

Recruit to Train 2018– Frequently Asked Questions

Background

We are offering services in partnerships within the CYP IAPT programme the opportunity to create new capacity within their services for delivering evidence-based interventions. In order to meet the target of training 1700 new staff and offering evidenced based interventions to 70,000 more children and young people annually by 2020, Health Education England (HEE) are funding services to work with the Learning Collaborative to create new therapist roles into which candidates suitable to undertake CYP IAPT therapy training (beginning in January 2018) are recruited.

The posts will:

- Increase capacity in services by increasing the workforce
- Further embed evidence based practice
- Have a role as change agent to accelerate transformation in services through use of feedback and outcomes tools and collaborative practice and participation with children, young people and families.

Where can I find more information about the different modalities offered as part of the Recruit to Train programme?

Places will be available on all training courses. You can find details on our website, [here](#), where you can find specific information on the content and modules, as well as course and caseload requirements for each training programme.

Salary Support

What salary support will we receive?*

***Please note:** HEE are in the process of confirming funding arrangements for 2018. Funding for the previous RtT cohort was provided up to mid-point band 6, and came with on-costs (at 25%) and higher cost area weighting (where applicable). We anticipate that the same funding will be available for 2018; however, it is also possible this might be reduced.

Posts for PGDips (which run over 2 years) will receive salary support from HEE for 0.5 WTE for 2 years in line with the banding of the posts created.

Posts for PGCert in Evidence Based Counselling Practice (which runs over 1 year) will receive salary support from HEE for 1.0 WTE for 1 year in line with the banding of the posts created.

Should we recruit trainees at specific bands?

Yes, salary support will be provided for band 5 and band 6 roles (up to mid-point band 6). It will be up to the providers and local CCGs to determine at which grade increased capacity would be most effective and sustainable within the context of service/operational structures and Local Transformation Planning.

Additional Resources and Costs

Are there any specific resources needed for the different modalities? If so, what are they?

There are a number of equipment requirements for the different courses. Generally these include:

- Provision of a video camera and SD card for recording sessions
- Provision of an encrypted memory stick
- Access to Windows computer

For information specific to the different courses, please take a look at the brochures linked above.

I understand part of the training assessments will involve session recordings. What do we need to ensure that trainees have in place to collect, store and transfer session recordings?

Please read the document '[Recording and storing clinical video for use on CYP IAPT programmes](#)' for more information about recommended equipment and IT specifications. You can also access some [Example guidance on AV recordings for CYP IAPT](#).

Does the funding for training places cover buying resources for specific modalities, for example, camera equipment?

No, these costs will need to be covered by your service who should liaise with your CCG to cover these costs.

Do you cover travel expenses?

No, travel expenses should be provided by your service.

Supervision and Clinical Support

Will each trainee require supervision?

Yes. Supervision requirements will vary depending on the training course you are undertaking. Before recruiting a trainee into a particular role, you should ensure that the following are in place:

- Agreement of relevant supervisor – identified and agreed prior to application
- Named supervisor must have at least 2 years supervisory experience in the relevant training modality. This supervision entails 30 minutes of individual supervision weekly. This supervision will be part of the students learning support and should be in addition to caseload management.

Does the funding cover supervision costs or is this responsibility of the recruiting service?

No, services will be required to arrange appropriate supervision and will also need to cover these costs.

Is the CYP IAPT Supervisors course included in the Recruit to Train offer?

Unfortunately we aren't able to offer the supervisors course as part of the Recruit to Train programme. However, for existing staff, it is possible for them to enrol on the supervisor's course. For information on the CYP IAPT Supervisor's course, please visit: <https://cypiapt.files.wordpress.com/2017/03/supervisors-2017-2018-18-05-17.pdf>

Training Specific

What days are trainees expected to attend University training? Is there a timetable available?

Please take a look at the different course brochures (via the link to our webpage above) for information on training days. Generally, trainees will be required to attend training at the university for 2 days a week during the first 2 weeks of term 1 (with an additional 0.5 days a week for work within their service). After that they will be expected to attend University training for 1 day a week (with an additional 1.5 days a week for work within their service).

Timetables will be made available nearer the start of the course.

How much course work is involved?

Each brochure contains information about the type of assignments the student will be expected to complete.

Will trainees have to work at the weekend or in the evenings?

These are Postgraduate-level qualifications. All students will be required to meet the academic requirements of the programme alongside their clinical work in order to pass. This includes, for example, attendance at lectures, self-directed reading and studying outside of lectures and the completion of a series of assessments. Many students have completed aspects of this work at the weekends, as would be expected of any part-time, postgraduate qualification.

Are trainees on study days during the University holidays or should they be in the service for this additional time?

When not at University, trainees will be required to spend the extra time within their service. All trainees should liaise with their supervisor and/or service lead about how best to use this time.

What assessments will trainees need to undertake?

This will vary depending on the course you have chosen. Please take a look at the course brochures on our website [here](#) for more information about the specific assessments for each training course.

- **What support for the course is provided (E.g. personal tutors)?** During the course you will have access to:
 - **Practice Tutors:** All students are allocated into a Practice Tutor group. These consist of small groups of 4-6 students who meet together with a Practice Tutor approximately weekly throughout the duration of the programme. These sessions are an opportunity for students to develop theory to practice links aided by the use of real clinical video material. Students sometimes find this a useful space to discuss upcoming assignments and any general queries relating to clinical development on the programme.
 - **Personal Tutors:** All Students are allocated a Personal Tutor. Personal Tutors are the main point of contact for anyone experiencing personal difficulties or anything that may be impacting on their experience of the course. We are committed to supporting all students in getting the most out of their time on the programme and students are strongly encouraged to make use of their personal tutor as much as required.
 - **Associate Clinical Tutors:** All students are allocated an Associate Clinical Tutor. Associate Clinical Tutors are the main point of contact for queries relating to difficulties or concerns within services. This might include, but is not limited to, difficulty accessing appropriate cases, or video material in order to complete the requirements of the programme.

- **Course administrators:** All Modules on the Programme have a dedicated Course Administrator. Course Administrators are the main point of contact for any queries relating to the organisation of the programme. This might include, but is not limited to, timetabling queries and handbook queries. Contact information for Course Administrators will be provided at the start of the course.
- **Other support includes...** In our experience, most queries or concerns will be covered by a member of the team listed above. However, where this isn't applicable, students are welcome to contact their relevant Module Lead, or Programme Director via the Course Administrator.

Completing the programme

What qualifications will trainees acquire at the end of the course?

Upon completing the course, trainees will either receive a Postgraduate Diploma or a Postgraduate Certificate, depending on the training modality you have undertaken.

Will trainees be eligible for HCPC?

These training routes do not automatically provide trainees with eligibility for HCPC at present. However, it might be possible for trainees to apply for HCPC upon completing their course and should speak to their service if this is something they would like to pursue. More information can be found here: <http://www.hpc-uk.org/education/programmes/>

If a trainee drops out of their training, will they also lose their job within the service?

As the role is dependent on the skills developed during training, it is unlikely that a trainee will be able to continue to work within the service without the University training behind them. This will need to be discussed in more detail with their University course tutor and supervisor.

If during the course, a trainee has concerns about the training, they would be encouraged to speak to their personal tutor as soon as possible. Similarly, if they experience problems within their service, we would encourage them to speak to their supervisor. They will be able to provide support with any concerns regarding progress and will be able to work with trainees to think about things like this.

What happens if a trainee fails the course? Will they also lose their job in the service?

This will need to be discussed with the supervisor/service lead as this is likely to depend on the role within the service.