

Additional file 6. Codes by Career Pathway Tier

Career Pathway Tier		
Preparation	Development	Trajectory
• Appropriate resource • To find a resource for your workplace/local need • To find resources that had been informed by current evidence • Pre-employment preparation • Planning for optimising utilisation of the AHA workforce • To develop consistent pre-employment training • To foster AHA work readiness • Address knowledge • To increase knowledge of AHA scope and role • Local contextualisation • By adapting resource to local needs • Defining AHA scope of practice • By defining AHA scope and role • Comparing to existing resources • By comparing/validating against existing tools • Improve understanding of AHA role • Improving understanding and definition of AHA roles • Integration in pre-employment • Integration in pre-employment training • Creating consistency in resources • Creating consistency of resource training and workplaces • Defining AHA role • Defining the AHA and AHP roles	• Deliver AHA education • To deliver AHA education • Other • Sustainability of resources (environmental) • New AHA/AHP workforce support • Creating new AHP and AHA teams/working relationships • Future edits to resources • Future edits to the resources • Creating positive workplace • Creating positive attitudes towards AHA workforces/roles	• Optimising utilisation of AHAs • Utilising AHAs optimally • Inform service delivery models • Informing service delivery models • Address practice gaps in AHA utilisation • To address a gap in practice related to AHA workforce • To confirm suitability of current practice • Other • Simplicity of resources • To support governmental priorities • Increasing and developing AHA workforce • Increasing AHA workforces • Developing AHA workforces • Improving equity and efficiency of service • Ensuring equitable and accessible services • Improving efficiency