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Grant ID: 153



College of Radiographers Industrial Partnership Research Grants

Interim report

1. Principal Investigator	Trudy Sevens
2. Project Title	Trailblazers: Stakeholder motivations for developing degree apprenticeships for the radiography profession
3. Amount of Grant	£9,991.89
4. Spending – Is the money being used as indicated in your proposal (if not why)?	Yes
5. Amendments – Please provide details of any agreed amendments to your original application	None
6. Summary of objectives	<p>The study aims to explore the motivating factors of key stakeholders for engagement in the three radiography degree apprenticeship trailblazer groups. Degree apprenticeships are a new concept for health professions and it is hoped the study will highlight potential opportunities and challenges in the introduction and implementation of degree apprenticeships for diagnostic radiography, therapeutic radiography and sonography. This will provide a timely opportunity to address any issues for the next steps through the study recommendations, allowing a smooth integration of the new apprenticeship workforce into the current workforce.</p> <p>Primary research question What motivates key stakeholders (chairs, professional body representatives, employers and education providers) to actively engage in the radiography-related apprenticeship trailblazers?</p> <p>Secondary research questions</p> <ul style="list-style-type: none">• What are stakeholder experiences of participating in the radiography-related trailblazers?• What challenges and barriers do stakeholders expect in the future design and delivery of radiography-related degree apprenticeships?• What opportunities and facilitators do stakeholders anticipate in the future design and delivery of radiography-related degree apprenticeships?• What recommendations can be made to facilitate the seamless integration of degree apprentices into the radiography and sonography workforce?

7. Summary of work and findings to date

As of 31st January 2019 we will have completed the initial literature review and 15 interviews. Early data analysis has commenced and saturation has been reached in the therapeutic radiography and sonography groups. However, we have some ongoing challenges related to recruitment of participants from the diagnostic radiography group. We are undertaking some additional interviews to rectify this.

Early emergent themes include:

Professional protectionism, related to

- concerns over the dumbing down of the role
- whether apprentices will be the same 'end product' as graduates from traditional University based programmes
- desire for more local recruitment of students
- the notion of 'growing their own'

The challenges appear to relate to -

- regulation and patient safety
- career structures, e.g. for sonography the lack of a career structure, for radiography having a potential route in through support roles or upskilling of existing staff
- equity of training opportunities

There was a reported lack of **professional recognition** for all areas and a notion of professional pride and desire to have a say in shaping the future workforce

Opportunities for apprenticeships -

- already employed, ? better career opportunities
- already familiar with department, seamless transition from apprentice to qualified staff
- better retention of radiography staff
- paid employment whilst training

8. Summary of work ongoing

Complete interviews, data analysis and dissemination.

9. Summary of future plans – please include an estimate timeline for work progression

Gantt chart of future work.

		Jan 2019	Feb 2019	March 2019	April 2019	May 2019	June 2019	July 2019	Aug 2019
Complete stakeholder interviews	31.01.19								
Final Data analysis	31.03.19								
Write up report and article	31.05.19								
Submit paper for publication	31.07.19								

10. Have you presented the work at a national/international event (if so where)?

Planned presentations.

- electronic poster accepted at European Society of Radiology Conference, March 2019
- abstract accepted for a poster presentation at UKIO, June 2019

11. Have you submitted any findings for publication (if so please provide publication details)?

None to date