

HEE response to NWSDU report on “maximising efficiency in psychological professions’ training routes”

In response to this report, HEE is working with system partners to progress the following actions which address some of the recommendations as outlined in the report.

Career progression and retention

- NHSE/I and HEE consider this an important area for further development and are working together with training providers and services, to identify career progression opportunities for EMHPs and CWP, including senior roles.
- HEE is exploring opportunities to support widening participation into training programmes, with a view to ensuring the workforce is representative of local populations and also to support workforce retention.

Role clarity

- This is being addressed through work underway to support effective implementation of the CWP roles.

Diversity

- Approaches to ensure widening participation, including exploring apprenticeship models are being considered as part of HEE and NHSE/I’s joint work around career progression for CWP and EMHPs.
- Recruiting a workforce that reflects the local population is a priority for both CWP training and MHST implementation.

Supervision

- A national CWP supervision training curriculum has been developed and ensuring capacity in the workforce, to provide effective supervision is a fundamental consideration of the career progression pathways.

18-25 transition

- HEE is working with NHSE/I to consider how training needs can be addressed for staff working with young people between 18-25, including ensuring they are supported in the transition into adult services where appropriate.

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Workforce data

- HEE has developed a Mental Health workforce dashboard and is using this tool to collect data via STP and HEE regions regarding training and workforce supply, for CYP MH. The data is gathered quarterly and is accessible both nationally and regionally to determine workforce growth.
- Further intelligence is gathered by HEIs, collaboratives and regional teams across HEE and NHSE/I, for example to support MHST implementation.

Risk to existing CYP workforce

- HEE has ensured that training opportunities are available to services requiring additional training posts where gaps have been created by staff moving into new MHSTs.