

**Case study template: AHP support workforce service development**

Information provided here will be used as quotes/soundbites/mini-case studies within the materials produced to promote the role of AHP support workers in England.

Published examples are available via: [AHP Support Worker Case Studies | Health Education England (hee.nhs.uk)](https://www.hee.nhs.uk/our-work/allied-health-professions/enable-workforce/developing-role-ahp-support-workers/ahp-support-worker-case-studies)

If you are able to supply a photo to go alongside the case study, please email this at the

same time you return the form to [add faculty or regional email address].

Word count

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| **Name** |  |
| **Role/job title** | Clinical and Professional Lead Occupational Therapist, CAMHS |
| **Contact phone** |  |
| **Contact email** |  |
| **Twitter handle (if relevant)** |  |
| **Employer** |  |
| **Line manager name and email address** |  |
| **Title of case study** | Development of a recruit to train position for Occupational Therapy |
| **Rationale for service development** | Developing a career pathway for Occupational Therapy within CAMHS that would enhance and compliment existing staffing, help mitigate difficulties in staff recruitment and develop the future workforce. |
| **Aim and objectives** | Develop a recruit to train position within CAMHS for Occupational Therapy.  To employ someone in a support worker role who we would actively support through the apprenticeship route to professional qualification.  To be creative with offering a different route into the profession to support future workforce development. |
| **The idea** | To advertise a recruit to train position specifically rather than an OT support worker post. This would mean we would recruit someone with the necessary qualifications to meet the entry requirements for Level 6/7 apprenticeship. That the position would be to have an OT support worker knowing we would be putting them forward for the apprenticeship and having prior commitment from the service to do this. |
| **A brief description of the service**  **Development** | Band 5 positions within CAMHS have been developed over the past few years and we had 3 substantive posts at B5 across the service. As 1 of these B5’s left I decided to use this money to push for a recruit to train position instead of readvertising as B5. This was in part due to recent posts at B5 had not been recruited to or attracted many applicants.  Also, we did not have OT support workers in generic CAMHS but only in Inpatients and wanted to scope what an OTA role in Outpatients may look like.  The position went through vacancy control to be authorised and means that we have a template for offering future positions in this way.  Support from attending the organisation’s apprenticeship meetings and AHP workforce development was helpful in developing this position |

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| **Key finding (benefits/impact)** | We have successfully recruited to this position ( August 2021) and this person is now going through the process ( internal and with xxxx university) to undertake the Level 7 apprenticeship.  The added benefit is we have established that an OTA role in our Outpatient service is beneficial and supportive and hope to add this to our workforce.  Having a staff member go through the apprenticeship training will enhance the skills and knowledge of our OT workforce around current theories, models and evidence base. |
| **Key learning points** | Advertise externally. Initially we advertised internally as we had a member of staff from another professional group interested. However they backed out at the last minute and we readvertised.  Be specific in the advert about the qualifications required.  Maintain close links with Trust Apprenticeship group, AHP workforce lead for support.  Be realistic from the outset about the capacity of the OTA prior to commencing the apprenticeship ie from the outset, we allocated a day a week for them to develop awareness of OT, visits to other sites etc as we knew they would be in University a day a week. |
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| **Staff member signature**  *(typed or electronic signature)* |  |
| **Line manager of AHP lead** |  |
| **Date** | **10/3/22** |