

# Careers Resource Pack



*Please note that this information is correct as of **June 2024**.*

## INTRODUCTION

### Welcome!

The Psychological Professions Network (PPN) aims to extend and embed psychological knowledge and practice across the whole of health and care; informing, enabling and influencing NHS commissioned healthcare to maximise the benefits of the psychological professions.

**The purpose of this pack** is to bring together a wide range of career-related information, presented as summaries and links to stakeholder websites. Our hope is that it will enable our members across the Midlands – who include aspiring and practising psychological professionals, service managers, workforce planners and other stakeholders - to navigate and better understand the rapidly evolving career-related developments across the sector.

This pack will be updated regularly to reflect any significant changes, so please go to the 'resources' page on the [PPN Midlands website](#) to **ensure that you have the most up-to-date version**. We have written this pack to inform a wide range of PPN Midlands members. Whilst we will endeavour to keep this pack up to date, please also defer to the range of stakeholder websites we have included, which can be found by clicking on the **underlined hyperlinked text**. References have also been included as footnotes where relevant, to support further reading.



[Click on these links](#)

**The following websites** are particularly useful and in addition to this pack, may assist you in finding specific information.

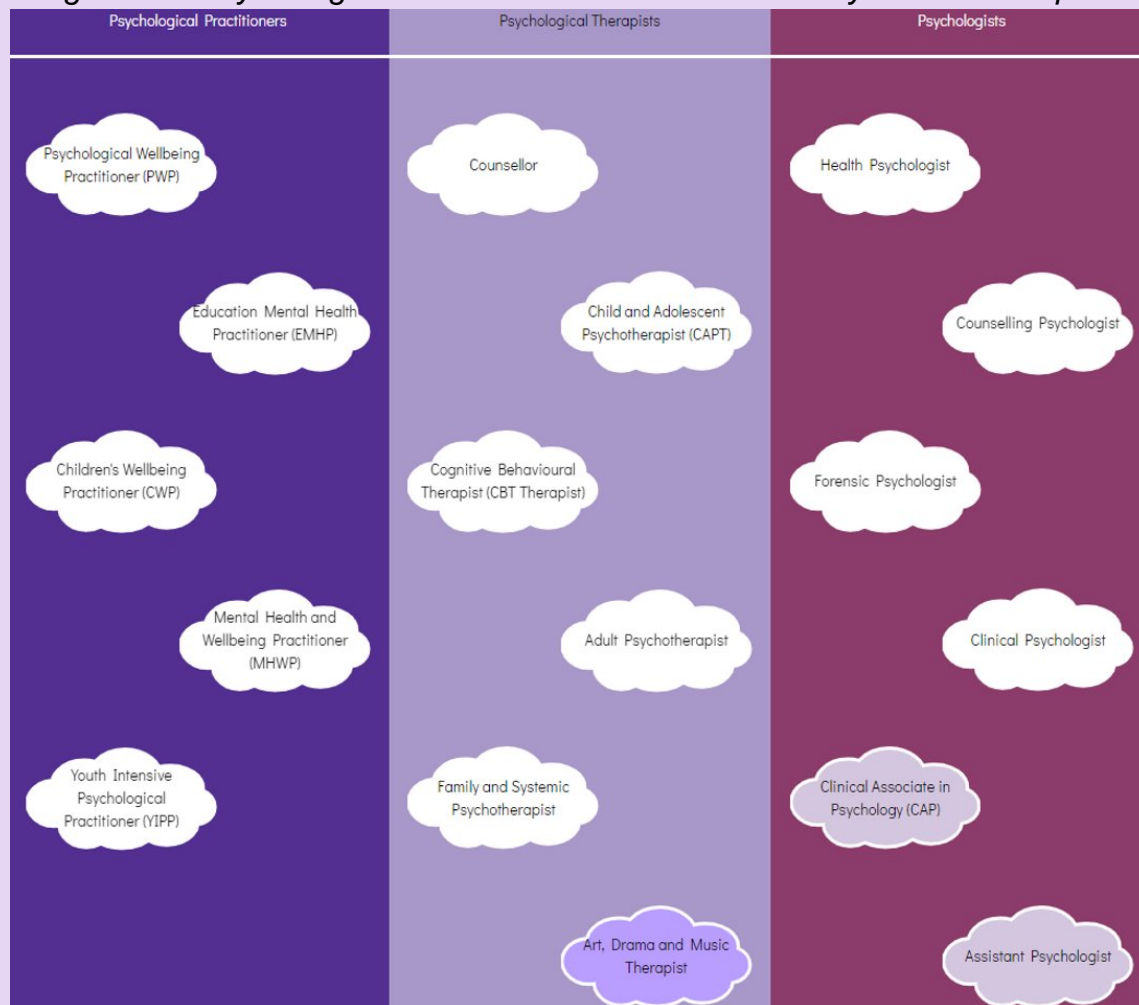
- The [NHS Health Careers](#) website is the primary 'public-facing' source of information about different NHS roles, training, pay and benefits. There is a section of the website specific to the [psychological professions](#). Some of the newer roles appear on this website, and different roles can be [explored](#).
- The Psychological Professions Network website has a [Careers Map](#), which provides greater detail about roles.
- NHS England also has a set of pages on their website specific to the [psychological professions](#), which includes information about funding. Some of this is legacy information from Health Education England (HEE), prior to their merger with NHS England in 2023.
- Finally, the [HEE Roles Explorer](#) is available to professionals to support workforce planning and service redesign. It is a membership only resource, aimed at professional stakeholders who will need to register with the NHS Futures platform in order to gain access.

## About the psychological professions

The psychological professions are a diverse group of professions whose work is informed by the disciplines of psychology and psychological therapy. They work to prevent and alleviate psychological and emotional distress, manage mental health, physical health and wellbeing and empower individuals and communities to improve the quality of their lives.

At the time of writing there are 18+ psychological professions role classifications<sup>1</sup> recognised within current formal NHS structures which have been developed to support the ambitions of the NHS Long Term Plan. Alongside aspiring roles, assistant roles, support roles and newly developing roles, these roles are a coherent professional grouping that are increasing in professional representation at local, regional, and national levels.

*Image 1: Psychological Professions role taxonomy as of April 2024.*



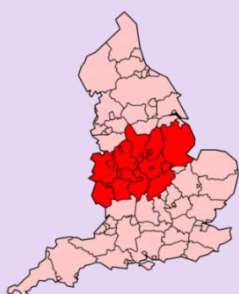
<sup>1</sup> <https://www.hee.nhs.uk/our-work/mental-health/new-roles-mental-health/psychological-professions-roles>

Significant changes have occurred in recent years to further develop the psychological professions, helping to increase the range of psychological support available not just within Mental Health services, but throughout all of health and care.

A National Psychological Professions lead for England was formally appointed in 2022, and the seven regional Psychological Professions Networks (PPNs) continue to be funded by NHS England to help drive further change. NHS providers are re-establishing senior professional leadership positions for the psychological professions within their organisations, and a wide range of additional work is being undertaken by NHS England and other national and regional bodies. All of the work in progress will help the safe and effective expansion ambitions for the Psychological Professions, which are further detailed in the [Psychological Professions Workforce Plan for England](#).

The [Psychological professions vision for England, 2021-2024](#) was first published in May 2021. The PPN has recently launched a dedicated section on the website to showcase the vision and provide information on the commitments, videos animations and resources to support. Check out the pages at <https://ppn.nhs.uk/about-us/vision>.

### About the Midlands



The Midlands region accounts for approximately 22% of the land mass of England<sup>2</sup>. **PPN Midlands was the fifth regional membership network** to be established at the end of 2020. During this time, the network has expanded to over 2300 members.



The Midlands is an area of significant cultural and ethnic diversity with a population of almost 10 million. It is the most diverse part of England outside of London, with a proud multicultural history. Birmingham is one of the youngest cities in Europe, with over 40% of its population under 25 years old<sup>3</sup>. In addition to the UK's second biggest City being in the Midlands, the

<sup>2</sup> <https://www.nomisweb.co.uk/reports/localarea?compare=E92000001> (also see GSS codes E12000005 and E12000004)

<sup>3</sup> <https://adcs.org.uk/regions/>

region encompasses coastal seaside resorts such as Skegness, and large rural and agricultural areas.

## NHS PSYCHOLOGICAL PROFESSIONAL TRAINING IN THE MIDLANDS

### Midlands healthcare context

The Midlands region has 40 different NHS Trust organisations listed [here](#) and 24 different Local Authorities<sup>3</sup>. It is important to note that although the Psychological Professions Network (PPN) is focussed on supporting the expansion of psychological professionals within the NHS, there are also NHS services delivered by non-NHS providers, and this applies to some psychological services in some areas. There have been significant changes with how healthcare is planned across England, with the introduction of Integrated Care Systems<sup>4</sup> (ICS) to help improve, better connect, plan and commission health and social care.

As a number of psychological professional roles are new, awareness of them in healthcare systems and NHS funded services is still growing. Training courses for some roles may be challenging to attend as they might only be provided by one Higher Education Institution (HEI) in the Midlands and depending on where trainees live or where their employers are located, a nearer course may be made available in a neighbouring region outside of the Midlands.

### How do I become a Psychological Professional in the NHS?

Individuals aspiring to work as a psychological professional in the NHS first need to complete a recognised training course based on the type of role they are looking to undertake. The level of study and its duration will depend on the role, the responsibilities that come with it and its complexity. The previous study that candidates have undertaken and the professional experience that they have may benefit and contribute to their readiness to train in particular psychological professional roles. This may vary across different NHS employers.

It is useful to consider roles in three distinct groups - **Practitioners, Therapists and Psychologists**. Although there are areas of cross-over between these groupings, they help to give a **basic framework** for viewing roles and progression. Some roles do not fit precisely into these group but are allied to them, such as Clinical Associates in Psychology (CAP) and Assistant Psychologists (APs).

To work as a psychological practitioner in the NHS you would first need to complete the required training. This can be achieved through getting a training post within an

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<sup>4</sup> NHS England » What are integrated care systems?

NHS service. The best way to go about this is to regularly check and/or set up an alert on the [NHS jobs website](#).

Making contact with universities offering recognised courses may also be a route into training. In many cases – particularly with new practitioner level roles - training is funded, either by NHS England or the recruiting NHS Trust. This will vary based on the role, employer or host organisation, and training course. Further information about funded training programmes can be found [here](#), and is also provided on individual University and NHS Trust webpages. It is important that students refer directly to the hosting organisation and/or training provider if they are seeking further information on funding or training support.

It is important that aspiring psychological professionals in the NHS are aware of the 2-year psychological professions funding rule. This rule states that after starting an NHS-funded psychological professions training program, you must wait 2 years from the expected completion date before being eligible for additional NHS funding for another psychological professions training that leads to a change of occupation<sup>5</sup>.

## PSYCHOLOGICAL PROFESSIONAL ROLE GROUPS

### 1. Psychological Practitioners

Psychological practitioner roles were first introduced into NHS Healthcare in 2008. Practitioner roles have since expanded to other areas of psychological healthcare and education.

The current recognised roles are Psychological Wellbeing Practitioner (PWP), Education Mental Health Practitioner (EMHP), Children's Wellbeing Practitioner (CWP), Mental Health and Wellbeing Practitioner (MHWP) and Youth Intensive Psychological Practitioner (YIPP).



Candidates aiming for practitioner roles will usually have a degree, but demonstrating equivalent academic skills or experience may be enough to be considered for training, depending on the individual employer and course provider. To work in a practitioner role, candidates need to complete a training programme that will usually last 12-months, and will include taught and practice-based components. Whilst undertaking the training, candidates will be employed by an NHS organisation in supervised

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<sup>5</sup> NHS funding for psychological professions training programmes | NHS England | Workforce, training and education (hee.nhs.uk)

practice. As such, the route into practitioner roles is through trainee or apprenticeship posts made available within or on behalf of NHS organisations.

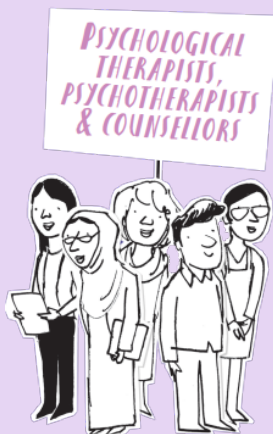
Higher Education Institutions (HEI) that offer psychological practitioner level courses must deliver the training line with the NHS England recognised national curriculum for the role and adhere to related quality standards. The course structure will vary depending on the role and provider, but most courses involve one day a week studying at university, and 3 to 4 days working as a trainee in the employing NHS organisation.

The [British Psychological Society](#) (BPS) and the [British Association of Behavioural and Cognitive Psychotherapies](#) (BABCP) both recently launched registers for some practitioner roles. It is intended that in time, registration will be compulsory for all practitioner roles in NHS commissioned services.

Apprenticeship routes may be open to applicants with academic qualifications at Level 5, (e.g. foundation degree, Diploma of Higher Education [DipHE], HND, NVQ), with maths and English at GCSE grade C or above, or Functional Skills Level 2.

In addition to the Careers websites mentioned on page 2, further information can be found about practitioner roles through internet searches. PPN Midlands has produced some videos to [promote new roles](#), as have other regional PPN's and NHS Trusts.

## 2. Psychological Therapists



This grouping of roles includes Counsellor, Child and Adolescent Psychotherapist (CAPT), Adult Psychotherapist, Cognitive Behavioural Therapist (CBT Therapist), and Family and Systemic Psychotherapist. It is important to note that Counselling courses are broadly available from a wide range of providers, but to be employed as a Counsellor within the NHS will require registration with a body accredited by the [Professional Standards Authority](#) (PSA). This applies to other Therapist roles too; most of which will require further specialist training in addition to an accredited Counselling Degree.

Career routes and transition through them can be less clear for counselling and therapist roles, due to their being a number of membership bodies and accredited registers. The list of PSA accredited registers for can be viewed [here](#). Typically, members proceed through membership categories based on practice experience and further study, which will confer levels of registration and accreditation. It is for the individual to liaise with the relevant NHS employer to determine the registration and accreditation requirements for any given post.

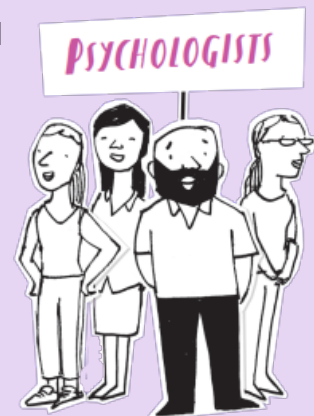
In an attempt to set out an agreed understanding for core training, competence and practice, a collaborative of accredited register bodies have agreed a [Scope of Practice and Education](#) (SCoPEd) framework. This may be a useful document for aspiring Psychological Therapists to view along with the other resources cited in this pack, to better understand differences between membership and registration bodies and how membership categories align with each other.

Identifying your career goal through looking at employers' qualification and registration requirements is also a useful way of checking that the course you are considering is the right path for you, along with exploring the various links above.

### 3. Psychologists

The Psychologist grouping within the NHS psychological professions taxonomy includes Clinical, Counselling, Forensic and Health Psychologists.

There are some specific differences regarding entry requirements and routes into training for each Psychologist role, and more detail is given on both the [NHS Health Careers](#) website, in addition to the [PPN Careers map](#).



All Psychologist roles will ultimately need to complete a [Health and Care Professions Council](#) (HCPC) accredited masters and/or doctorate (these are role specific) including supervised practice in a clinical role.

Practitioner psychologist is the generic but protected title which can be used by any HCPC registered psychologist. The HCPC provides a searchable list of approved programmes for practitioner psychologists [here](#).

### 4. Associate and Assistant roles

Clinical Associates in Psychology (CAPs) are a relatively new role in the workforce. They are trained to work solely within a specific clinical population using formulation-informed approaches to assessment and intervention, with their work supervised by a practitioner psychologist. Although not a protected title, CAPs are expected to register on the BPS Psychological Professions Workforce register, which will be a condition of employment in most NHS Trusts over coming years. CAPs are trained to masters degree level via an apprenticeship route, with an 18-21 month training period that heavily incorporates workplace learning with their employer.

Assistant psychologists are psychology graduates who are often considering a further career as a practitioner psychologist. Their roles vary considerably, and are tailored to

the specific work of their supervising practitioner psychologist, ranging from data management and project implementation to closely supervised and prescribed clinical assessments and interventions. Anyone with a BPS-accredited undergraduate degree in psychology can normally apply for an assistant psychology post.

Training and employment as a CAP, and employment as an assistant psychologist, is via direct employment with an NHS Trust, and opportunities to train as a CAP are currently only available via apprenticeship routes in the Midlands. For both roles, look out for job adverts on NHS websites.

## Appendix 1: Midlands NHS Trusts

1. Birmingham and Solihull Mental Health NHS Foundation Trust
2. Birmingham Community Healthcare NHS Foundation Trust
3. Birmingham Women's and Children's NHS Foundation Trust
4. Black Country Healthcare NHS Trust
5. Chesterfield Royal Hospital NHS Foundation Trust
6. Coventry and Warwickshire Partnership NHS Trust
7. Derbyshire Community Health Services NHS Foundation Trust
8. Derbyshire Healthcare NHS Foundation Trust
9. Dudley Group NHS Foundation Trust
10. East Midlands Ambulance Service NHS Trust
11. George Eliot Hospital NHS Trust
12. Kettering General Hospital NHS Foundation Trust
13. Leicestershire Partnership NHS Trust
14. Lincolnshire Community Health Services NHS Trust
15. Lincolnshire Partnership NHS Foundation Trust
16. Midlands Partnership NHS Foundation Trust
17. Northampton General Hospital NHS Trust
18. Northamptonshire Healthcare NHS Foundation Trust
19. Nottingham University Hospitals NHS Trust
20. Nottinghamshire Healthcare NHS Foundation Trust
21. North Staffordshire Combined Healthcare NHS Trust
22. Robert Jones and Agnes Hunt Orthopaedic Hospital NHS Foundation Trust
23. Royal Orthopaedic Hospital NHS Foundation Trust
24. Royal Wolverhampton NHS Trust
25. Sandwell and West Birmingham Hospitals NHS Trust
26. Sherwood Forest Hospitals NHS Foundation Trust
27. Shrewsbury and Telford Hospital NHS Trust
28. Shropshire Community Health NHS Trust
29. South Warwickshire NHS Foundation Trust
30. United Lincolnshire Hospitals NHS Trust
31. University Hospitals Birmingham NHS Foundation Trust
32. University Hospitals Coventry and Warwickshire NHS Trust
33. University Hospitals Derby and Burton
34. University Hospitals of Leicester NHS Trust
35. University Hospitals of North Midlands NHS Trust
36. Walsall Healthcare NHS Trust
37. West Midlands Ambulance Service NHS Foundation Trust
38. Worcestershire Acute Hospitals NHS Trust
39. Worcestershire Health and Care NHS Trust
40. Wye Valley NHS Trust

## Appendix 2: Higher Education Institutions (HEI) in the Midlands delivering specific Psychological Professions courses as of June 2024, including courses that are commissioned by NHS England

**Note:** 1) Additional courses are commissioned by NHS England that Midlands services access but are not delivered in the Midlands region. 2) Some listed courses may be in the commissioning stage and subject to contract finalisation. 3) This list is subject to alteration given the changes in contracting processes as a result of NHS England reorganisation. 4) The courses listed are as described by NHS England. 5) This list is not inclusive of upskilling/CPD skilling training courses.

Professional role	Training provision
<b>Psychological Wellbeing Practitioner (PWP)</b>	<p><b>Birmingham and Solihull Mental Health Foundation Trust (accredited by University of Birmingham)</b> Psychological Wellbeing Practitioner (Talking Therapies)</p> <p><b>University of Lincoln</b> Psychological Wellbeing Practitioner (Talking Therapies)</p> <p><b>De Montfort University</b> Psychological Wellbeing Practitioner (Talking Therapies)</p> <p><b>University of Staffordshire</b> PWP apprenticeship</p> <p><b>Newman University</b> Psychological Wellbeing Practitioner (Talking Therapies)</p> <p><b>Coventry University</b> Psychological Wellbeing Practitioner (Talking Therapies)</p>
<b>Mental Health and Wellbeing Practitioner (MHWP)</b>	<p><b>University of Worcester</b> PG Cert and Grad Cert</p> <p><b>University of Derby</b> PG Cert and Grad Cert</p>
<b>Education Mental Health Practitioner (EMHP)</b>	<p><b>University of Derby</b> PG Cert</p> <p><b>University of Northampton</b> PG Cert</p>
<b>Children's Wellbeing Practitioner (CWP)</b>	<b>University of Northampton</b> PG Cert
<b>Youth Intensive Psychological Practitioner (YIPP)</b>	(None in the Midlands)

<b>Counsellor</b>	<p><b>University of Warwick</b> Psychotherapy and Counselling (MSc)</p> <p><b>University of Derby</b> MSc Integrated Counselling Psychotherapy</p> <p><b>Newman University, Birmingham</b> Integrative Counselling Foundation Degree (BACP accredited)</p> <p><b>University of Wolverhampton</b> Integrative Counselling and Psychotherapy MSc (BACP accredited)</p> <p><b>Staffordshire University</b> Psychotherapeutic Counselling MSc/PGDip (BACP) Counselling Diploma and Counselling Certificate</p>
<b>Child and Adolescent Psychotherapist (CAPT)</b>	<p><b>Birmingham Trust for Psychoanalytic Psychotherapy</b> Child Psychotherapy Clinical Training (ACP accredited)</p>
<b>Cognitive Behavioural Therapist (CBT Therapist)</b>	<p><b>University of Birmingham</b> CBT High Intensity</p> <p><b>Coventry University</b> CBT PGDip (Talking Therapies) MSc Cognitive Behavioural Psychotherapy</p> <p><b>University of Lincoln</b> Talking Therapies High Intensity Training</p> <p><b>Midlands Partnership Trust</b> (accredited by Staffordshire University and University of Keele) Talking Therapies High Intensity Training</p> <p><b>University of Nottingham</b> Talking Therapies High Intensity Training</p> <p><b>University of Derby</b> PG Dip CBT (Children &amp; Young People's Mental Health)</p>
<b>Adult Psychotherapist</b>	<p><b>University of Derby</b> MSc Cognitive Behavioural Psychotherapy MSc Integrated Counselling and Psychotherapy</p> <p><b>Newman University, Birmingham</b> Postgraduate Counselling and Psychotherapy training Integrative Counselling and Psychotherapy Studies MSc Advanced Diploma in Psychotherapy Studies</p> <p><b>University of Warwick</b> Psychotherapy and Counselling MSc (UKCP accredited)</p> <p><b>West Midlands Institute of Psychotherapy</b> Training in Analytical Psychotherapy (BPC)</p> <p><b>Birmingham Trust for Psychoanalytic Psychotherapy</b> Modified Adult Psychotherapy Training (BPC) - conversion course for Child Psychotherapist (ACP) becoming Adult Psychotherapists</p>

<b>Family and Systemic Psychotherapist</b>	<b>University of Birmingham MSc (AFT accredited)</b> Systemic and family therapy training
<b>Clinical Psychologist</b>	<b>University of Birmingham</b> DClinPsy <b>Coventry University</b> DClinPsy <b>University of Leicester</b> DClinPsy <b>University of Lincoln</b> DClinPsy <b>University of Nottingham</b> DClinPsy <b>Staffordshire University</b> DClinPsy
<b>Forensic Psychologist</b>	<b>Birmingham City University</b> MSc Forensic Psychology <b>University of Birmingham</b> ForenPsyD <b>University of Derby</b> MSc Forensic Psychology PGDip Forensic Psychology in Practice <b>University of Lincoln</b> MSc Forensic Psychology <b>Nottingham Trent University</b> Forensic Psychology
<b>Counselling Psychologist</b>	<b>University of Wolverhampton</b> Counselling Psychology Professional Doctorate
<b>Health Psychologist</b>	<b>Aston University</b> MSc Health Psychology <b>Birmingham City University</b> MSc Health Psychology (Stage 1) <b>University of Derby</b> Stage 1 Training Provision MSc Health Psychology <b>De Montford University</b> MSc Health Psychology <b>Staffordshire University</b> MSc Health Psychology Health Psychology Professional Doctorate

**Clinical Associate in  
Psychology (CAP)**

*Note: Both apprenticeship and  
standard route for training are  
available.*

**Keele University**

MSc Clinical Associate in Psychology

**Nottingham Trent University**

MSc Clinical Associate in Psychology Apprenticeship