International Placements: Oh, the places you’ll go! (with apologies to Dr Seuss)

UEA
Overview

1. Internationalisation of ClinPsyD
2. International placements
3. What works well
4. Challenges
5. What have we learnt?
Internationalisation of Clin PsyD at UEA

1. Admission of International Students to Clin PsyD since 2014

2. Focused recruitment strategy in S.E Asia and Norway!

3. International training opportunities for commissioned students since 2015
Why S.E Asia?

- S.E Asia is a priority region
- UEA objectives in the region
  - Recruiting students
  - Developing Exchange Programmes
  - Building UEA profile
  - Developing Research Partnerships
Why Norway?

- UEA part of the Aurora network of Universities
- Partnerships with
  - University of Bergen
  - University of Oslo
  - Sandviken Hospital
  - Sunnaas Rehabilitation Hospital
The Flexible International Route at UEA

- Allows international students the chance to study in the UK and in their home country.
- Trainees complete years 1-2 in UK and a combination of 0, 1 or 2 placements in their home country in year 3 of training. Reduction in fees in final year. Cost efficient.
- Placements opportunities are sourced approved and monitored by UEA in partnership with CP’s colleagues in target countries.
- Placements undergo the same assessment and approval process as non NHS placements with some enhancements. HCPC MC CTCP approvals.
- Placements currently offered in Malaysia, Singapore, Bergen and Oslo.
International work pays dividends

• Our recruitment strategy is to be visible in the regions we want to recruit from.

• Our 'flexible' model is designed to recruit people from less privileged backgrounds/environments.

• We think our strategy is working.
Placement Approval process

International

Additional Site Visits
Risk Assessment
Placement Agreement
with institutions
(may include legal agreement/MOU)
Placement approval
Supervisor Training
Placements offered in Public Health Services NGO’s, Charitable and Social Enterprises

- Malaysia Kuala Lumpur
  
  Public Mental Health services  Kajang Hospital Community MH Service  
  SOLS/HEALTH Award wining humanitarian NGO

- Singapore
  
  Ministry of Social and Family Development - Forensic  
  Tan Tock Seng Hospital - Health Psychology

- Norway
  
  Sandviken Hospital Bergen Psychosis inpatient unit research and clinical placements  
  Sunnass Rehabilitation Neuropsych Rehab placement
International Training Opportunity

- Open to all UEA trainees
- 8 week TO linked to placement 6 in NGO Kuala Lumpur
- Linked to leadership, service development and community psychology placements
- Trainees apply indicating why the TO is a good match for them
- UEA provides bursary which covers flight and accommodation-accessible
- 3 trainees undertaken placement so far - current applications in for 2019
International Training Opportunity Aims

• Enabling trainees to undertake leadership, service development and training roles in complex organisations within different cultural contexts.

• Enabling trainees to undertake and apply research and evaluation skills to real world clinical/practical settings often very different to the NHS in a way that benefits the service provider.

• Enabling trainees to improve on and develop existing clinical skills as they apply these with different populations and in novel contexts.

• Enabling trainees to reflect on UK service provision by being able to compare and contrast with services within different healthcare/social/cultural contexts.
Clear focus/vision/strategy
Visibility is important and over time
Awareness of what is unique about what we offer
'Product' needs to be innovative in some respect
Collaborative, social good, local need
Culturally appropriate
Opens up unexpected opportunities:
Singapore, national profile, research collaborations, experiential placements.

What works well?
International Training Placements Benefits

• Enabling trainees to further understand and experience Clinical Psychology as an international discipline that has unique qualities and features within different national/cultural contexts.

• To understand how to work efficiently and effectively where Clinical Psychology services are a scarce resource.

• To make small but meaningful and sustainable differences to the provision of psychology and psychological ideas in local services.

• Enabling trainees to experience life and work in a different cultural context increase cultural competency.
Engagement

Professional Membership Societies
• Malaysian Society of Clinical Psychologists
• Singapore Psychological Society
• Hong Kong Psychological Society
• Norwegian Psychological Association

Universities
Malaysia
• Sunway University
• Universiti Putra Malaysia
• University of Malaya
Singapore
• NUS
Norway
• University of Bergen
• University of Oslo
Reputation, Research, Revenue

- International office
- Partnerships office
- UEA Regional Office in Kuala Lumpur; 3 staff
- MOU UEA and Sunway University
- Department of Clinical Psychology dedicated Appendix to MOU collaborative training provision
- 70% increase in international student applications to ClinPsyD from S.E Asia region in 2016
- Recruitment of 1 Malaysian & 1 Singapore Student to ClinPsyD Programme 2016
- Fees £26,950 p.a
What Works Well?

• Training experience for our students

• “Life changing”
• “A real development of my professional identity as a clinical psychologist”
• “A renewed appreciation for the NHS and its systems”
• “I learnt about leadership and consultation on other placements, I did it on this one”
• “Greater understanding of my own culture and background and a greater awareness of the importance of others”
• “Better understanding how spirituality and culture influences clients and clinicians”
Some of the benefits of International Training opportunities

- Unique experience to have on your CV – helps you stand out!
- Opportunity to work within a large charitable organisation
- Experience of working within a different culture
- Greater awareness and understanding of the importance of spirituality & how this impacts on clients and teams
- Ability to make a meaningful and valued contribution within an NGO
- Leadership opportunities e.g. service development and design
- Experience working with limited resources & solution generation
- Ability to ask questions and challenge assumptions
- Being involved in community projects, research and consultations
- Personal development
- Gaining a greater understanding of your own culture / background
- Better understanding of how culture and spirituality influences clinicians and clients
- Ability to try new things – food!
Partnerships are mutually beneficial

Training

- Mentoring of colleagues – creating formal and informal peer support networks
- 1st Supervision training workshops in Malaysia supported by MSCP
- Invited to return this year to deliver further workshops on Challenges in Supervision
- Academics have honorary/adjunct appointments in respective institutions
• Invest in relationship & reputation building
• Professional organisations/committees
• Invest in relationship building
• Supervisor training Malaysian Society for Clinical Psychology
• Stakeholder engagement & ownership: Local & International.
• Professional in presentation and in communication
• Mindful and respectful of culture.

Partnership working: scaffold & snowball
Partnerships are mutually beneficial

Research Opportunities

1. Global MH grant colleagues in Malaysia shortlisted but unfunded
2. Colleagues in Malaysia adapted one arm of this research and applied for local funding, which was successful
3. UEA staff on Scientific Advisory Panel
4. Currently collecting pilot data used to seed future grant applications.
5. UEA trainees contributed to the data collection and analysis
Challenges

YOU’LL get mixed up, of course.

AS YOU ALREADY KNOW.

You’ll get mixed up with many strange birds as you go.

So be sure when you step

STEP WITH care and great tact

and remember life is a great balancing act.

Just never forget to be dexterous and deft.

AND never mix up your

RIGHT foot with your LEFT.

2003 Dr. Seuss Reminder Mug
Challenges of International Placements

- Need institution/organization buy-in and investment
- Takes time to develop and build setting up placements takes 1-2 years planning in advance of placement taking place
- Novel arrangements and legal agreements are challenging to introduce and navigate
  - institutions can be risk adverse
  - risk assessments what is acceptable risk Low /Medium/High?
Challenges of International Placements

- Working on different time zones 8 hour time difference makes communication difficult
- Trainees maintaining connectivity with cohort
- Flexibility vs Focus in trainees work
- Steep learning curve in cultural competency
- Understanding local contextual factors for the profession
  - Hong Kong
What have we learnt?

- Requires clear vision/leadership.
- Partnerships have to be with institutions and not individuals.
- Placement arrangements must be supported by MOU’s, placement agreements, legal agreements.
- Indemnity and insurance.
- Visibility – ongoing investment.
- Consideration given to timing for the profession in the country you are seeking to make the partnerships and create the opportunities with.
What have we learnt?

- Placements have to be sustainable over several cohorts of trainees so arrangements for potential placement provision are between 2 and 5 years.
- Engage with the professional societies to gain local support for placement arrangements.
- Communication, commitment, collaboration.
- There is a huge amount of paperwork to complete!
Conclusions

• Beneficial training experience for students

• International placements have allowed us to review and revise QA and governance arrangements for all placements.

• Training initiative has extended to other opportunities
  - e.g. research collaborations and staff exchange

You’re off to Great places!
Today is your day!
Your mountain is waiting, so...
Get on your way!

— Dr Seuss —
Refreshment Break in the Foyer

#GTiCP2018