <p>Offers practical training combined with work experience; suitable for those seeking to enter the industry directly while gaining recognised qualifications.</p>	<p>BSc/BA in Insurance, Risk Management or Actuarial Science</p> <p>Offers comprehensive understanding of insurance markets, risk analysis, and underwriting; enhances employability in the insurance sector.</p>	<p>Master's in Insurance, Risk Management or Actuarial Science</p> <p>Advanced study focusing on specialised areas of insurance and risk; suitable for career progression or specialisation.</p>
Investment Fund Manager	<p>Core GCSE: Maths, English Language, Business Studies, Economics</p> <p>Core A-Level: Maths, Economics, Business Studies, Accounting</p> <p>Useful: Stats, Finance, ICT, English Language</p>	<p>Diploma in Financial Services (Level 3 or 4)</p> <p>Provides foundational knowledge of financial markets, investment principles, and client management, suitable for entry-level roles or further study.</p>	<p>Financial Services Professional Apprenticeship</p> <p>Offers practical training combined with work experience in financial services, leading to roles such as investment analyst or fund manager assistant.</p> <p>Professional Certifications such as CFA (Chartered Financial Analyst) or CISI qualifications</p> <p>Enhances credibility and career prospects in investment management, often pursued alongside work.</p>	<p>BSc in Finance, Economics, Investment, Maths, or a technical/STEM subject.</p> <p>A degree from a highly-ranked university is almost always expected. Prepares students for careers in investment management, financial analysis, and related fields; often includes internships or placements.</p>	<p>Master's in Finance or Investment Management</p> <p>Advanced qualification for senior roles, specialising in portfolio management, financial analysis, and strategic investment decisions.</p>
Tax Adviser	<p>Core GCSE: Maths, English, Business Studies, ICT, Economics</p> <p>Core A-Level: Maths, Economics, Business Studies, Accounting, Law</p> <p>Useful: Finance, Geography, Sociology, Languages</p>	<p>Tax Technician Apprenticeship (Level 3 or Level 4)</p> <p>Combines work-based training with study; provides practical experience in tax and accounting; progression to professional qualifications possible.</p>	<p>Level 4 Diploma in Taxation</p> <p>Focuses on advanced tax concepts; recognised as a professional qualification; suitable for those already working in finance or accounting.</p> <p>Chartered Tax Adviser (CTA) qualification through the Chartered Institute of Taxation (CIOT)</p> <p>Recognised as a leading professional qualification; allows independent practice as a tax adviser in the UK.</p>	<p>BSc in Accounting and Finance or Taxation</p> <p>Provides foundational knowledge in accounting, finance, and taxation; often a stepping stone to professional qualifications.</p>	<p>Postgraduate Diploma or MSc in Taxation or Tax Law</p> <p>Advanced study focusing on specialised tax law and practice; prepares for senior roles and professional exams</p>



Financial Services

A Broader Perspective – Careers In The US Market

You can use the data below to determine careers that are on the increase in terms of demand from employers.

Careers Within This Cluster	2024 Jobs	2029 Jobs	2023 Hires	Avg. Annual Openings	Typical Entry Level Education
Bookkeeping, Accounting, and Auditing Clerks	1,686,828	1,708,692	No Data	205,832	Further Ed Qualification
Accountants and Auditors	1,637,171	1,736,043	803,297	148,697	Bachelor's degree
Insurance Sales Agents	779,136	849,218	253,867	79,909	Further Ed Qualification
Securities, Commodities, and Financial Services Sales Agents	528,336	561,417	176,454	47,779	Bachelor's degree
Real Estate Sales Agents	526,333	563,308	112,201	52,584	Further Ed Qualification
Billing and Posting Clerks	453,822	472,942	263,288	51,541	Further Ed Qualification
Compliance Officers	406,515	431,463	162,868	36,953	Bachelor's degree
Property, Real Estate, and Community Association Managers	390,464	407,616	145,211	35,008	Further Ed Qualification
Financial and Investment Analysts	357,427	384,543	156,429	28,949	Bachelor's degree
Personal Financial Advisors	353,466	386,234	116,100	29,447	Bachelor's degree
Tellers	341,761	327,920	120,073	36,730	Further Ed Qualification
Loan Officers	330,025	341,695	90,739	26,573	Bachelor's degree
Data Scientists	210,406	252,257	96,477	21,865	Bachelor's degree
Financial Specialists	137,570	146,039	44,639	11,008	Bachelor's degree
Insurance Underwriters	123,688	126,964	35,182	10,321	Bachelor's degree
Compensation, Benefits, and Job Analysis Specialists	104,530	112,316	45,852	9,088	Bachelor's degree
Property Appraisers and Assessors	81,022	81,283	26,875	7,507	Bachelor's degree
Credit Analysts	74,871	75,914	22,027	5,866	Bachelor's degree
Financial Examiners	70,446	78,949	24,261	6,941	Bachelor's degree
Financial Risk Specialists	61,536	65,928	19,807	5,093	Bachelor's degree

Source: U.S. Bureau of Labor Statistics



PeopleHawk
An Eye On Talent

Career Cluster:

Management & Entrepreneurship

Career Family:

Lead, Market & Innovate

Careers that create ideas, use technology, lead teams, and grow businesses.



Management & Entrepreneurship

The **Management & Entrepreneurship Career Cluster** involves **leading teams, organising big projects, and starting new companies from scratch.** This sector focuses on making smart decisions, managing budgets, and finding creative solutions to business problems. Professionals use leadership skills and strategy to help organisations grow, stay profitable, and reach their future goals.



Careers in Management & Entrepreneurship are found across five main areas:

Leadership & Operations

These professionals manage teams and daily tasks to ensure a company runs smoothly and reaches its big future goals.

Project Management

Experts in this field plan and track specific jobs to make sure they finish on time and stay within budget.

Business Information Management

This area involves organising and protecting business data so managers can make informed decisions.

Entrepreneurship & Small Business

People in this area create and grow businesses by developing products, services, and new ideas.

Regulation Professionals

Professionals in this sector ensure businesses follow laws, regulations, and safety standards..

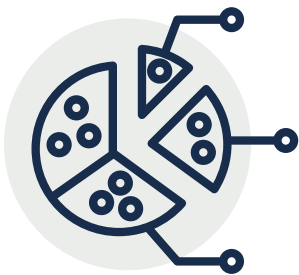


Marketing and Sales careers connect products and services with customers through communication and relationship-building.



This career cluster suits people who enjoy creativity, persuasion, problem-solving, and understanding different audiences..

How Careers Are Organised at PeopleHawk



At PeopleHawk, careers are grouped into Career Families and Career Clusters.

- **Career Families** show the big themes that shape the world of work.
- **Career Clusters** group similar jobs together.

There are **6 Career Families**, organised into **14 Career Clusters**.

This framework shows how different careers connect and depend on each other, helping you explore paths that match who you are and what you enjoy.



Powering Your Planet
(Agriculture · Energy & Natural Resources)

Careers that help feed the world, power homes, and protect the environment.



Creativity, Culture & Experience
(Arts, Entertainment & Design · Hospitality, Events & Tourism)

Careers that focus on creativity, enjoyment, and memorable experiences.



Design, Build & Deliver
(Construction · Advanced Manufacturing · Supply Chain & Transportation)

Careers that design, build, make, and move the things we use every day.



Money, Markets & More
(Financial Services)

Careers that help manage money, support businesses, and plan for the future.



Lead, Market & Innovate
(Digital Technology · Marketing & Sales · Management & Entrepreneurship)

Careers that create ideas, use technology, lead teams, and grow businesses.



Caring for the Community
(Education · Healthcare & Human Services · Public Service & Safety)

Careers that teach, care for, protect, and support people.



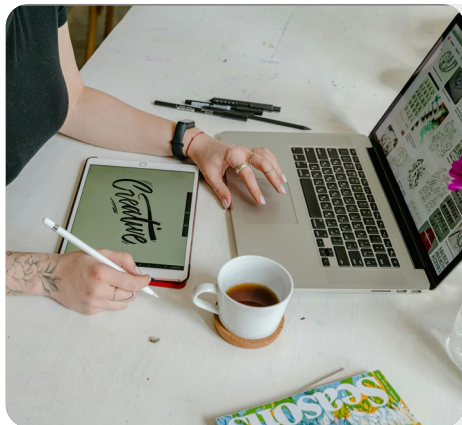
Management & Entrepreneurship

Careers & Work Places

These tables list sample occupations, emerging occupations, and sample places of work based on quantitative industry data.

Traditional Careers

- Account Manager
- Administrative / Executive Assistant
- Brand Manager
- Business Analyst
- Business Consultant
- Business Development Manager
- Business Owner
- Change Manager
- Commercial Manager
- Digital Marketing Manager
- E-commerce Manager
- Entrepreneur
- Event Manager
- HR Manager
- Innovation Manager
- IT Manager
- Management Consultant
- Office Manager
- Operations Director
- Procurement Manager
- Product Manager
- Project Manager
- Recruiter
- Sales Manager



Emerging Careers

- AI Business Consultant
- Business Automation Specialist
- Chief Remote Officer
- Customer Experience Strategist
- Data Governance Manager
- Digital Transformation Specialist
- Diversity & Inclusion Officer
- Employee Engagement Manager
- ESG Strategy Consultant
- Growth Hacker
- Remote Work Facilitator
- Social Entrepreneur
- Start-up Founder
- Sustainability Manager

Places of Work

- Business & Management Consultancies
- Civil Service & Government Departments
- Co-Working & Innovation Hubs
- Educational Institutions
- Global Technology Companies
- Human Resources & Recruitment Agencies
- Local Authorities
- Marketing & Communications Agencies
- Multinational Corporations (MNCs)
- Professional Services Firms
- Project Management Consultancies
- Retail & E-Commerce Companies
- Self-Employed / Entrepreneur
- Small & Medium Enterprises (SMEs)
- Start-Ups & Scale-Ups
- Supply Chain & Logistics Companies
- Training & Leadership Development Providers
- Venture Capital & Investment Firms
- Business Incubators & Accelerators
- Workforce & Talent Management





Management & Entrepreneurship

How VIPS Align To This Career Cluster

This Career Cluster groups together **lots of similar careers**.

The summary below shows the **Values, Interests, Personality and Problem-Solving Skills** that are **often seen in people who enjoy careers in this cluster**. If you haven't taken the **PeopleHawk VIPS assessment** yet, take it to see how your own **Values, Interests, Personality, and Problem-Solving Skills** match different career clusters and careers. You don't need to match everything – use this to explore where your strengths may fit **within this cluster**.

Values



- **Independence:**
making your own decisions
- **Achievement:**
building something successful
- **Recognition:**
leadership and responsibility

Interests



- **Enterprising:**
leading, planning, influencing
- **Investigative:**
solving business problems

Personality



- **Extraversion:**
leading and motivating others
- **Conscientiousness:**
organised and reliable
- **Emotional Intelligence:**
understanding and motivating people

Problem-Solving Skills



High problem-solving:
strategic thinking and decision-making

Highly Demanded Skills In This Career Cluster



High-Demand Technical Skills

- Accounting
- Administrative Support
- Business Communication
- Change Management
- Coaching & Mentoring
- Customer Relationship Management
- Data Analysis
- Ethical Decision-Making
- Financial Reporting
- Hiring & Recruitment
- Invoicing & Billing
- Key Performance Indicators (KPIs)
- Leadership Skills
- Marketing Strategy
- Negotiation Skills
- Process Improvement
- Project Management
- Risk & Compliance Awareness
- Sales & Relationship Building
- Strategic Planning
- Team Leadership
- Workflow Management

High-Demand Software Skills

- AI Tools & Automation Platforms
- Airtable
- Applicant Tracking Systems (ATS)
- Asana
- Customer Relationship Management (CRM) Systems
- Google Workspace
- Human Resources Information Systems (HRIS)
- LinkedIn Professional Networking
- Microsoft Project
- Power BI
- Project Management Software
- QuickBooks & Accounting Software
- Salesforce
- Slack
- Spreadsheets
- SQL & Data Management
- Tableau
- Trello
- Video Conferencing Tools
- Zoom



Management & Entrepreneurship

Featured Careers In UK

Below are some of the most **common and in-demand careers** within this Career Cluster **right now**. Career opportunities can change over time as **technology, AI, and industry needs** evolve, so this list is a snapshot of current roles rather than a fixed pathway.

1. Business Consultant

Business Consultants help companies solve problems and improve how they work. They advise on strategy, money, and teamwork. If you enjoy creative thinking, solving challenges, and helping others succeed, this role is all about smart, practical solutions that drive real results.

2. Operations Manager

Operations Managers ensure smooth operations, handling staff schedules, supplies, and solving problems. They excel at organisation and efficiency. If you enjoy leading, improving systems, and keeping things on track, this is for you. It's ideal for those who thrive on structure and making processes better.

3. Business Development Manager

Business Development Managers find new ways for companies to grow – like finding new customers or partnerships. They're great at networking and spotting opportunities. If you're outgoing and love building relationships, this job is all about growth!

4. Strategy Analyst

Strategy Analysts study data and trends to guide smart business decisions. They assess what's working, what's not, and what to do next. If you enjoy research, numbers, and planning ahead, this role is all about insight, foresight, and thinking big to shape the future.

5. Change Management Specialist

Change Management Specialists help people and companies adjust to new systems, ideas, or ways of working. They make transitions smoother and less stressful. If you're supportive, organised, and good with people, this role helps others succeed through change.

6. Product Manager

Product Managers guide the creation of new products – like apps, gadgets, or services. They work with designers, developers, and customers to make sure everything is useful and awesome. If you like leading projects and solving problems, this role is exciting!

7. Innovation Manager

Innovation Managers help companies develop fresh ideas and better ways of working. They lead brainstorming sessions and test creative solutions. If you enjoy inventing and thinking outside the box, this role is all about driving change, sparking creativity, and making innovation part of everyday work.

8. Entrepreneur

Entrepreneurs turn bold ideas into real businesses. They build teams, create products, and take risks to launch something new. If you're creative, brave, and love inventing, this career is all about innovation, leadership, and the freedom to be your own boss.

9. Franchise Owner

Franchise Owners run their own business using a trusted brand – like a fast-food chain or gym. They follow proven systems while still being the boss. If you want to own a business with support, this path offers independence, guidance, and a great way to start your journey.

10. Project Manager

Project Managers keep teams focused to finish tasks on time and within budget. They plan, organise, and solve problems to keep everything running smoothly. If you're great at multitasking, leading others, and staying calm under pressure, this role is all about coordination, leadership, and results.

UK Institutes, Associations, & Accrediting Bodies

Professional & Accrediting Bodies

- Chartered Management Institute (CMI)
- Association for Project Management (APM)
- Institute of Consulting (IC)

Industry Associations

- Federation of Small Businesses (FSB)
- Institute of Directors (IoD)
- British Chambers of Commerce (BCC)

Research & Training Centres

- London Business School Entrepreneurship Hub
- Enterprise Nation
- Chartered Institute of Personnel and Development (CIPD)

UK Certifications

Business Information Management

Microsoft Office Specialist (MOS); Power BI and data analytics certifications; business systems and CRM training.

Entrepreneurship & Small Business

Enterprise Nation programmes; start-up and digital business training; small business finance and marketing certifications.

Leadership & Operations

CMI leadership qualifications; Lean Six Sigma certifications; ILM management and leadership training.

Project Management

PRINCE2 certification; AgilePM and Scrum certifications; APM project management qualifications.

Regulation

ICA compliance qualifications; risk and governance training; GDPR and regulatory compliance certifications.



Management & Entrepreneurship

Recommended Subjects & Illustrative Pathways: Featured UK Careers

A Career Pathway is a plan that shows you some of the common steps people take to move from where they are now to where they want to be. It's not just a single step – it's the whole journey, from the subjects and qualifications you take in school, to the work experience, training, and different courses and jobs you may explore along the way. Below are subject recommendations and illustrative examples of pathways into some of the most popular UK careers in this cluster.

Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Business Consultant	<p>Core GCSE: Mathematics, Business Studies, Economics, English, ICT</p> <p>Core A-Level: Business Studies, Economics, Mathematics, English Literature, ICT</p> <p>Other: Psychology, Sociology, Law, Geography, Languages</p>	<p>Business Administrator Apprenticeship (Level 3)</p> <p>This apprenticeship provides foundational skills in business operations, communication, and customer service, suitable for entry-level roles in consulting firms or business support roles.</p>	<p>Level 4 Diploma in Business and Management</p> <p>This diploma offers advanced knowledge in business principles, management, and strategy, preparing learners for supervisory roles or further study.</p>	<p>BSc/BA in Business Management, Economics, Finance, or a STEM subject (highly valued for analytical consulting). Any strong degree is accepted</p> <p>This undergraduate degree covers core business disciplines, strategic management, and consultancy skills, serving as a standard route into the profession.</p>	<p>MBA (Master of Business Administration)</p> <p>The most common pathway for experienced professionals to enter or advance in consulting.</p> <p>MSc in Business Consulting / Management/Finance/Strategy</p> <p>Post-graduate qualifications deepen expertise in consulting methodologies, strategic analysis, and leadership, often leading to senior consultancy roles.</p>
Operations Manager	<p>Core GCSE: Mathematics, English Language, Business Studies, Economics, ICT, English Literature</p> <p>Core A-Level: Business Studies, Economics, Mathematics, English Literature, ICT, Psychology</p> <p>Other: Management, Geography, Sociology, Accounting, Law</p>	<p>Operations and Departmental Manager Apprenticeship (Level 3)</p> <p>This apprenticeship provides practical experience in managing teams and operations, leading to a Level 3 qualification that supports entry into operational management roles.</p>	<p>Level 4 Diploma in Operations and Business Management</p> <p>This diploma offers specialised knowledge in operational management, preparing learners for supervisory and managerial roles in various sectors.</p>	<p>BSc/BA in Business Management, Operations Management, Logistics, or Supply Chain Management</p> <p>This degree provides comprehensive understanding of business operations, leadership, and strategic management, essential for progressing to senior management roles.</p>	<p>MA or MSc in Operations Research or Supply Chain Management</p> <p>Post-graduate qualifications deepen expertise in operations strategy, project management, and leadership, supporting career advancement to senior operational roles.</p> <p>Professional Qualifications: CMI or APICS certifications.</p>
Business Development Manager	<p>Core GCSE: Business Studies, Economics, Mathematics, English, ICT, Geography</p> <p>Core A-Level: Business Studies, Economics, Mathematics, English Literature or Language, ICT, Geography</p> <p>Other: Marketing, Psychology, Sociology, Languages, Law</p>	<p>Level 3 Business Diploma</p> <p>Provides foundational knowledge in business principles, preparing students for further study or entry-level roles in business development.</p>	<p>Level 4 Business and Professional Administration Apprenticeship</p> <p>This apprenticeship combines work-based learning with college or online training, leading to a recognised qualification and practical experience in business development skills.</p>	<p>BSc/BA in Business Management, Marketing, or Sales Management</p> <p>Excellent communication and commercial awareness are key, regardless of subject. These degrees offer a comprehensive understanding of business strategies, marketing, and management, essential for a career as a Business Development Manager.</p>	<p>MSc in Business Development, Strategic Management or MBA</p> <p>Advanced study focusing on strategic planning, leadership, and business growth, suitable for progressing into senior management roles.</p> <p>Professional Qualifications: Certificates from the Institute of Sales Professionals (ISP)</p> <p>Work-based experience combined with professional qualifications such as CIM (Chartered Institute of Marketing) or CMI (Chartered Management Institute) certifications.</p> <p>Practical route focusing on gaining skills on the job while earning recognised professional qualifications, often leading to managerial roles in business development.</p>



Management & Entrepreneurship

Recommended Subjects & Illustrative Pathways: Featured UK Careers

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Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Strategy Analyst	<p>Core GCSE: Mathematics, English Language, Business Studies, Economics, ICT, Geography</p> <p>Core A-Level: Economics, Business Studies, Mathematics, Geography, Politics, ICT</p> <p>Other: Statistics, Psychology, Sociology, Modern Foreign Languages</p>	<p>Business and Finance Apprenticeship (Level 3)</p> <p>This apprenticeship provides foundational knowledge in business operations and finance, suitable for entry-level roles in strategy analysis.</p>	<p>Level 4 Diploma in Business Analysis</p>	<p>BSc/BA in Economics, Mathematics, Business/Finance, or Management Science</p>	<p>MSc in Strategic Management, Finance, or Business Analytics</p> <p>Often a stepping stone to senior consulting or management roles.</p>
Change Management Specialist	<p>Core GCSE: Business Studies, Economics, Psychology, ICT, English, Mathematics</p> <p>Core A-Level: Business Studies, Economics, Psychology, Sociology, ICT, English Literature, Mathematics</p> <p>Other: Management, Leadership, Communication Studies, Sociology, Law</p>	<p>Level 2 Business and Administration Apprenticeship</p> <p>This apprenticeship provides foundational skills in business operations, communication, and customer service, suitable for entry-level roles in change management support.</p> <p>Level 3 Business and Administration Apprenticeship</p> <p>Builds on basic business skills, focusing on project support, communication, and organisational tasks relevant to change management roles.</p>	<p>Level 4 Diploma in Business Management</p> <p>Provides specialised knowledge in business management, including change management principles, project planning, and organisational behaviour.</p> <p>Level 5 Diploma in Strategic Management and Leadership</p> <p>Focuses on strategic planning, leadership, and managing organisational change at a higher level.</p>	<p>BSc (Hons) in Business Management</p> <p>Provides comprehensive knowledge of business operations, including modules on change management, organisational behaviour, and leadership.</p> <p>BSc (Hons) in Organisation Development and Change</p> <p>Specialises in understanding and implementing organisational change, development strategies, and leadership skills.</p>	<p>MSc in Organizational Change or HR Management</p> <p>Professional Qualifications: Certifications like PROSCI or APMG Change Management are standard for mid-level roles.</p> <p>MA in Change Management</p> <p>Focuses on advanced theories and practical approaches to managing change within organisations.</p> <p>MSc in Organisational Development and Change</p> <p>Provides in-depth knowledge of change management frameworks, organisational development, and leadership strategies at an advanced level.</p>
Product Manager	<p>Core GCSE: Mathematics, Business Studies, Information and Communication Technology (ICT), Design and Technology, English</p> <p>Core A-Level: Business Studies, Economics, Mathematics, Computing, Design and Technology, English Literature</p> <p>Other: Psychology, Sociology, Media Studies, Languages, Marketing</p>	<p>Level 2 Customer Service Practitioner Apprenticeship</p> <p>This apprenticeship provides foundational skills in customer service, which can be a stepping stone towards product management roles.</p> <p>Level 3 Business Administrator Apprenticeship</p> <p>Develops organisational and administrative skills relevant to managing products and projects.</p>	<p>Level 4 Diploma in Business and Management</p> <p>Provides a deeper understanding of business operations, useful for aspiring product managers.</p> <p>Level 5 Diploma in Digital Marketing and Product Management</p> <p>Focuses on digital product development, marketing strategies, and management skills.</p>	<p>BSc (Hons) in Business Management or Product Management</p> <p>Provides comprehensive knowledge of business strategies, product development and management principles. Many Product Managers start as Analysts or Developers.</p> <p>BSc (Hons) in Digital and Technology Solutions</p> <p>Focuses on digital innovation, product lifecycle, and technology management.</p>	<p>MA or MSc in Product Management or Innovation</p> <p>Advanced study in product development, innovation strategies, and leadership skills for senior roles.</p> <p>MBA with Specialisation in Product Management</p> <p>Focuses on strategic management, leadership, and product lifecycle management at a senior level.</p>



Management & Entrepreneurship

Recommended Subjects & Illustrative Pathways: Featured UK Careers

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Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Innovation Manager	<p>Core GCSE: Business Studies, Design and Technology, ICT, Mathematics, English, Science</p> <p>Core A-Level: Business Studies, Economics, Design and Technology, ICT, Mathematics, Psychology, English Literature, Science</p> <p>Other: Product Design, Media Studies, Computing, Sociology, Languages (e.g., French, German)</p>	<p>Level 2 Business and Administration Apprenticeship</p> <p>This apprenticeship provides foundational skills in business operations, suitable for entry-level roles supporting innovation activities.</p> <p>Level 3 Business and Technology Apprenticeship</p> <p>Builds on basic business skills with a focus on technological.</p>	<p>Level 4 Higher National Diploma (HND) in Innovation and Enterprise</p> <p>Provides specialised knowledge in innovation strategies, project management, and enterprise development.</p> <p>Level 5 Foundation Degree in Innovation Management</p> <p>Focuses on developing practical skills in managing innovation projects and organisational change.</p>	<p>BSc (Hons) in Innovation and Entrepreneurship</p> <p>Provides comprehensive understanding of innovation processes, entrepreneurship, and strategic management.</p> <p>BSc (Hons) in Business Innovation</p> <p>Focuses on developing skills to lead innovation initiatives within organisations.</p>	<p>MA/MSc in Innovation Management</p> <p>Advanced study in innovation strategies, leadership, and organisational change, preparing for senior roles.</p> <p>PhD in Innovation and Entrepreneurship</p> <p>Research-focused qualification for those aiming to contribute to academic or high-level industry innovation practices.</p>
Entrepreneur	<p>Core GCSE: Business Studies, Economics, Mathematics, English, ICT, Design & Technology</p> <p>Core A-Level: Business Studies, Economics, Mathematics, English Literature or Language, ICT, Design & Technology</p> <p>Other: Psychology, Sociology, Marketing, Computing, Languages</p>	<p>Business Administrator Apprenticeship (Level 3)</p> <p>This pathway combines practical work with training, providing foundational skills in business management and entrepreneurship.</p> <p>Level 3 Business and Enterprise Diploma</p> <p>Offers specialised knowledge in business principles, enterprise, and management, suitable for aspiring entrepreneurs.</p> <p>Starting a business independently with self-education and mentorship</p> <p>Many successful entrepreneurs begin without formal qualifications, relying on real-world experience, online resources, and business incubators.</p>		<p>BSc Business Management or Entrepreneurship</p> <p>Provides comprehensive understanding of business operations, strategy, and entrepreneurial skills, often including practical projects and placements.</p> <p>BSc/BA in Business, IT/Coding, or Law</p> <p>The subject matters less than the practical skills learned.</p>	<p>Master of Business Administration (MBA) with Entrepreneurship focus later in your career</p> <p>Advanced qualification for experienced entrepreneurs or business professionals seeking to expand their skills and network.</p>



Management & Entrepreneurship

Recommended Subjects & Illustrative Pathways: Featured UK Careers

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Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Franchise Owner	<p>Core GCSE: Business Studies, Economics, Mathematics, English, ICT</p> <p>Core A-Level: Business Studies, Economics, Mathematics, English, Law, Psychology</p> <p>Other: Marketing, Accounting, Sociology, Communication Studies</p>	<p>Business Administrator Apprenticeship (Level 3)</p> <p>Provides practical experience in business operations, including aspects relevant to franchising and management.</p> <p>Level 3 Diploma in Business and Management</p> <p>Focuses on core business principles, leadership, and management skills applicable to franchise ownership.</p> <p>Starting a business through self-education and industry experience, then franchising</p> <p>Gaining practical knowledge by working in the industry, then purchasing a franchise or starting your own.</p>	<p>HNC/HND in Business or Management</p>	<p>BSc/BA in Business Management or Retail Management. BSc Business Management or Entrepreneurship</p> <p>Provides comprehensive knowledge of business operations, strategy, and entrepreneurship, essential for franchise ownership.</p>	<p>Master's in Business Administration (MBA) with Entrepreneurship focus</p> <p>Advanced qualification focusing on strategic management, leadership, and franchising opportunities.</p>
Project Manager	<p>Core GCSE: Mathematics, English, Business Studies, ICT, Economics, Geography</p> <p>Core A-Level: Business Studies, Economics, Mathematics, ICT, Geography, Psychology</p> <p>Other: Management, Computing, Sociology, Languages</p>	<p>Level 4 Project Management Apprenticeship</p> <p>Combines work-based learning with training; suitable for those seeking practical experience and a recognised qualification in project management.</p> <p>Level 4 Diploma in Project Management</p> <p>Provides foundational knowledge in project management principles; often part-time or distance learning options available.</p>	<p>Level 4 Project Management Apprenticeship</p> <p>Combines work-based learning with training; suitable for those seeking practical experience and a recognised qualification in project management.</p> <p>Level 4 Diploma in Project Management</p> <p>Provides foundational knowledge in project management principles; often part-time or distance learning options available.</p>	<p>BSc (Hons) in Project Management or Business Management with Project Management</p> <p>Undergraduate degree offering comprehensive knowledge and skills; often includes practical projects and placements.</p> <p>Level 6 Project Manager Degree Apprenticeship (Leads to a BSc, often APM-accredited)</p> <p>Level 6 Digital and Technology Solutions Degree Apprenticeship (a route for IT Project Management)</p>	<p>MSc in Project Management or Program/Portfolio Management (useful for career changers)</p> <p>Advanced study focusing on strategic and complex project management; suitable for career progression or specialisation.</p> <p>Professional Qualifications (Mandatory for progression): Certifications like PRINCE2, AgilePM, APM Project Management Qualification (PMQ), and PMI Project Management Professional (PMP)</p> <p>Recognised industry qualifications that can lead to project management roles without formal degrees; often combined with work experience.</p>



Management & Entrepreneurship

A Broader Perspective – Careers In The US Market

You can use the data below to determine careers that are on the increase in terms of demand from employers.

Careers Within This Cluster	2024 Jobs	2029 Jobs	2023 Hires	Avg. Annual Openings	Typical Entry Level Education
General and Operations Managers	3,754,250	3,989,939	1,920,227	353,100	Bachelor's Degree
Business Operations Specialists	1,215,319	1,292,514	588,961	122,212	Bachelor's Degree
Managers, All Other	1,144,713	1,215,015	272,566	99,123	Bachelor's Degree
Management Analysts	1,084,395	1,178,922	445,564	109,353	Bachelor's Degree
Project Management Specialists	1,015,217	1,090,750	462,170	87,792	Bachelor's Degree
Human Resources Specialists	997,659	1,067,577	661,131	98,854	Bachelor's Degree
Financial Managers	862,623	957,797	370,585	79,734	Bachelor's Degree
Construction Managers	578,083	615,482	224,398	49,420	Bachelor's Degree
Training and Development Specialists	430,768	461,942	216,344	43,304	Bachelor's Degree
Compliance Officers	406,515	431,463	162,868	36,953	Bachelor's Degree
Public Relations Specialists	312,312	334,299	141,899	29,702	Bachelor's Degree
Chief Executives	308,461	313,348	86,096	22,812	Bachelor's Degree
Administrative Services Managers	258,936	276,063	110,736	23,799	Bachelor's Degree
Industrial Production Managers	233,166	245,129	72,476	18,651	Bachelor's Degree
Human Resources Managers	222,267	237,297	99,663	20,103	Bachelor's Degree
Office and Administrative Support Workers	221,648	221,055	116,220	24,349	Further Ed Qualification
Office Clerks, General	2,748,507	2,778,188	2,050,389	342,482	Further Ed Qualification
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2,042,574	2,013,908	1,357,853	231,617	Further Ed Qualification
First-Line Supervisors of Office and Administrative Support Workers	1,592,748	1,621,392	838,600	161,966	Further Ed Qualification
Executive Secretaries and Executive Administrative Assistants	511,302	483,320	309,301	51,904	Further Ed Qualification

Source: U.S. Bureau of Labor Statistics

Career Cluster:

Healthcare & Human Services

Career Family:

Caring for the Community

Careers that teach, care for, protect, and support people.



Healthcare & Human Services

The **Healthcare & Human Services Career Cluster** involves **protecting lives and supporting people** in our communities. This sector focuses on **diagnosing illnesses, providing medical treatments, and offering emotional or social support**. Professionals use advanced science and technology to cure diseases, help with recovery, and ensure everyone has access to vital care.



Careers in Healthcare & Human Services are found across six main areas:

Physical Health

These medical experts use science and technology to diagnose injuries, treat illnesses, and help patients recover their bodily strength.

Behavioural & Mental Health

Professionals in this field provide essential support and counselling to help people manage their emotions and improve their minds.

Community & Social Services

This area focuses on protecting vulnerable people by providing resources, advice, and practical help within local neighbourhoods and homes.

Personal Care Services

Workers here assist individuals with daily living tasks, such as washing and dressing, to ensure they live with dignity.

Health Data & Administration

This sector involves managing important medical records and organising how hospitals and clinics run their daily business and schedules.

Biotech Research & Development

Scientists in this field study cells and DNA to create new medicines and high-tech tools that save lives globally.

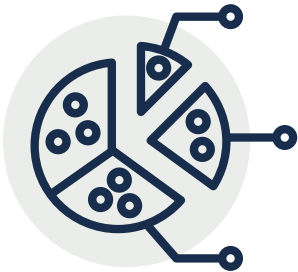


Health and Human Services careers support wellbeing by providing care and services for communities.



This career cluster suits people who enjoy empathy, communication, problem-solving, and supporting others during important moments in people's lives.

How Careers Are Organised at PeopleHawk



At PeopleHawk, careers are grouped into Career Families and Career Clusters.

- **Career Families** show the big themes that shape the world of work.
- **Career Clusters** group similar jobs together.

There are **6 Career Families**, organised into **14 Career Clusters**.

This framework shows how different careers connect and depend on each other, helping you explore paths that match who you are and what you enjoy.



Powering Your Planet
(Agriculture · Energy & Natural Resources)

Careers that help feed the world, power homes, and protect the environment.



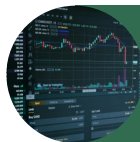
Creativity, Culture & Experience
(Arts, Entertainment & Design · Hospitality, Events & Tourism)

Careers that focus on creativity, enjoyment, and memorable experiences.



Design, Build & Deliver
(Construction · Advanced Manufacturing · Supply Chain & Transportation)

Careers that design, build, make, and move the things we use every day.



Money, Markets & More
(Financial Services)

Careers that help manage money, support businesses, and plan for the future.



Lead, Market & Innovate
(Digital Technology · Marketing & Sales · Management & Entrepreneurship)

Careers that create ideas, use technology, lead teams, and grow businesses.



Caring for the Community
(Education · Healthcare & Human Services · Public Service & Safety)

Careers that teach, care for, protect, and support people.



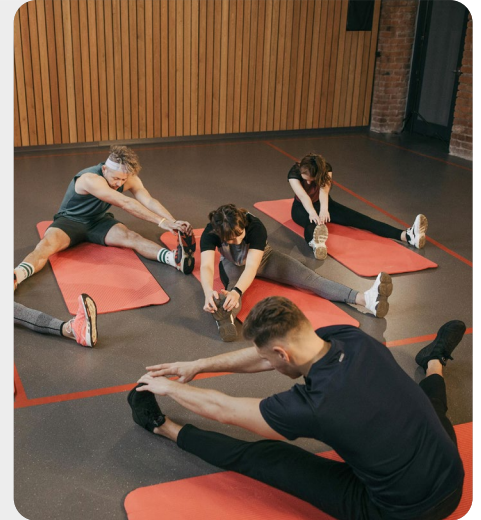
Healthcare & Human Services

Careers & Work Places

These tables list sample occupations, emerging occupations, and sample places of work based on quantitative industry data.

Traditional Careers

- Allied Health Professional
- Biotechnology Researcher
- Clinical Laboratory Technologist
- Emergency Medical Technician
- Fitness Instructor / Therapist
- Health Education Specialist
- Health Informatics Specialist
- Health Science Educator
- Health Scientist
- Home Health & Personal Care Assistant
- Medical Billing & Coding Specialist
- Medical Records Administrator
- Memory Care Coordinator
- Beauty Therapist
- Nutrition Programme Administrator
- Pharmacy Technician
- Phlebotomist
- Physical Therapist Assistant
- Radiation Therapist
- Radiologic Technician
- Registered Nurse
- Activities Coordinator
- Surgical Technologist
- Dietetic Assistant

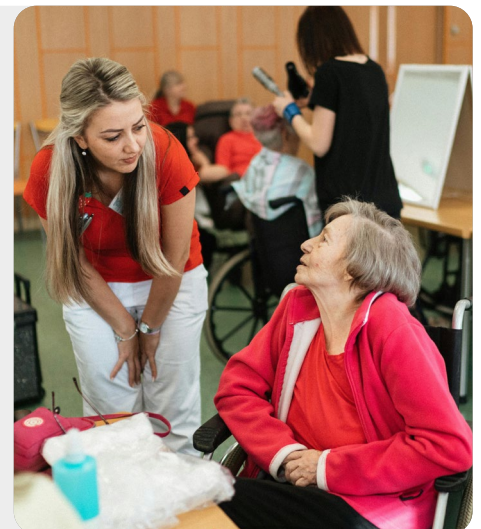


Emerging Careers

- Aging-in-Place Specialist
- Clinical Ethicist
- Community Health Worker
- Digital Health Specialist
- Genetic Counsellor
- Geriatric Nurse
- Health Informatics Specialist
- Marriage and Family Therapist
- Patient Experience Officer
- Patient Navigator
- Peer Support Specialist
- Social Gerontologist
- Substance Abuse Counsellor
- Digital Therapeutics Specialist

Places of Work

- Community Health Centres
- Cosmetic & Wellness Clinics
- Educational Institutions
- General Practitioner (GP) Surgeries
- Health & Social Care Charities
- Local Authorities & Public Health Services
- Mental Health & Counselling Services
- NHS Hospitals & Trusts
- Nursing & Residential Care Homes
- Pharmaceutical & Biotechnology Companies
- Private Healthcare Providers
- Rehabilitation & Physiotherapy Clinics
- Research Institutes & Medical Laboratories
- Residential & Supported Living Services
- Schools & Special Educational Needs (SEN) Services
- Self-Employed / Private Practice
- Social Care & Family Support Services
- Telehealth & Digital Health Providers
- Wellness & Fitness Organisations
- Youth & Community Support Organisations





Healthcare & Human Services

How VIPS Align To This Career Cluster

This Career Cluster groups together **lots of similar careers**.

The summary below shows the **Values, Interests, Personality and Problem-Solving Skills** that are **often seen in people who enjoy careers in this cluster**. If you haven't taken the **PeopleHawk VIPS assessment** yet, take it to see how your own **Values, Interests, Personality, and Problem-Solving Skills** match different career clusters and careers. You don't need to match everything – use this to explore where your strengths may fit **within this cluster**.

Values



- **Relationships:**
caring about people
- **Support:**
helping those in need
- **Achievement:**
making a real difference
- **Recognition:**
feeling valued for helping others

Interests



- **Social:**
caring, supporting, helping
- **Investigative:**
understanding problems and solutions
- **Realistic:**
practical, hands-on care

Personality



- **Agreeableness:**
kind and patient
- **Emotional Intelligence:**
sensitive to others' needs
- **Conscientiousness:**
responsible and careful
- **Emotional Stability:**
coping with emotional situations

Problem-Solving Skills



Medium to high problem-solving:
thoughtful, caring decisions

Highly Demanded Skills In This Career Cluster



High-Demand Technical Skills

- ACLS Certification
- Advocacy
- Assessment & Evaluation
- Basic Life Support (BLS) Certification
- Case Management
- Clinical Communication
- Community Outreach
- CPR Certification
- Crisis Intervention
- Cultural Competency
- De-escalation & Crisis Prevention
- Electronic Health Record (EHR) Documentation
- Evidence-Based Practice
- First Aid & AED
- GDPR & Data Protection
- Infection Prevention & Control
- Medication Administration
- Medical Terminology
- Patient Care Planning
- Quality Improvement
- Safeguarding
- Team-Based Care
- Teamwork

High-Demand Software Skills

- Clinic Management Systems
- Dashboard & Reporting Software
- Electronic Health Record (EHR) Systems
- Electronic Medical Record (EMR) Systems
- Laboratory Information Management Systems (LIMS)
- Learning Management Systems (LMS)
- Medical Administration Software
- Microsoft Office & Spreadsheets
- Patient Management Software
- Project Management Software
- Scheduling & Appointment Systems
- SQL & Data Management
- Telehealth Platforms
- Video Conferencing Tools
- Virtual Care System



Healthcare & Human Services

Featured Careers In UK

Below are some of the most **common and in-demand careers** within this Career Cluster **right now**. Career opportunities can change over time as **technology, AI, and industry needs** evolve, so this list is a snapshot of current roles rather than a fixed pathway.

- 1. Nurse**
You are the hero on the ward, providing direct patient care, administering medication, and assisting doctors. With an aging population and increasing demand, nursing is consistently one of the highest-demand and most essential jobs in the NHS/HSE, with good career progression.
- 2. Healthcare Assistant**
You are the foundation of patient care! You provide direct support to nurses, helping patients with personal care, mobility, and monitoring vital signs. This is a vital entry-level role, often available right after school, providing valuable experience and a pathway to nursing degrees.
- 3. Mental Health Nurse**
You specialise in supporting people with mental health challenges like anxiety, depression, or addiction. You provide therapeutic care, manage treatment plans, and help patients build resilience. This field is booming due to increased awareness and critical need.
- 4. Social Worker**
You protect vulnerable people (children, families, or the elderly) and connect them with vital services like housing, financial aid, healthcare, and support groups. You are a crucial advocate and problem-solver who works to improve a client's safety, stability, and overall well-being.
- 5. Care Worker**
A personal care aide helps people who are sick, elderly, or disabled with everyday tasks like bathing, dressing, eating, and moving around. They work in homes or care facilities and offer support, kindness, and safety. It's a hands-on job that makes a big difference in someone's daily life.
- 6. Physiotherapist**
You help people recover movement and strength after an injury, illness, or operation. You design personalised exercise plans to manage pain and improve mobility. This role is highly in-demand due to an aging population and the focus on rehabilitation.
- 7. Occupational Therapist**
You help people regain the skills needed for daily life (their "occupation"), such as dressing, cooking, or returning to work. You adapt their environment and recommend tools to help them live as independently as possible. You collaborate with families and professionals to create personalized care plans.
- 8. Counsellor**
You help people deal with stress, anxiety, sadness, and other emotional challenges. You listen, offer support, and teach coping skills to improve well-being. Counsellors work in schools, clinics, or online. Your goal is to help people feel better, make healthy choices, and handle life's ups and downs.
- 9. Radiographer (Diagnostics)**
You operate high-tech scanning equipment like X-rays, MRI, and CT scanners to create detailed diagnostic images of the inside of the human body. Doctors rely on your technical skill, precision, and attention to detail to correctly diagnose injuries, abnormalities, and diseases.
- 10. Addiction Counsellor**
You help people who are struggling with drugs, alcohol, or other harmful habits. You listen without judgment, offer support, and teach ways to cope and recover. Counsellors create treatment plans and guide people through tough times. Your goal is to help others live healthier, addiction-free lives.

UK Institutes, Associations, & Accrediting Bodies

- | | | |
|--|--|---|
| <p>Professional & Accrediting Bodies</p> <ul style="list-style-type: none"> • Nursing and Midwifery Council (NMC) • Health and Care Professions Council (HCPC) • General Medical Council (GMC) | <p>Industry Associations</p> <ul style="list-style-type: none"> • Royal College of Nursing (RCN) • British Association for Counselling and Psychotherapy (BACP) • Chartered Society of Physiotherapy (CSP) | <p>Research & Training Centres</p> <ul style="list-style-type: none"> • NHS Leadership Academy • National Institute for Health and Care Research (NIHR) • UK Health Security Agency (UKHSA) |
|--|--|---|

UK Certifications

Behavioural & Mental Health	Biotech Research & Development	Community & Social Services	Health Data & Administration	Personal Care Services	Physical Health
BACP counselling qualifications; Mental Health First Aid (MHFA) certification; trauma-informed practice training.	Good Clinical Practice (GCP) certification; GMP laboratory training; biotechnology and biopharmaceutical qualifications.	Level 3 Safeguarding certification; NCFE health and social care qualifications; case management and youth support training.	NHS clinical coding qualifications; GDPR and health data compliance training; medical administration certifications.	Care Certificate standards; manual handling and infection prevention training; emergency first aid qualifications.	HCPC or NMC registration pathways; Basic Life Support (BLS) certification; patient safety and clinical care training.



Healthcare & Human Services

Recommended Subjects & Illustrative Pathways: Featured UK Careers

A Career Pathway is a plan that shows you some of the common steps people take to move from where they are now to where they want to be. It's not just a single step – it's the whole journey, from the subjects and qualifications you take in school, to the work experience, training, and different courses and jobs you may explore along the way. Below are subject recommendations and illustrative examples of pathways into some of the most popular UK careers in this cluster.

Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Nurse	<p>Core GCSE: English, Mathematics, Science (Biology, Chemistry, Physics), Health and Social Care (optional), Psychology (optional)</p> <p>Core A-levels: Biology, Psychology, Health & Social Care, Sociology, Chemistry, Mathematics, English Literature or Language</p> <p>Other: Physical Education, Sociology, Citizenship, Business Studies</p>	<p>Adult Care Worker Apprenticeship</p> <p>Combines paid work with training; leads to a Level 3 Diploma in Adult Care; suitable for those wanting to work while learning.</p> <p>Registering as a Nurse via the Nursing Associate route and progressing to registered nurse status</p> <p>Provides a pathway into nursing for those without traditional qualifications; can lead to full registration as a nurse.</p>		<p>BSc Nursing (Adult, Child, Mental Health, Learning Disability)</p> <p>Typically a three-a year university course; prepares students for registration as a nurse with the Nursing and Midwifery Council (NMC).</p>	<p>Postgraduate Diploma or MSc in Adult Nursing</p> <p>For qualified nurses seeking to specialise or advance their careers; usually one year full-time or part-time study.</p>
Healthcare Assistant	<p>Core GCSE: English, Mathematics, Science (Biology, Chemistry, Physics), Optional: Health & Social Care, Psychology</p> <p>Core A-levels: Biology, Psychology, Health & Social Care, Sociology, Chemistry (optional)</p> <p>Other: First Aid, Public Health, Nutrition, Physical Education, Child Development</p>	<p>Healthcare Support Worker Apprenticeship (Level 2-3)</p> <p>Combines paid work with training; duration around 12-24 months; leads to a recognised qualification such as Level 2 or 3 in Healthcare Support.</p> <p>Diploma in Health and Social Care (Level 2 or 3)</p> <p>Full-time course; duration approximately 1-2 years; prepares students for work as a Healthcare Assistant or further study.</p> <p>Volunteering or unpaid work in healthcare settings to gain experience and demonstrate commitment</p> <p>Can lead to paid positions or further training opportunities; valuable for building skills and understanding the role.</p>		<p>BSc in Healthcare Support or Nursing (with a focus on support roles)</p> <p>Typically 3-year undergraduate degree; provides comprehensive knowledge and skills; can lead to advanced roles in healthcare.</p>	<p>Postgraduate Certificate or Diploma in Healthcare Practice</p> <p>Advanced training for those seeking to specialise or progress; duration varies; often aimed at those with prior healthcare experience.</p>
Mental Health Nurse	<p>Core GCSE: Mental Health Nursing, Biology, Psychology, English, Maths, Science</p> <p>Core A Level: Psychology, Biology, Health and Social Care, Sociology, English, Maths</p> <p>Other: Sociology, Citizenship, PE, Art and Design, Drama</p>	<p>Adult Healthcare Apprenticeship (Level 3 or 4)</p> <p>Combines paid work with study, leading to a qualification in healthcare support or nursing associate, which can progress to registered nursing</p> <p>Diploma in Health and Social Care (Level 3)</p> <p>Provides foundational knowledge; can lead to further nursing training or higher education.</p> <p>Graduate Entry Nursing Programmes</p> <p>Fast-track route for those with a degree in another discipline to qualify as a mental health nurse.</p>		<p>BSc (Hons) Mental Health Nursing</p> <p>Standard route to becoming a registered nurse; includes practical placements and academic study.</p>	<p>Postgraduate Diploma or MSc in Mental Health Nursing</p> <p>For qualified nurses seeking specialisation or career advancement in mental health nursing.</p>



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Careers	Subjects	Apprenticeship Level 2 & 3	Diploma Level 4 & 5	Degree Level 6	Post Graduate Level 7 & 8
Social Worker	<p>Core GCSE: English, Mathematics, Science, Citizenship, PSHE (Personal, Social, Health and Economic Education)</p> <p>Core A Level: Psychology, Sociology, Health and Social Care, Sociology, Psychology, Law, English Literature or Language</p> <p>Other: Drama, Religious Studies, Business Studies, Geography, Modern Foreign Languages</p>	<p>Access to HE Diploma (Social Work Pathway)</p> <p>BTEC Level 3 National Extended Diploma (In Health and Social Care or a related social science subject)</p>	<p>Level 4 Social Work Degree Apprenticeship</p> <p>This pathway combines work-based learning with academic study, leading to a recognised social work qualification. It usually lasts around 3 years.</p> <p>Level 5 Diploma in Social Work</p> <p>Provides a professional qualification in social work, often a stepping stone towards registration with the Health and Care Professions Council (HCPC).</p>	<p>BA/BSc (Hons) Social Work</p> <p>This is the standard route into social work, leading to eligibility for HCPC registration. Duration is usually 3 years full-time.</p> <p>Degree Apprenticeship in Social Work</p> <p>An alternative work-based route combining employment with academic study, leading to a social work qualification.</p>	<p>Postgraduate Diploma or MSc in Social Work</p> <p>Designed for graduates seeking to qualify as social workers, often part-time or full-time, leading to professional registration.</p>
Care Worker	<p>Core GCSE: English, Maths, Science, Health and Social Care, Psychology, Sociology</p> <p>Core A-levels: Health and Social Care, Psychology, Sociology, Biology, Psychology</p> <p>Other: Child Development, Citizenship, English Literature, Sociology, Psychology</p>	<p>Level 2 Healthcare Support Worker Apprenticeship</p> <p>Provides practical work experience alongside training, leading to a recognised qualification and employment as a healthcare support worker.</p> <p>Level 3 Diploma in Health and Social Care</p> <p>Offers specialised training in caring for individuals, preparing students for employment or further study in health and social care roles.</p> <p>Volunteering or unpaid work in care settings to gain experience and explore the career before formal training</p> <p>Provides practical experience and insight into the profession, which can support applications for apprenticeships or further training.</p>		<p>BSc in Health and Social Care or Nursing</p> <p>Provides in-depth knowledge and skills for a career in care, with options to specialise or progress into nursing or management roles.</p>	<p>Postgraduate Diploma or MSc in Health and Social Care or Nursing</p> <p>Enables career advancement, specialisation, or transition into advanced care roles, including nursing or management positions.</p>



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Physiotherapist	<p>Core GCSEs: English, Maths, Physical Education, Biology</p> <p>Core A-Levels: Biology, Physical Education, Maths, English/English Literature</p> <p>Other: Psychology, Health & Social Care, Sports Science</p>	<p>BTEC Level 3 National Extended Diploma (In a relevant science or healthcare subject like Sport & Exercise Science or Health Science)</p>	<p>Diploma in Sports Therapy or Rehabilitation</p> <p>This pathway offers a vocational route into physiotherapy-related fields, but may not lead directly to becoming a Chartered Physiotherapist without further study.</p>	<p>BSc (Hons) Physiotherapy</p> <p>This is the standard route to becoming a Chartered Physiotherapist in the UK. The degree is accredited by the Health and Care Professions Council (HCPC).</p> <p>Physiotherapy Degree Apprenticeship (Level 6)</p> <p>Apprenticeships combine paid work with study, leading to a degree in physiotherapy. They are available through specific employer schemes and require application through apprenticeship providers.</p> <p>Graduate Entry Programmes in Physiotherapy</p> <p>Some universities offer accelerated postgraduate programmes for graduates from other disciplines, leading to HCPC registration.</p>	<p>Postgraduate MSc in Physiotherapy</p> <p>Suitable for graduates seeking to specialise or change career paths. Requires prior degree and relevant experience.</p>
Occupational Therapist	<p>Core GCSEs: English, Science (Biology, Chemistry, Physics), Mathematics, Physical Education</p> <p>Core A-Levels: Biology, Psychology, Physical Education, Sociology, Health & Social Care</p> <p>Other: Art & Design, Drama, Computing, Mathematics</p>		<p>Diploma in Health and Social Care (Level 3 or 4)</p> <p>Provides foundational knowledge; often used as a stepping stone towards degree programmes or direct entry into related roles.</p>	<p>BSc (Hons) Occupational Therapy</p> <p>Standard route into the profession, leading to registration with the Health and Care Professions Council (HCPC). Duration is usually three years full-time</p> <p>Occupational Therapy Degree Apprenticeship (Level 6)</p> <p>Combines paid work with study, leading to a degree in occupational therapy. Suitable for those seeking a practical route into the profession while earning.</p> <p>Graduate Entry Programmes in Occupational Therapy</p> <p>Accelerated routes for graduates from other disciplines to qualify as occupational therapists, often offered as postgraduate diplomas or MSc courses.</p>	<p>Postgraduate Diploma or MSc in Occupational Therapy</p> <p>For graduates seeking to qualify as occupational therapists; typically takes 2 years full-time and leads to HCPC registration.</p>



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Counsellor	<p>Core GCSE: English, Psychology, Sociology, Health and Social Care, Mathematics</p> <p>Core A-Level: Psychology, Sociology, Health and Social Care, English, Biology</p> <p>Other: Citizenship, Philosophy, Ethics, Business Studies, Sociology</p>	<p>Diploma in Counselling Skills (Level 3 or 4)</p> <p>Provides foundational counselling skills; often a stepping stone towards further study or professional registration.</p>	<p>Level 4 Counselling Practitioner Apprenticeship</p> <p>This pathway combines work-based training with study, leading to a recognised qualification in counselling practice. Suitable for those seeking practical experience alongside learning.</p>	<p>BSc or BA in Counselling, Psychology, or related fields</p> <p>Undergraduate degree providing comprehensive knowledge and skills; essential for professional registration and advanced practice.</p> <p>Foundation Degree in Counselling or Health and Social Care with specialisation in counselling</p> <p>Offers a practical route into counselling, often combined with work placements, leading to employment or progression to degree courses.</p>	<p>Postgraduate Diploma or MSc in Counselling or Psychotherapy</p> <p>Advanced training for those seeking to specialise or gain accreditation as a professional counsellor or psychotherapist.</p>
Radiographer (Diagnostics)	<p>Core GCSE: English, Maths, Science (Biology, Chemistry, Physics)</p> <p>Core A-Level: Biology, Physics, Chemistry, Maths</p> <p>Other: Health & Social Care, Psychology, IT</p>		<p>Diploma in Healthcare Science (Diagnostic Radiography)</p> <p>This diploma provides foundational knowledge and skills in radiography, often serving as a stepping stone to degree programmes or employment in healthcare settings.</p>	<p>Diagnostic Radiography Degree Apprenticeship (Level 6)</p> <p>This pathway combines work-based training with academic study, leading to a degree in radiography. It usually lasts around 3-4 years and allows earning while learning.</p> <p>BSc (Hons) in Diagnostic Radiography</p> <p>This is the standard route to becoming a registered radiographer. The degree usually lasts three years and includes practical placements in clinical settings.</p>	<p>Postgraduate Diploma or MSc in Diagnostic Radiography</p> <p>This pathway is suitable for those who already hold a related degree and wish to specialise or advance their career in radiography.</p>
Addiction Counsellor	<p>Core GCSE: English, Maths, Science (Biology, Chemistry or Physics), PSHE (Personal, Social, Health and Economic Education)</p> <p>Core A-Level: Psychology, Sociology, Health and Social Care, Biology, Chemistry, English Literature or Language</p> <p>Other: Drama, Citizenship, PE, Religious Studies</p>	<p>Level 3 Substance Misuse and Addiction Practitioner Apprenticeship</p> <p>This apprenticeship combines work-based training with study, leading to a recognised qualification in substance misuse and addiction support.</p> <p>Level 3 Diploma in Substance Misuse and Addiction</p> <p>Provides foundational knowledge and skills for working with individuals with addiction issues, often suitable for those already working in health or social care.</p> <p>Work-based experience combined with recognised training programmes, such as NVQ or SVQ in Health and Social Care with specialisation in addiction</p> <p>Allows entry into the profession through practical experience and targeted qualifications, often used by those already working in related fields.</p>		<p>BSc (Hons) in Addiction Counselling or related fields (e.g. Psychology, Counselling Studies)</p> <p>Offers comprehensive academic training, often including practical placements, preparing students for professional practice as addiction counsellors.</p>	<p>Postgraduate Diploma or MSc in Addiction Counselling or Clinical Psychology</p> <p>Advanced training for those seeking to specialise further or gain accreditation as a qualified addiction counsellor or clinical psychologist.</p>



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A Broader Perspective – Careers In The US Market

You can use the data below to determine careers that are on the increase in terms of demand from employers.

Careers Within This Cluster	2024 Jobs	2029 Jobs	2023 Hires	Avg. Annual Openings	Typical Entry Level Education
Registered Nurses	3,370,693	3,586,928	1,005,078	233,541	Bachelor's Degree
Medical and Health Services Managers	575,536	670,058	255,790	61,497	Bachelor's Degree
Substance Abuse, Behavioural Disorder, and Mental Health Counsellors	462,118	522,664	228,510	52,381	Bachelor's Degree
Child, Family and School Social Workers	370,004	393,207	150,792	33,830	Bachelor's Degree
Clinical Laboratory Technologists and Technicians	356,850	379,191	118,600	28,049	Bachelor's Degree
Clergy	255,144	264,468	102,932	23,881	Bachelor's Degree
Radiologic Technologists and Technicians	233,511	247,963	59,899	15,686	Further Ed Qualification
Dental Hygienists	223,623	239,869	82,975	18,515	Further Ed Qualification
Computer User Support Specialists	478,935	799,809	293,059	61,769	Further Ed Qualification
Nursing Assistants	1,459,205	1,530,902	1,371,295	228,737	Further Ed Qualification
Medical Assistants	819,098	902,982	575,680	125,829	Further Ed Qualification
Licensed Practical and Licensed Vocational Nurses	677,928	718,044	355,895	61,771	Further Ed Qualification
Hairdressers, Hairstylists and Cosmetologists	652,011	677,726	231,757	96,714	Further Ed Qualification
Dental Assistants	392,012	420,604	301,545	61,547	Further Ed Qualification
Manicurists and Pedicurists	235,834	256,621	94,473	32,802	Further Ed Qualification
Home Health and Personal Care Aides	4,461,019	5,103,771	3,414,871	829,547	Further Ed Qualification
Medical Secretaries and Administrative Assistants	786,578	842,525	444,295	96,001	Further Ed Qualification
Pharmacy Technicians	472,405	497,193	256,613	48,733	Further Ed Qualification
Social and Human Services Assistants	449,112	486,741	254,899	54,784	Further Ed Qualification
Exercise Trainers and Group Fitness Instructors	375,523	409,591	380,846	78,705	Further Ed Qualification

Source: U.S. Bureau of Labor Statistics

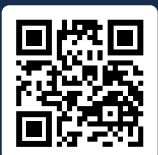


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