



### INTRODUCTION AND AIM

The Allied Health Professions (AHP) Careers Fellowship Scheme (CFS) offers accessible, inclusive and accelerated career development over a year, through funding Fellows a day a week to design and lead projects aligned to organisational and policy priorities, with the dual benefits of investing in both professional development and operational service improvements.

- ✓ 14 professions
- ✓ Health and Social Care
- ✓ All workforce levels
- ✓ Four Pillars of practice

Aim: Share impact evaluation findings from first seven cohorts of AHP CFS

### METHODOLOGY

#### Evaluation Framework:

- A longitudinal evaluation framework aligned to Kirkpatrick Levels 2 (Learning) and 3 (Behaviour)
- Online surveys at baseline, midpoint, completion, and 18-month follow-up.

#### Data Analysis and Stories:

- Demographic analysis to monitor trends.
- Thematic analysis of examples showing how Fellows achieved their outcomes
- Case studies of longterm impact

### FINDINGS

- 112 practitioners including 6 support workers, 12 professions, 13 organisations
- Five meta themes describing how Fellowships achieved:
  1. Building relationships & collaboration
  2. Enhancing leadership & influence
  3. Sharing learning & good practice
  4. Service improvement & innovation
  5. Person-centred, inclusive practice

### FINDINGS

#### 18-Month Follow-up (N = 81, n = 49):

- 79% further developed their projects
- 90% report service user benefits
- 81% report team-level benefits
- 82% experienced career progression
- 90% more strategic responsibilities

Case studies: sustained developments to national professional networks, clinical pathways, ongoing collaborations evidenced



### CONCLUSIONS

- Evaluation demonstrates significant impact of AHP CFS on individual career development, increased leadership capability, and tangible service improvements within practice settings.
- Supporting practitioners to lead change contributes directly to workforce sustainability, professional capability, and system improvement