

## EMPLOYMENT PATHWAYS

The State Hospital has a variety of full-time and part-time posts available whether you are looking to change your career or start afresh. We welcome people from all walks of life. The NHSScotland Careers website at <https://www.careers.nhs.scot/> will help you explore your options.

### Apprenticeships

#### Modern Apprenticeship

These are primarily aimed at people who are 16 to 24, although there is no upper age limit. A Modern Apprentice is employed and works towards a qualification with a college or learning provider. This is a great way to start your career where you can get a job, get paid, and gain valuable qualifications all at the same time.

Entry requirements vary from National 4, National 5, or Higher depending on the role. It can take one to four years to complete depending on the level of apprenticeship. You will not be paid less than the Scottish Living Wage, but may get paid more than this. For further information visit <https://scottishlivingwage.org/>.

Some areas in which you could undertake a modern apprenticeship include:

- Business and Administration.
- Creative and Digital Media.
- Electrical Engineering.
- Electronic Engineering.
- Healthcare Support.
- IT and Telecommunications.
- Mechanical Engineering.

Visit <https://www.apprenticeships.scot/> for more information on apprenticeships.

### Armed forces

#### Service leavers and veterans

If you were part of the armed forces, you may already have the knowledge and skills we are looking for, and we are here to help you find the right job for your skills.

#### Armed forces qualifications

When you are applying for a role, we may ask for specific qualifications or equivalent experience. This may cause you to be unsure about how your qualifications and experience will be recognised in the NHS.

The Scottish Credit and Qualifications Framework (SCQF) can help you understand your qualifications. You can find out more about the framework and the level of your qualifications at <https://scqf.org.uk/support/support-for-individuals/support-for-veterans/>.

When searching for vacancies on our recruitment website, you will see that each Job Description includes a minimum criteria. Knowing the SCQF level of your qualifications will help when you apply. Your qualifications and experience could also be suited to jobs you have not thought of before. The skills you have gained are transferable and can be used in lots of different jobs; you develop them throughout your life, in education, in work, and in your social life.

Further information is available at <https://www.armedforcescovenant.gov.uk/>.

## Nursery and midwifery

The 'return to practice' scheme funded by the Scottish Government and managed by NHS Education for Scotland (NES) provides support for former nurses and midwives wishing to return to practice by paying for their tuition fees. For up-to-date information visit:

<https://www.nes.scot.nhs.uk/our-work/return-to-practice-nursing-and-midwifery>

## Work Placements

### Student nurses

If you are interested in a career in nursing or midwifery, in the first instance, you should contact a university or college to find out more about the different programmes and training options available. Further information is available on the nursing section of the NHS Scotland Careers website at <https://www.careers.nhs.scot/>. Placements are co-ordinated and agreed between the State Hospital and a number of universities across Scotland which offer nursing and midwifery courses. View our 'Student Nurse Leaflet - Practice Placement Information (July 2023)' at:

<https://www.tsh.scot.nhs.uk/wp-content/uploads/2022/11/Student-Nurse-16-Jul-25.pdf>

### Student AHP

Allied Health Professions (AHP) students wishing to apply for a placement should contact our Human Resources department at [TSH.HRenquiries@nhs.scot](mailto:TSH.HRenquiries@nhs.scot). Please ensure you have the following information to hand: details of your university, year of study, and preferred dates for proposed placement. Someone from our AHP team will then get in touch to discuss.

### Medical Placements

National and international medical students wishing to apply for a placement should contact our Human Resources department at [TSH.HRenquiries@nhs.scot](mailto:TSH.HRenquiries@nhs.scot) providing details of your university, year of study, placement specialty, and preferred dates for proposed placement. A member of our medical team will then contact you to discuss.

## Volunteering

Information about volunteering at the State Hospital can be found in the Volunteers section of our website: <https://www.tsh.scot.nhs.uk/contact/enquire-about-volunteering/>

July 2025