

London and South East CYP-IAPT Learning Collaborative

CWP Programme FAQs

**please note, these FAQs will be regularly monitored and updated in line with new information and updates.*

CWP Role

How are CWP training places assigned?

We have already taken expressions of interests from partnerships, who are now recruiting for the second cohort of the CWP programme, which is expected to begin in April/May 2018.

How many partnerships are involved so far?

We are now moving into year 2 of the CWP programme. The following 15 partnerships are currently involved in the first year of the CWP programme, which began in May 2017:

- Barnet (BEH/PHPH/CCG)
- Bromley Y (Bromley Y/CCG)
- Cambridge & Peterborough (CPFT)
- CHUMs (CHUM CIC/ELFT)
- Hammersmith & Fulham (WLMHT/CCG)
- Herts (HCC/HPFT/HCT/CCG (ENH/HV))
- Hounslow (WLMHT/HYCS/CCG)
- Islington (Whittington/CCG/FF)
- Lambeth (SLAM/CCG)
- Lewisham (SLAM/CCG)
- Barking & Dagenham (NELFT)
- Norfolk (NSFT/OPO/CCG)
- South West London and St Georges (SWLSTG/CCG)
- Tower Hamlets (ELFT/DO/YJFIS/CCG)
- Westminster (CNWL/CCG)

In the second cohort the following 21 partnerships will be taking on CWPs:

- Bromley y
- Hertfordshire CCG
- Norfolk (Norfolk and Suffolk Foundation Trust)
- Suffolk (Norfolk and Suffolk Foundation Trust)
- Hounslow (West London Mental Health Trust)
- Hammersmith and Fulham (West London Mental Health Trust)
- Lewisham (South London and Maudsley NHS Foundation Trust)
- Lambeth (South London and Maudsley NHS Foundation Trust)
- Croydon (South London and Maudsley NHS Foundation Trust)
- CHUMS (Luton and Bedfordshire)
- Westminster (Central and North West London NHS Trust)

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- Hillingdon (Central and North West London NHS Trust)
- Brent (Central and North West London NHS Trust)
- Barnet CCG
- Richmond and Kingston (South West London and St George's Trust)
- Sutton (South West London and St George's Trust)
- Tower Hamlets (East London Foundation Trust)
- Eikon Charity, Surrey
- Camden (The Tavistock and Portman NHS Foundation Trust)
- Haringey (Barnet, Enfield and Haringey Mental Health Trust)
- Islington (Whittington Health NHS Trust)

How many CWPs will be recruited in each site?

During year 1 of the programme each service was able to recruit 4 new CWPs. For year 2, due to high interest this year, partnerships have been offered either 2 or 3 CWP's per site.

What will CWPs do?

These posts will constitute a sub-service, equipped to see young people who wouldn't otherwise reach local thresholds for CAMHS; they will be **distinct roles**, and not assistants to existing therapists. The CWPs will be trained over the course of a year to offer brief, focused evidence-based interventions in the form of low intensity support and guided self-help to young people who demonstrate mild/moderate:

- Anxiety (primary and secondary school age)
- Low mood (adolescents)
- Common behavioural difficulties (working with parents for under 8s)

As such, these new teams of CWP – essentially a new sub-service – will be placed upstream in the pathway in primary care, schools, and the voluntary sector, as well as CAMHS in some areas.

CWPs will undertake a **certificate level training for 1 year, expected to begin in April/May 2018.**

What is meant by the term 'guided self-help'?

- CWPs will not be expected to treat young people. 'Treatment' implies an obligation to cure which is not the model for this programme. Instead, young people will be guided by their CWP, through a course of self-help and self-management.
- Focus should be on working collaboratively with young people and their families towards a model of self-help.
- Focus will be on links with other agencies and, where possible, encouraging young people and families to self-help and seek support from these agencies.
- CWPs will be asked to adopt techniques used in other therapeutic modalities such as Interpersonal Therapy – encouraging young people to build a 'team' around them who can provide support.

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- Goal setting and monitoring will not just be specific to young person but will incorporate their support 'team'.

What qualifications will CWPs need?

Both UCL and KCL request the following in relation to the CWP training programme:

- A minimum of a second-class Bachelor's degree from a UK university or an overseas qualification of an equivalent standard in a relevant subject (e.g. psychology)
- Motivation to undertake and complete the course
- If your education has not been conducted in the English language, you will be expected to demonstrate evidence of an adequate level of English proficiency. The English language requirement for this programme is: Good
- **Please note that candidates must meet the minimum criteria as outlined in the UCL/KCL guidance document.**

Sites will also be provided with a template job description and person specification which they are able to use as part of their recruitment process. These documents outline some of the additional, more specific recommended requirements for CWP candidates.

Can candidates still apply if they haven't yet finished their degree, by demonstrating a predicted degree award?

Candidates will need to have passed their degree when they are appointed to the role – by showing their degree certificate or a letter demonstrating that their degree award is pending. Candidates will not be accepted based on predictions alone.

Please also note that candidates will not be able to apply for this role with KCL or UCL if they are already enrolled on another course within the HEI.

Do candidates need to apply to UCL/KCL more than once.

No, candidates only apply to UCL and KCL once, but are free to put in multiple job applications.

What will the training programme look like?

CWP training will start in April/May. In the first instance, CWP trainees will take undertake 3 days of training a week at either UCL or KCL, with the additional 2 days a week used for in-service work. Following this, their attendance will reduce to one/two days a week (Thursdays and Fridays) to focus specifically on clinical skills.

Will training continue over the summer holidays and half term?

As with other university led teaching, the training aspect of the CWP programme will not take place over the summer term. As a result, CWPs will be based within their service full time over this period to allow them to put their skills into practice and see their own caseload (under close supervision).

Will trainees be given study time?

We recommend that CWPs have half a day a week protected study time during term time. During the holidays we recommend the CWP's have a day a week protected study time.

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What does the CWP training curriculum look like?

Training will be delivered as part of lectures, seminars and skills sessions; allowing CWPs to put the skills they have learnt into practice as part of role plays and group discussions. Over the course of the year, training will focus on:

- Fundamental Skills: Children and Young People's Mental Health Settings: Context and Values
- Fundamental Skills: Assessment and Engagement
- Evidence Based Interventions: Theory and Skills

More specifically, trainees will focus on developing skills in the following areas:

- An understanding of the CWP role within local and national contexts, including links with other professionals, the wider network and external and multi-agency working;
- An overview of a range of CYP mental health therapies and their evidence base, focusing particularly on developing guided self-help interventions for low mood, anxiety and behavioural difficulties;
- An understanding of issues surrounding diversity, culture and social inclusion;
- Caseload management and clinical decision-making under close supervision;
- An understanding of the importance of service-user engagement, participation and collaborative practice;
- An understanding of CYP mental health policy;
- An understanding of issues surrounding confidentiality, ethics, capacity and consent/safeguarding procedures;
- Outcomes informed practice

**there will be a key focus on goals, self-management, assessment skills, outcome skills, session by session monitoring throughout the training programme.*

Where should we place newly appointed CWP's within our service?

Services should avoid placing CWPs within the current tier 3 environment and should use this opportunity to see new service users; focusing specifically on those that would not normally meet the threshold for CAMHS support. As such, every opportunity should be made to place CWPs further upstream in the referral process, with an emphasis on early intervention work within primary care, schools, early help providers and voluntary providers.

Examples from cohort 1 include placement of CWPs within:

- Local GP practices;
- Single Point of Access (SPA) services;
- Early Help Hubs;
- Family Support/Families First Teams;
- Community Teams;
- School's Projects

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It is anticipated that the training of CWP's will contribute towards the intake of up to 70,000 new patients annually by 2020. Do these have to be 'new' patients or can CWP's work with discharged tier 3 clients?

Yes, they can. All children and young people accessing any part of the system (where data flows to NHS Digital) and seen for 2 meetings will count toward the target. There is an expectation that increased capacity in the whole system will mean 'additional' young people can access all parts of system where there is a fit with need.

Supervisors Role

What is the role of a supervisor/service development lead?

Supervisors/service development leads will be appointed within each service to oversee the CWP's work within their service. As the role extends beyond classic supervision to include line management and implementation of the new initiative, this role is being referred to as 'CWP Supervisor and Service Development Lead'.

How many supervisors/service development leads should be recruited per site?

Services will need to recruit a Supervisor(s)/Service Development Lead to support CWP's throughout the duration of their training. Supervisors will need to be in post for the start of the CWP training on the 19th April. Funding for the supervisors role will be determined by the number of CWP's within your service. For example, a service with 3 CWP's will receive £36,000 (£12,000 per trainee) and should allocate 3 days a week to this role. Services with 2 CWP's will receive £24,000 (£12,000 per trainee) and should allocate 2 days a week to this role. Supervisors may job share (for example, you might have 3 CWP's with 2 supervisors – 1 working for 2 days a week and another working for 1 day a week) however this will need to be clearly communicated to us and each supervisor will be required to complete a job plan with information on how their time will be allocated throughout the week.

Will we receive full funding for just one supervisor/service development lead?

Yes, as long as you can demonstrate that the supervisor and service development lead is working at full-time capacity i.e. 4 days a week dedicated to overseeing the work of the CWP's within the service. As funding is distributed from the HEIs, each service will need to demonstrate to the HEI that their supervisors and service development lead are fulfilling these requirements before payments are made to the site by completing and submitting a job plan.

Will supervisors/service development leads receive training?

Yes, supervisors and service development leads will be expected to attend two different types of training; independent training sessions and co-taught training sessions alongside their CWP's.

How many days of training are supervisors/service development leads expected to attend?

The year 2 training programme for supervisors and service development leads is currently under development, however, during year 1 supervisors and service development leads were expected to attend an independent training session approximately once every two weeks and be available to join the skills session with their CWP's each Friday.

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