

# Advancing Practice Through Investment: The Long-Term Impact of the NHSGGC AHP Education Fund on Workforce Capability and Service Transformation.

Authors

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## Introduction

NHS Scotland's ambition to transform health, social care and public services relies on a skilled workforce capable of leading innovation (Scottish Government, 2025). Since 2021, the NHS Greater Glasgow and Clyde (NHSGGC) Allied Health Professions (AHP) Education Fund has enabled AHPs to complete MSc level education supporting advanced practice and service transformation. The aim of this study was to evaluate the short and long-term impact of this funded education on AHPs, services and service users across NHSGGC.

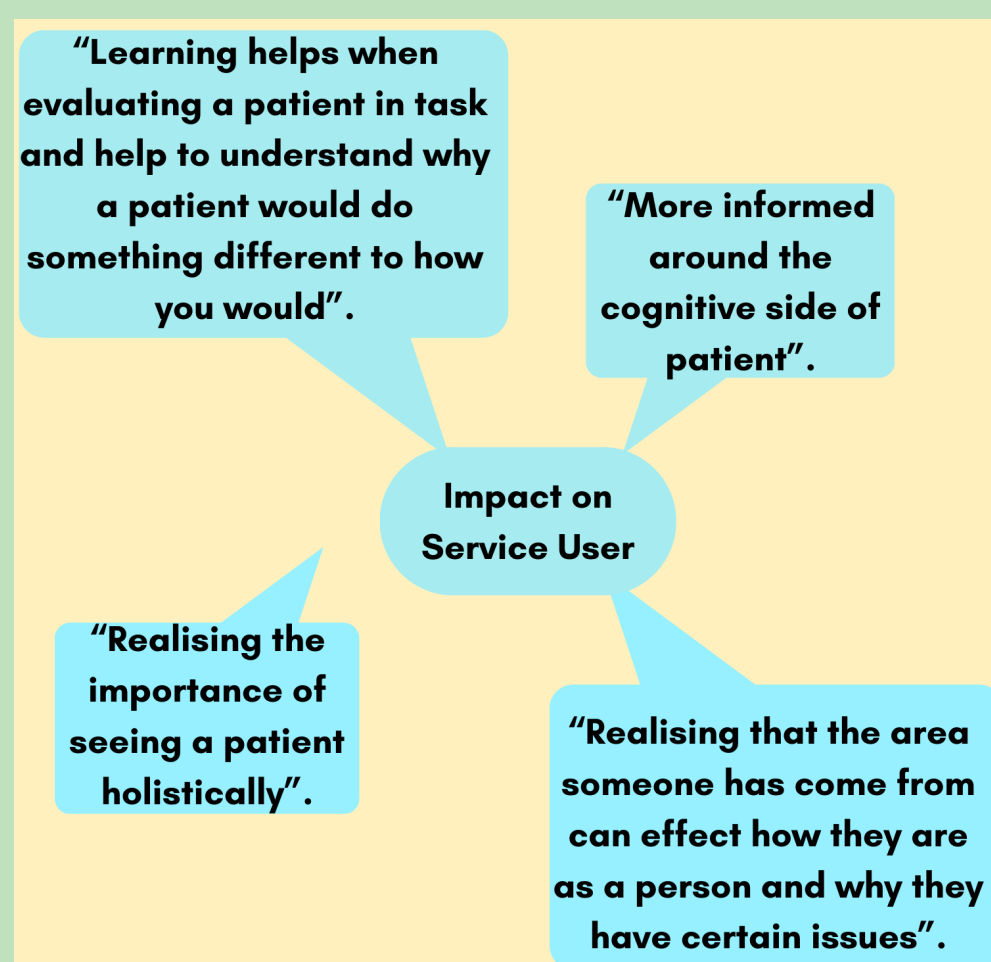
## Method

A mixed methods approach combined three years of post completion surveys (2021-2024; n=79) with five focus groups conducted in 2024 (n=18). Surveys captured outcomes three months post study; focus groups explored impact one to three years later. Quantitative data was analysed descriptively and qualitative data analysed thematically.

## Results

**Key Themes from the data illustrated with quotes from the participants:**

**Themes illustrating the impact on the service user and the service within which they work.**



- Service User Engagement & Advocacy
- Broader Perspective & Vision
- Care Delivery & Patient Journey
- Collaboration & Teamwork
- Quality Improvement & Research
- Respect & Professional Growth



**Themes illustrating the impact on the respondents personally.**



- Career and Leadership Development
- Academic & General Self-Development
- Clinical Knowledge & Practice
- Service Development & Quality Improvement
- Confidence, Wellbeing & Motivation

## Conclusion

The NHSGGC AHP Education Fund has delivered sustained, positive change for individuals, teams and service users. Investment in advanced education through the fund has promoted collaboration, innovation and transformation across NHSGGC AHP staff. Continued and expanded investment in AHP education is recommended, alongside strengthened organisational support.

## References

Scottish Government (2025) Transforming roles paper 9: allied health professions advanced practice. Edinburgh: Scottish Government.

<https://www.gov.scot/publications/transforming-roles-paper-6-allied-health-professions-advanced-practice/>

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