

# Yorkshire and the Humber Hub Day

5 June 2019



# Career routes and workforce planning

Berenice Napier  
Policy Adviser

# SLT workforce: RCSLT objectives



- Become an intelligence resource regarding workforce trends
- Pre-registration and post registration training is responsive to changing environment, including development of an SLT apprenticeship
- Support members throughout their careers to develop their leadership, knowledge, evidence based practice and skills
- Profession able to see a visible career path
- Raise the profile of the profession in order to attract more SLT students

# The SLT journey: careers, recruitment and retention



- Key points in the journey:
  - Students
  - Apprenticeships
  - Recruitment
  - Post registration education and training (CPD, ACP, consultant, researchers, academia)

# Student landscape: admissions



- Admissions rose steadily to 870 in 2016/17 ahead of bursary removal in England.
- Masters admissions rose from 33% to 36% of the total from 2014/15 to 2016/17.
- 2017/18 student admissions reduced only very slightly against a backdrop of a 30% reduction in applications since 2016. We have no formal data for 18/19 yet; but
  - Mixed picture
  - Majority of universities now enter clearing – unusual pre funding changes
  - Some suggestion of reduced entry grades
  - Masters holding up in 2017/18 despite very late confirmation of loan funding being available
- New integrated masters now available (4 years)

# Student landscape: wider picture



- Qualifiers – around 720 in 2017/18, but undergraduate trend is downwards and post-graduate trend slightly up.
- Large regional variations in how many SLT students have SLT jobs 6 months after
- Impact of future funding/ cap changes in all nations and HE review in England:
  - Augar review out - £7.5k cap?;
  - Apprenticeships?
- RCSLT has received approaches from three universities about the possibility of setting up a new SLT course
- New NHS interim workforce plan proposes actions to increasing applications to undergraduate AHP education and expand clinical placement capacity.

## SLT student diversity statistics

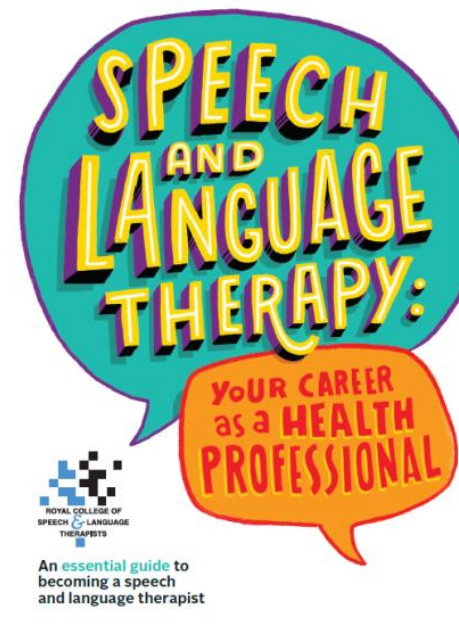
- 5% male 2017/18 compared to 3% among qualified SLTs
- 13% from ethnic minorities compared to 23% in the general student population.
- 6% SLT students under 21 doing a first degree are from the most disadvantaged neighbourhoods compared to 11.3% in the general student population
- 16% of UK SLT students have declared a disability.

# Refreshing the RCSLT approach on careers and diversity



- In December the Board of Trustees agreed activity to raise the profile of the profession and to seek to improve diversity.
- RCSLT workshop on 26<sup>th</sup> June to generate engagement and ideas.
- In the meantime we are looking for Hub and HEI help in setting up a schools outreach projects Hub wide. Get in touch with [berenice.napier@rcslt.org](mailto:berenice.napier@rcslt.org) if you can help in your area.
- New external facing webpages in development
- New toolkit for schools careers events on the website – to be developed further

<https://www.rcslt.org/members/speech-and-language-therapy#section-9>



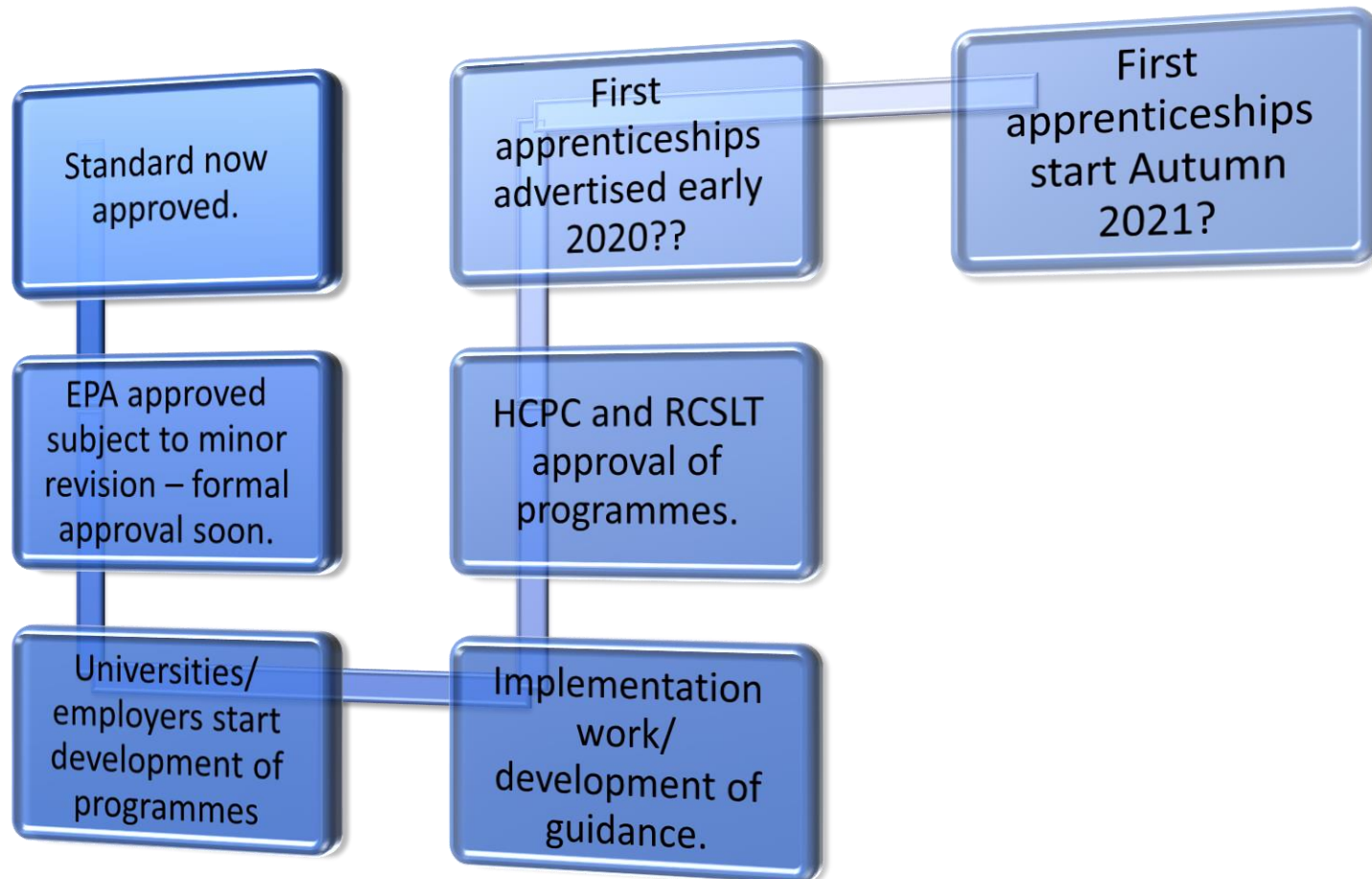
# SLT Apprenticeship: RCSLT position



- Must align with RCSLT new curriculum guidance
- Must align with HCPC standards
- Must provide a degree level qualification
- No dilution of quality or standards
- Should support improved diversity in the profession
- Should provide a new pathway into the profession.



# Apprenticeship timetable



# SLT apprenticeship what next?



## Support for apprentices

- FAQs – on website  
<https://www.rcslt.org/policy/england#section-6>

## Support for employers/ HEIs

- New contractual relationships/ need for collaboration to ensure sufficient apprentice numbers and variety in placements.
- Local HEE leads now in place – will be co-ordinating AHP employer demand.

## RCSLT guidance

- Will be guidance around RCSLT expectations of what a quality apprenticeship looks like.

# Vacancies and recruitment – a summary of SLT service comments – late 2018



## General comments

Rural communities difficulty in recruiting./ Fixed term posts unattractive.

Maternity leave difficult to cover at all./ Poor perception of NHS jobs.

Use of bank SLT adverts to recruit staff to the service has also been successful.

Challenge to recruit to Welsh Language posts./ SLTs drawn to independent sector for more job satisfaction/ flexibility.

Increasing numbers children with EHCP plans causing unmanageable caseloads (England)

### Band 5

Recruitment OK, but high turnover and attrition, often people return to their home area when they can.

Lack of dysphagia training an issue.

Placements too short in training and NQPs need lots of support

### Band 6

Recruitment very problematic – “growing our own”

Recruiting to dysphagia posts a very common issue and band 5 unable to cover.

Geography issues in London, rural areas, Lincolnshire.

### Band 7

Recruitment an issue with few applicants with enough experience.

Small units lack critical mass to support development.

Lack of posts at this level due to Trust financial constraints.

# Workforce data and patterns of employment



- Hope that the new CRM system will eventually improve RCSLT's workforce data to improve our ability make a strong case with bodies such as Higher Education England (HEE) and to inform Government consultations.
- Data we do have (from NHS digital) suggests growth in SLTs in last 10 years is not reflected in the NHS – most have gone to the independent sector.
- We purchase data from HESA about the SLT student body.
- SLT just recognised as a profession in shortage by the Migration Advisory Committee.

# Advanced practice and consultant developments



## HEE

- Advanced and consultant level “Academy” to frame those roles more consistently – SLTs have joined. RCSLT responded to 3 surveys on accreditation and credentialing and operation of the Academy.
- Sign up to newsletters from HEE <https://www.hee.nhs.uk/our-work/advanced-clinical-practice/virtual-reference-group>

## ACP

- Workshop at RCSLT 30<sup>th</sup> May
  - developing a position
  - What are the roles
  - How to influence the system about value of SLT ACP

## Consultant

- HEE work ongoing on capabilities and work starting on Level 8 consultant apprenticeship.

## ACP pathways

- SLTs are members of HEE working groups looking at advanced practice in learning disability and autism, mental health, emergency care and paediatrics.

# Supporting careers(1)



- **Lobbying with the AHPF on leadership roles:** potential for collaborative approaches - different types of leaders: clinical, uniprofessional, generic, research, academia.
- **Learning journeys** Two new learning journeys – on ‘Leadership’ and ‘Influencing’ have just been published for RCSLT members. Please find out more here: <https://www.rcslt.org/members/lifelong-learning/resources#section-3>
- **Leadership Mentors** We held a workshop for leadership mentors in April for mentors to network and feed back on the programme so far. We are taking forward actions from that event.
- **Research roles** - relaunch of research champion role, work with CAHPR to develop a research competency framework, set up research champions in nations. Working with independent therapists on evidence-based practice. Clinical academic mentor network and case-studies of clinical academic careers on website <https://www.rcslt.org/members/research/careers#section-2>

# Supporting careers (2)



- **Academia** – continuing to develop and publicise successful clinical academics.
- **Digital transformation** – CPD diary redesign/ new website embeds learning through topic pages/ communities area encourages peer-to-peer learning.
- **Joint statement on CPD** - joint AHP and health care professions statement on CPD launched in January <https://www.rcslt.org/members/lifelong-learning/joint-principles-for-cpd-and-lifelong-learning>.
- **RCSLT Clinical excellence networks**
- **Returners**- link with HEE scheme and support to those returning eg in funding placements

# Supporting careers (3)



## Professional guidance and resources update

Item (in progress only)	Progress
Guidance for schools, with NAHT (update)	Authors appointed; Scoping workshop 18 Apr; Consultation Aug-Sept; Publication Dec '19
Collaborative working for SLTs and teachers of deaf, with BATOD (update)	Authors appointed; Scoping workshop 26 Mar; Consultation 10 <sup>th</sup> -28 <sup>th</sup> June; Publication Sept '19
End of life care (new)	Scoping workshop held 1 Mar '19; Consultation Jun '19; Publication Oct '19
Voice (update)	Scoping workshop held 23 Jan '19; Drafting underway; Consultation Apr '19; Publication Jul '19
Critical care (update)	Consultation on draft ended 18 Mar '19; Publication May '19
FEES position paper (update)	Authors being appointed; Publication Oct '19
Dysphagia (update)	Authors appointed; Scoping workshop Apr '19; Publication Oct '19
Children's services guidance	Implementation activities underway – 2 webinars, case studies, workshops; evaluation plan being developed