

Project Name: Collaborative partnership to design, develop and deliver a Certificate to Practice Cognitive Behavioural Therapy (CBT) for Low-Intensity Therapies Workers with Worcester College of Technology and Clarity Elearning & Training

Amendment History:

Version	Date	Reason for Amendment
No.2	8 th September 2008	First project initiation

Name of Project Manager & Contact Details:

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Document Distribution

Name	Location	Responsibility	Action/Information
Debbie Lambert	LLN	Manager of the LLN	For information
Geoffrey Elliott	UW	Members of the	To approve the
Chris Morecroft	WCT	Steering Group	proposal
Ian Peake	HCT		
Mike Rookes	OU		
Gail Rothnie	UoB		
Donna Obrey	LLN	Project Officer for the LLN	To track and monitor project

Background

Clarity E-learning & Training has designed the framework of a Certificate for Low Intensity Therapies Workers in response to the Department of Health's recent guidelines entitled 'Improving Access to Psychological Therapies' (IAPT). This Government initiative has been developed following research on the extent of Mental Health problems that are affecting people in the UK today. This project and qualification is designed to cater for the increasing demand that has been created by this Government initiative.

IAPT has set targets for numbers of newly trained Cognitive Behavioural Therapy (CBT) therapists who will be tasked with working to alleviate depression and anxiety amongst patients presenting to community based care, such as Primary Care. In addition, many qualified counsellors and new entrants to the profession are specifying a requirement for CBT based training due to the growing need and interest in CBT.

Clarity E-learning & Training have existing partnerships with The Royal Forest of Dean College and the University of Gloucestershire where accredited CBT courses at Levels 2-4

have been designed, developed, and are being delivered within the scope of an Employer / Academic partnership. Clarity also runs CPD courses in CBT at Level 1 and a practitioner certificate at Level 5 equivalent.

Clarity possesses the content and delivery expertise in building qualifications for Further Education, and has an existing successful partnership that could provide a model for this project. Clarity have researched and developed a range of modular CBT based training programmes that can be revised and adapted to form the core of much of the Low Intensity Certificate.

A supportive statement may be obtained from Lesley Butler, Head of Learning at The Royal Forest of Dean College regarding the existing partnership.

Objectives of the Project

- To provide an accessible 'open' market entry level qualification in delivering CBT at a Low Intensity (guided self-help) that is consistent with the Department of Health's Improving Access to Psychological Therapies standard, yet openly available to all suitably qualified candidates
- To be able to deliver this course within an academic environment where quality standards and accreditation of qualifications can be offered to candidates and employers
- To develop a Low Intensity programme of competency-based training within the framework of National Occupational Standards (NOS) applying to workers in Health and Social Care
- To construct a Full Cost Recovery Course, which would be financially viable in absence of any other funding being available
- To design a course which would be capable of being licensed or "franchised" to other educational establishments

Project Approach

The approach will be to partner Worcester College of Technology in the research, design and development of the course. This enables the sharing of knowledge and expertise between a leading employer in CBT and a leading provider of counselling training in education.

In our previous experience, this ensures the best blend of academic expertise and practical knowledge of CBT in a collaborative partnership. This project would directly link to the Lifelong Learning Network's key objective of "new curriculum development involving employers".

This project represents a curriculum and qualification which will be new to the National Qualifications Framework (NQF), ensuring its commercial viability at a time of growing need for high quality CBT training to satisfy the NHS / DoH agenda for change in Mental Ill Health.

Scope:

A Key Products from the project

Please see Appendix A, Qualification Content, Certificate to Practice CBT for Low-Intensity Therapies Workers Units 1-4

B Out of Scope

There exists the possibility of building a secondary qualification for High Intensity Therapies Workers at Level 5 which could be integrated into a Foundation Degree framework.

The Project Team could consider if a Low Intensity Certificate at Level 4 would be equivalent to first year of a Foundation Degree. The second year could be satisfied by completing the High Intensity Certificate at Level 5 (which would need to be delivered in HE as per NHS's requirements) with a further year required to complete an Honours Degree if required.

Constraints

The establishment of the partnership and contract negotiations (if protracted) may delay the building of the qualification so that it is not available on the curriculum in January 2009. This would possibly create a situation where other courses of a similar nature became available, and competitive advantage (which currently exists) would be lost.

The project scope based on the NHS curriculum / competencies documentation suggests a build schedule of almost 3 months work (84 person days). This work would need to be scheduled from September to December 2008 to deliver a course for January 2009 based upon funding being made available within a short time frame from application to LLN.

The timeframe for acceptance / accreditation may extend beyond the ideal project timescale of design & development between September to December, with the course beginning in January 2009.

Initial Project Case

As per the IAPT initiative, the following National targets for trained CBT therapists exist within a 3 year training plan which is part of a Government contracted CSR (comprehensive spending review):

2008/09: 600
2009/10: 1435
2010/11: 1310

As a consequence of the publicity surrounding IAPT and the success of initial Pathfinder sites delivering CBT in the community, applications for CBT based courses are growing. Within the Clarity / RFDC partnership, fully subscribed courses at Levels 2 – 4 (there are 2 Level 4 Diplomas being run for example) are fully booked for September 2008, with over 50 additional candidates requiring CBT training who are yet to be APL assessed into a suitable programme.

Finally, within IAPT, Strategic Health Authorities (SHA) budgets show a commercial need for the CBT product, with £173m being allocated for Psychological Therapies training in the next 3 years. The establishment of such a course may enable applications to be made to SHA's for funding of candidates from the Health Services into the programmes.

Benefits of the Project

- This project will satisfy the Department of Health's current scope for and prioritisation of CBT training, as addressed by IAPT
- To academically verify this curriculum and present it to the NHS & DoH for verification

- To achieve one of the Lifelong Learning Network's key objectives as "new curriculum development involving employers", by engaging with a specialist local employer during the development and implementation of the whole programme.

Key Assumptions

- That the new course receives either QCA or University Accreditation within the agreed development period of the programme (if this is not possible, a later start date, for example March or April 2009 will be agreed).
- That a pilot of the courses will run in 2009/10 to test the programme's viability as a vehicle to prepare candidates for NHS approved competency based CBT delivery.
- Design and development work will be completed by the end of December 2008, ready for delivery in January 2009. A pilot group of 12 - 15 candidates will be screened for the test.
- That a financial model constructed by the project team verifies the commercial viability of the programme. NHS / DoH funding models for the courses have been agreed at £4000-4300.00 per candidate / year.

Timescale

The estimated timescale for design and development of the course is from September 2008 to December 2008. The course would then be registered in January 2009 for the pilot to run in 2009 to 2010, in conjunction with the IAPT schedule. The start date of the pilot can be deferred to March or April if this is more convenient for all concerned.

Costs

The course contains a requirement to deliver 4 Units of 60 guided learning hours, with a total of 240 across an academic year of 44 weeks. The criteria as required are newly designed by DoH & Skills for Health, and there are no current models available on the NQF. This means that the certificate course will need to be researched, designed, developed, accredited and tested before delivery commences. The funding will be shared amongst the project team which includes staff from both WCT and Clarity training.

Initial Curriculum Costs Development

We would anticipate the following cost schedule for initial development.

On the basis of 7 hour production days at a cost of £40 per hour the day rate would be £280 inclusive. Based on an initial budget of £5000, this allows a maximum 17 person / days to create the following documentation for the CBT Practitioner Low Intensity Certificate:

- The documentation for the Academic and Professional Accreditation processes
- The Training, Schemes of Work, Sessional notes, for the 4 units of works.

The costs for development also include the cost to release Jeanette Warren from Worcester College of Technology to support the design, development and implementation of this project. Jeanette is fundamental to the Clarity/ College partnership.

How will the project be evaluated?

The evaluation of the project needs to be discussed and scoped as part of the initiation phase where specific goals and outcome measures will be defined and monitored.

On key evaluation will be the accreditation and acceptance initially, this needs to be academically verified with Worcester College of Technology. It will then need to be verified by the NHS, or a professional organisation, i.e. BACP / BABCP. Application to the QCA for course approval can be considered if necessary / required.

How will the project be sustained?

This project will be designed to be self-sustaining on the basis of commercial viability and access to future Strategic Health Authority / IAPT funding. IAPT is a 6 year programme designed to implement community based CBT services into every Primary Care Trust nationally within the period. The project will be managed within the Skills for Health strategy supporting the IAPT initiative.

This means the national goals for providing trained staff (the majority of whom are “newly” trained) will provide a longer term opportunity for populating courses at WCT. In addition existing relationships with the Strategic Health Authorities can be utilised to seek funding (direct to fund programmes or indirectly by funding places on course for candidates).

Also, the two key professional bodies, the British Association for Counselling & Psychotherapy and the British Association for Behavioural and Cognitive Psychotherapy are recommending that all practitioners consider seeking qualification / training in CBT. Whereas this is an advisory stance only, many counsellors and psychotherapists are seeking guidance and information on CBT courses currently, as measured by the substantial increases in applicants for our existing courses at all levels since the IAPT initiative was announced.

It is worth noting that the University of Worcester is exploring the potential for a Partnership with Clarity Training to deliver their High Intensity CBT Training Programmes. Preliminary discussions have taken place and the University are keen to explore this in light of the Improving Access to Psychological Therapies (IAPT) agenda.

This development will provide the people of Worcestershire and Herefordshire with a seamless progression from Introductory and Intermediate CBT training through to Low Intensity programmes to be delivered at WCT through to the High Intensity Programme to be delivered at the University.

Initial Risk Log

The following table summarises the risks that have been identified that may prevent the project being completed to the required quality, budget and timescale. The probability and impact of each risk has been graded as low, medium or high to indicate the relative importance attached to each element of risk.

Risks	Probability	Impact	Containment Plan
Release of WCT staff to programme	Unknown	High	Negotiation with management required
Availability of Clarity CBT content expertise	Low	Low	Not Required – Clarity have planned for the development of this course in 08 /09
Failure to recruit to the course	Low	Low	Existing demand and pipeline suggests pilot possible
Failure to successfully validate training units within timeframe	TBA	TBA	Launch dates can be flexibly tailored for an early 09 start when approval received

Failure to obtain developmental funding from LLN	TBA	TBA	Funding will allow the development of the course within an academic setting. Failure to obtain funding will trigger a search for an alternate source, or the course(s) will be built commercially.
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Project Team

To be nominated by the Project Managers detailed on Page 2 of this outline proposal.