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Grant ID: 153



# College of Radiographers Industry Partnership Research Grant

## Final Report

<b>1. Principal Investigator</b>	Trudy Sevens
<b>2. Project Title</b>	Trailblazers: Stakeholder motivations for developing degree apprenticeships for the radiography profession
<b>3. Amount of Grant</b>	£9,991.89
<b>4. Did you spend the money as indicated in your proposal (if not why)?</b>	
Yes (unspent funds returned)	
<b>5. Did you reach your intended project outcomes (if not why)?</b>	
Yes	
<b>6. What are your significant findings?</b>	
<p>Three main themes emerged relating to professionalism, the apprentice as employee and the impact of apprenticeships. Within each of these main themes were both positive and negative sub themes.</p> <p><b>Professionalism</b></p> <ul style="list-style-type: none"><li>• Professionalisation</li><li>• professional pride (positive)</li><li>• professional protectionism (negative)</li></ul> <p><b>Apprentice as employee</b></p> <ul style="list-style-type: none"><li>• benefits for practice (positive)</li><li>• control and costs (negative)</li></ul> <p><b>Impact of apprenticeships</b></p> <ul style="list-style-type: none"><li>• benefits for practice (positive)</li><li>• challenges for practice (negative)</li></ul> <p>There was a strong theme centred around the educational model and conflict emerged between being 'educated' or 'trained' and the vocational and academic components of radiography training. It was also evident that there was a lack of understanding around degree apprenticeship programmes and a lack of professional recognition for all three groups.</p> <p>The benefits on recruitment and retention of staff through widening participation were acknowledged, however, there were concerns related to apprentice pay and support for apprentices and mentors.</p> <p>There was a clear notion of professional protectionism, although professional pride was also evident and a strong desire for team work.</p> <p>The study highlighted an urgent need for additional research and National policy/guidance relating to degree apprenticeships for radiography which could potentially be extended to the wider allied health professions.</p>	
<b>7. Have you submitted the work for publication (if so where)?</b>	
Article submitted to the Radiography journal for consideration	
<b>8. Have you presented the work at a national/international event (if so where)?</b>	
Initial emergent themes presented as -	
<ul style="list-style-type: none"><li>• electronic poster at European Society of Radiology Conference, March 2019</li><li>• poster presentation at UKIO, June 2019</li></ul>	

**9. Please provide an executive summary of your work (two sides of A4 maximum)**  
**N.B. If you already have a draft or final version of the proposed publication can you please attach.**

**Abstract**

Employer led trailblazer groups develop the occupational standard and end point assessment associated with a particular job or occupation. All degree apprenticeship programmes within England must align to these and for allied health professions, this is a new concept. It is essential the motivations for being part of the trailblazer groups are evaluated to inform subsequent introduction and implementation for this new model of education.

A total of eighteen semi-structured interviews were undertaken across the three radiography related (diagnostic, therapeutic and sonography) trailblazer groups using a pragmatic constructivist approach.

The findings showed a strong theme emerging around being 'educated' or 'trained' and the conflict between vocational and academic components of radiography training. It was also evident that there was a lack of understanding around degree apprenticeship programmes and a lack of professional recognition for all three groups.

Whilst the benefits on recruitment and retention of staff through widening participation were acknowledged there were concerns around apprentice pay and support and a clear notion of professional protectionism. However, professional pride was also evident and a strong desire for team work which should be capitalised on.

In conclusion, the study highlighted an urgent need for additional research and National policy/guidance relating to degree apprenticeships for radiography which could potentially be extended to the wider allied health professions.