

Welcome to AHP Workforce Webinar 1

Occupational Therapy, Podiatry and Art Therapy

10 September 2020



Developing people
for health and
healthcare

www.hee.nhs.uk

Paula Breeze
National AHP Clinical Fellow
@breeze_paula
#AHPFaculty
Paula.breeze@hee.nhs.uk

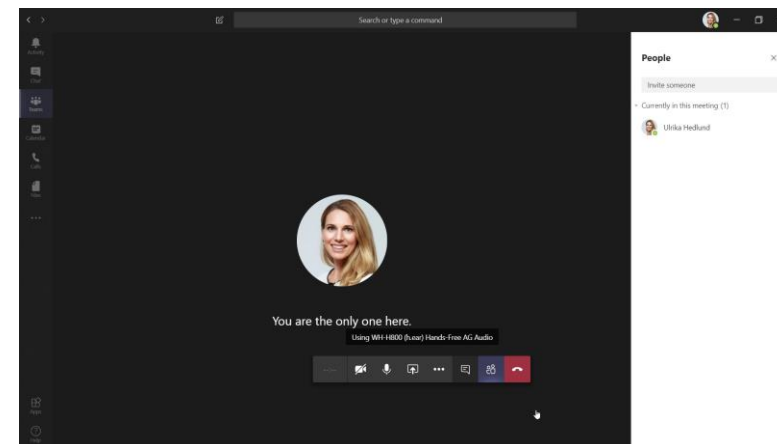
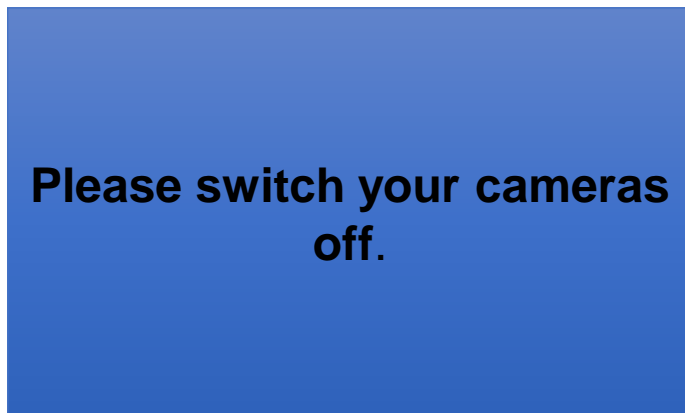
Purpose of the webinars

- Follow up to the successful AHP Faculty virtual showcase that took place on the 15th July.
- AHP Faculties provide the infrastructure to enable system wide collaboration to address AHP workforce challenges and to maximise opportunities
- Part of the support that we want to give to the faculties is to deliver a series of 5 webinars with the following aims:

1) To provide Chief/lead AHPs with up to date AHP workforce information and data

2) To enable them to have informed conversations with their HR Directors and senior stakeholders to raise awareness, promote value and optimise AHP skill utilisation within the system

House Keeping



Today's Plan

Occupational Therapy

- Workforce Data
- Royal College of Occupational Therapy

Podiatry

- Workforce Data
- College of Podiatry

Art Therapy

- Workforce Data
- British Association of Art Therapy

Discussion

Occupational Therapy Workforce Data

Shagufta Khan

National Workforce Planner

**Workforce Planning and Intelligence
Directorate**

Health Education England

2nd Floor | Stewart House | 32 Russell Square |
London | WC1B 5DN

W. www.hee.nhs.uk

Occupational Therapy

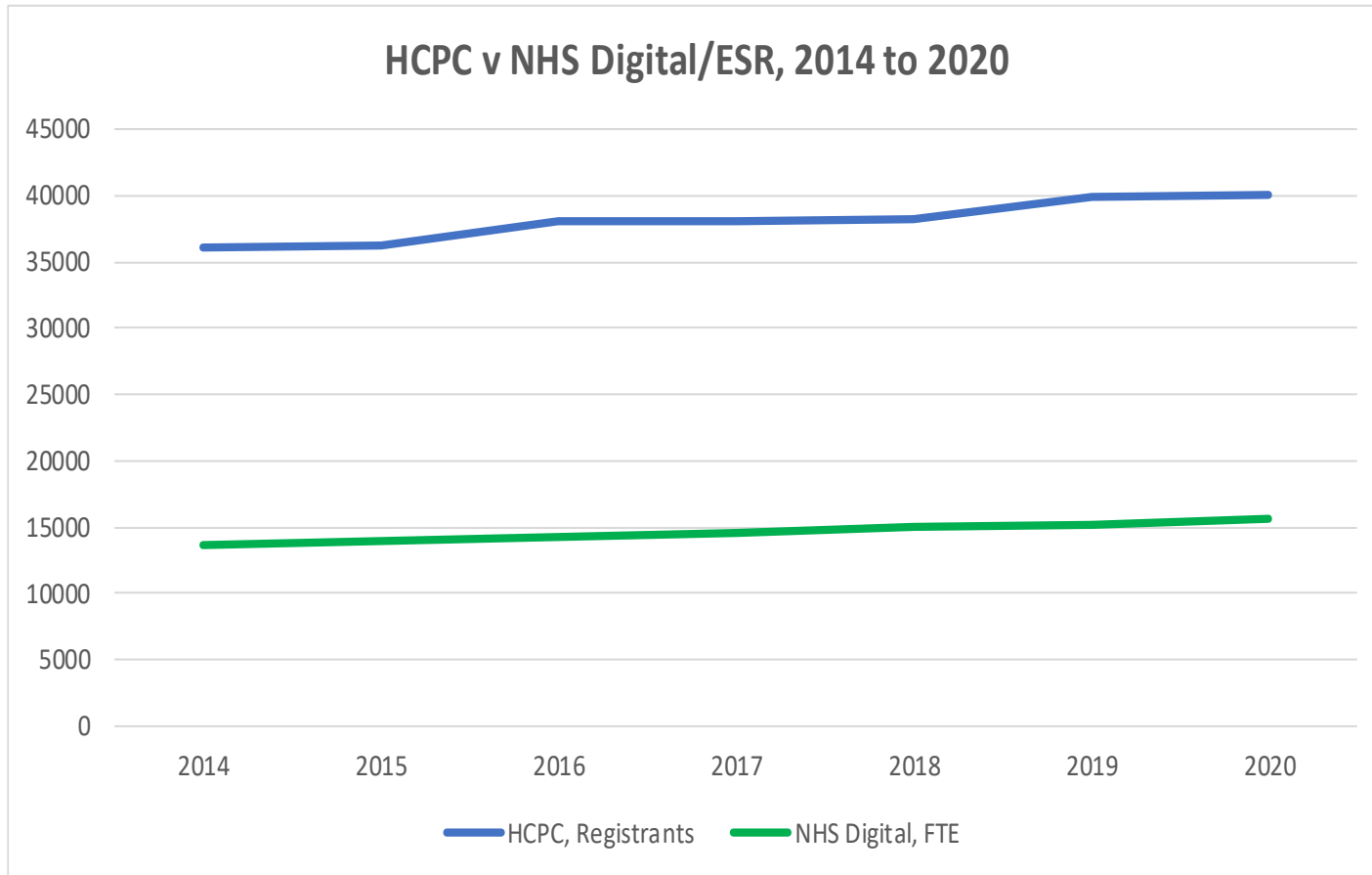
September 2020

HCPC – Registration Data

	Art, Music & Drama Therapi	Chiropodists / Podiatrists	Dietitians	Operating Department Prac	Orthoptists	Occupational Therapists	Paramedics	Physiotherapists	Prosthetists / Orthotists	Radiographers (D & T)	Speech and Language Thera
2018-19FYE	4,432	12,833	9,722	13,903	1,496	39,925	27,686	55,695	1,101	34,470	16,595
2017-18FYE	4,322	13,115	9,585	13,639	1,440	38,183	25,465	55,132	1,051	32,475	15,932
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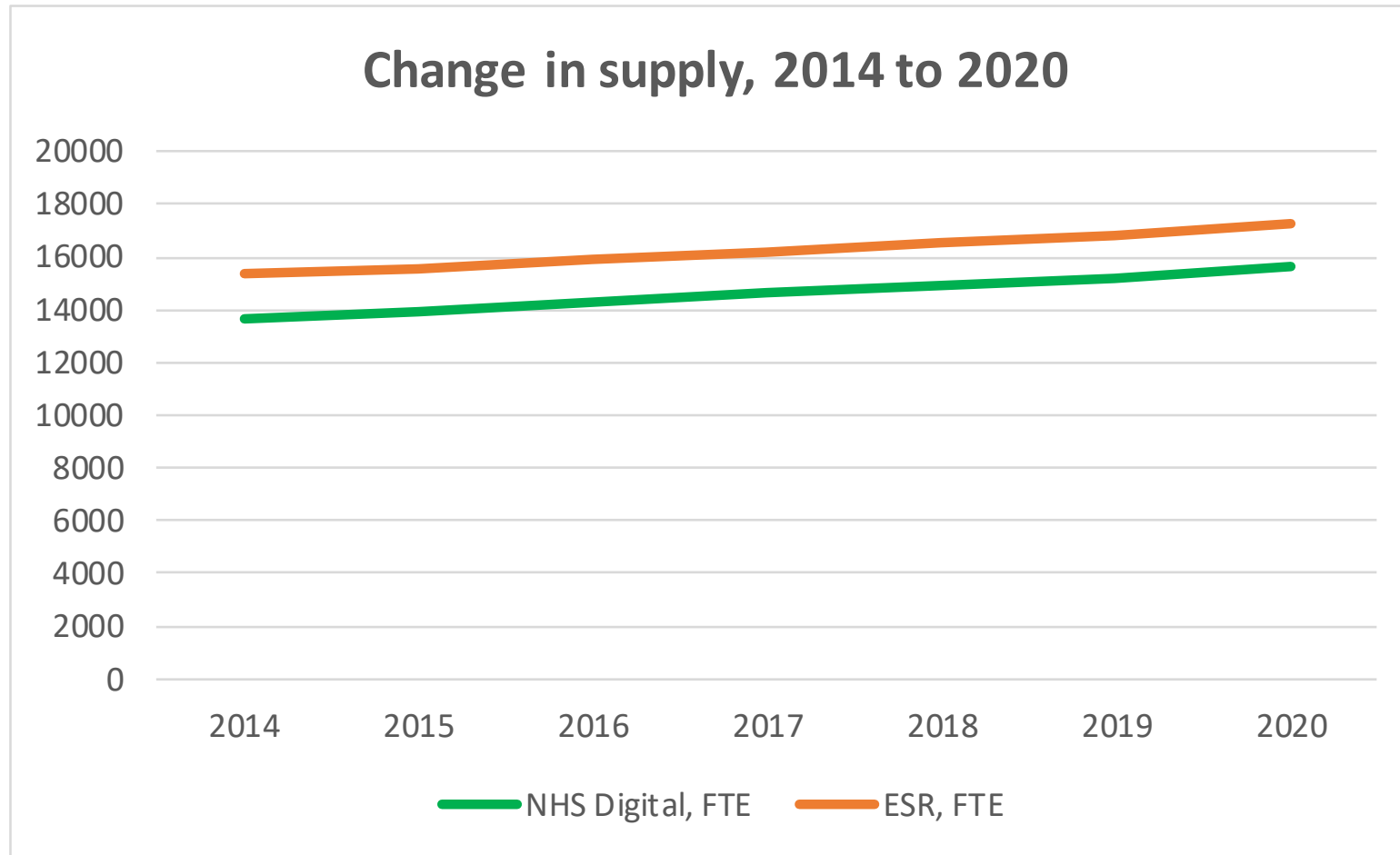
- HCPC regulate the 14 AHPs along with the General Council for Osteopaths.
- Art, Music and Drama therapists are grouped together as are Diagnostic and Therapeutic Radiographers.

AHP – OTs registered with HCPC



- Occupational Therapy registrants in the UK increased by c.3,900 (11%) between 2014 and 2020, to 40,062 in March 2020. That represented solid growth of the order of 2% per year.
- In August 2020, there were 40,386 registrants – a 1.2% increase on end 2018/19, which suggests growth may be slowing down
- Majority of registrants do not work in the NHS in England. This will reflect registrants working elsewhere in the UK and abroad, as well as high employment in other sectors such as Social Care, Mental Health settings, Education etc. We know for instance there are about 3,500 (2,550 FTE) working in social care, of which just under half will be in local authorities.

AHP – Historic supply trends



- We use both published NHS Digital data and data from ESR Data Warehouse
- There are some differences, with latter numbers being higher – we typically count all employed staff, NHS Digital count ‘frontline only’ and so do not count all staff. However, the historically supply trends follow more or less the same pattern.
- Both sources confirm growth in the order of 2% per year. Growth has been slightly faster than the register

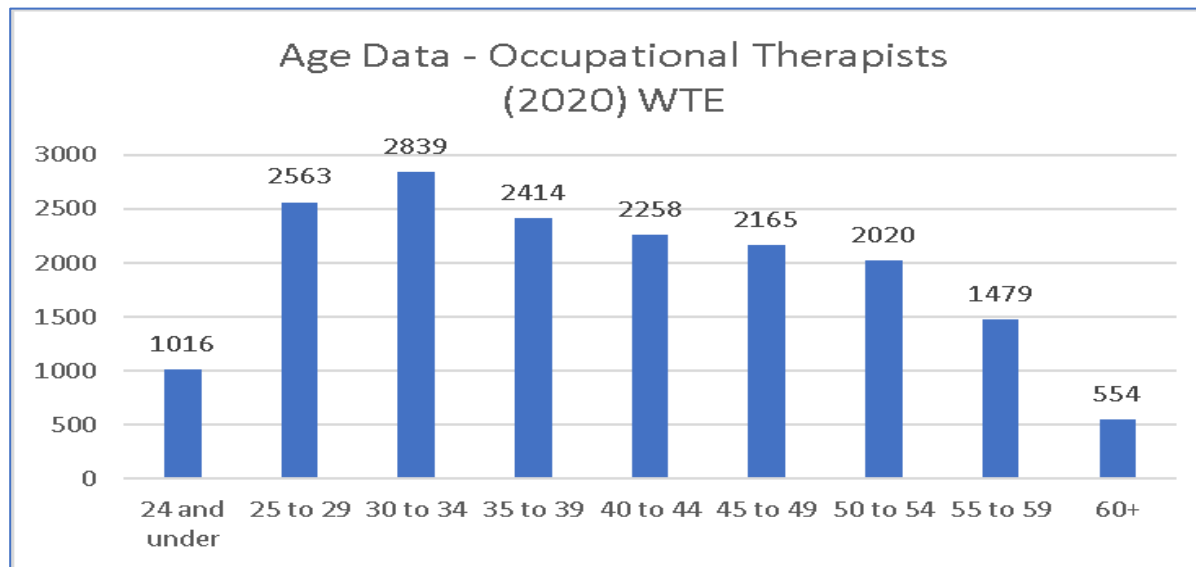
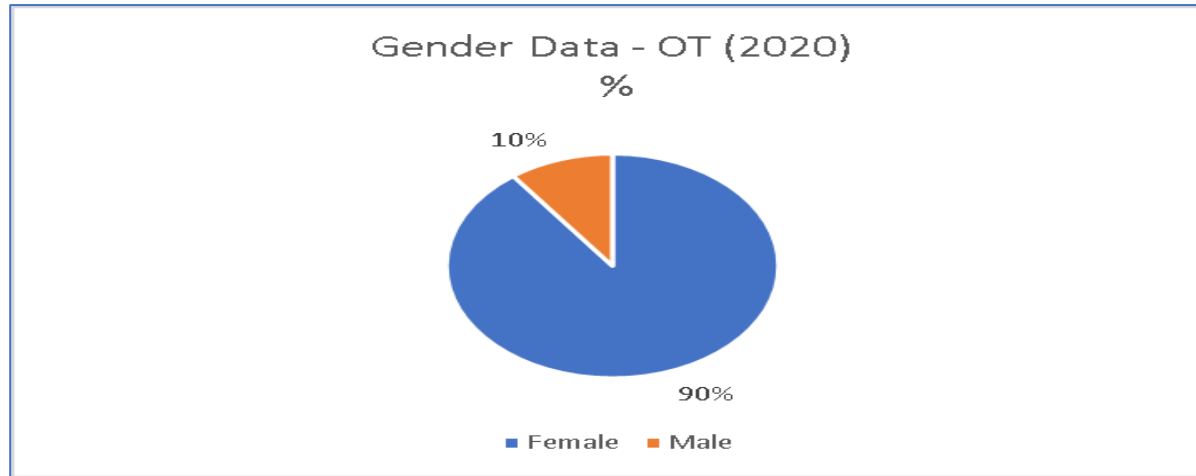
Flow analysis

- **Overall, numbers between 2014 and 2020 increased by about 2% per year**
- Growth in UK joiners has increased from c. 1,300 per year to just over 1,600 in 19/20
- International recruits have increased from c. 200 per year to 280 in 19/20; with net growth in international supply averaging about 80 FTE per year
 - Growth in international supply has averaged about 80 FTE per year since 2015; peaking at c.100 FTE in 2016-17
 - In recent years, net joiners from the EU/EEA have dropped back; by contrast non-EEA supply increased significantly in 2019-20
- Leaver rates dropped sharply to c. 7% in 19-20, having hovered around 8% since 2014 – this was largely driven by fewer UK leaving (6.4% leaving in 19-20 compared to 7.4% in 18-19)

Local Workforce Data (wte) – By Region

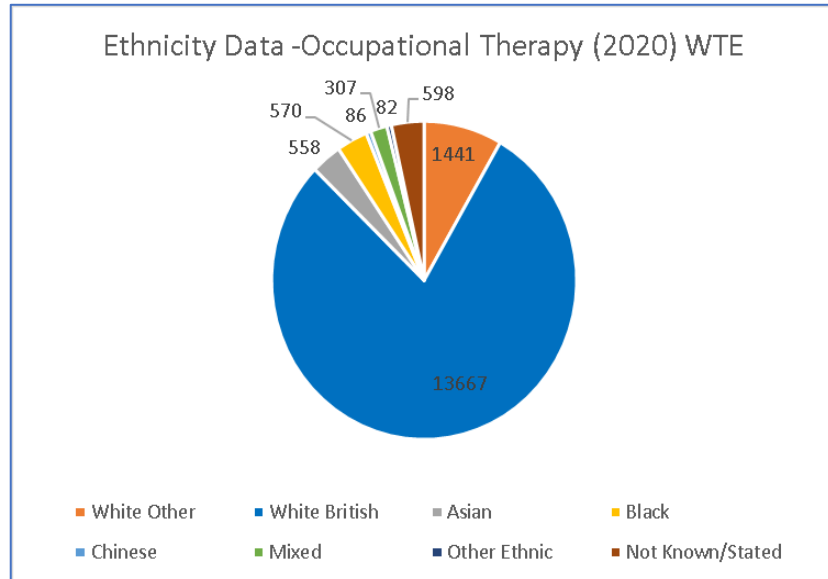
Occupational Therapy	2014	2015	2016	2017	2018	2019	2020
North East & Yorkshire	2,642	2,699	2,789	2,779	2,741	2,786	2,807
North West	2,050	2,101	2,179	2,250	2,280	2,360	2,471
Midlands	2,959	2,910	2,924	3,014	3,054	3,114	3,187
East Of England	1,305	1,330	1,354	1,382	1,417	1,442	1,435
London	2,452	2,562	2,614	2,648	2,687	2,688	2,821
South East	2,129	2,162	2,187	2,214	2,346	2,396	2,416
South West	1,816	1,803	1,849	1,927	1,992	2,025	2,169
Total	15,353	15,566	15,895	16,213	16,516	16,809	17,309

Gender and Age Information



- OT workforce is predominately female (90%)
- Age profile information for the profession shows there is a good distribution across the various age bands:
 - 26% of the workforce is in the age bands of 40-49 and (4,423 WTE).
 - 24% in the age band of 50+ (4,053 WTE).
- Almost a quarter of the workforce approaching retirement age in the not so distant future; however may not be a concern given younger age profile

Ethnicity & Nationality Information

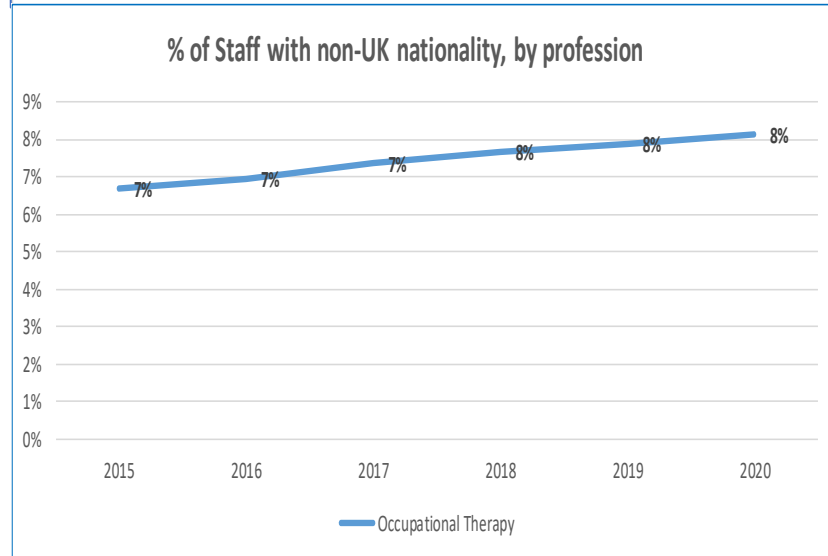


Ethnicity

- Ethnicity data suggests majority (79%) of OTs are White British
- Ethnicity data shows at least 7% of the workforce are from Asian, Black, Chinese or Other Ethnic backgrounds

Nationality

- The % of staff with non-UK nationality has remained largely stable, at about 7-8% of the workforce. In March 2020, this represented c.1,400 out of c.17,300 of the workforce.
- London by far has the greatest dependence on non-UK nationals – 24% of the workforce in 2020
- Most common nationalities other than UK are: Irish (524 in 2020), Australian (105), South African (81), Indian (67) and Spanish (52)



	2015	2016	2017	2018	2019	2020
01_NEY	3%	3%	3%	3%	3%	3%
02_NW	3%	4%	4%	4%	4%	4%
03_MIDS	3%	3%	3%	3%	3%	3%
04_EoE	7%	8%	7%	8%	7%	7%
05_LON	19%	20%	20%	22%	24%	24%
06_SE	6%	6%	6%	7%	8%	8%
07_SW	4%	3%	4%	4%	4%	4%
TOTAL	6%	7%	7%	7%	8%	8%

Summary of future trends

- All else equal, we would expect supply to grow by the order of 2-3% per year, based on historic observed trends
- While growth in demand is harder to ascertain, we would expect growth in demand to grow by about the same amount, given requirements within the Long Term Plan, and particularly within social care
- This means we would almost certainly need further intervention, if we are to do more than keep pace with demand – however, we have historically experienced solid growth and expect training numbers to increase in future years

OT Workforce Summary

- Significant proportions of OTs employed outside NHS in England
- Significant increase in registrant and current workforce numbers in recent years – in region of 2-3% per year. Driven both by increased joiners, especially from overseas (which has been large, but volatile)
- Particular dependence in London on overseas recruitment
- Overall, prognosis is reasonably positive, given history of solid growth and young age profile... however, we need further interventions to secure supply given increasing demand

David Marsden

Regional Allied Health Professions Lead

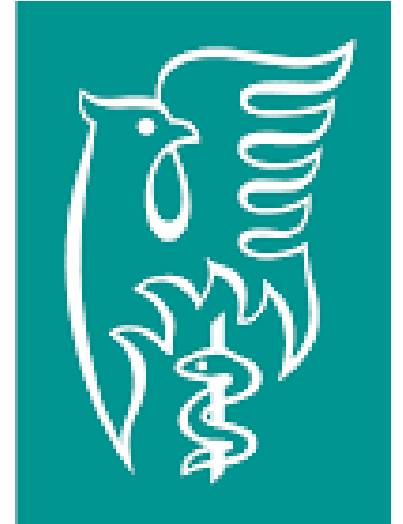
**Health Education England working
across the North East and Yorkshire**

- **Email** david.marsden@hee.nhs.uk
- **Twitter** [@AHP_NENCY](https://twitter.com/AHP_NENCY)



Karin Orman

Royal College of
Occupational
Therapists



Occupational Therapy - Workforce Challenges

Occupational therapists identify what each person needs and wants to be able to do and helps them find ways of doing it. Pre-registration degree covers mental, cognitive, psychological and physical health as well as social models and environmental adaptations.



Regional shortages
Service delivery
Skills not fully utilised
Early specialism
Placement capacity



Occupational Health

Mental Health Rehabilitation

Redefining rehabilitation in mental health

Primary Care

Funding through role reimbursement scheme

Occupational Therapy Workforce

Community Rehabilitation Teams

Integrated neighbourhood teams.

Mental health

Frailty

work

Schools

Care homes

3rd Sector providers

Social care

Mental health

Physical health

Opportunities



Podiatry Workforce Data

- **Tom Speller**
- **Deputy Head of Workforce Planning – Modelling and Medical/Dental Planning (MMD)**
- **Workforce Planning and Intelligence Directorate**

- **Health Education England**
- **2nd Floor | Stewart House | 32 Russell Square | London | WC1B 5DN**

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Podiatry

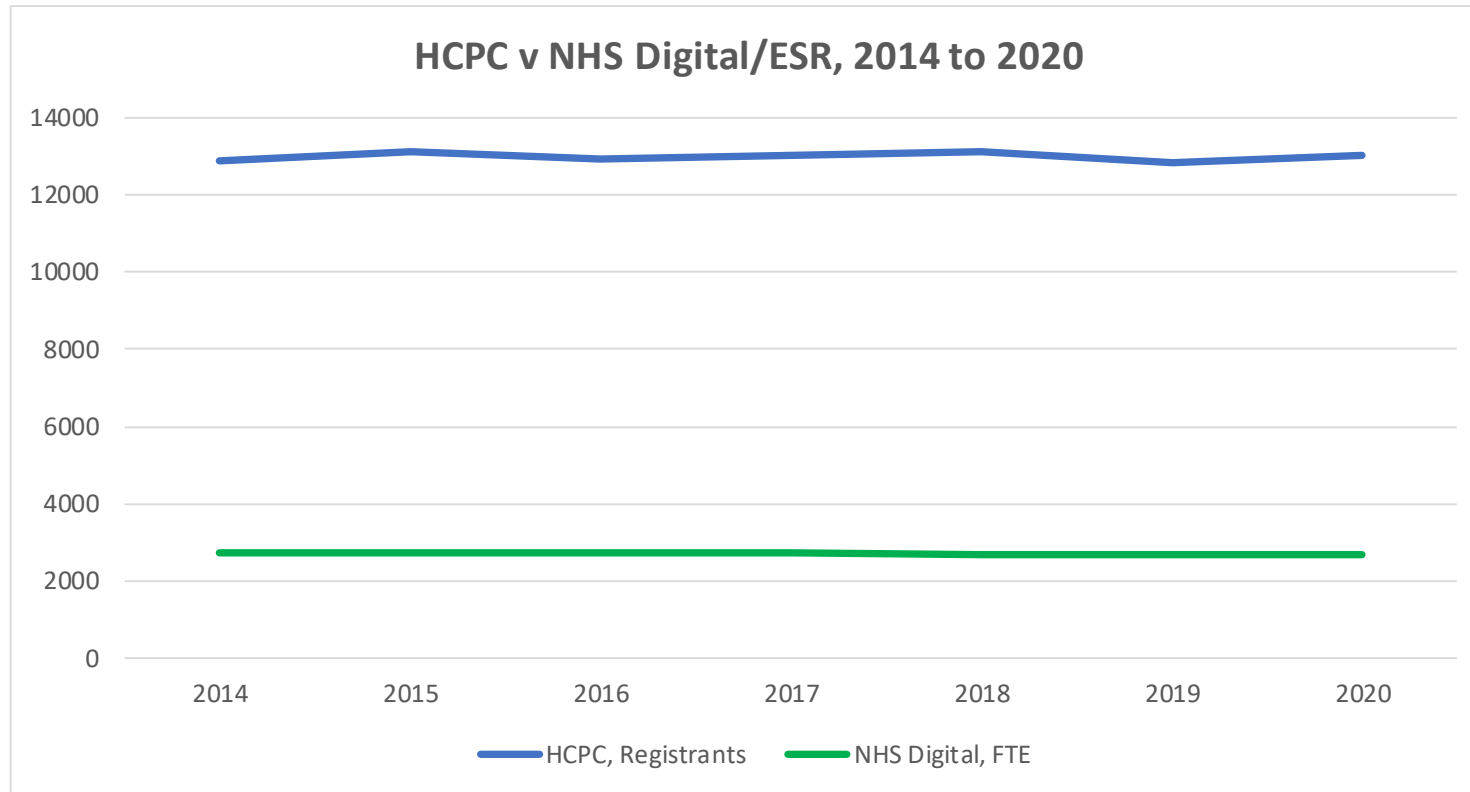
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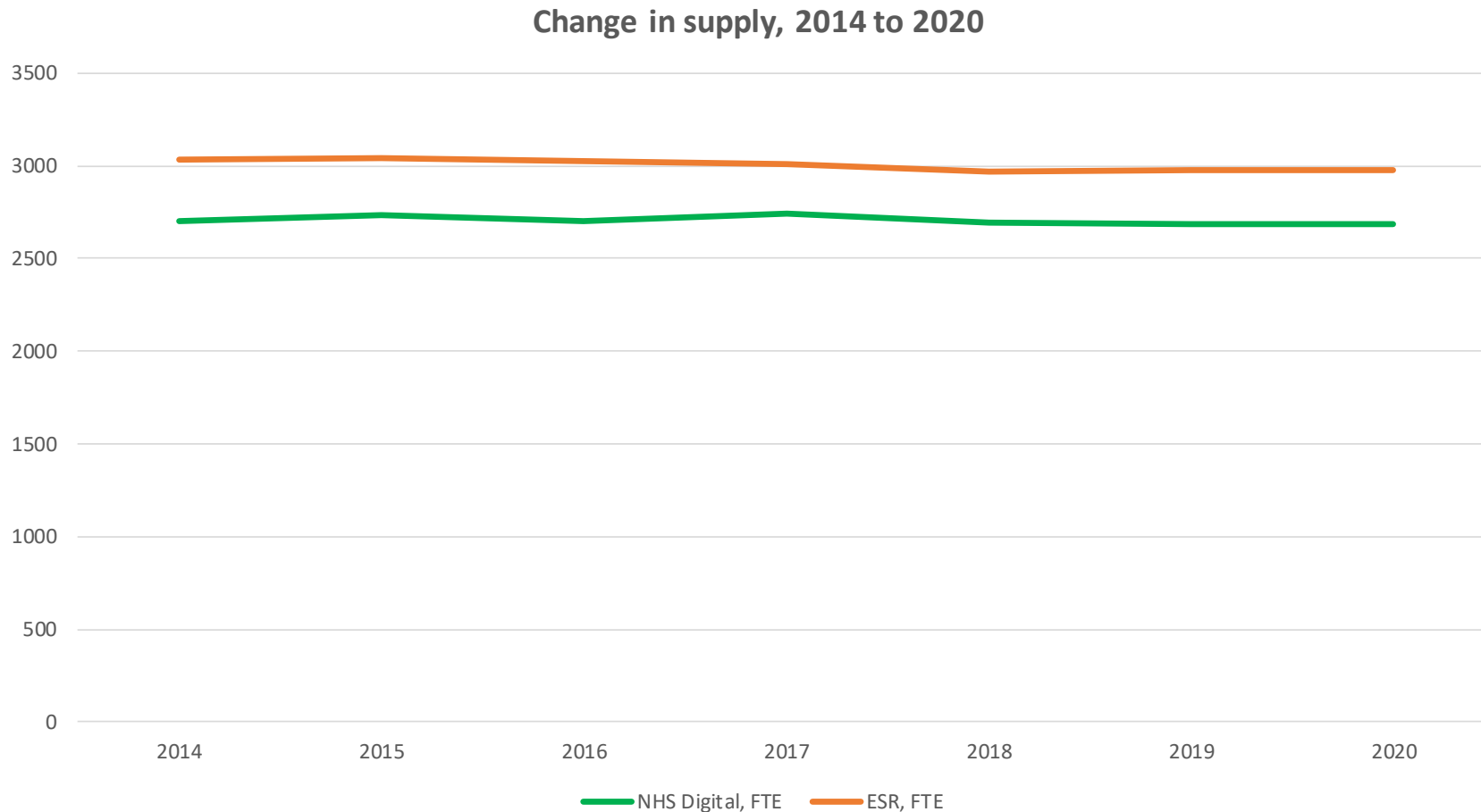
- HCPC regulate the 14 AHPs along with the General Council for Osteopaths.
- Art, Music and Drama therapists are grouped together as are Diagnostic and Therapeutic Radiographers.

AHP – Podiatrists registered with HCPC



- Erratic pattern of podiatrists registered with HCPC over the last decade in the UK, with registrant numbers remaining largely stable (compared to 2-3% growth per year elsewhere)
- Podiatrist numbers increased by c. 130 (1%) between 2014 and 2020, representing small growth of the order of 0.2% per year
- Numbers in August 2020 were 13,026 (+1.5%) on end 2018/19, suggesting some increase
- A comparison of registrant and ESR data demonstrates that the majority of registrants do not work in the NHS in England. This will reflect registrants working elsewhere in the UK and abroad, as well as high employment in other sectors.

Podiatry – Historic supply trends



- We use both published NHS Digital data and data from ESR Data Warehouse
- There are some differences, with latter numbers being higher – we typically count all employed staff, NHS Digital count ‘frontline only’ and so do not count all staff. However, the trends are largely the same.
- Both sources confirm numbers have fallen in recent years, with growth lower than the register

Flow Analysis Summary

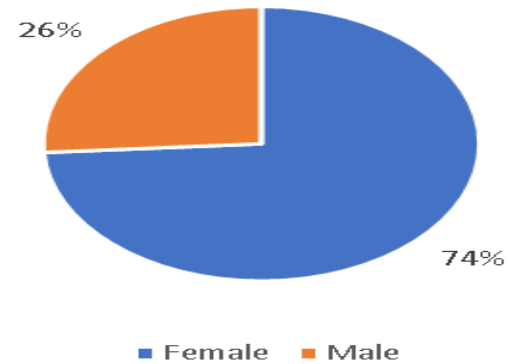
- **Overall, numbers decreased by 2%, or 0.4% per year**
- Growth in UK joiners has decreased slightly from c. 210 per year to 203 in 19/20
- Internal flows largely cancel each other out but are slightly net negative
- International recruits have increased from c. 13 per year to 26 in 19/20 – so small numbers
 - Growth in international supply has averaged about 8 FTE per year since 2015; peaking at 13 FTE in 2017-18
 - In recent years, net joiners from the EU/EEA have dropped back; by contrast non-EEA supply has been more prominent since 2016-17
- Leaver rates have dropped from c. 8% in 2017-18 to c 6.5% in 2019-20 – so improvement in retention

Local Workforce Data (wte) – By Region

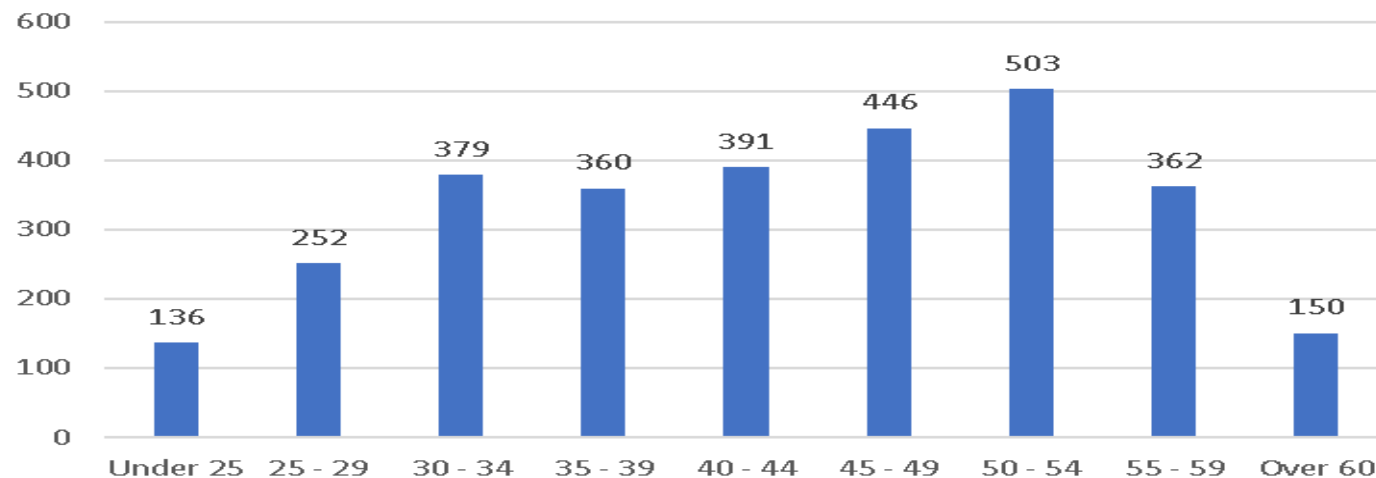
Podiatry	2014	2015	2016	2017	2018	2019	2020
North East & Yorkshire	597	593	589	586	595	583	597
North West	580	581	574	572	566	562	562
Midlands	565	581	580	558	545	535	538
East Of England	233	219	225	212	195	168	160
London	418	439	431	441	414	444	435
South East	363	363	357	360	369	378	382
South West	276	266	272	279	288	308	305
Total	3032	3043	3027	3008	2972	2977	2979

Gender and Age Information

Gender Data - Podiatry
(2020) %

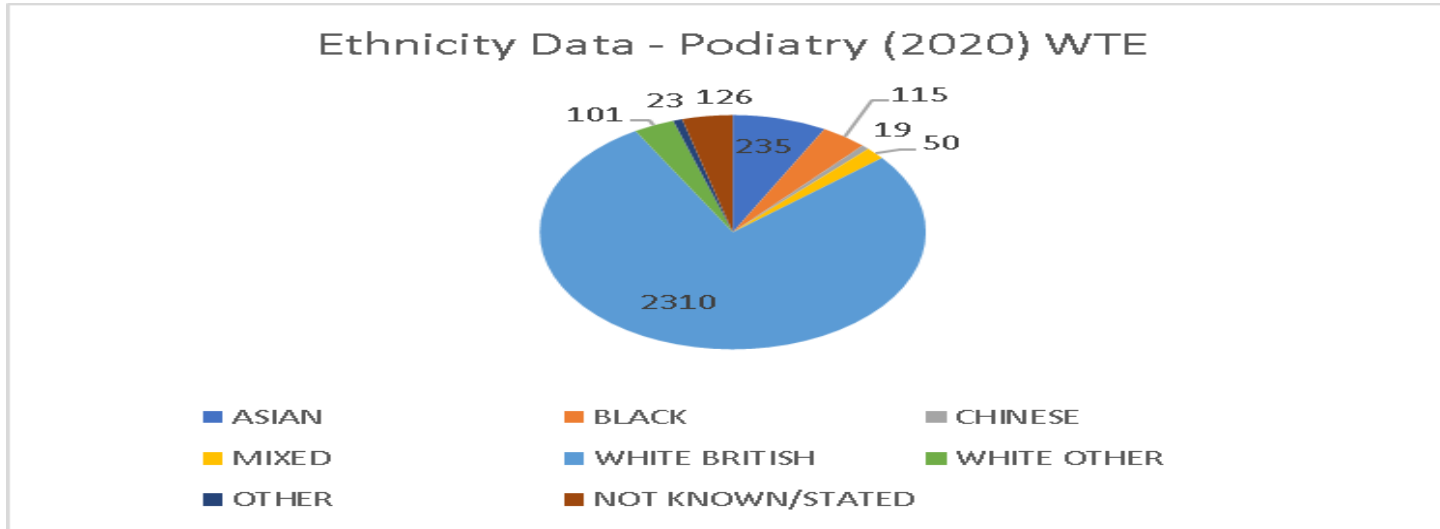


Age Data - Podiatry (2020)



- Nearly three quarters of the Podiatry workforce are female (2,204 WTE))
- Only 13% of the Podiatry workforce is 29yrs or under (388 WTE)
- 34% of the Podiatry workforce is 50yrs or above (1,015). This is significant given only 2,979 WTE podiatrists employed within the NHS, and lower numbers of younger staff
- Overall, strong evidence to suggest possible risk associated with an ageing workforce

Ethnicity and Nationality Information

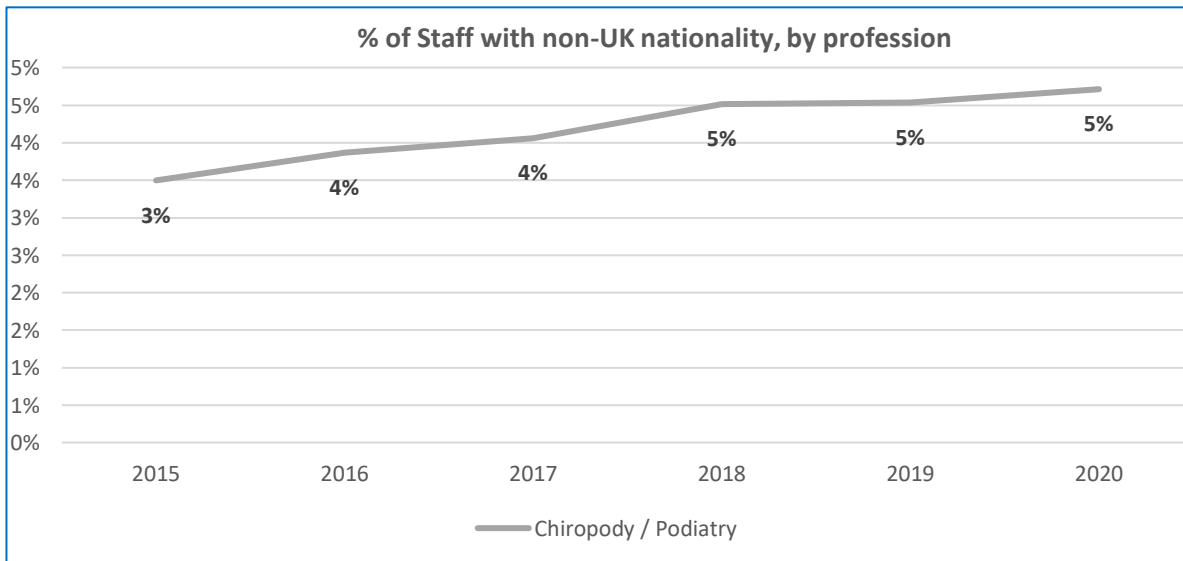


Ethnicity

- Ethnicity data for podiatry shows that 78% of the workforce are White British
- Colleagues from Asian, black and Chinese backgrounds make up at least 13% of the podiatry workforce.

Nationality

- The % of staff with non-UK nationality increased from 3 to 5% between 2015 and 2020. In March 2020, this represented c.140 out of c.3,000 of the workforce.
- London by far has the greatest dependence on non-UK nationals – 12% of the workforce in 2020
- Most common nationalities other than UK are: Irish (40), Spanish (12) and Australian (8).



	2015	2016	2017	2018	2019	2020
01_NEY	1%	1%	1%	1%	2%	2%
02_NW	2%	2%	2%	2%	3%	3%
03_MIDS	2%	2%	2%	2%	3%	3%
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06_SE	4%	3%	5%	5%	4%	5%
07_SW	3%	3%	4%	4%	4%	5%
TOTAL	3%	3%	4%	4%	5%	5%

Summary of future trends

- All else equal, we would expect little to no growth in podiatry without further intervention, based on observed trends
- While growth in demand is harder to ascertain, conservatively we would expect growth in demand to grow by at least 1-2% per year, given requirements within the Long Term Plan and within primary care
- This means further intervention will be inevitable to keep pace with demand

Podiatry Workforce Summary

- Significant proportions of Podiatrists employed outside NHS in England
- Erratic pattern seen in the number of registrant and workforce numbers in recent years. Registrant numbers have largely remained flat; NHS numbers have fallen – suggesting a major supply problem
- Overall, prognosis is challenging, given ageing workforce, flatlining supply and increasing demand.
- However, increase in demand for podiatry services offers an encouraging opportunity...
- ... and work underway within HEE to promote podiatry profession, attract more students and improve retention. Will be a long term piece of work, and will likely involve demand management.

Rebecca Tyrrell

**AHP Workforce Programme Director
BOB ICS**

**Acting HEE AHP workforce lead working
across Thames Valley and the South
East**

- **Email** Rebecca.tyrrell@hee.nhs.uk

Key workforce issues in Podiatry

James Coughtrey, Head of Education & Professional Development
College of Podiatry

The state of play for podiatry

- Reduction in supply of new graduates into workforce over the past 10 years with a 40% decline in student numbers in the last three years. (However predicted 150% increase for 2020-21 – could be in part the COVID effect?)
- Significant number of the overall workforce (up to 1/3) due to retire in next 5 years. Currently 8% vacancy rate across the country.
- Alterations in service provision reducing access to full spectrum of podiatry services and reluctance to engage in role-emerging activities where this does not fit with historical commissioning.
- Movement of staff either partially or fully into the private sector to enable full scope of practice and improved working conditions and work/life balance.
- Variable uptake and use of support workforce to enable service delivery.
- Clinical education and placement capacity is reasonable, however gaps in certain areas of practice and several opportunities to develop this further have not been taken (exploring the win/wins for service and education).

Key areas for development and growth

- Appreciate and understand the full spectrum of podiatric practice (COVID redeployment has helped to build on local relationships with District Nursing, ICU, Vascular teams, Dermatology and Falls prevention and Rehabilitation).
- Retaining the changes to practice from the COVID phase 1 response that has maximised service delivery and supported enhanced pathways for patient good, i.e. the extension of independent prescribing beyond the foot and ankle where competent has been cost-effective and enhanced quality of care and should be encouraged by service.
- Embrace Advanced Clinical Practice (ACP) and develop the framework into relevant podiatry/MDT service delivery. (Frameworks in development for the high-risk lower limb; lower limb MSK and Podiatric Surgery).
- Following HCPC annotation of Podiatric Surgery explore opportunities to provide multi-professional foot and ankle surgery across the country (especially in partnership with Vascular teams; Commissioners toolkit in development).
- Develop models for service delivery that include support workforce and enable all groups to work to the top of their license.
- Support activity to build-in clinical education structures to enable service staff to support education and training of next generation (Avoiding the knowledge and skills efflux).

Key take home messages for AHP leads

- Explore and understand the roles that your podiatry team could be undertaking; several opportunities for service enhancement (the CoP can help with this).
- Continue to support recruitment and outreach activity and embed preceptorship frameworks to enable junior staff to develop (Minding the 5,6,7 gap).
- Explore opportunities for developing the support workforce to build capacity for the rest of the clinical team.
- Developing the next generation of podiatry leaders will help your service and support the profession.
- Explore service models that embrace portfolio careers: ensuring clinical delivery; encouraging staff retention through development; bring in additional skills and knowledge; enhance the relationships across NHS and private practice, education, research, professional body and commercial organisations.
- Contact: contact@cop.org.uk

Art Therapy Workforce Data

- **Tom Speller**
- **Deputy Head of Workforce Planning – Modelling and Medical/Dental Planning (MMD)**
- **Workforce Planning and Intelligence Directorate**

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Art Therapy

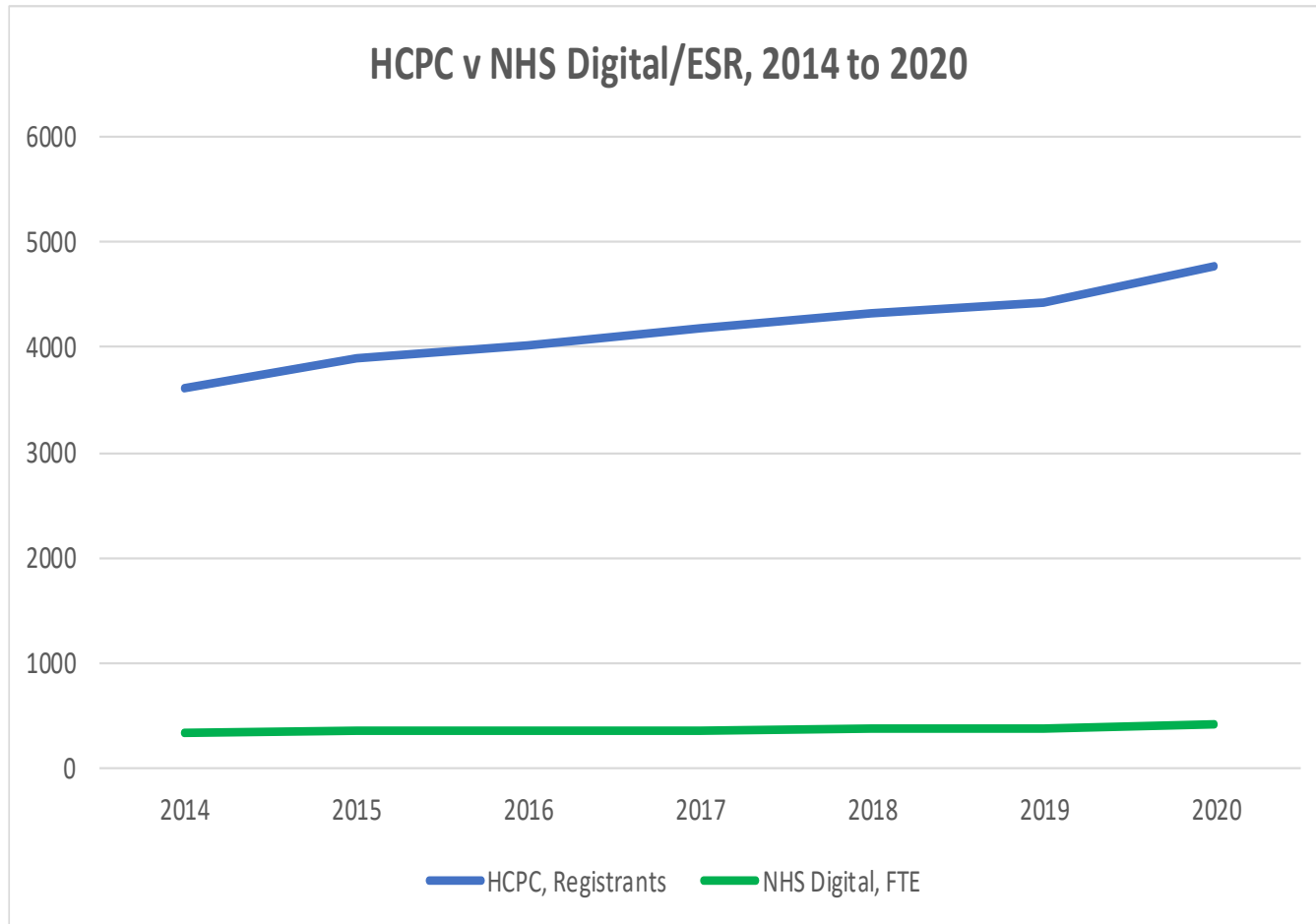
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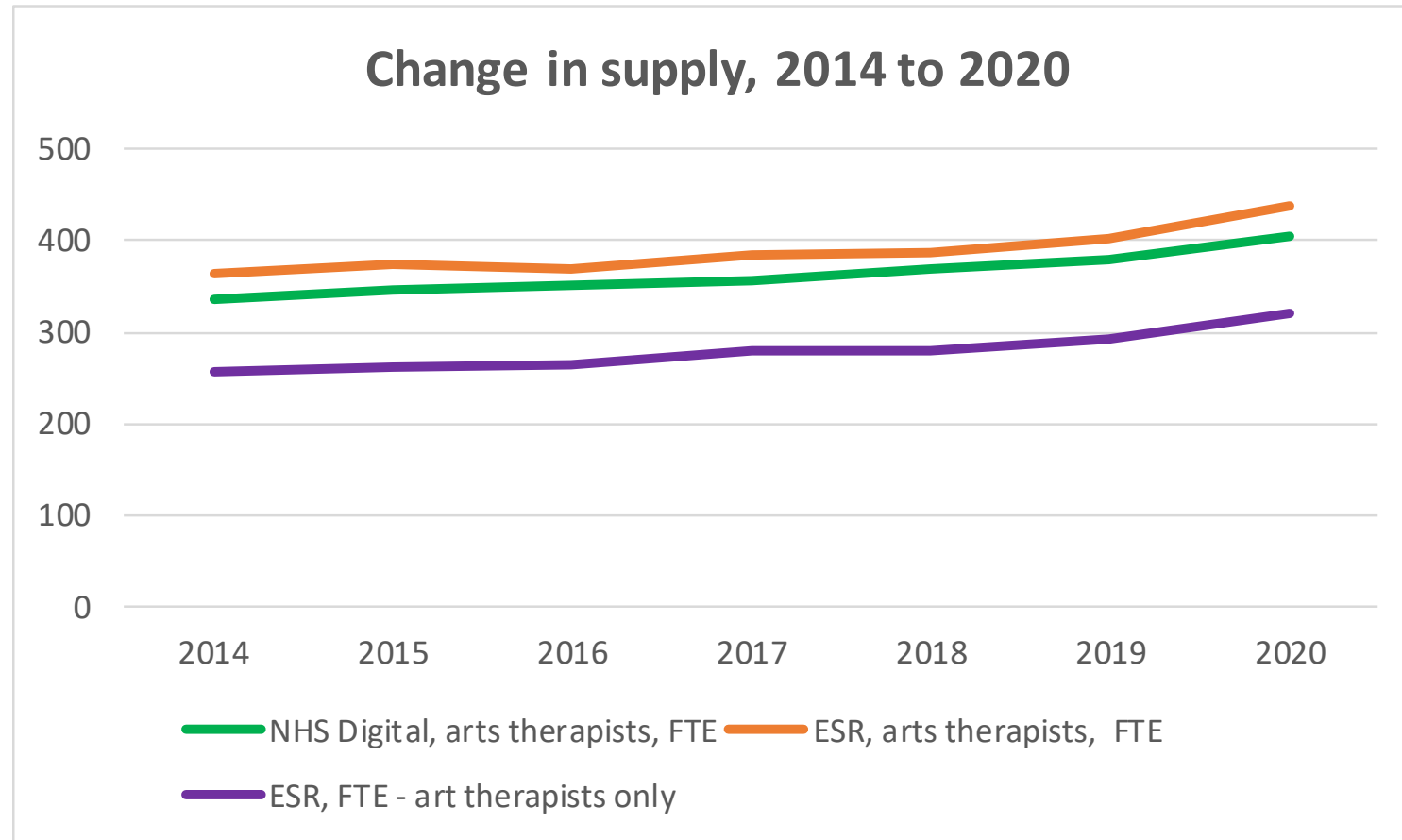
- HCPC regulate the 14 AHPs along with the General Council for Osteopaths.
- Art, Music and Drama therapists are grouped together as are Diagnostic and Therapeutic Radiographers.

AHP – Arts Therapists registered with HCPC



- Arts therapists (art therapists, music therapists, drama therapists) tend to be counted together, both in terms of registration and ESR
- The number of arts therapists increased sharply between 2014 and 2020, by c. 1160, or 32%. This represents strong growth in the order of 5% per year
- In August 2020, there were 4,461 registrants – a n increase of 29 (0.6%) on end 2018/19, which suggests growth may be slowing down
- A comparison of registrant and ESR data demonstrates that the majority of registrants do not work in the NHS in England. This will reflect registrants working elsewhere in the UK and abroad, as well as high employment in other sectors, notably education, the third sector, charities and private practice
- Arts Therapists form a very small profession within the NHS. Numbers in the NHS are under 500 FTE.

Art therapists – Historic supply trends



- We use both published NHS Digital data and data from ESR Data Warehouse
- There are some differences, with latter numbers being higher – we typically count all employed staff, NHS Digital count ‘frontline only’ and so do not count all staff. However, the trends are largely the same – and the latter approach is the only method for picking out art therapists specifically
- All sources confirm growth in the region of 3-4% per year in the NHS – slightly slower than the register but solid growth nonetheless
- Data suggests number of art therapists make up about 75% of all arts therapists

Flow summary

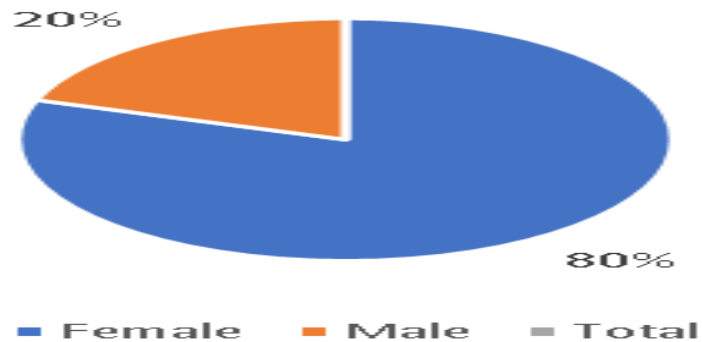
- **Overall, numbers increased by about 3-4% per year**
- Growth in UK joiners has increased from c. 15 per year to 35 in 2019-20
- Growth in international supply has averaged about 5 FTE per year since 2015; peaking at 10 FTE in 2019-20. Numbers generally are small
- Leaver rates have dropped from 7.1% in 2017-18 to 5.5% in 2019-20 – need to be aware though of small 'n'

Local Workforce Data (wte) – By Region

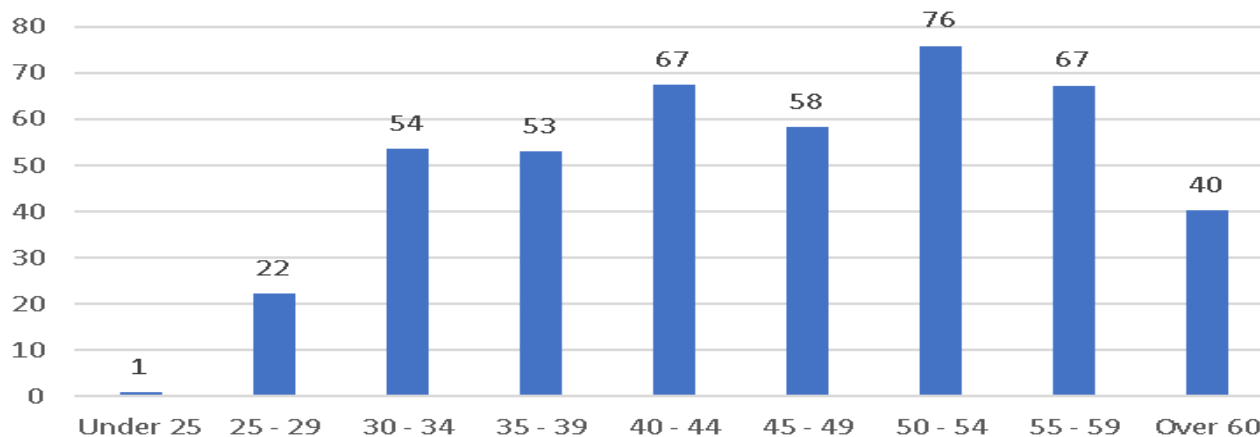
Art Therapies	2014	2015	2016	2017	2018	2019	2020
North East & Yorkshire	44	41	38	39	32	36	44
North West	26	26	30	33	29	28	21
Midlands	27	28	27	28	28	28	28
East Of England	50	56	51	45	45	47	46
London	113	122	125	131	147	149	166
South East	49	46	45	50	42	46	52
South West	55	56	54	58	64	69	82
Total	365	374	370	385	388	403	439

Gender and Age Information

Gender Data - Art, Music & Drama Therapists (2020) %



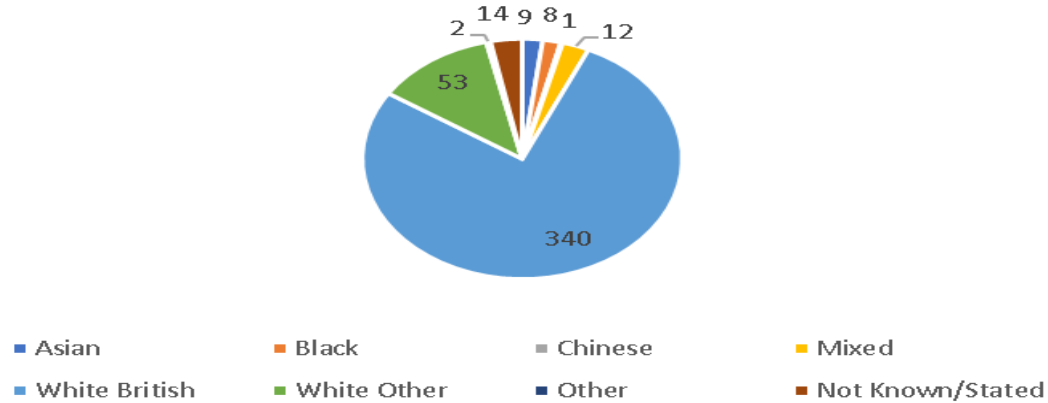
Age Data - Art Music & Drama Therapists (2020) WTE



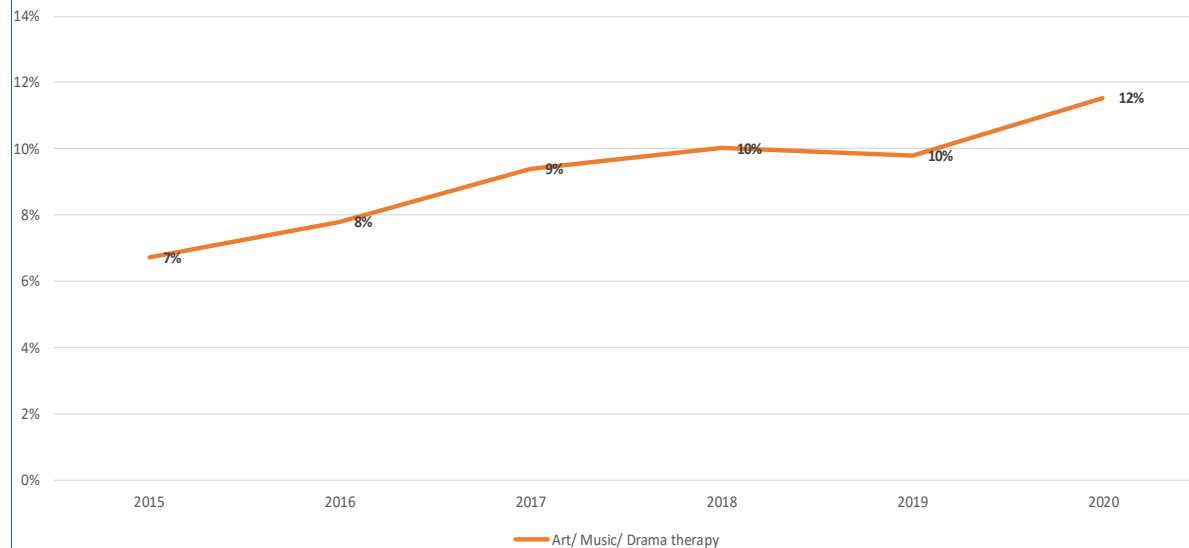
- Gender profile information shows that 80% of the workforce are female (353 WTE)
- Age profile information for this profession shows that 5% of the workforce is 29 years or under. By contrast, 41% of the Art, Music & Drama workforce is aged 50 or above.
- The older age profile may well reflect the requirement for a postgraduate degree, meaning new staff are likely to be in their 30s

Ethnicity and Nationality Information

Ethnicity Data - Art, Music & Drama Therapists (2020) WTE



% of Staff with non-UK nationality, by profession



Ethnicity

- Ethnicity data shows that 77% of the Art, Music and Drama Therapy workforce are White British.
- Colleagues from Asian, Black and Chinese backgrounds make up only 4% of the workforce.

Nationality

- The % of staff with non-UK nationality increased from 7 to 12% between 2015 and 2020. In March 2020, this represented c.50 out of c.440 of the workforce
- London by far is the largest employer of non-UK nationals, with 17% of all AMD therapists non-UK nationals
- Most common nationalities other than UK are: Irish (11), American (6) and Greek (5)

	2015	2016	2017	2018	2019	2020
01_NEY	3%	2%	3%	4%	0%	2%
02_NW	0%	0%	0%	3%	0%	4%
03_MIDS	1%	5%	0%	0%	0%	0%
04_EoE	8%	11%	10%	9%	9%	10%
05_LON	11%	10%	13%	16%	18%	17%
06_SE	2%	3%	5%	7%	6%	8%
07_SW	5%	6%	7%	10%	9%	6%
TOTAL	6%	7%	8%	9%	10%	10%

Summary of future trends

- All else equal, we would expect solid supply growth within the profession based on observed trends – with the caveat that numbers are small and therefore potentially more subject to fluctuations
- While we might have expected similar levels of demand growth pre-Covid, it is likely need for these professionals will increase considerably, not least given requirements for mental health and psychological therapies – of which arts therapists will need to respond. Hence both a challenge and an opportunity for the profession
- Investment in this profession will therefore continue to be necessary

Art Therapists Workforce Summary

- Significant proportions of Arts Therapists – and indeed Art Therapists - employed outside NHS in England
- Significant increase in registrant and gradual increase of current workforce numbers in recent years
- Overall, prognosis is reasonably positive, given history of solid growth – but will need to respond to increased demand for mental health and psychological therapies
- Any increase in demand offers both a challenge and an opportunity for the profession.



the british association **art therapists**

KEY WORKFORCE ISSUES IN ART THERAPY

- Dr Val HUET (PhD),
- Chief Executive Officer,
- British Association of Art Therapists.



Artworks from artists who were
in-patient in psychiatric services

Courtesy of the Adamson Collection
Trust



CURRENT CONTEXT

- Workforce employed across three fields:
 - AHPs
 - Psychological therapies
 - Arts in Health (artist-led projects in health & social care)
- Art Therapists often have several part-time jobs and combine employment and self-employment
- Workforce survey 2018 shows 43% in NHS and 50% in Education Sector



The challenges



Employed under other titles e.g. mental health worker

Regional differences regarding inclusion

Restrictive interpretation of Improving Access to Psychological Therapies (IAPT)

How we can help



- A mature workforce
- Continuing strong intake of graduates on training
- Engagement through art with marginalised service users
- Also with children, young people & families (see evidence form Childhood Adverse Experiences).
- Support for work-related stress to staff in health and social care
- Innovative management & leadership skills
- Co-production ethos with service users for service re-design
- A bridge back to the community through arts in health partnerships
- Since COVID, a blossoming of experience in digital art media

Take home message for AHP leads

- Service users highly rate their experiences of arts therapies. Improving access to ATs would support a better patient experience.
- Mental health distress is not found exclusively in psychiatric services. The connection between mental and physical health is well established. Innovative service design reflecting this would be a real boost to AHPs
- The art is our best advert – we can share this widely if better represented.
- We do more than art but with art, we can do more.



Over to you for discussion....

Allied Health Professions Lead,
Health Education England
Deputy Chief Allied Health Professions Officer,
England
Visiting Professor, University of Winchester





**Q. What else do you
want to know about the
AHP workforce?**

**Please enter your comments
in the chat box**