

Postgraduate Diploma in High Intensity Psychological Interventions (HIPI)

HIPI Selection - Candidate Information Pack HIPI Trainee applicants at the University of Sheffield Interview process and guidance

High Intensity IAPT CBT Trainee Recruitment Requirements

Candidate requirements

- Candidates must have a first degree in an applied discipline (usually Psychology) in order to be considered.
- Candidates from a PWP background must have been qualified and practising as a PWP for **at least two years at the start date of the course** (from the date of the qualifying exam board) in order to meet national expectations.
- Candidates from a core profession background must have **at least two years post-qualification experience at the start date of the course**.
- Candidates are unable to progress through the recruitment process if they are already registered on a Health Education England (HEE) funded programme.
- Candidates must either meet one of the following BABCP core mental health profession requirements OR complete a KSA (see below):
 - Arts Therapists – HCPC Registered
 - Counselling – Accreditation with the BACP, IACP, COSCA, or FDAP (NCAC) - Registration with these organisations isn't sufficient
 - Medicine – Psychiatrist or General Practitioner, MBChB or MBBS, and usually PG training with membership of MRCPGP, MRCP or MRCPsych
 - Occupational Therapy – BSc (Hons) Occupational Therapy, MSc Occupational Therapy, or Dip C.O.T and HCPC Registered
 - Psychotherapy/ Psychotherapeutic Counselling - UKCP Registration
 - Registered Nurse – Mental Health (RMN), or Learning Disability (General Nursing and Enrolled Nursing is insufficient)
 - Social Work – CQSW, DipSW, MA Social Work, or BA/BSc Hons Social Work. Registered with one of four UK regulators - Social Work England (SWE), Social Care Wales (SCW), Northern Ireland Social Care Council (NISCC) and Scottish Social Services Council (SSSC)
 - Postgraduate Doctorate in Clinical/Counselling Psychology - accredited by the British Psychological Society and HCPC Registered as Practitioner Psychologist
 - Educational Psychology - Doctorate or QEPS - must have BPS Chartership (CPsychol) and HCPC Registration as Practitioner Psychologist
 - Health Psychology - QHP stage 2 - must have BPS Chartership (CPsychol) and HCPC Registration as Practitioner Psychologist

- Forensic Psychology - QFP stage 2 - must have BPS Chartership (CPsychol) and HCPC Registration as Practitioner Psychologist

All candidates must provide the following information at interview:

- Evidence of a BABCP recognised core profession OR an electronic completed KSA portfolio.

KSA portfolio

Candidates who do not meet recognised core mental health profession requirements must submit a completed Knowledge, Skills and Attitudes (KSA) portfolio to iapt@sheffield.ac.uk

If the candidate is successful at interview the training place will be ratified after the KSA has been assessed as being of a suitable standard by the University. Candidates should therefore expect that their KSA will be reviewed for assessment and the electronic document should include scanned copies of all evidence.

A KSA portfolio has a number of criteria which must all be met by every applicant. There are some professional backgrounds which mean that the applicant has already met a number of the criteria, and can therefore provide a condensed KSA. Other backgrounds mean that the applicant must complete all of the sections. Further details on the KSA, and what sections candidates must complete, can be found here:

<https://babcp.com/Accreditation/Provisional-Accreditation/Knowledge-Skills-and-Attitudes>

Please note:

- All KSA candidates should check the BABCP website to confirm which sections of the KSA portfolio they need to complete.
- KSA candidates must produce a statement for each of the relevant KSA criteria and list the supporting evidence that they have provided.
- Each statement is expected to include illustrative examples and sufficient depth of information to demonstrate how the candidate meets equivalence of core professional training in this area.
- In order to be accepted on the course the KSA (or condensed KSA where appropriate) needs to be fully completed to the required standard.
- For criteria that requires a reference or a counter-signature, these **should** be included at this point

- Candidates will be eligible to apply for BABCP provisional practitioner accreditation 12 months after meeting the KSA requirements.
- Candidates whose KSA portfolio is not of the required standard will not be eligible to enrol on the training and will not receive feedback on their KSA.

Further details, including detailed guidance on completing the KSA, can be found here:

<https://www.sheffield.ac.uk/clinicalpsychology/programmes/iapt/ksa>

Previous enrolment on a funded CBT training course

Repetition of training is not supported if the candidate has completed a funded training programme and failed.

Candidates who have previously withdrawn from a funded course will be considered only upon receipt of an academic reference from the original University. This reference must indicate that the individual's withdrawal was due to clear extenuating circumstances which would suggest that a repetition of training would be good use of public money.

Candidates who have previously withdrawn from a funded CBT course should bring the following information to the interview:

- Name of the institution attended
- Name of the course
- Departmental name/ contact number and email for the course

Current enrolment on a HEI training course

The University of Sheffield is unable to accept any candidates who are currently enrolled on any training course at any other HEI institution.

Structure of interview for shortlisted candidates

The interview will be conducted in three phases:

- 1) A role play to enable the candidate to demonstrate clinical skills with one of the panel playing the role of a depressed or anxious patient. The candidate will be required to reflect on their performance.
- 2) A series of questions from the panel relating to the High Intensity trainee role about the candidate's knowledge, skills and relevant experience.
- 3) An opportunity for the candidate to ask questions of the panel about the trainee role.

The interview will take no longer than 60 minutes.

Further information about the role play practice demonstration

- The candidate will be asked to interview a 'patient' who has been referred for assessment for High Intensity CBT.
- The demonstration will last for no more than 10 minutes. The candidate will be responsible for managing the time. A member of the panel will bring the demonstration to a close if the time has gone past 10 minutes.
- There should ideally be a beginning, middle and end structure to the demonstration. Furthermore, it is not expected that the candidate will showcase the first 10 minutes of a 50-minute session, nor does a 50-minute session have to be condensed into 10 minutes.
- The main goals of the session are to begin the process of developing a therapeutic alliance with the patient and to gather information about the patient's difficulties. The candidate may help the patient to understand their problems from a CBT perspective, but this is not a requirement. It is not expected that the candidate will explain the process of CBT treatment.
- For the purpose of this time-limited demonstration the candidate will not be required to discuss confidentiality or do a risk assessment.
- This is an opportunity for the candidate to demonstrate some basic CBT skills. The person playing the role of the patient will not be difficult or unhelpfully complex. The patient will present with either Depression or one of the Anxiety disorders.

Further information about questions

Interview questions will be a mixture of questions provided by the **service** and questions provided by the **university**. Questions will assess candidates abilities across a range of key competencies, including knowledge of the CBT model, learning and study skills, resilience, inclusive practice, interpersonal skills, and reflective skills.

Sample questions:

- Tell us about how you manage failures or setbacks?
- What skills have you acquired from previous training courses that can be utilised to aid the development of your knowledge and skills on this course?
- What are the defining features of CBT?
- How would you advocate for diversity, equality and inclusion with colleagues who don't understand its importance?
- Please give an example in your current or past role when you have used clinical supervision to work through a clinical challenge.
- How might your own personal values or beliefs help or hinder you in CBT practice?