



Cohort 6 Evaluation Findings

Who?

14

Fellows

1

Support
Worker

6

Professions

7

Health Boards

Where?

What?

11

Projects addressing priority areas within health and social care

3

Projects had co-leads

100%

MS Form survey evaluation response rate (n=14 Fellows)

5070

Views of the cohort profile of Fellows and their projects resource

Findings

Evidencing NES Key Performance Indicators (KPIs)

100%

Fellows stated that the Scheme had improved their practice (SKPI 11)

93%

Fellows scored their overall Fellowship experience as 80% or above (SKPI 12b)

100%

Fellows stated that they would recommend an AHP Career Fellowship to colleagues and associates (SKPI 12a)

Themes highlighting how Fellows achieved their fellowship

- Establishing relationships and collaborating to achieve project outcomes
- Enhancing leadership capabilities and influencing change
- Sharing learning and dissemination to facilitate service improvement
- Service improvement and innovation to address local needs
- Person-centred and inclusive practice

Impact on practice and workplace

	FELLOWS	MANAGERS/MENTORS
The Fellowship has improved my practice in the work place	4.9 ± 0.3 (n= 14)	4.8 ± 0.6 (n= 16)
The Fellowship has positively impacted upon local service provision	4.0 ± 0.7 (n= 14)	3.8 ± 0.8 (n= 16)
The Fellowship has had a positive impact upon my team	4.6 ± 0.5 (n= 14)	4.4 ± 0.8 (n= 17)
The Fellowship has positively impacted upon service users	3.6 ± 1.0 (n= 14)	3.9 ± 1.0 (n= 17)

Cohort 6 Evaluation Findings

Application of learning in the workplace

	FELLOWS	MANAGERS/MENTORS
Wider appreciation of the complexity of leading change	4.9 ± 0.3 (n=14)	4.8 ± 0.4 (n=16)
More effective leader in the workplace	4.6 ± 0.5 (n=14)	4.5 ± 0.5 (n=16)
More confident in their role	4.6 ± 0.6 (n=14)	4.6 ± 0.6 (n=14)

What did Fellows say?

"I have thoroughly enjoyed the career fellowship, it has been a huge learning curve for me but it has had a profound effect on my NHS career aspirations. I would encourage any HCSW to step out of your comfort zone you will be surprised what you can bring to the cohort and the learning you will gain!!"



"The project has enabled me to work collaboratively with other professions and teams... we have been able to learn from each other, build our professional resilience and bring a collective voice to drive change"

"Thank you for a challenging but wonderful experience! I have learnt so many new Leadership skills that I will continue to use within my substantive role and future projects"

What did mentors say?



"I have been impressed by the Fellowship system and the growth in the Fellow. Skill mix is central to the success (or failure) of the NHS and I think this is recognised in the way the Fellowship has been designed and executed."

"I think the Fellowship is an amazing opportunity for staff. Not only to self-develop but for their team/service to have protected time for project development which benefits all"

Want to know more?

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