



# What are CAPs and how were they developed?

Prof. Ken Laidlaw, PhD.

July 2021.



# Why did we create CAPs?

- There are barriers to entry into the NHS as a Professional Psychologist. In 2020 in England only 18% of people are offered a place, even though places increased by 25%
- These are people from diverse backgrounds who have the right values, attitudes and aspirations to make a difference to the NHS. CAPs may arguably be a more diverse workforce than Clinical Psychology...
- CAPs offer services an opportunity to ***grow your own talent*** and impact on clinical psychology services.
- CAPs are predominantly a *new* and *additional* workforce for mental health services rather than 'recycled' staff from other NHS roles.

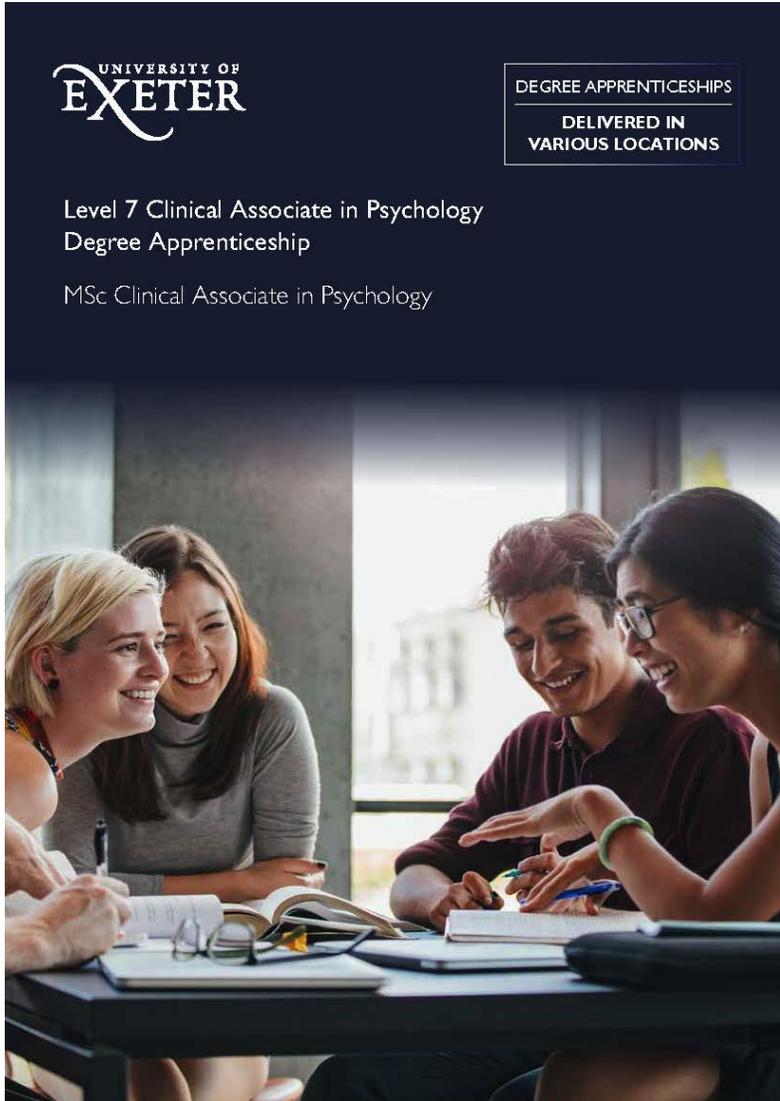


# CAPs: what do they do?

A diverse group of smiling people in a professional setting. In the foreground, a man with a beard and short hair, wearing a light blue button-down shirt, is smiling broadly. Behind him, several other people are visible, including a woman with dark curly hair, a man in a white shirt, a man in a dark blue sweater, and a woman in a grey top. They are all looking towards the camera with positive expressions.

- The CAP model provides an opportunity to flexibly meet local workforce needs.
  - We collaborate closely with our NHS partners to create a model that is right for the service need.
- CAPs provide high quality, evidence based psychologically interventions based on formulations derived from specialist psychological assessment approaches.
- *CAPs are able to practice autonomously with appropriate support, working within their scope of practice, under the supervision of a registered clinical psychologist.*
- CAPs are an aligned profession (to CPs) working to a narrower scope of practice compared to Clinical Psychologists.

# What is a CAP?



CAPs Core competences:

*Assessment*

*Formulation*

*Intervention*

*Evaluation and Research*

*Communication*

*Professional, & values-based practice.*

The academic curriculum provides CAPs with knowledge of the **fundamentals of applied professional psychological practice**, and they develop population specific competences on placement/in work settings.

At Exeter we are proud to have developed the CAP training model and to be the **first** university in England to offer the MSc Clinical Associate Psychology (CAP) Degree Apprenticeship programme to train CAPs.

67 CAPs have so far successfully completed training at Exeter and we currently have 47 in training as apprentices with more to start in October.

# Headlines in the creation of a new psychological workforce.

## 2018

- **October** CAPs degree apprentice trailblazer group formed at BPS offices: 23 Employers and 5 HEIs.
- **December** CAPs occupational Proposal approved by Institute of Apprenticeships and Technical Education (IfATE).

## 2019

- **February – March** Occupational Standards open for UK public consultation for six weeks on HASO website.
- **July** DCP, ACP, BPS and GTiCP endorse CAPs role following revision of OS & **August** Occupational Standards approved by IfATE

## 2020

- **March** BPS accreditation criteria approved for Associate Psychology Programme & EPA or End-Point Assessment (National Competence exam) approved by IfATE.
- **August** Funding band (£16,000) accepted by Trailblazer Chair. Apprenticeship Standard approved by Minister of State for Education, Gavin Williamson, signed August 20th, 2020.
- **November** First CAP apprentices start training in Cornwall joined by apprentices from Somerset in January.
- **December** Group of Trainers in CAPs (GTiCAP) formed. **2021**
- **January** UCL and Sheffield start training joined by Essex NHS and Plymouth shortly after.
- **May** BPS create new committee to oversee accreditation of Clinical Associate Progs.
- **Autumn 2021** BPS register of CAP graduates – *in progress and expected.*

# CAPs DA Occupational Standards: National Consultation



- The largest response undertaken to a IfATE & SfH Standards consultation
- 739 responses with over 1200 individual feedback items
- Feedback covers a very wide range of viewpoints and all individual responses were reviewed and responded to.
- BPS, GTiCP, DCP and ACP Concerns were answered *and* addressed so that endorsement was given to the revised OS.

# Overview of the developmental process for CAPs

## DA Approval

The development process

Mar 2019: DA National Consultation & DCP, BPS, ACP consultation. Responses from >700 individuals & >1200 responses



# CAP National Occupational Standards (NOS).

- Approved in August 2019
- Comprehensive robust document outlining 12 key Duties of a CAP, with 119 Knowledge, Skills and Behaviour (KSBs) statements that determine the competences of the CAP.
- Outlines that CAPs work to a specific (narrow) scope of practice.
- **University of Exeter** took the lead in writing the NOS and responding to the large national public consultation (739 individuals & organisations submitted comments).

## CLINICAL ASSOCIATE IN PSYCHOLOGY (CAP)

### Details of standard

#### Occupation summary

This is a new occupation, developed for implementation in England, introduced as part of a programme of work to provide greater access to psychologically informed mental health services. Clinical Associates in Psychology fill an identified skills gap between assistant psychologist and qualified clinical psychologists. They are able to practice autonomously with appropriate support, working within their scope of practice, under the supervision of a registered clinical psychologist.

The broad purpose of the occupation is to provide high quality, evidence based psychological interventions to inform practice, with formulations derived from specialist psychological measurement and assessment tools to work with populations across the lifespan from different backgrounds, cultures and beliefs. They work with specific populations and therefore provide a more proscribed range of activities than Clinical Psychologists.

Clinical Associates in Psychology:

- are accountable professionals delivering psychological assessments, formulations, interventions and research within their scope of practice.
- use applied service research and evaluation to inform interventions.
- may work with and communicate with patients in their own home, in the community or hospital, or in any settings where their needs are supported and managed.
- may work with individuals and groups with complex and long-term needs.
- act as a psychological resource providing support, guidance and supervision using psychological models to the wider health or social care teams
- provide training to others to inform psychological interventions
- use psychological measurement tools to evaluate psychological treatments and improve the quality of clinical practice
- complement the work of Clinical Psychologists
- often deliver treatment developed with a Clinical Psychologist who will review their practice through supervision.

# CAP National Competence Assessment (EPA)

ST0820/AP01



## End-point assessment plan for Clinical Associate in Psychology (CAP) apprenticeship standard

- The EPA is the CAP competence assessment. Approved March 2020
- The employer decides when the apprentice is ready.
- The EPA doc contains the national grading criteria and details of assessment procedures.
- EPA is a 2-part clinical assessment.
  1. Professional Discussion
  2. DoP Stations x 4
- **University of Exeter** took the lead in writing the EPA and worked closely with Skills for Health and IfATE in this development.

Apprenticeship standard number	Apprenticeship standard level	Integrated end-point assessment
ST0820	7	Integrated degree apprenticeship

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# What do our CAPs say about the role?

- *'We've all been assistant psychologists for years trying to get onto the doctorate training for years... and I think this was that opportunity to do what we want to do, quickly within a year of training and actually be in Cornwall doing what we want to be doing so we are all very motivated and passionate'*
- *'I think this gives me a career, I don't need to go onto clinical psychology anymore. I am happy being a CAP and, you know... making a career out of this, where there wasn't a step up from, assistant, there was just clinical psychology, and that's a huge jump, so this feels like I am way more skilled than I was as an assistant psychologist...'*



# What a difference a CAP makes?...

- *“I definitely feel I am very different from an assistant psychologist... we’re providing a workforce that isn’t out there.”*
- *“Increases the psychological presence and perspective in MDT meetings which increases the psychological mindedness of the team as whole...”*
- *“I think it makes psychology more accessible for everybody rather than this sort of high end untouchable kind of profession. We’re almost sort of a link to, to higher banded professional psychologists but still providing that psychological mind-set and influence.”*
- *“In team meetings or MDTs, we are able to gently offer those psychological perspectives that have come from a wider knowledge base or a deeper understanding.”*



# Service Lead's PoV about CAPs Experience.

“The partnership between the University as training provider and ourselves as Clinical Service Leads and providers has been especially useful and supported a range of developments and shared learning, around recruitment, care pathways, outcome and evaluation, models of supervision and also understanding and supporting organisational change, as well as specific models of psychological assessment, formulation and intervention.”

*CFT Service Lead*



# CAPs and the NHS LTP

Claire Murdoch, National Mental Health Director, NHS England & NHS Innovation.

- *“I think the CAPs initiative is a really exciting and important Programme...”*
- *“I think what is really exciting about what is happening here with this programme, is that people are trying to come up with really practical ways to bridge the need that we have in Mental Health and the supply which exists through the potential in the CAPs programme...”*



# Angelo Varetto

Head of Standards, Qualifications and Apprenticeships  
at **Skills for Health**.



# Claire Tilley

Head of Workforce Education, Training and Standards  
at The **British Psychological Society**





# Clinical Associates in Psychology

## A Look at the training

Dr Barbara Mason

Consultant Clinical Psychologist

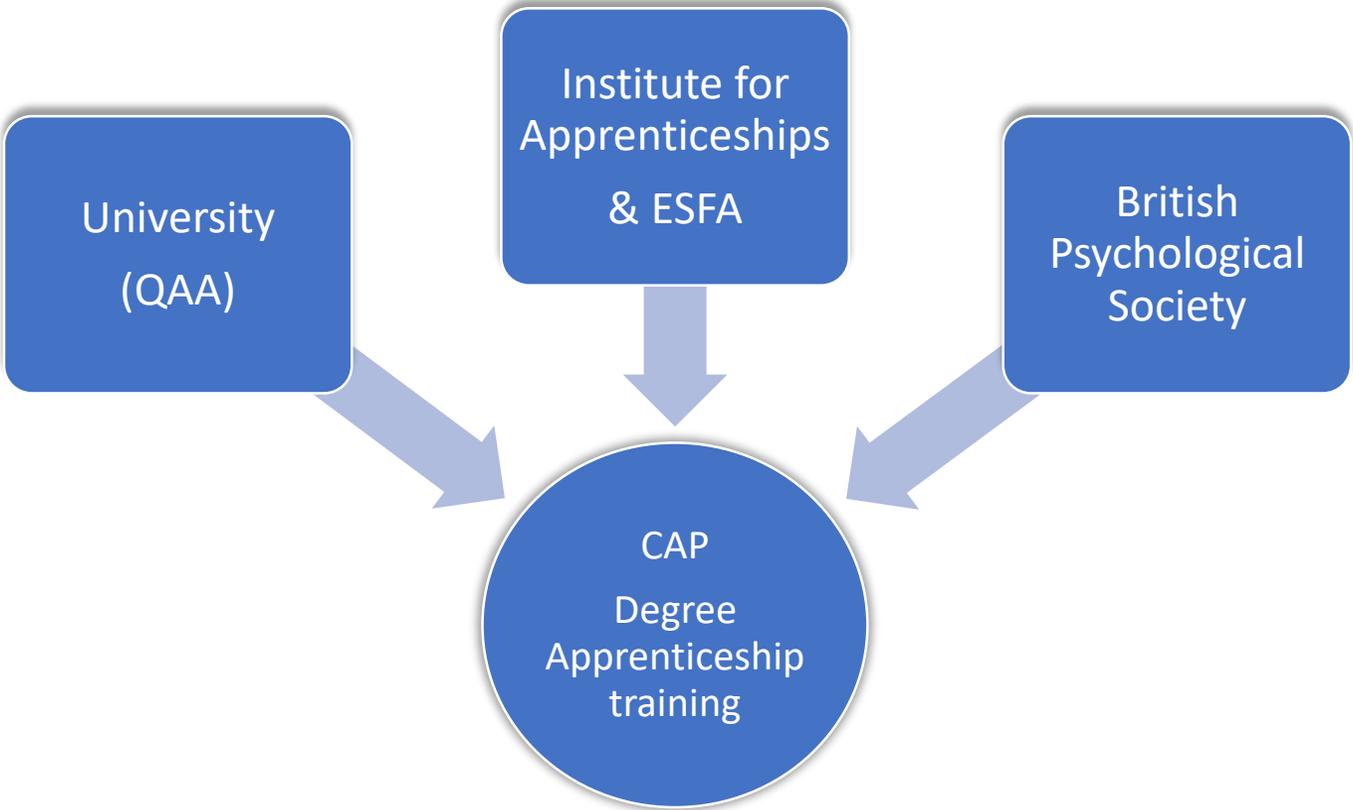
Associate Clinical Director Training & Partnerships

Psychological Services Directorate

Programme Director MSc CAP Programme

# Clinical Associate in Psychology Training

A Masters level integrated degree apprenticeship



# The Apprenticeship

Occupational Standard for  
CAPs

Defines

Knowledge  
Skills  
Behaviours

Initial  
assessment  
of KSB's

'Off the job' learning and  
workplace experience to develop  
KSB's

'Gateway'

End-point  
assessment

Progress  
Reviews



# The EPUT-UE Programme

## Trust as 'Main Provider'

- Delivery of training
- Partnership with employers
- Located in the NHS



## University as Institutional partner

- Programme Validation
- HEI academic regulations & quality assurance processes
- Confer Masters degree



# EPUT CAP Training



## **A blended learning approach using an adult learner model**

- Remote teaching & teaching in person
- Learning activities in small groups or 'learning sets'
- Flexibility and accessibility



## **Co-production & responsiveness to employers**

- Scope to adapt aspects of teaching content to fit the specific group



## **A 'day-release' model**

- Typically one day per week scheduled teaching or learning activities
- Half a day (4 hrs) for self-directed learning tasks

# CAP MSc Programme Structure

<b>Module 1:</b>	Professional Practice & working in Systems	<b>20 credits</b>
<b>Module 2:</b>	Assessment, Formulation & Presentations	<b>20 credits</b>
<b>Module 3:</b>	Psychological Interventions	<b>20 credits</b>
<b>Module 4:</b>	Applied Research & Service Improvement	<b>30 credits</b>
<b>Module 5:</b>	Clinical Practice	<b>40 credits</b>
<b>Module 6:</b>	Further Clinical Practice	<b>30 credits</b>
<b>Module 7:</b>	End Point Assessment	<b>20 credits</b>

# EPUT CAP Training



## Each taught module includes:

- Teaching, workshops & simulations
- Guided learning
- Formative & summative assignments
- Practice-based learning in the workplace



# EPUT CAP Training



## Clinical practice modules:

Supervised practice-based learning in the workplace



Log of clinical-practice



Supervisor evaluation of clinical competencies



Ratings of observed clinical practice



Clinical practice presentations and reports

To evidence achievement of learning outcomes mapped to defined K,S,Bs



# Our current cohort of CAP Apprentices

- Our current cohort started in [May 2021](#)
- Age ranging from 23 -42 years
- 11 out of 24 from minority backgrounds
- Various backgrounds (APs, support workers, recovery workers)
- Next cohort planned for [January 2022](#)

# Clinical Associates in Psychology

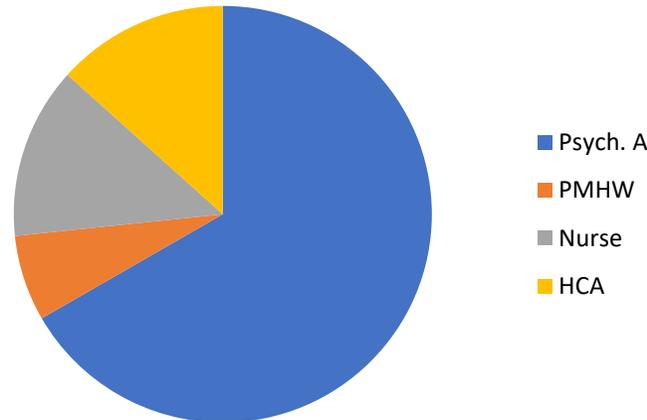
Introduction of a new psychology profession into Cornwall Partnership NHS  
Foundation Trust's services

**Dr Mike Hodgkinson** (former Head of Psychology Professions)

# Where have the Cornwall CAPs come from?



- The first cohort of 15 commenced in October 2018 and were already employed in other roles in the Trust

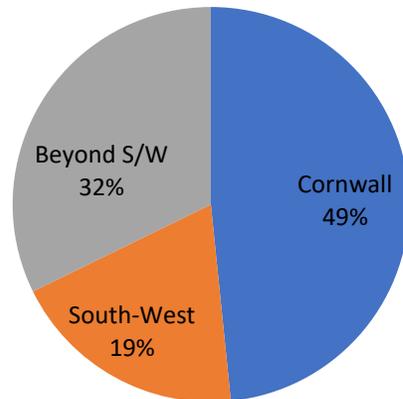


- Two-thirds were Psychology Assistants – but there were 2 HCAs, 2 nurses and 1 PMHW
- 6 trainees joined CMHTs, 2 went to EIP, 1 Adult ED and 6 to CAMHS
- So is there a risk that the CAP role might just recirculate the existing mental health workforce and not create the net growth in the psychological workforce required by the LTP?

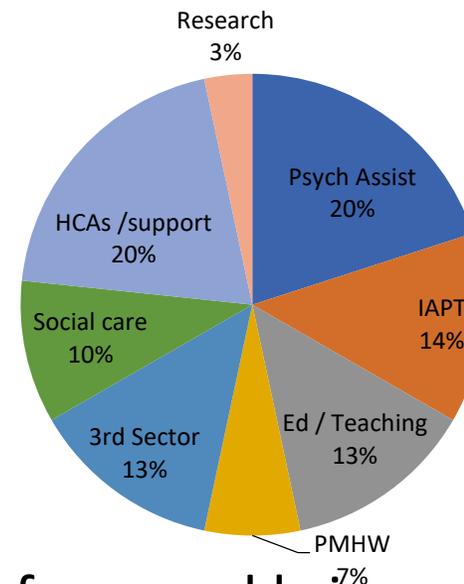
## Cornwall Cohort 2 – commenced May 2019

- 30 posts to work within Specialist CAMHS
- Recruited via national advert - 177 valid applications, 60 interviewed

**Where have Cohort 2 come from?**

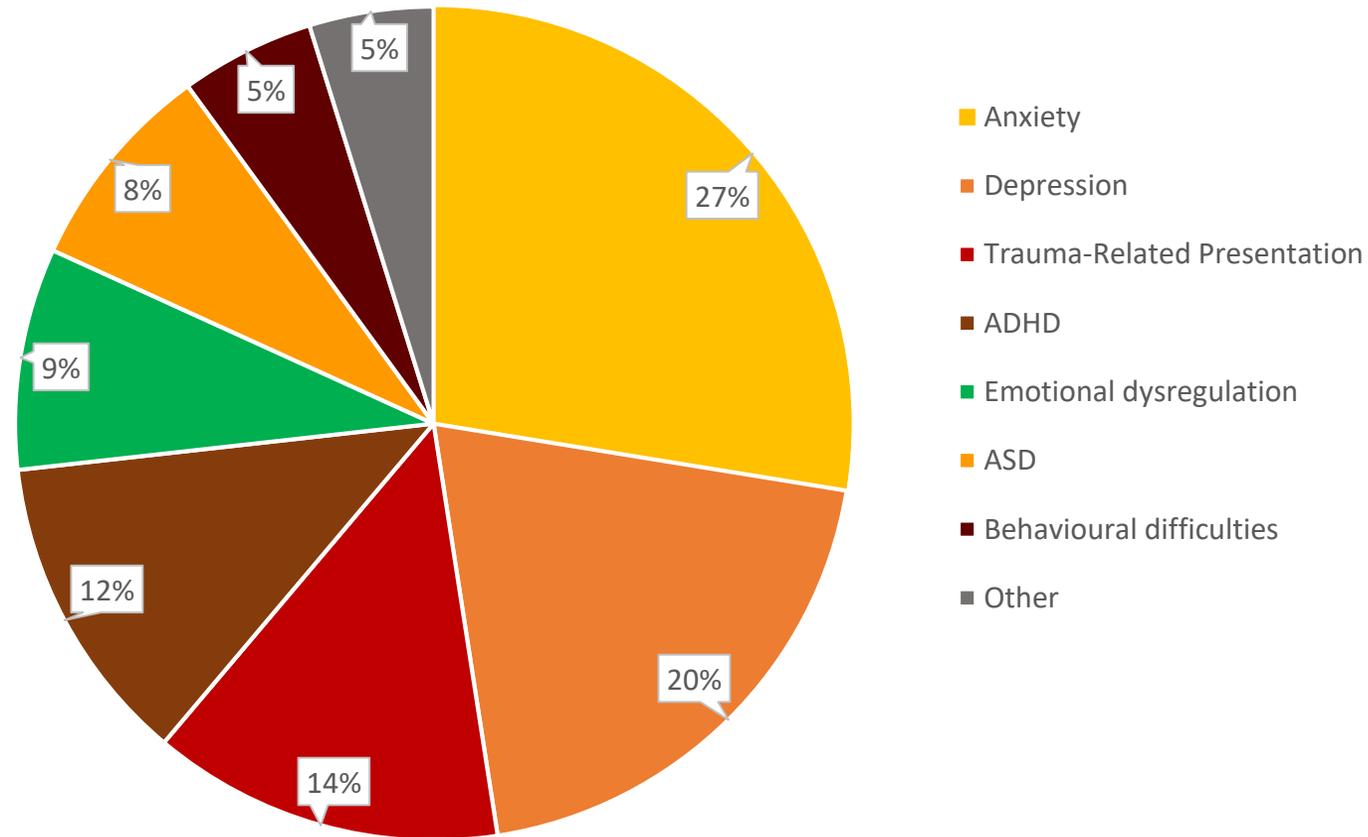


**What were they doing before?**



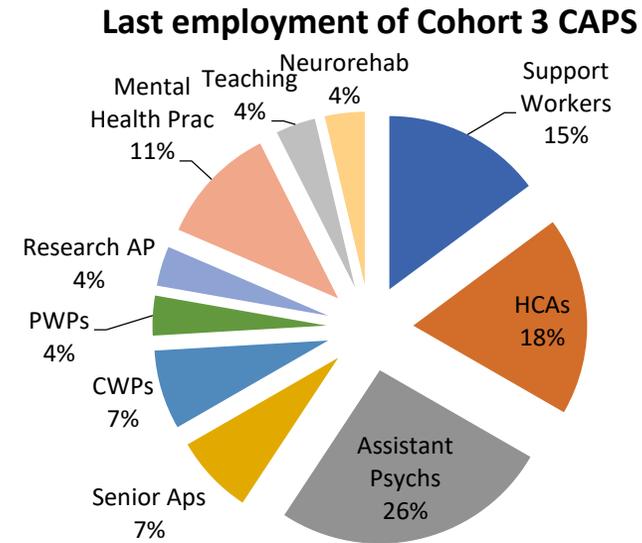
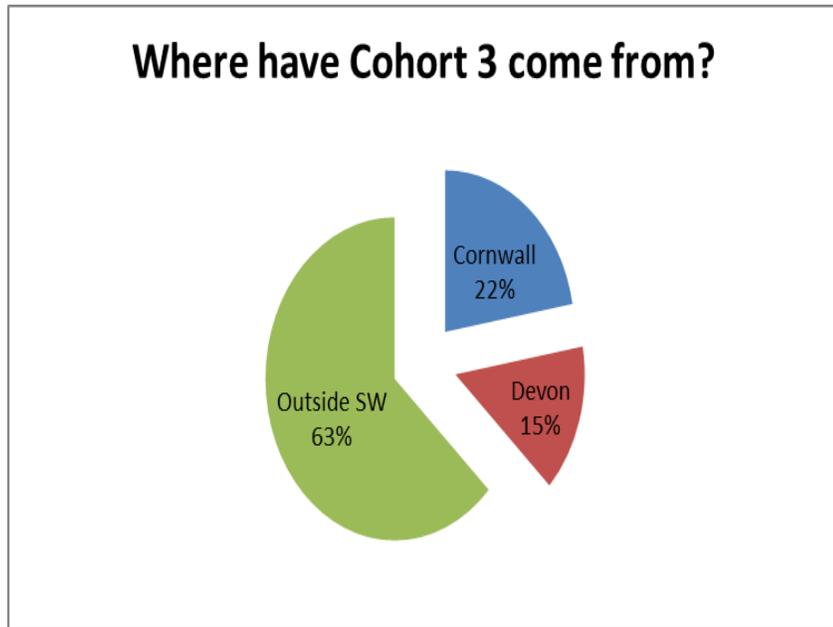
- Diverse backgrounds create a more diverse workforce and bring a broader skill-set from range of pre-training experience
- Creates opportunity for a whole range of new people to enter and contribute to a psychologically-informed workforce

# Main presentation for all cases on CAMHS CAPS caseload during training (including assessment, intervention and consultation cases)

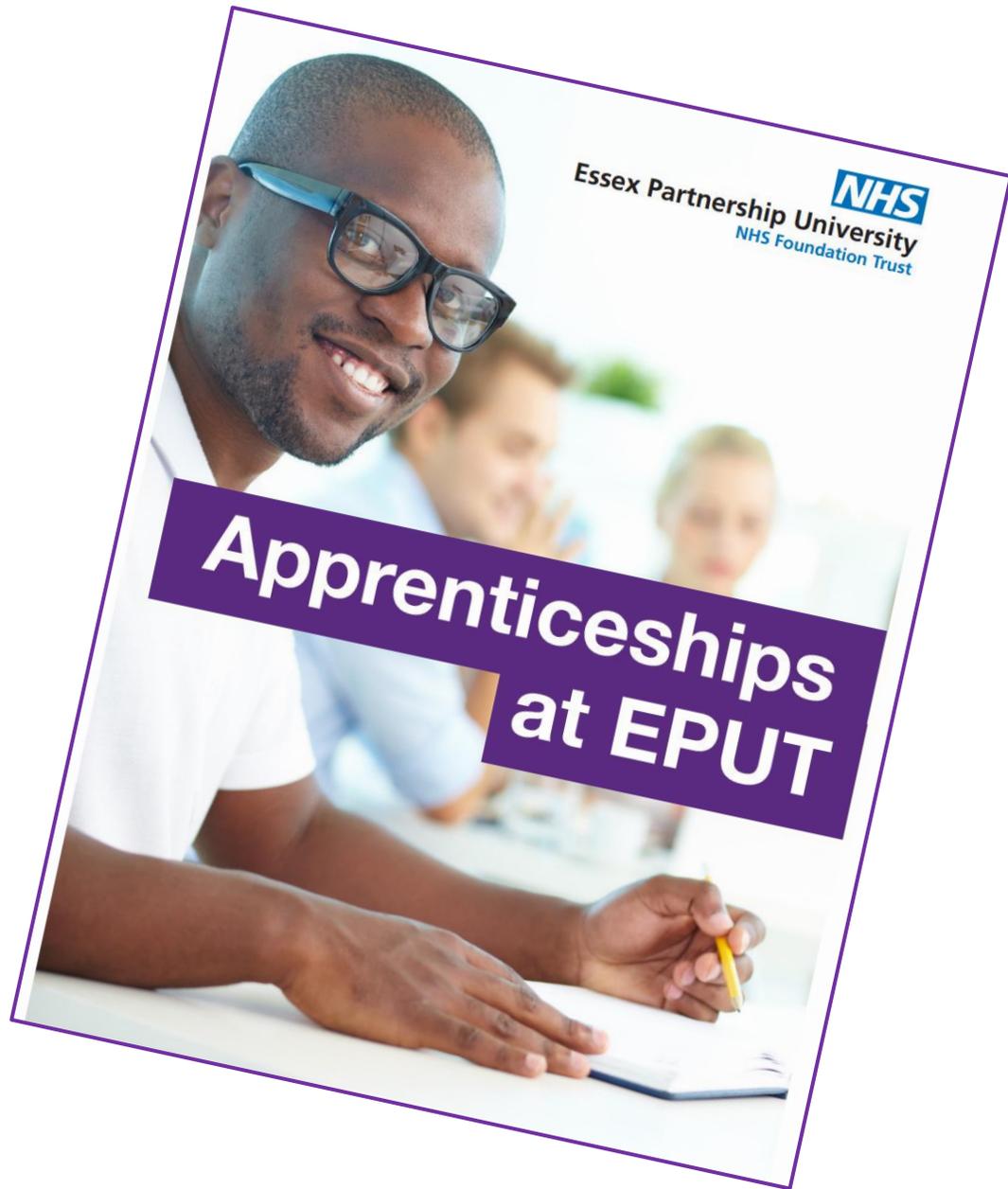


# Cornwall Cohort 3 – started November 2020

- 27 posts to work in Adult Mental Health Crisis Pathway
- Recruited via national advert - 117 valid applications, 60 interviewed



- Even greater proportion of ‘out of county’ appointments so bringing staff in to Cornwall to permanent jobs
- Increased educational, previous employment and cultural diversity in this cohort



# Clinical Associates in Psychology at EPUT

**Dr Greg Wood**

Clinical Director of Psychological Services  
Essex Partnership University NHS Trust

# Context

Long Term Plan  
Mental Health  
Implementation  
Plan

- Growth & transformation in MH provision
- Greater access to psychological interventions

EPUT  
Specific Issues

- Sub-regional disparities in psychological provision
- Recruitment, retention & turnover

# Need to expand the psychological workforce



We are transforming our  
services  
Join us and help  
transform your career

# And attend to .....

## Current Workforce Issues

Ensuring  
appropriate skill  
mix

Recruitment of  
qualified staff

Upskilling existing  
staff

Training additional  
staff

Supporting staff  
retention

Building diversity  
within  
psychological  
workforce

# What solutions do CAPs provide?

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Greater capacity to meet increased clinical demand

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Recruitment to difficult to fill posts

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Better spread of staff across bandings

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Balanced skill mix & better use of specialist doctoral level skills

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Improved diversity & inclusion within psychological workforce

## **Apprenticeship**

**Band 5 Trainee  
CAP**

## **Qualification**

**Work as Band 6  
CAP – could decide  
to stop there**

## **Further CPD**

**Leadership and  
Management Route**

**Clinical Specialism  
route**

**Psychological  
Therapies  
route**

**e.g. HIW;  
Family  
Therapist**

**Leadership  
Route**

**e.g. Team  
Lead, AD**

**Practitioner  
Psychologist  
Route**

**e.g. Clinical or  
Forensic  
Psychology**

# Our CAP Apprentices



**1 CAP in EIP and 1 in Complex Needs Team**

**2 in 18-25 Service**

**6 in Adult CMHTs**

**9 CAPs in Adult In-patient wards**



**12 are from Essex  
1 from Kent, 1 from Suffolk, 2 in  
Cambridgeshire and 3 from Greater  
London.**



**9 out of 19 from BAME/minority  
backgrounds  
Ages range from 23 to 42 years old**



**Sheffield Health  
and Social Care**  
NHS Foundation Trust

# Linda Wilkinson

Director, Psychological Services & Consultant Clinical Psychologist

Chair Psychosis and Complex Mental Health Faculty –  
British Psychological Society



Sheffield Health and Social Care Foundation Trust

# CAP's working in Sheffield Health & Social Care Trust

NHSE funded 12 pilot sites  
Community Transformation  
Pilot Programme = 10

Adult Emotional Wellbeing service  
(Connected to Single point of  
Access- secondary mental health  
care)= 4

20 Trainee CAP's

Acute Mental Health Adult  
Wards = 4

Mental health  
Rehabilitation Wards = 2

# CAP's working in Sheffield Health & Social Care Trust

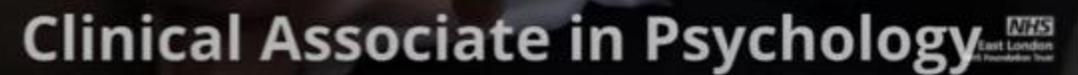
- Currently 20 Trainee Posts CAP's
- National advert via nhs jobs 460 applicants
- 7 from BAME background – age range 25- 45 yrs
- Offering assessment – formulation and psychological interventions- under supervision of a Clinical Psychologist
- Plans for further CAP posts 2021/22
- NHSE funded Primary Care /Community Transformation Programme – 50/50 funding
- NHSE funded Community Forensic Transformation Service
- Future – Older adults and Learning Disabilities services

The NHS logo, consisting of the letters 'NHS' in white on a blue rectangular background.

East London  
NHS Foundation Trust

A woman with dark hair pulled back, wearing a blue patterned top and a pearl necklace, is shown in profile from the chest up, looking towards the right.

Director of Therapies, ELFT

A woman with dark curly hair and glasses, wearing a light pink blazer over a white top, is sitting on a grey sofa. She is holding a smartphone in her hands and looking towards the left. The background shows a window with plants and a white wall.A small version of the NHS logo.



# Hearing from our CAPs





East London  
NHS Foundation Trust

Sabena

Clinical Associate in Psychology

..... was very  
understandable  
knowledgeable and helpful.

.....has been very helpful during my  
sessions because she was very kind and  
always listened to me and has helped  
me find ways to cope with anxiety and  
I am extremely grateful for that.

# View from a CAP

Forbes Earl,  
CAP, working in the south west.

..... was very  
understandable  
knowledgeable and helpful.

.....has been very helpful during my  
sessions because she was very kind and  
always listened to me and has helped  
me find ways to cope with anxiety and  
I am extremely grateful for that.

# View from a CAP

Nic Fernie,  
CAP, working in CAMHS, Cornwall.

# Assessment, formulation and Intervention

Working within an MDT

Letter writing

Care planning

STAU

Moving on from CAMHS

We were put at ease, felt heard, appointments were regular and consistent. .... knowledge, commitment and care led us through a dark time and I will be forever grateful

..... was a very good listener and made me feel very safe.

I would simply like to say a big thank you to ..... and CAMHS team. The help we have received has been invaluable and I cannot fault the service we received. Thanks to your support my child is happier and healthier.

Having the appointments every week and having it close to home. Along with the care from ..... and getting the object of the appointment done.

# Schools work

## Working with schools:

Risk planning

Referrals to CAMHS, Bloom and beyond

## And in schools:

Choice

Accessibility

The people who I spoke to  
were nice and understood me.  
..... was lovely and friendly  
and easy to talk to.

# Supervision

Clinical

Group

Systemic

CBT

Safeguarding

Caseload

My CAMHS worker ....  
was kind and patient. He  
listened to me and made  
me feel heard.

Felt listened to and  
found it easy to get in  
touch with .... with any  
concerns

# Other interests

Neurodevelopmental assessment – cognitive reports, ADOS,

Rio

Systemic

CBT

Video Interaction Guidance

Toolkits – PBS, anxiety, eating difficulties, self harm

Cognitive Analytic Therapy

EMDR

... has been very  
good at putting  
into words what  
my son is  
experiencing  
making it easier  
for us to  
understand.

# Questions for the Panel

- The recording will be available through this link that brought you to the webinar for 180 days.
- Please forward it to anyone who may be interested
- **Thank you** for your time and Interest
- Any queries, email: [epunft.capgroup@nhs.net](mailto:epunft.capgroup@nhs.net)

