

**Psychology
Graduate
Academy**
Information Pack

**What delivering great
healthcare should feel like.**



Introduction

Welcome to the Elysium Healthcare Psychology Graduate Academy.

This is a unique academic programme for psychology graduates recruited into new Psychology Support Assistant roles.

The Academy is designed for Psychology graduates who are interested in a career in mental health – psychology, nursing or other professions. It aims to build the experience, skills, knowledge and competencies of graduates in readiness for their career in a psychology or other healthcare profession.

The role is split between working in a hospital psychology department and a psychology-focused academic learning programme. The role will be working one day per week in a psychology department and the remainder of the time in the nursing team. The academic days are off-site.

All training is provided including a corporate induction and nursing skills development. Psychology supervision and oversight is provided by a HCPC registered Psychologist. Additionally, Psychology Support Assistants will develop their skills and knowledge through a series of unique lectures, workshops, online learning and professional supervision related to the core skills of applied psychology.

Psychology Support Assistants will undertake psychological casework/research projects which they will present at an Elysium event.

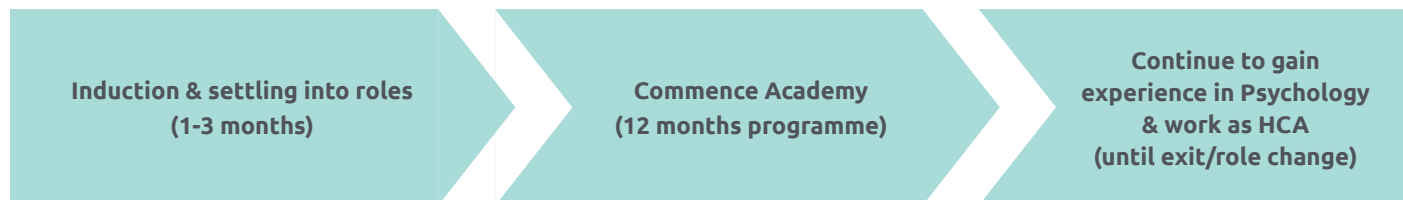
Candidates will be encouraged and supported to continue their career development within Elysium in either the Psychology professions or other healthcare professions.

Career advice and support is integral to the Academy, through skills development and career opportunities.



What the programme involves

Psychology graduates will be recruited to work across both a psychology and a Nursing department. In addition, they will be enrolled onto the Psychology Graduate Academy.



Psychology department experience.

Graduates will work 20% of their time in a Psychology Department, under the management and mentorship of experienced psychology professionals. These departments are managed by Chartered and HCPC registered Forensic, Clinical, Neuro and Counselling Psychologists and the work that Graduates undertake will be overseen by these staff. Psychology supervision and training will be provided on the job.

The type of work will vary over the course of the programme; however, Psychology Support Assistants will conduct work similar to an Assistant Psychologist when working in the Psychology Department, including tasks such as assessments and psychometrics with service users, risk assessment and the delivery of therapeutic interventions for clinical and forensic issues.

This may include co-facilitating groupwork or conducting interviews and interventions individually with service users. Some Psychology Support Assistants may deliver training or conduct research and service evaluations.

Nursing department experience

Following hospital induction and training, Psychology Support Assistants will work alongside qualified mental health Nurses and Healthcare Assistants (HCAs). They will undertake tasks with the nursing team, including supporting service users' care plan delivery, undertaking enhanced observations of service users to support them through personal difficulties and delivering activities to support rehabilitation and recovery. Psychology Support Assistants will contribute to the multi-disciplinary teamwork.

The Psychology Graduate Academy

Following a period of induction at the local hospital site, Psychology Support Assistants will commence the Academy.

This is a formalised curriculum of learning delivered off site. Themed workshops are designed as building blocks of skills and knowledge development and are aligned to the core skills set of Chartered Psychologists. In addition to the workshops, Psychology Support Assistants will have access to online lectures on specialist topics, presented by expert Elysium Psychologists.

These online lectures will add greater depth of understanding to skills already developed through the face-to-face workshops.

What skills and knowledge will I gain in the Academy?

The Academy workshops are bi-monthly with additional lectures and other materials available in between. The workshops are themed and focus on psychology-profession skills and specific clinical application skills - assessment, formulation and intervention skills that a Psychology professional has as the foundation skills. There will also be career advice available.





The curriculum includes:

- Programme introduction and welcome event.
- Professional skills workshop. This workshop orientates PSAs to the British Psychological Society's professional standards and focusses on a wide range of professional practice issues including ethics, report writing and presentational skills, diversity and inclusion issues and the roles and responsibilities within the psychology professions.
- Assessment and formulation skills workshops. These are complimented with additional online lectures and cover formulation models, assessment considerations and bias and introduces widely used assessment tools in Elysium Healthcare psychology services.
- Groupwork and therapeutic skills workshops. This is an extended workshop teaching a variety of therapeutic skills for managing and enhancing group-based therapeutic interventions, including an introduction to therapeutic alliances, working with different levels of motivation, group dynamics and Socratic dialogue.
- Therapeutic approaches workshops. Different therapeutic approaches and models are focussed on in a series of workshops and lectures. These include neuro-behavioural rehabilitation; Cognitive Behavioural Therapy; Dialectical Behaviour Therapy; Compassion Focussed Therapy and trauma informed care.
- Conference showcase and career planning events. An end of Academy showcase of PSAs' work will be held where examples of casework, research, group interventions and other work-based experiences are presented. Additionally, career planning and signposting, with presentations from other healthcare professions is provided to enable PSAs to choose the career path that is right for them and to help them decide on the next step towards a fulfilling career.

How do I put my knowledge and skills into practice?

What you learn on the Academy will be put into practice back at your sites through your day-to-day work in both Psychology and Nursing Departments.

As part of the Academy, you will also be asked to prepare a showcase project – a piece of work that you have completed in the workplace which demonstrates your knowledge and learning. This could be a piece of research or service evaluation, an assessment, formulation or intervention case study, a training project or piece of consultation that you have undertaken whilst working in an Elysium Psychology Department. This work will be presented at an Elysium event, along with other Graduates' work. Prizes will be awarded for outstanding projects.



Hear from a previous Academy attendee

For me, the Psychology Graduate Academy programme was what originally attracted me to Elysium and where my career in psychology began. Having completed undergraduate and postgraduate degrees in Psychology, often the hardest transition is to get into a psychology role. But, through the Psychology Graduate Academy I got first-hand experience of observing and supporting psychological services in practice within an established psychology team.

The exposure of working one-day per week on a designated caseload and receiving regular supervision gave me the skills, knowledge, and confidence to know that this was a career I wanted to pursue.

Fast forward three years, I moved from Graduate Academy programme of one-day per week, to a six-month secondment, to a full-time permanent Assistant Psychologist post within our service. My journey will continue onto a Clinical Psychology Doctorate programme this September, but it began on the Elysium Psychology Graduate Academy programme at Victoria Gardens.

Andrew Wynne
Assistant Psychologist, Victoria Gardens

Eligibility Criteria

To apply for the role, you will need to have a UK psychology degree which confers with the British Psychological Society's graduate basis for chartership (GBC).

Those graduating this year are also eligible if you have completed all your studies by the commencement of the Academy. The degree classification can be a 2.2 or above.

Candidates should have a strong career interest in working in mental health professions, such as psychology, the allied health professions (e.g., Occupational Therapy, Speech and Language Therapy, Dietetics etc) or nursing.

Previous experience (voluntary or paid) in working in clinical or mental health settings, in the community with service users, or a psychology service would be an advantage, but is not essential.

This is a patient-facing role and candidates will be strong team players who ascribe to the Elysium values.

I am interested, how do I apply?

You can apply online from this link:

www.elysiumhealthcare.co.uk/career-development/psychology-graduate-academy

Selection processes are locally managed by the hospital. Someone from the service you have applied to will be in touch to let you know if you have been shortlisted for interview, as well as what to expect from the interview itself.



www.elysiumhealthcare.co.uk/careers

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