



National
Academy
for Social
Prescribing

Social Prescribing Link Workers Training Roadmap



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Introduction

Social Prescribing Link Workers (SPLWs) are integral to the delivery of social prescribing. They take a holistic and person-centred approach, giving people time to understand what matters to them and co-producing plans that can support and address their health and wellbeing needs.

Through consultations with SPLWs, including our [first national survey](#), the National Academy for Social Prescribing (NASP) has identified a need for greater clarity around training and development requirements. The [Workforce Development Framework](#) published by NHS England outlines the recommended core competencies for the workforce, which include competencies to:

- 1) Engage and connect with people
- 2) Enable and support people
- 3) Enable community development
- 4) Utilise safe and effective practice

The results of our national survey have demonstrated that, overall, SPLWs feel confident in their ability to meet these competencies. However, 36% said that

they were not aware of the training and development opportunities in their role; 41% do not have access to a training budget; and 47% do not know whether there is one available for their development. 70% of SPLWs would like to develop their skills to improve in their role.

NASP has a commitment to helping equip and empower link workers in their role. That is why we are pleased to launch the first ever Social Prescribing Link Worker Training Roadmap, which has been developed in collaboration with the Royal Society of Public Health, Conexus Healthcare CIC, The Social Prescribing Network, We Do Wellbeing and members of our Link Worker Advisory Group.

This roadmap is intended to help SPLWs understand how they can meet the competencies outlined in the Workforce Development Framework. It is also intended to support national training providers, SPLW employers and commissioners to establish a consistent training offer.



This roadmap builds on and complements our existing [Link Worker Induction Guide](#). All elements of the roadmap have been co-produced with practitioners, trainers and experienced leaders to ensure that this is useful and relevant for SPLWs, regardless of setting, context or specialty.

This roadmap does not include all the training and development information that you need as a link worker, but aims to highlight the recommended skills required for you to feel able to succeed in your role. It will need to be aligned with your organisation's own induction and training requirements.

It is worth noting that this is an evolving document, which we aim to update as other national guidance and policy further develops.

We hope you will find this guide useful for your role and look forward to hearing what you think.

workforce@nasp.info



Training and development. What is currently available:

Access to training and development is essential for any new role and should give you the skills to be able to carry out your role confidently. To develop a good understanding of standardised social prescribing practice, visit the NHS England website to access the [Workforce Development Framework](#) and [Competency Framework](#) for SPLWs.

There are a growing number of existing training opportunities for new SPLWs. A good place to start is completing any initial mandatory training. According to the [Network Contract Directed Enhanced Service for 2025/26](#), SPLWs employed within Primary Care Networks must:

- Complete the mandatory NHS England and online learning programme, accessed via the [Personalised Care Institute website](#)
- Attend the peer support networks delivered at Place or System by the Integrated Care System in the region

Below is a list of training and development opportunities:

NHS England [online learning platform](#)

1. Introduction to the Social Prescribing Link Worker role
2. Developing personalised care and support plans with people
3. Developing partnerships
4. Introducing people to community groups and voluntary, community, faith and social enterprise organisations
5. Safeguarding vulnerable people
6. Keeping records and measuring impact
7. Supporting people with their mental health through social prescribing
8. Social welfare, legal support, and money guidance
9. Social prescribing for children and young people
10. Supervision
11. Social prescribing and the Armed Forces Community
12. Culturally responsive practice

[E-learning for healthcare](#) (modules are free)

A platform that offers several training modules to support the health and care workforce. Below are some key modules you may want to consider completing to support in your role. Visit the website to view all the modules on offer.

1. Safeguarding Adults Level 1
2. Safeguarding Children and Young People Level 1
3. Communicating with Empathy
4. Making Every Contact Count - Five Ways to Wellbeing
5. Person centred Approaches (PCT)

Additional Training and Development Opportunities

[FutureNHS Collaboration Platform](#)

NHS England has created an online platform for the social prescribing community that gives access to forums, useful information, and a catalogue of resources. To sign up contact england.socialprescribing@nhs.net

[National Academy of Social Prescribing \(NASP\)](#)

Access to a catalogue of resources such as useful insights, webinars, and podcasts around social prescribing, including our [Link Worker Induction Guide](#).

Suggested Reading List

[NHS England Social Prescribing Link Worker Welcome Pack](#)

[NHS England Workforce Development Framework](#)

[NHS England Competency Framework Network Contract DES](#)

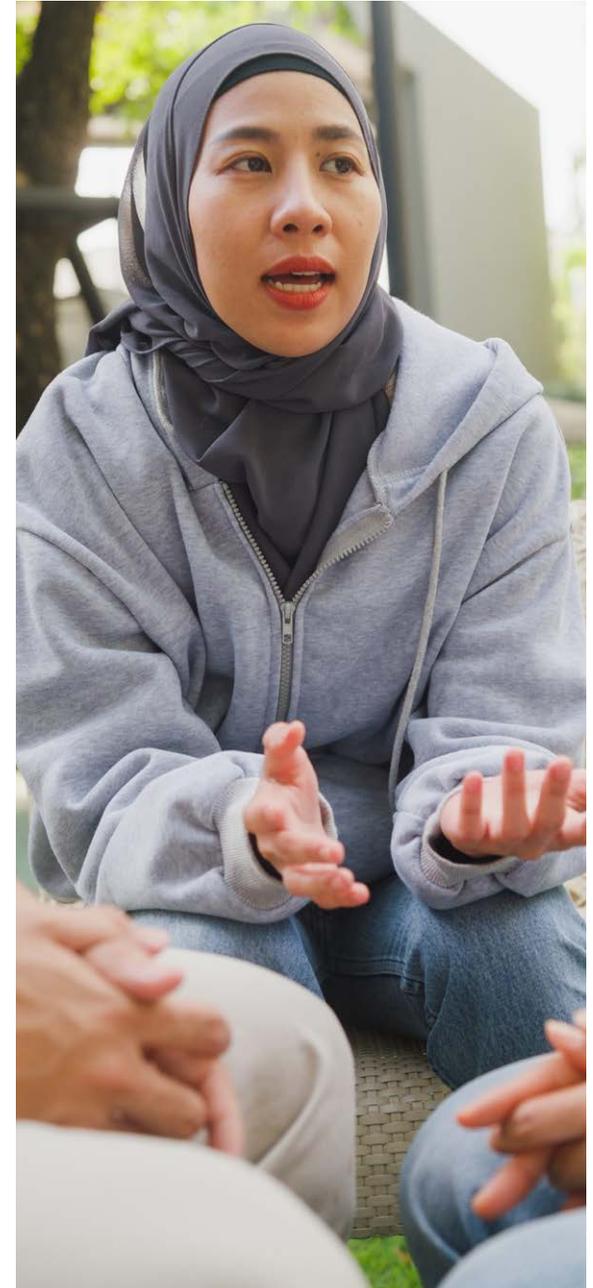
[Fair Society Healthy Lives \(The Marmot Review\)](#)

[The Kings Fund](#)

[Bromley by Bow Centre](#)

[National Academy of Social Prescribing \(NASP\)](#)

[Health Inequalities, Population Health & Proactive Social Prescribing - Transformation Partners in Health and Care](#)



Entry requirements

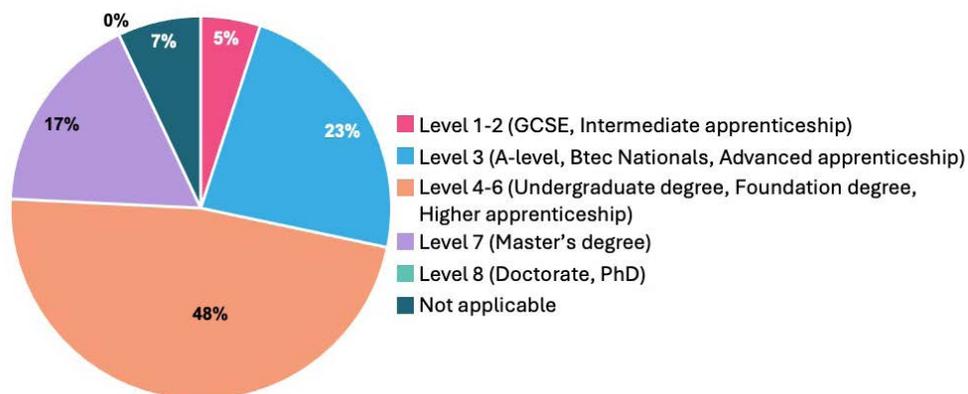
There are currently [no set entry requirements for Social Prescribing Link Workers](#), but meeting competencies and a set of standards will be expected. The four competencies, as outlined by the [Workforce Development Framework](#) are:

- Competencies to engage and connect with people
- Competencies to enable and support people
- Competencies to enable community development
- Competencies for safe and effective practice

However, the most recent *DES: Contract Specification 2025/2026* states: “Where the Social Prescribing Link Worker does not already have any Level 3 qualification, the PCN should ensure that they are enrolled in, or undertaking, appropriate training to obtain a Level 3 occupational standard”.

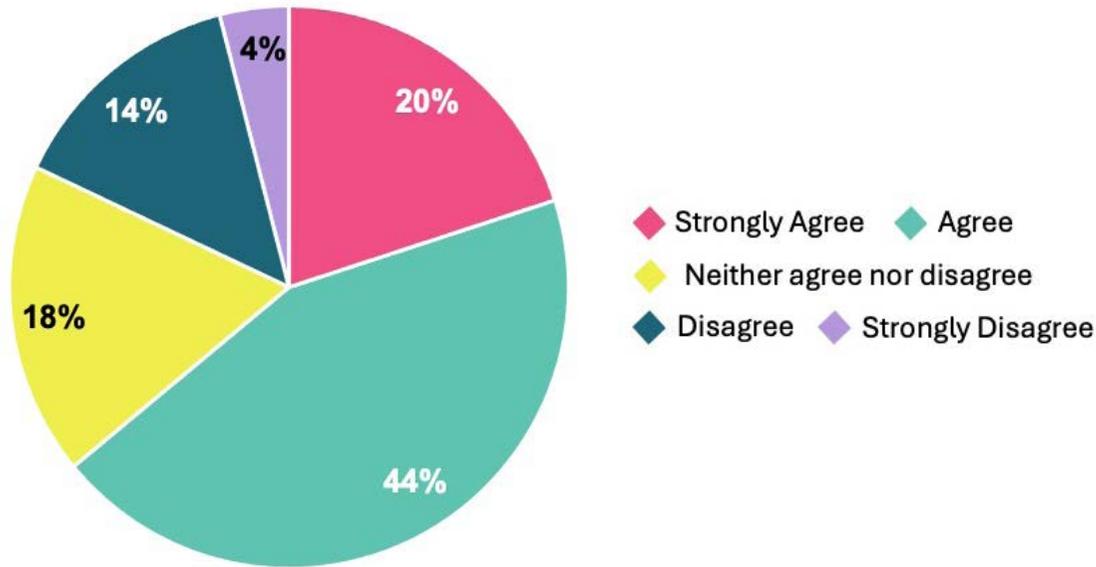
We have identified through our national survey that the majority of SPLWs are educated to Level 3 or higher before entering the role.

What is the highest level of training/education you had received before becoming a SPLW? (n=411)

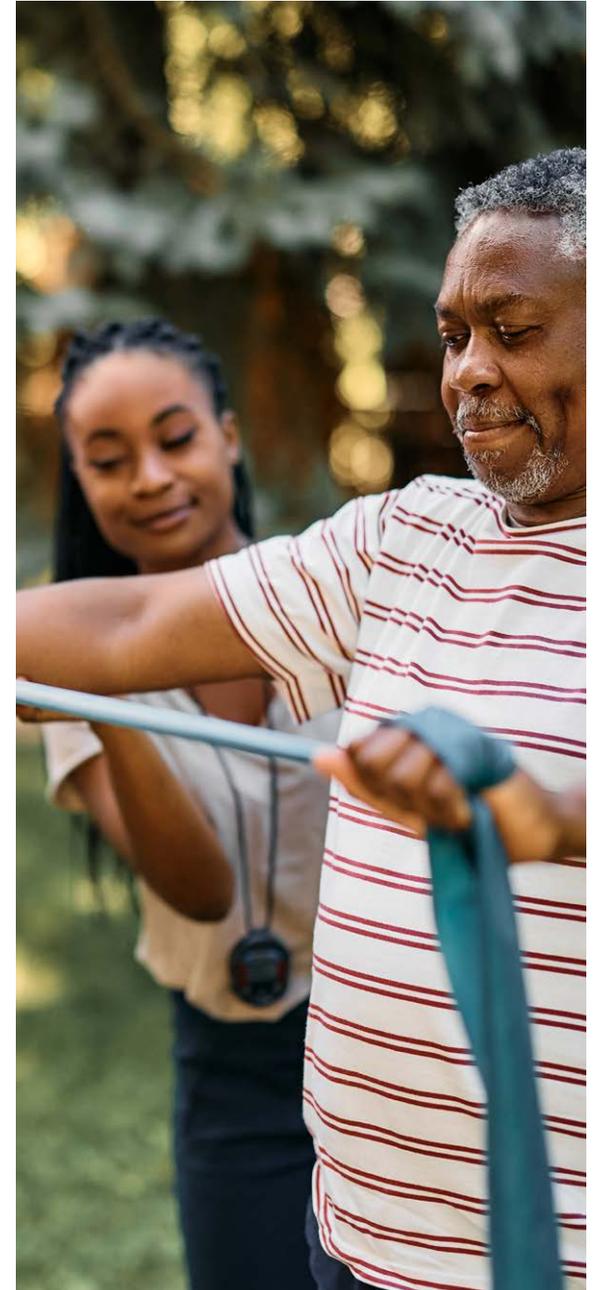


However, beyond the recommendation in the *DES Contract Specification*, and guidance via the competency framework, there is still a lack of clarity over what training is required and accessible for the workforce. This was highlighted through our survey, which suggested that nearly 1 in 5 SPLWs don't feel aware of the training and development opportunities in their role and 71% would like to develop their skills to improve in their role as a SPLW.

I am aware of the training and development opportunities in my role



This highlights the need for continuous professional development, on-the-job training, and regular review of development to meet the competencies to be maintained and invested in, to ensure that SPLWs feel equipped to meet the requirements of their role. It is important that link workers have the chance to learn from one another and forge strong networks, and have time for peer learning and support as part of their ongoing development.

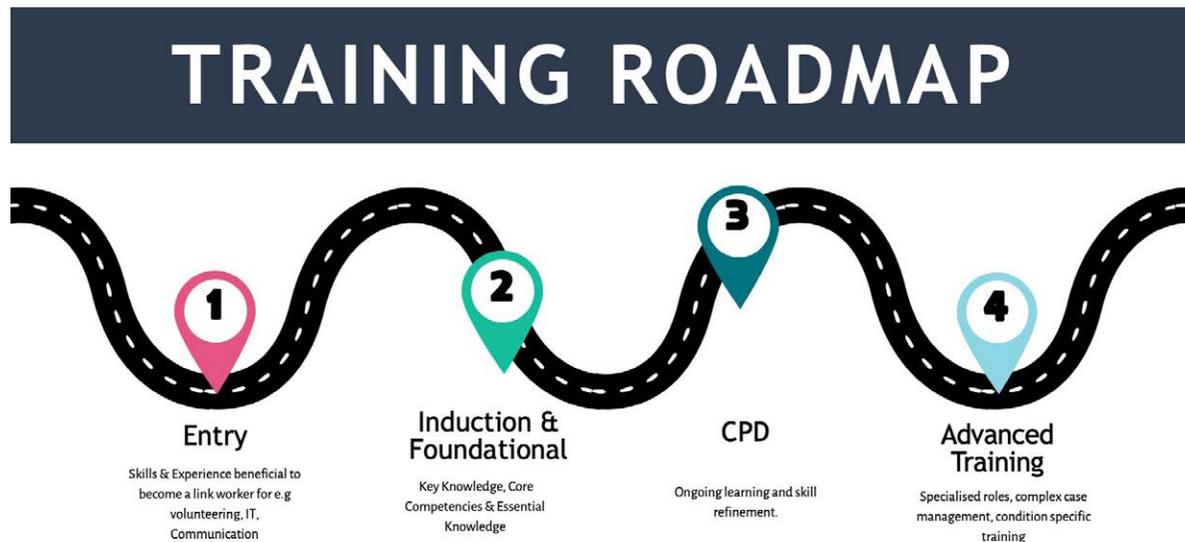


Stages of Learning & Development

To develop a comprehensive training roadmap, we first analysed the various stages of learning development associated with the Social Prescribing Link Worker role. We identified the below stages that need to be considered:

1. Entry Level
2. Induction & Foundational
3. Continuing professional development (CPD)
4. Advanced (Career progression & Specialisms)

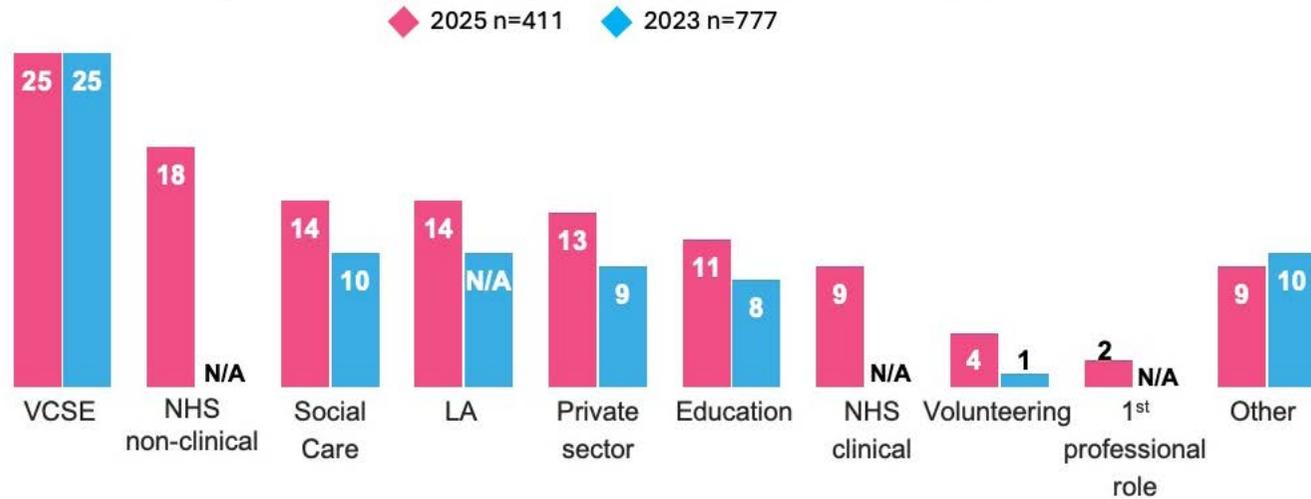
While the roadmap is designed to be followed in an ordered sequence, it is also important to recognise that, due to the diverse backgrounds of link workers and the wide range of skills required, individuals may already possess competencies and skills across different stages. Therefore, training and development plans should maintain consistency while also being tailored to each link worker's prior experience, qualifications, and specific development needs.



We have built on the approach that there are not currently any set entry requirements to become a SPLW, as we believe that this rightly advocates for a diverse workforce that is representative of the community. As such, a SPLW’s lived experience, personal qualities, values and interpersonal skills are all important, and factor into the chance of both success and reward in the role. For some case studies and further information about how to become a link worker you can read [this NASP blog](#).

Through our survey we found that the link worker workforce is from a vast array of backgrounds, showing both the high range of experience among the workforce and the accessibility of the role. As such, we have started our roadmap at Entry Level to help individuals in a variety of roles identify that becoming a SPLW might be a valuable next step in their career.

Q. Where did you work prior to becoming an SPLW? (%)



Further Stage Definitions:

1. Entry Level

These are the skills, knowledge and experiences that have been identified as useful to have before becoming a SPLW. They can be obtained via a variety of means, such as through volunteering experience, previous roles, and/or education or formal training.

2. Induction / Foundational (first 6 months)

These are the skills and knowledge that need to be developed for a SPLW to feel confident and competent in their role, and support them to meet the four competencies outlined in the Workforce Development Framework. These skills can be obtained via e-learning, face-to-face learning, shadowing other members of staff or through applied learning. SPLWs may bring some of these skills from previous experience, such as if they have a background in a similar role.

3. Continued Professional Development (CPD)

Continuing professional development (CPD) is defined as “learning experiences which help you develop and improve your professional practice”¹. This can include building on your strengths, as well as developing yourself where you have capability gaps. In the context of social prescribing, as a particularly innovative field, this is an essential part of your learning plan and should be reviewed on a regular basis with the person who is responsible for your learning and development for example, your line manager or supervisor.

¹ [What is Continuing Professional Development \(CPD\) | CIPD | CIPD](#)



4. Advanced

For the purpose of this roadmap, we are defining advanced skills in two categories:

1. For specialist roles, or where there is nuance required to support a specific cohort of patients - for example people with disabilities, children and young people, or people with specific conditions. Further options should be sought in line with emerging best practice in this area, as there is a need for specialised training for certain roles and this is intended as a high level summary.
2. For ongoing career development - for example, moving into a manager / lead position or expanding your career within personalised care, leaderships or other health sector careers.



Categories of skills

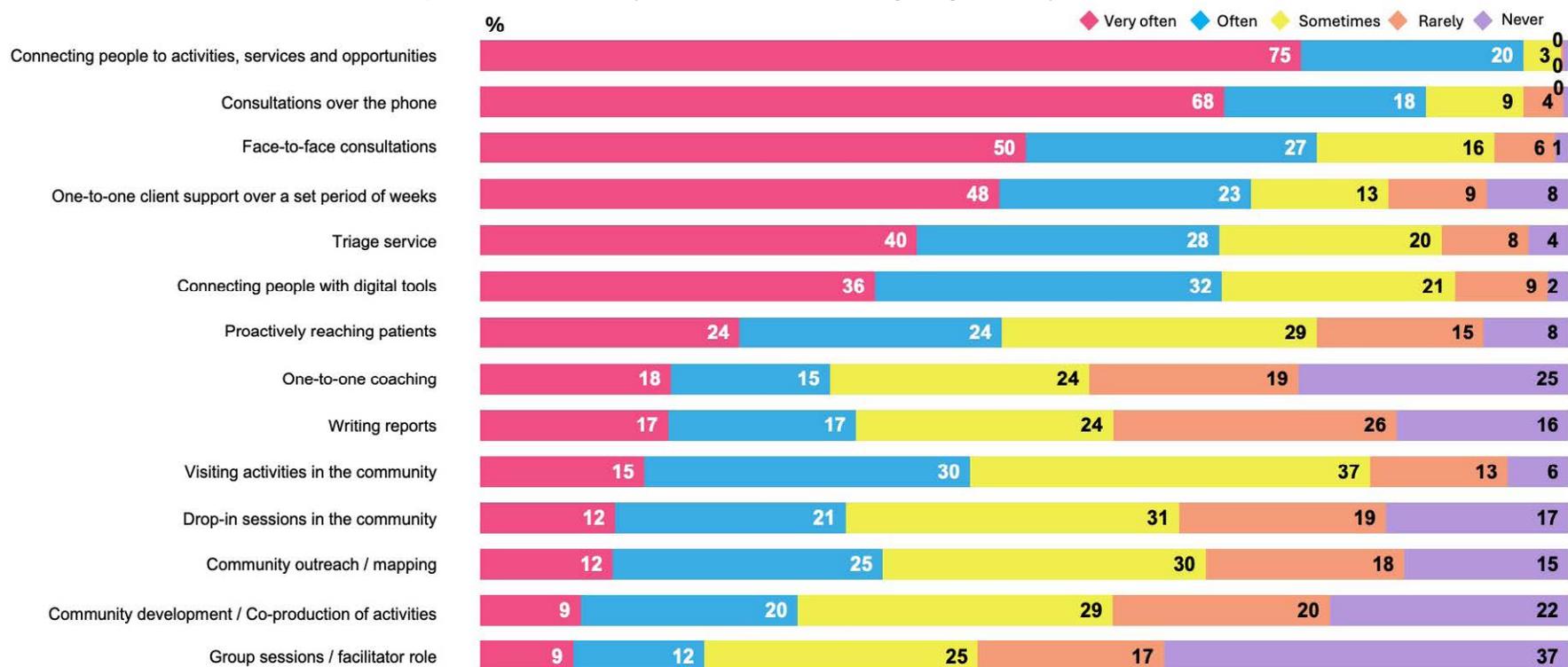
NHS England outline the four key competencies required for SPLWs to deliver their role to help them practice safely and effectively. These are:

- Competencies to engage and connect with people
- Competencies to enable and support people
- Competencies to enable community development
- Competencies for safe and effective practice

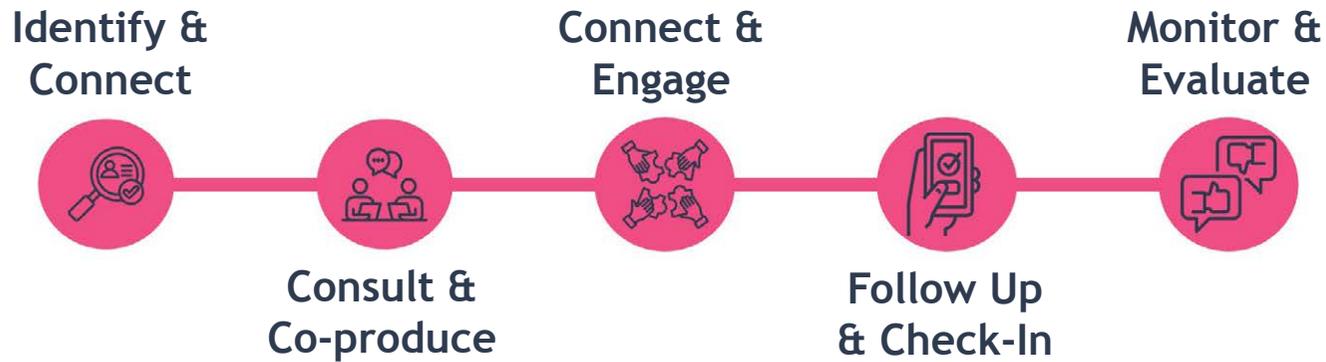
In order to meet these competencies, there are a variety of skills that need to be developed. It is important to recognise that competencies are aligned to the development of skills through a variety of means, such as formal training and education, on-the-job learning, and experiential learning, each with unique strengths and ways to demonstrate application and achievement.

The SPLW role is varied, as demonstrated through our survey:

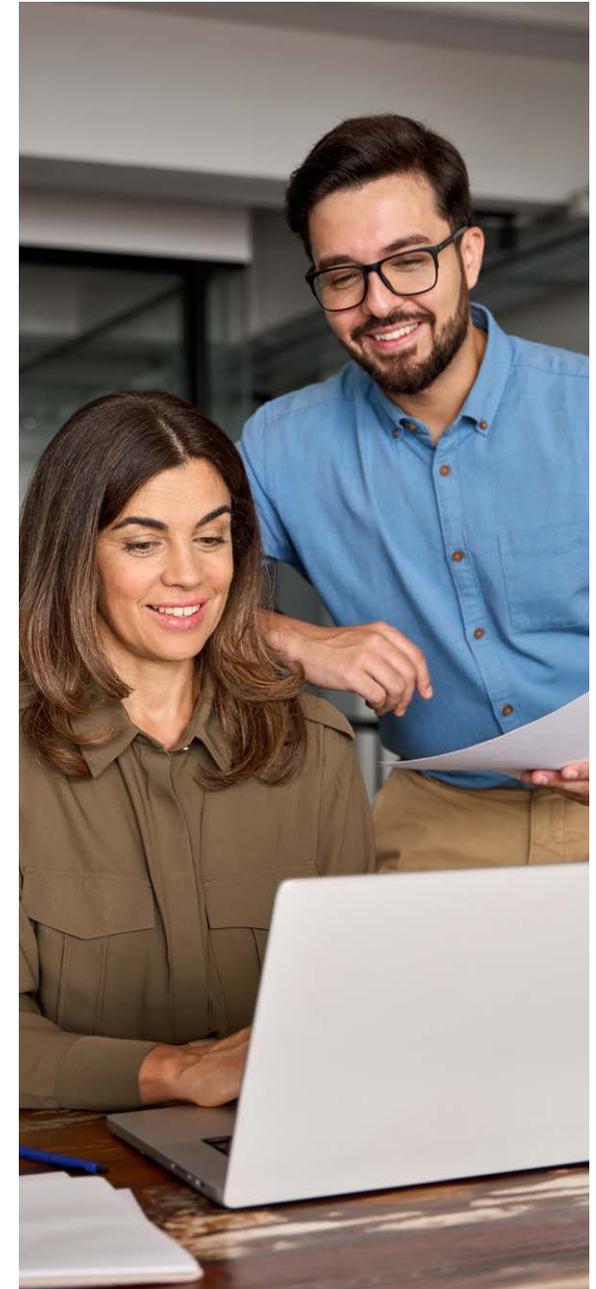
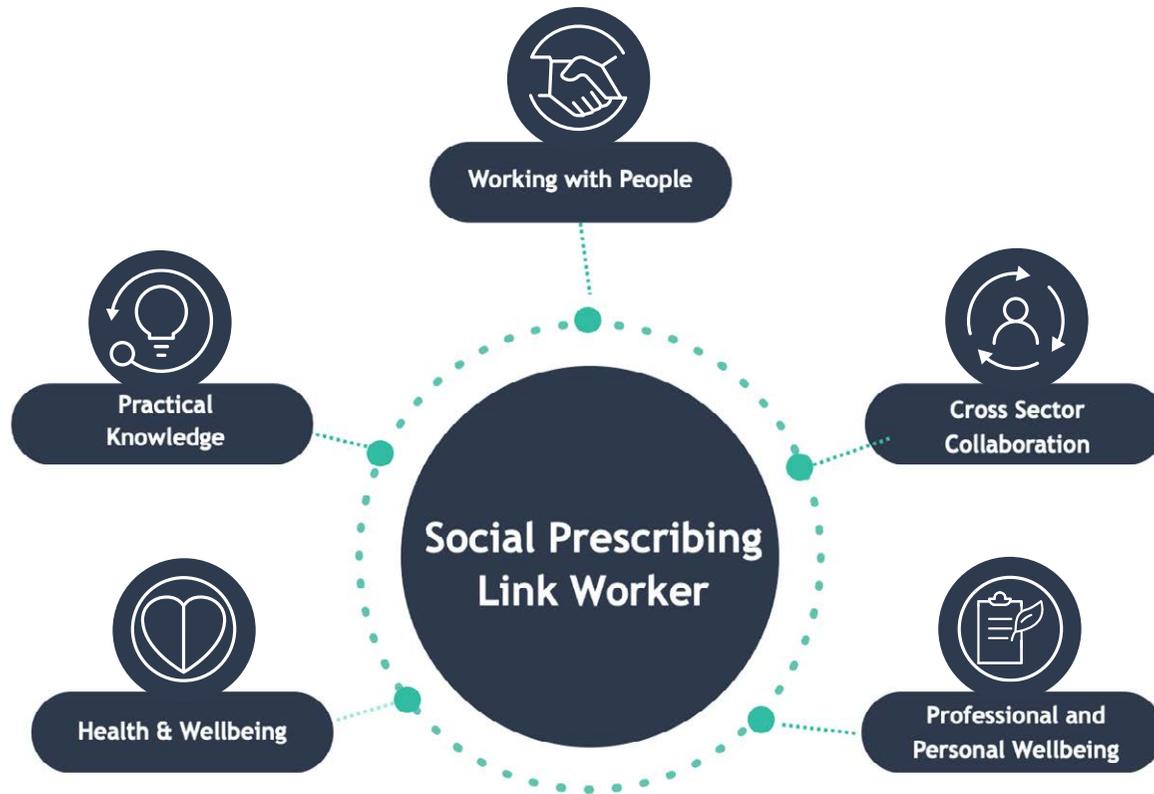
Q. How often do you do the following as part of your role?



All these elements of the role require skills that enable SPLWs to support individuals to take greater control of their wellbeing. As such, it is useful to remember the function that social prescribing provides, as we consider what skills are needed to enable SPLWs to support individuals from referral, co-producing a plan through a meaningful conversation, supporting them to engage in activities, and monitoring and evaluating the impact.



We have identified five different categories of skills that require development for a link worker to feel confident in meeting the competencies and fulfilling their role. These are:





Practical Skills & Knowledge: These are the technical, hands-on skills and knowledge required for the role of a link worker. Training in this category will enable SPLWs to understand the practical knowledge required across the stages of working with an individual - in particular, when they work to identify & connect, and monitor & evaluate.



Skills to Effectively Work With People: Interpersonal and communication skills to effectively work with the individuals you support. Training in this category enables SPLWs to understand how to identify solutions, co-produce plans, and engage with patients/clients.



Cross Sector Collaboration: An understanding of the roles of a variety of sectors, to enable you to effectively work as part of a broader team of health and care professionals. Training in this category will equip link workers to effectively work with others to connect and engage, and identify and connect.



To Support Health & Wellbeing: Knowledge and understanding that will empower you to effectively support people with a wide range of health and wellbeing needs as part of a broader multidisciplinary team. Training in this category will equip link workers to consult & connect and monitor and evaluate.



Professional Wellbeing: SPLWs should be trained to recognise signs of fatigue or professional burnout, and to employ strategies that will support their wellbeing, such as setting boundaries and creating self-care plans. This will enable SPLWs to maintain job satisfaction and a safe and sustainable work environment as they support individuals.

We have highlighted the skills relevant to these categories, and developed the learning outcomes required for each skill. These are outlined in the detailed roadmap below.

SPLW Training Roadmap

This roadmap will enable you to understand the learning outcomes required to be able to effectively:

- ✓ Deliver person-centred care
- ✓ Address health inequalities
- ✓ Communicate inclusively
- ✓ Work safely & ethically
- ✓ Collaborate across systems
- ✓ Reflect, learn, grow
- ✓ Protect wellbeing (yours & others)
- ✓ Ensure quality provision

And meet the core competencies as outlined in the Workforce Development Framework created by NHS England

1. To engage and connect with people
2. To enable and support people
3. To enable community development
4. To utilise safe and effective practice



We welcome feedback on all elements of this document. You can provide this through emailing workforce@nasp.info



Entry Level - Skills



Practical Knowledge

- 1) Digital & Technical Skills
- 2) Time management & Organizational skills
- 3) Communication & Reporting Skills
- 4) Problem-Solving & Initiative



Working with People

- 1) Communication Skills
- 2) Empathy & Interpersonal Approach
- 3) Cultural Awareness & Inclusion
- 4) Professionalism & Ethics



Cross Sector

- 1) Teamwork & Collaborative Working
- 2) Stakeholder & Sector Awareness



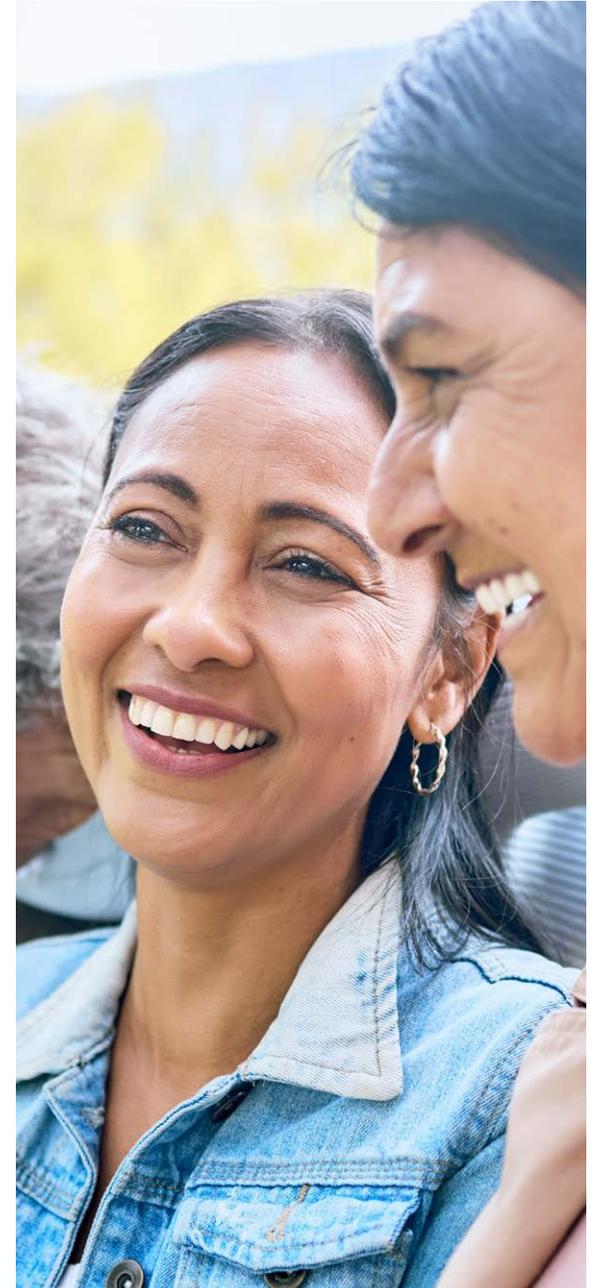
Health & Wellbeing

- 1) Holistic & Social Understanding of Health
- 2) Mental Health Awareness
- 3) Personal Insight & Reflection



Professional & Personal Wellbeing

- 1) Emotional Resilience & Self-Care
- 2) Safeguarding & Risk Awareness
- 3) Professional Boundaries & Self-Awareness





Entry Level - Learning Outcomes



Practical Knowledge

- 1) **Digital & Technical Skills**
 - Demonstrate basic IT proficiency (e.g Microsoft Office, digital systems)
- 2) **Time management & Organizational Skills**
 - Apply effective time management and organisational skills to structure workload
 - Manage and prioritise a caseload, with supervision
- 3) **Communication & Reporting Skills**
 - Produce basic written reports or summaries of work-related activity
- 4) **Problem-Solving & Initiative**
 - Use initiative to solve day-to-day problems and respond to individual needs



Working with People

- 1) **Communication Skills**
 - Communicate effectively with a wide range of people
 - Use a solution-focused approach to support individuals in identifying goals
- 2) **Empathy & Interpersonal Approach**
 - Demonstrate empathy and a non-judgemental approach when supporting individuals
 - Apply person-centred principles
- 3) **Cultural Awareness & Inclusion**
 - Work in a way that is culturally appropriate and sensitive to difference
 - Show an awareness of diversity, equality and inclusion
- 4) **Professionalism & Ethics**
 - Maintain confidentiality and uphold professional boundaries



Entry Level - Learning Outcomes



Cross Sector

- 1) **Teamwork & Collaborative Working**
 - Work collaboratively, as part of a team, across a variety of sectors
- 2) **Stakeholder & Sector Awareness**
 - Be able to identify key stakeholders in health, social care, and the voluntary sector
 - Describe the role and value of community and voluntary services



Health & Wellbeing

- 1) **Holistic & Social Understanding of Health**
 - Understanding of the holistic model of health and how non-clinical factors influence wellbeing
 - Describe the social determinants of health and how they affect individuals
 - Recognise health inequalities and common barriers to accessing care
 - Understanding of how to put this knowledge into practical application and the relevance of social prescribing

- 2) **Mental Health Awareness**
 - Awareness of mental health
- 3) **Personal Insight & Reflection**
 - Reflect on own lived experience
 - Be able to practice reflectively to inform personal development and quality improvement



Professional & Personal Wellbeing

- 1) **Emotional Resilience & Self-Care**
 - Demonstrate emotional resilience and basic self-care strategies
 - Ability to manage emotional demands of role
- 2) **Safeguarding & Risk Awareness**
 - Understanding of safeguarding and how to escalate appropriately
- 3) **Professional Boundaries & Self-Awareness**
 - Maintain awareness of personal and professional boundaries



Induction / Core Level - Skills



Practical Knowledge

- 1) Referral & Pathway Management
- 2) Case Management & Documentation
- 3) Outcome Measurement & Tools
- 4) Data Protection & Information Governance



Working with People

- 1) Communication & Interpersonal Skills
- 2) Person-Centred Support & Empowerment
- 3) Emotional Intelligence & Ethical Practice
- 4) Safeguarding & Safety
- 5) Problem Solving & Initiative



Cross Sector

- 1) Community Engagement & Asset-Based Approaches
- 2) Navigation, Connection & Access Support
- 3) Multi-Disciplinary & System-Level Collaboration



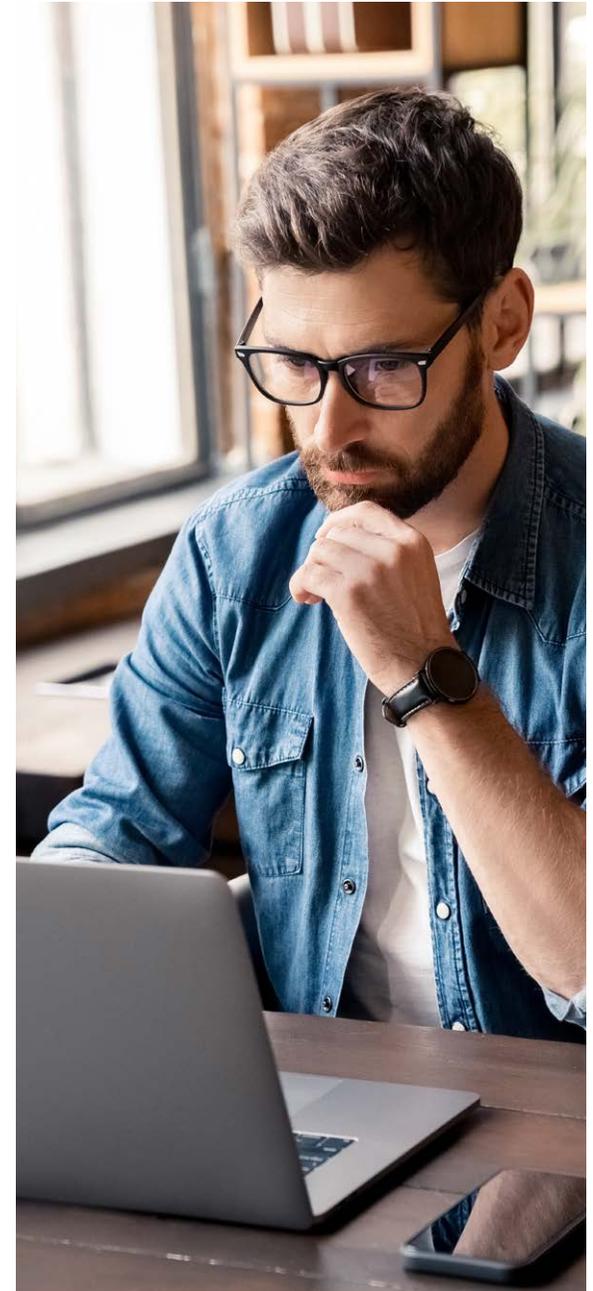
Health & Wellbeing

- 1) Health Equity, Inclusion & Social Determinants
- 2) Health Promotion & Prevention
- 3) Communication & Empowerment
- 4) Mental & Physical Health Awareness
- 5) Professional Practice & Collaboration



Professional & Personal Wellbeing

- 1) Personal & Professional Wellbeing
- 2) Reflective Practice & Continuous Learning
- 3) Professional Scope & Clinical Collaboration
- 4) Legal & Ethical Responsibilities





Induction / Core Level - Learning Outcomes



Practical Knowledge

- 1) **Referral & Pathway Management**
 - Utilise referral systems and local databases effectively, establishing these pathways where necessary
- 2) **Case Management & Documentation**
 - Accurately record client interactions using case load management tools & local health systems (EMIS, System 1 etc)
 - Effectively prioritise and execute tasks
 - Effectively manage large and complex caseloads- Organise caseloads and documentation in line with employers service standards
- 3) **Outcome Measurement & Tools**
 - Utilise validated outcome tools to track impact, and obtain correct training on using these tools (such as ONS4 and MyCaw)
- 4) **Data Protection & Information Governance**
 - Follow information governance (IG) and GDPR principles when handling data.



Working with People

- 1) **Communication & Interpersonal Skills**
 - Communicate effectively and respectfully with individuals, adapting style to suit different mechanisms (face-to-face, phone, digital)
 - Communicate effectively and empathetically, adapting style to different settings
 - Demonstrate active listening skills to understand and reflect individual's needs, concerns, and goals
 - Build rapport and establish trusting relationships
 - Be confident in having conversations about a variety of topics, such as finance, mental health
- 2) **Person-Centred Support & Empowerment**
 - Empower people to take control of their health and wellbeing, using shared decision-making
 - Deliver personalised care and support planning in collaboration with individuals
 - Facilitate asset-based conversations that help individuals recognise their strengths and community resources
 - Utilise conversations tools to promote the benefits of various activities



Induction / Core Level - Learning Outcomes

- Apply evidence based behaviour change techniques (e.g motivational interviewing (MECC) to support people in setting and achieving personal goals
 - Facilitate behaviour change through using evidence based techniques
- 3) Emotional Intelligence & Ethical Practice**
- Maintain confidentiality
 - Demonstrate empathy and a non-judgemental attitude in all interactions
 - Promote equality, diversity, inclusion and belonging including trauma informed practice and culturally appropriate support
 - Uphold professional boundaries, and manage sensitive information in line with organisations process and standards
- 4) Safeguarding & Safety**
- Use de-escalation techniques
 - Follow lone working protocols where appropriate
 - Apply safeguarding principles to protect vulnerable individuals
- 5) Problem Solving & Initiative**
- Demonstrate initiative and practical problem-solving skills



Cross Sector

- 1) Community Engagement & Asset-Based Approaches**
- Identify and connect individuals with relevant community assets and support services
 - Asset mapping & identifying local support services
 - Understanding the benefits of:
 - Arts & Culture
 - Positive Lifestyle and Physical Activity
 - Nature
 - Heritage
 - Information & Advice
 - Innovation in the community in a person-centred way
 - Asset mapping and identifying gaps and who to connect with - and what to do next
 - The importance of digital infrastructure
- 2) Navigation, Connection & Access Support**
- Be able to meaningfully engage with key health and wellbeing activities, establishing pathways and gaining understanding of appropriate connections
 - Support access to local support services through warm hand-overs and follow up
 - Proactively seeking new stakeholder relationships



Induction / Core Level - Learning Outcomes

3) Multi-Disciplinary & System-Level Collaboration

- Multi-Disciplinary Team Working
- Effectively engaging with broader MDT teams & establishing referral pathways, enabling coordinated care
- Understand and articulate the role of SPLWs in PCNs and broader MDT
- Whole System Approach
- Knowing and understanding the key roles of external organisations



Health & Wellbeing

1) Health Equity, Inclusion & Social Determinants

- Promote health equity
- Understanding the Social Determinants of Health and health inequalities
- Supporting any person / group with additional need / from marginalised communities

2) Health Promotion & Prevention

- Promote health creation and prevention through personalised approaches
- Understand how social prescribing can support people across the life course

3) Communication & Empowerment

- Ability to explain health and social care information clearly to aid informed decision-making

4) Mental & Physical Health Awareness

- Mental health awareness
- Supporting people with a variety of needs
- How Can Social Prescribing Support people with Long Term Conditions
- Evidence Based approaches to supporting these groups

5) Professional Practice & Collaboration

- Understanding scope of practice and working with broader MDT team

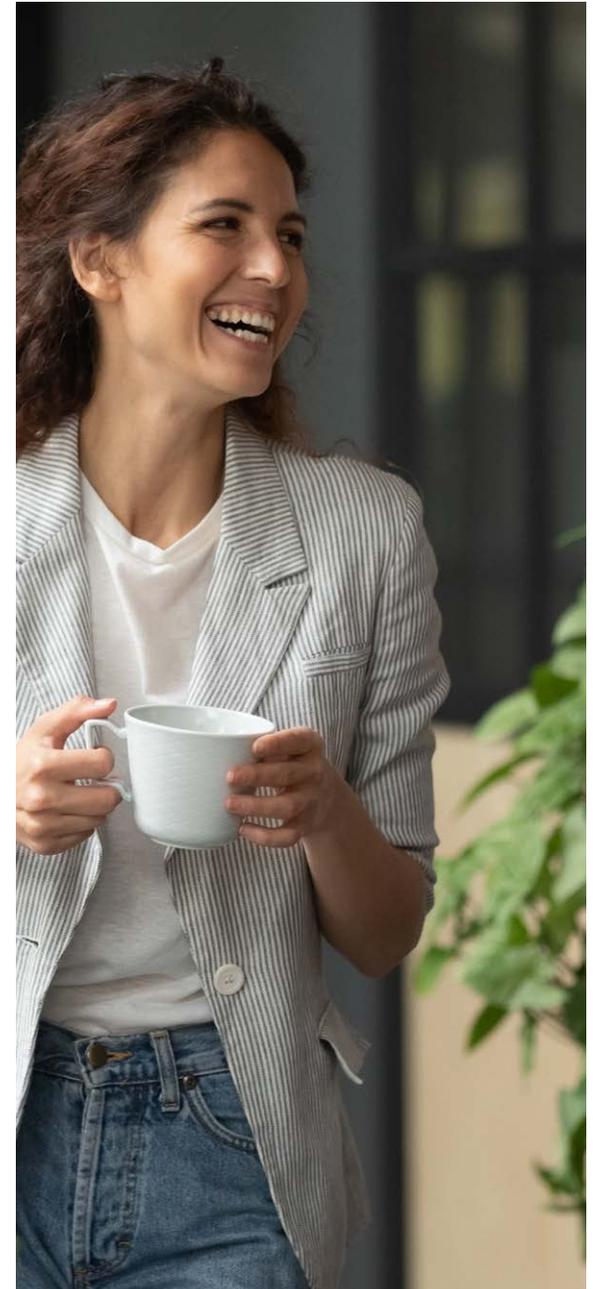


Induction / Core Level - Learning Outcomes



Professional & Personal Wellbeing

- 1) **Personal & Professional Wellbeing**
 - Apply the 5 ways to wellbeing in your personal and professional life
 - Identify signs of burnout or vicarious trauma and access support
- 2) **Reflective Practice & Continuous Learning**
 - Use reflective practice to learn from experience and adapt practice
- 3) **Professional Scope & Clinical Collaboration**
 - Working within scope of role and know when to seek clinical input
- 4) **Legal & Ethical Responsibilities**
 - Understand legal and ethical responsibilities in practice





Continuing Professional Development - CPD - Skills



Practical Knowledge

- 1) Reporting & Data Interpretation
- 2) Knowledge of Tools & Advocacy



Working with People

- 1) Condition Specific & Trauma-Informed Practice
- 2) Behaviour Change & Coaching
- 3) Professional Development & Mentorship
- 4) Role Awareness & Adaptability



Cross Sector

- 1) Relationship Management & Stakeholder Engagement
- 2) Community Development
- 3) Funding, Commissioning & Policy Awareness
- 4) Service Design & Digital Innovation



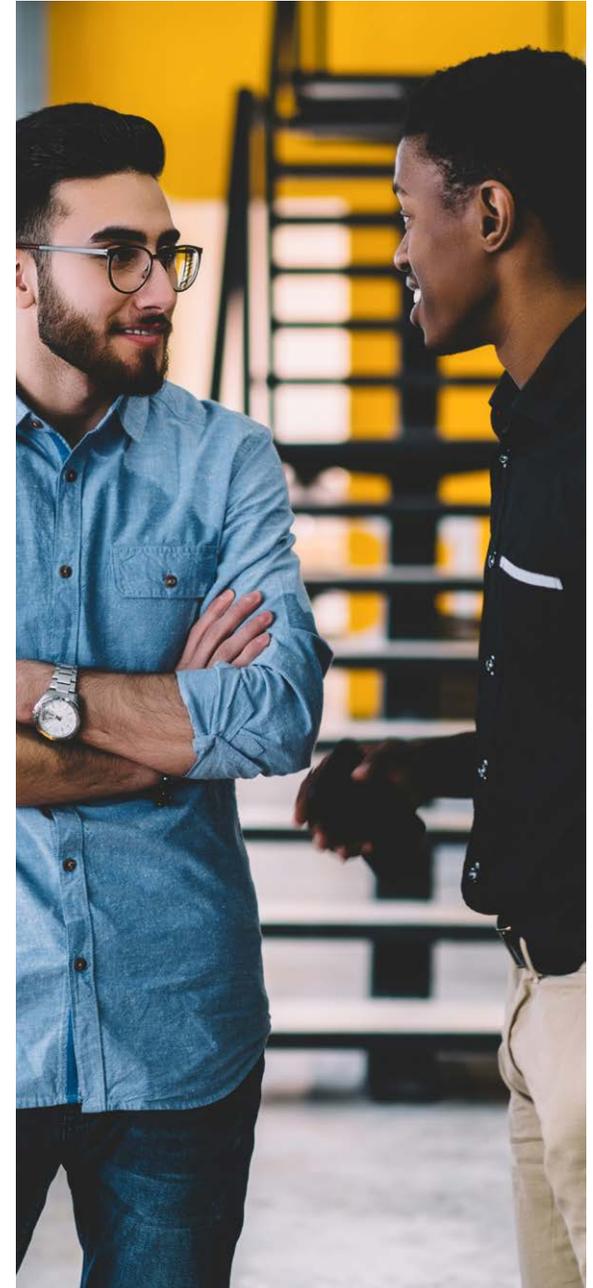
Health & Wellbeing

- 1) Innovation & Staying Informed
- 2) Evidence Based Practice
- 3) Broader Health & Wellbeing Approaches



Professional & Personal Wellbeing

- 1) Leadership & Supervision
- 2) Professional Resilience & Wellbeing
- 3) Continuous Learning & Collaboration
- 4) Professional Boundaries & Role awareness





Continuing Professional Development - CPD - Learning Outcomes



Practical Knowledge

- 1) **Reporting & Data Interpretation**
 - Write clear, impactful reports and present data in accessible formats
 - Interpret and analyse data to demonstrate outcomes and inform service improvements
 - Be able to present data in a variety of ways, depending on the audience
 - Effectively share learning through case studies
- 2) **Knowledge of Tools & Advocacy**
 - Understand how to make the case for social prescribing
 - Keep up to date with case load management tools



Working with People

- 1) **Condition Specific & Trauma-Informed Practice**
 - Apply condition-specific knowledge when working with targeted populations (e.g veterans)
 - Develop and refine trauma-informed, inclusive approaches

- 2) **Behaviour Change & Coaching**
 - Use coaching techniques to empower individuals and build motivation
 - Keep up to date with
 - Developments in motivational interviewing and behaviour change
 - Developments in coaching, motivational interviewing and behaviour change
 - Developments in Make Every Contact Count
- 3) **Professional Development & Mentorship**
 - Mentor or support new SPLWs in their development
 - Develop your support style by learning from others
- 4) **Role Awareness & Adaptability**
 - Knowing & understanding the scope of SPLW role in a changing climate



Continuing Professional Development - CPD - Learning Outcomes



Cross Sector

- 1) **Relationship Management & Stakeholder Engagement**
 - Maintaining & developing key relationships with key stakeholders
- 2) **Community Development**
 - Asset Based Community Development - contributing to community capacity building development work
- 3) **Funding, Commissioning & Policy Awareness**
 - Understanding funding systems and the commissioning landscape
 - Support service development by engaging with policy & system context
- 4) **Service Design & Digital Innovation**
 - Strive to improve service design through digital systems & infrastructure development



Health & Wellbeing

- 1) **Innovation & Staying Informed**
 - Stay informed about innovative health interventions and their impact

- 2) **Evidence Based Practice**
 - Apply evidence-based approaches to support people with complex or long-term conditions.
- 3) **Broader Health & Wellbeing Approaches**
 - Learn about additional approaches to health and wellbeing such as lifestyle medicine, or integrative medicine



Professional & Personal Wellbeing

- 1) **Leadership & Supervision**
 - Facilitate or lead peer supervision and reflection sessions
 - Apply non-clinical supervision techniques to support others in your team
- 2) **Professional Resilience & Wellbeing**
 - Use proactive strategies to avoid burnout and promote professional resilience
- 3) **Continuous Learning & Collaboration**
 - Learn from others (consultation style and other approaches)
- 4) **Professional Boundaries & Role Awareness**
 - Maintaining professional boundaries
 - Understanding scope of role and scope of broader teams



Advanced / Specialisms - Skills



Practical Knowledge

- 1) Team Leadership / Management
- 2) System leadership
- 3) Targeted health approaches / specialisms



Working with People

- 1) Preventative Healthcare
- 2) Population Health Management & Strategy
- 3) Health Policy Awareness & Alignment



Cross Sector

- 1) Collaborative Prevention & Digital Innovation
- 2) Leadership & Change Management
- 3) Evidence, Commissioning & Funding



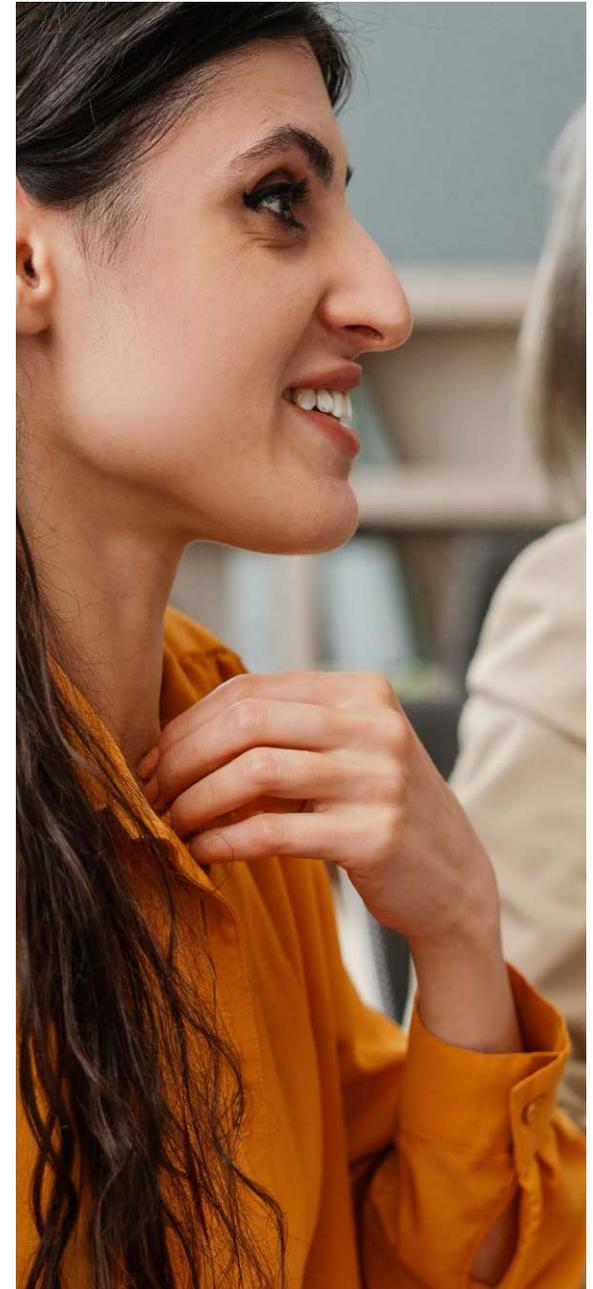
Health & Wellbeing

- 1) Care Pathway Navigation
- 2) Social Determinants & Vulnerability Awareness
- 3) Specialist & Holistic Support



Professional & Personal Wellbeing

- 1) Team Resilience & Wellbeing
- 2) Supervision & Mentoring





Advanced / Specialisms - Learning Outcomes



Practical Knowledge

- 1) **Team Leadership / Management**
 - Demonstrate the ability to manage programmes, ensuring effective planning and coordination
 - Set clear and achievable targets to guide team and project performance
 - Lead and facilitate teams with confidence to achieve shared goals
 - Make confident, informed decisions
- 2) **System Leadership**
 - Be able to conduct horizon scanning to identify emerging trends and opportunities
 - Develop and apply innovative approaches to improve service delivery and outcomes
 - Implement strategic approaches to social prescribing that align with organisational and community needs
- 3) **Targeted Health Approaches / Specialisms**
 - Apply population health management approaches to improve community health outcomes
 - Demonstrate understanding of embedding social prescribing across healthcare systems

- Advocate for integration across sectors to holistically support and individuals health and wellbeing needs



Working with People

- 1) **Preventative Healthcare**
 - Understanding preventative healthcare in primary, secondary, tertiary settings
 - Proactive social prescribing approaches for high-need groups
- 2) **Population Health Management & Strategy**
 - Strategic approaches to population health management
- 3) **Health Policy Awareness & Alignment**
 - Awareness of health strategy and policy at neighbourhood and national level
 - Interpret and align practice with national and regional health policy



Advanced / Specialisms - Learning Outcomes



Cross Sector

- 1) **Collaborative Prevention & Digital Innovation**
 - Putting prevention into action through collaboration
 - Embracing and utilising digital change
- 2) **Leadership & Change Management**
 - Provide leadership across sectors and guide change management processes
 - Managing people through change
- 3) **Evidence, Commissioning & Funding**
 - Understand commissioning cycles and contribute towards funding bids
 - Build a compelling evidence base for the value of social prescribing



Health & Wellbeing

- 1) **Care Pathway Navigation**
 - Navigate complex care pathways for a variety of conditions
- 2) **Social Determinants & Vulnerability Awareness**
 - Recognise how the social determinants of health shape physical, mental and social health

- Understanding how to support people at differing levels of vulnerability

- 3) **Specialist & Holistic Support**
 - Provide specialist support (e.g dementia, cancer, advanced mental health, as required)
 - Know and understand how social prescribing can improve health outcomes for specific conditions & groups
 - Support carers and families holistically



Professional & Personal Wellbeing

- 1) **Team Resilience & Wellbeing**
 - Promote resilience and wellbeing within teams
 - Have a deep understanding of professional resilience
- 2) **Supervision & Mentoring**
 - Deliver non-managerial supervision and mentoring
 - Support peer development through coaching, reflection and developing learning networks



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Ben Pilmer, Training and Consultancy Operational Manager - Conexus Healthcare CIC
Members of our Link Worker Advisory Group

If you would like to provide feedback on this document, or explore how we can work together to support SPLW training & development please email us on workforce@nasp.info

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