

Position Statement on Recruitment of IAPT Trainees

1. Fair chances for applicants without IAPT experience

- 1.1 Candidates with IAPT experience and degree qualifications should not be unfairly advantaged in recruitment over those of equivalent potential to fulfil the role they are applying for.
- 1.2 Competency based recruitment should be adopted, with the aim of identifying those with potential to fulfil the role they are applying for.
- 1.3 All courses should aim to offer an 'equivalence' route into High Intensity CBT and PWP training for candidates without a first degree who can demonstrate the required academic ability through production of appropriate evidence required by the University.

2. Progression from PWP to HIT training

- 2.1 Health Education England (HEE) commissioners consider progression from PWP to HIT training an integrated training pathway within which PWPs are eligible to apply for HI training when they have completed a minimum of two years of employment as a PWP after passing all PWP course requirements at internal exam board. HEE will not fund trainees who do not meet this requirement. The only exception to this two year rule is if a PWP holds a previous core professional qualification recognised by the British Association for Behavioural and Cognitive Psychotherapies (BABCP). All advertising and recruitment materials should reflect the commissioners' two year rule.

3. Course Failure

- 3.1 Health Education England commissioners do not support and will not fund repetition of training if the candidate has completed the training and failed (at the same or another University), or has been removed from the training because of academic or other misconduct.
- 3.2 Candidates who have previously withdrawn from an IAPT course (at the same or another University) will only be supported by HEE funding if the recruiting University is satisfied by an academic reference from the original University indicating that there are clear extenuating circumstances which would suggest that a repetition of training would be good use of public money.
- 3.3 Candidates should be routinely asked at interview if they have ever attended IAPT training elsewhere, and rules 3.1 and 3.2 applied.

September 2018

Version 1.0