



Newly Qualified Survey 2008
British Association of Art Therapists

April 2009

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Executive summary

Key findings:

The principle findings from the British Association of Art Therapists yearly survey of Newly Qualified Art Therapists are:

- Percentage rates of gained employment across all three years sampled following post qualification remain good, the figure of 82% compares well to last year's figure of 85%.
- Looking at the figures of all those respondents across the three years, 67% have gained employment as Art Therapists, this again compares well to last year's combined figure of 66%.
- Focusing on the most recent qualifiers at the time of the survey (2007 & 2008) over half of all respondents found employment as Art Therapists, 59% and 51% respectively, with a slight 8% decrease this year.
- Where respondents have not gained employment where "Art Therapist" has not been part of their Job role, 63% have either introduced Art Therapy into their role or work solely as Art Therapists. Looking at the most recent qualifiers in 2007 & 2008, there is a significant increase in those employed not as Art Therapists, but who have successfully introduced Art Therapy to their Job role. The figure here in 2007 stood at 14%, whilst in 2008 this figure has risen to 56%.
- Across all three years, 63% of respondents were employed on permanent contracts. Comparing the figures for those qualifying in 2007 & 2008, there is an increase of 14% from 42% to 56% of those employed with permanent contracts.
- 63% of all respondents are not members of a Union.

Respondents were asked to comment on their experiences of finding employment, key points to address:

- Difficulty of gaining experience post qualifying for posts within the NHS
- No consistency in pay rates across the non statutory sector
- Career structure within the NHS
- Continuing Practice Development (CPD) whilst remaining unemployed

Conclusion:

The finding from this year's survey compare well to last year's results. Qualifying Art Therapists, are able, consistently, to demonstrate an ability to find employment and show a creativity and flexibility by introducing Art Therapy into new job roles. We do acknowledge that this may not represent fully the situation for unemployed Art Therapists who are not BAAT members, as these may not have had access to this survey. However, in our experience membership of BAAT connects Art Therapists to professional networks and does help when looking for work.

Reviewing respondents' comments on their experience of finding work there remains a concern as to how they might gain experience for posts within the NHS. In response to these concerns we would add that the transferable skills from pre qualifying careers, where there has been sufficient focus on clinical and care work roles, should be regularly used in applications and be taken into consideration by employers. Whether this is the case is difficult to ascertain. Of note we are mindful of what may be required or indeed meant by "suitable experience" when the term is used by employers. This may well include a level of specific experience which has not been covered by previous employment or any prior training, e.g. Risk assessment, Child protection.

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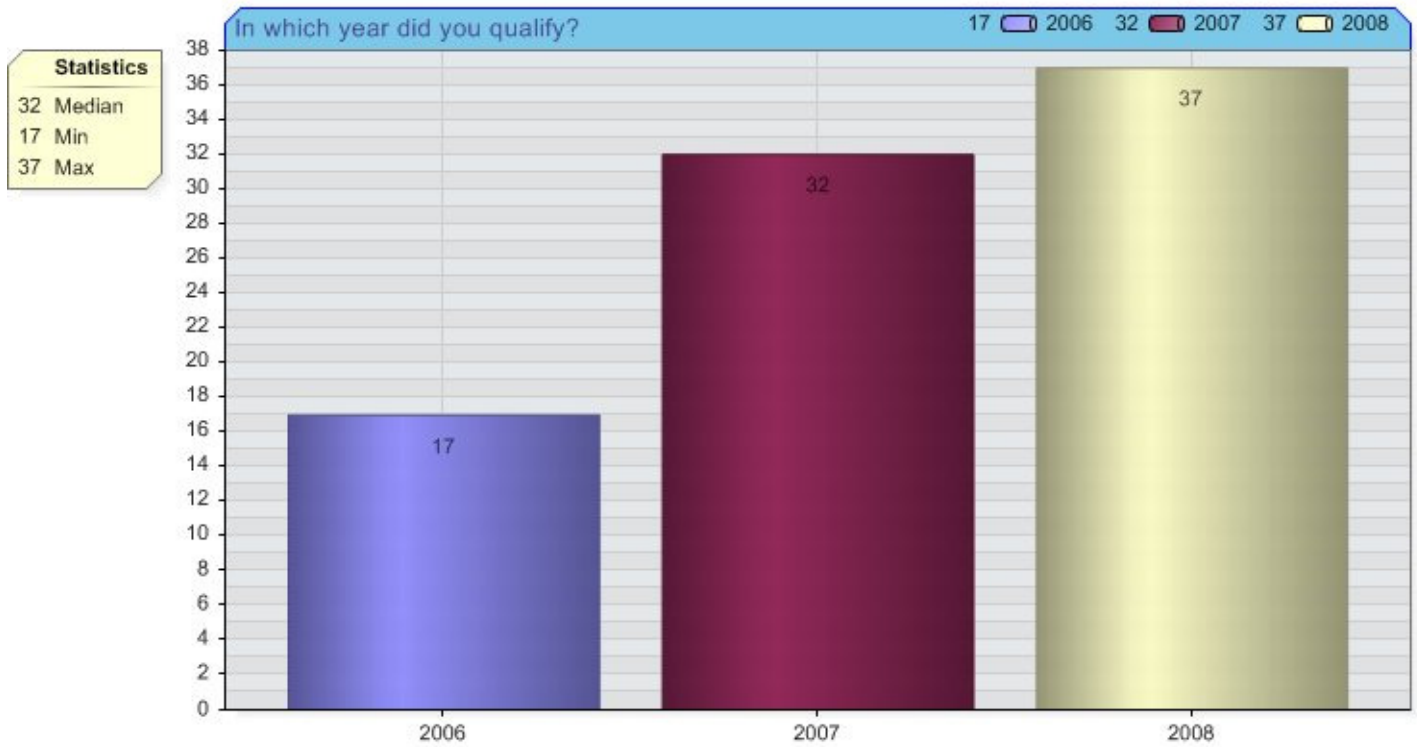
1. Background and Methodology

This is the second post qualifying survey conducted by the British Association of Art Therapists, and as with last year's survey, the survey was conducted on-line and made available to those qualifying in the years 2006-2008. The survey ran from January to March 2009 using on-line survey software available at <http://www.surveymethods.com>.

Eighty-four respondents completed the survey and the results are reported, first for the combined findings of all three years surveyed, shown in the displayed tables. Where there are reported comparisons between 2007 & 2008 the results are based solely on the most recent qualifiers from last year's survey (2007) and the most recent qualifiers as reported in this year's survey (2008).

2. Results

2.1 YEAR OF QUALIFICATION

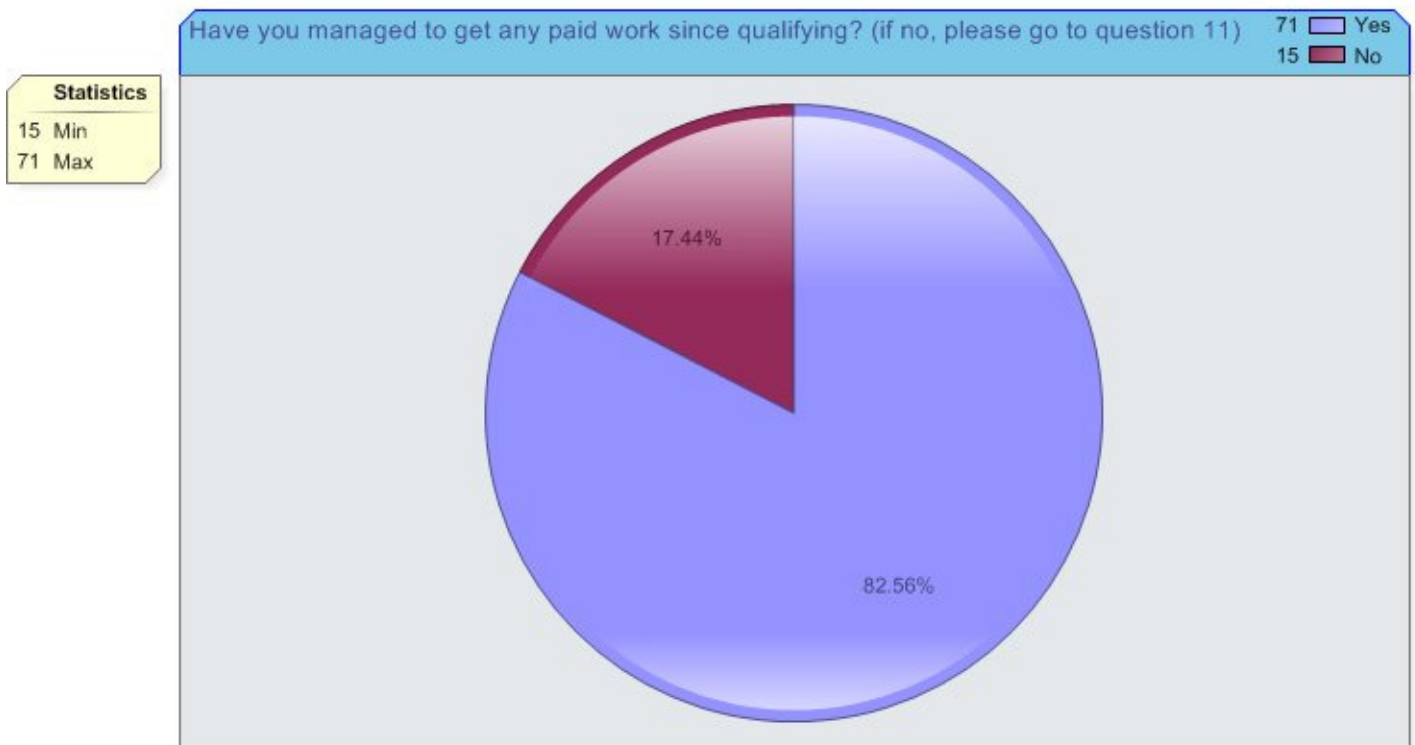


The above table reflects the number of qualifying Art Therapist who responded to the survey. The response rate has increased from last year's sample, with a total of 84 respondents this year against last year's 61.

2.2 PERCENTAGE OF NEWLY QUALIFIED WHO HAVE GAINED EMPLOYMENT

The following table reflects the percentage of those qualifying in the last three years who have gained employment; this figure stands at 82%, down 3% from last year's sample.

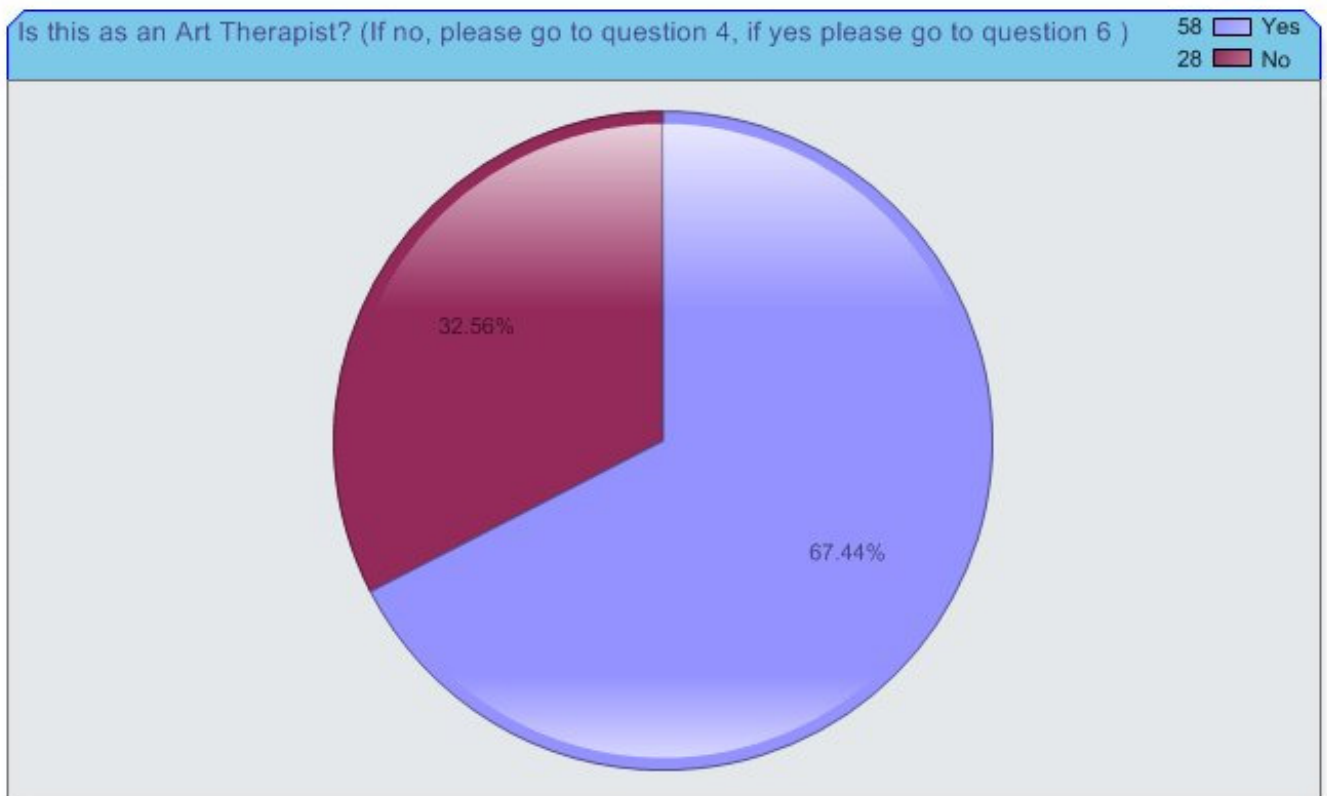
Looking at those only qualifying in 2008, 73% gained employment, at marginal decrease from the 2007 figure where 78% found employment.



2.2.2 EMPLOYMENT AS AN ART THERAPIST

The table below reflects the percentage of those qualifying in the last three years who have gained employment as Art Therapists; this figure stands at 67%, a marginal increase from last year's figure of 66%.

Of the respondents qualifying in 2008, 51% gained employment as Art Therapists, down 8% from 2007.



2.3 JOB ROLE

The next table gives a percentage of employment roles when employment has not be as an Art Therapist, of note 40% of respondents are employed in generic role whereby they have introduced Art Therapy, 23% work solely as Art Therapists.

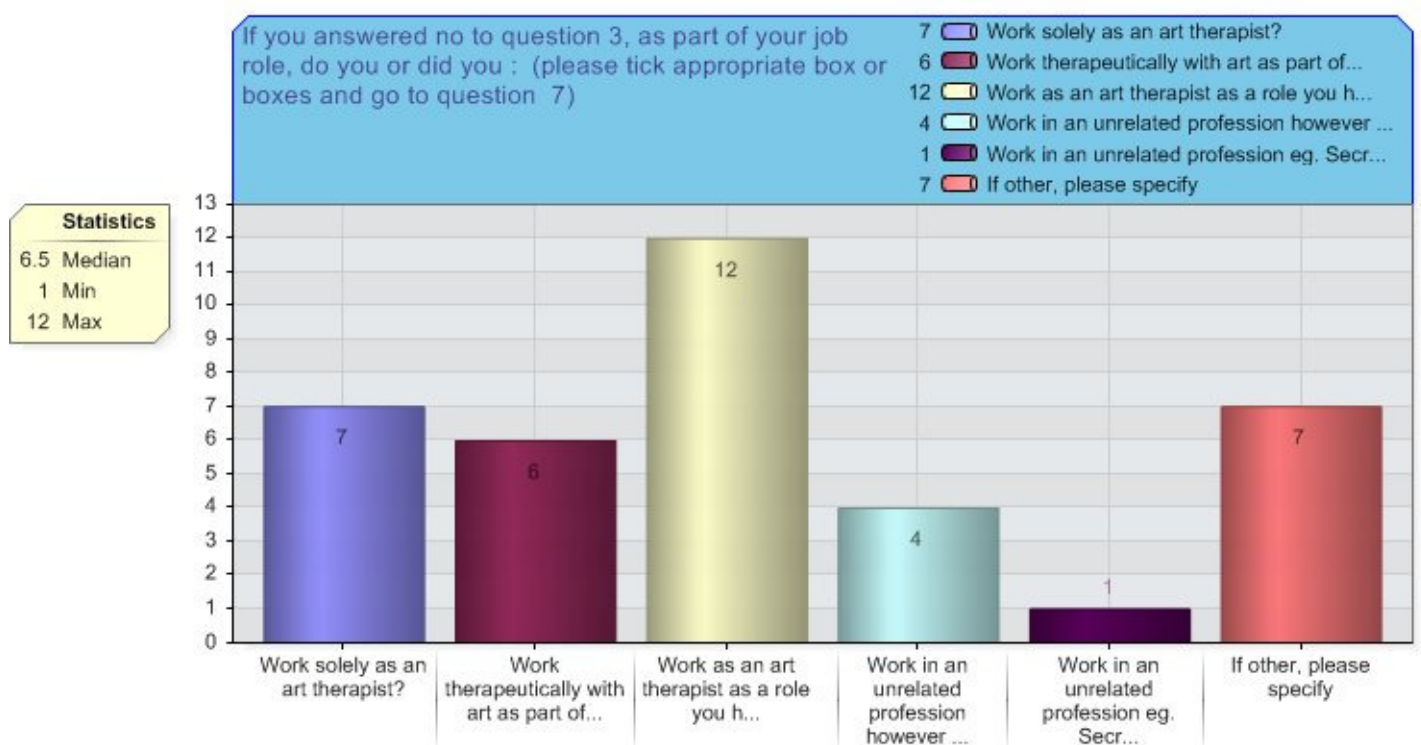
Where “other” has been completed the roles have been varied:

e.g.

“work and living in a therapeutic community, and support an art therapist as part of my role”

“work line managing other therapists but carry out 3 sessions of art therapy per week”

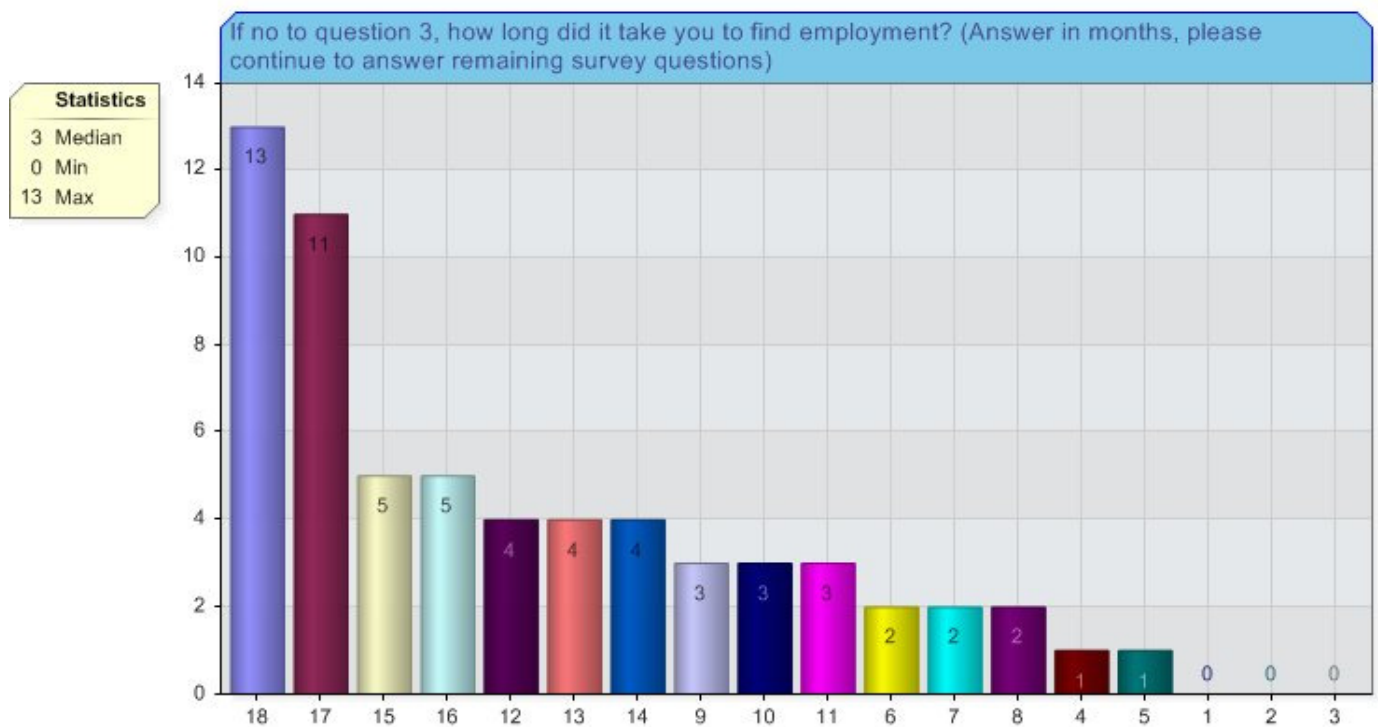
“art/play therapist/councillor”



Those qualifying in 2008, whilst not employed as Art Therapist, within their current role, 56% have introduced Art Therapy within their current role, a marked increase over those qualifying in 2007 where this figure stood at 14% a significant rise of 42%.

2.3.2 TIME TAKEN TO GAIN EMPLOYMENT?

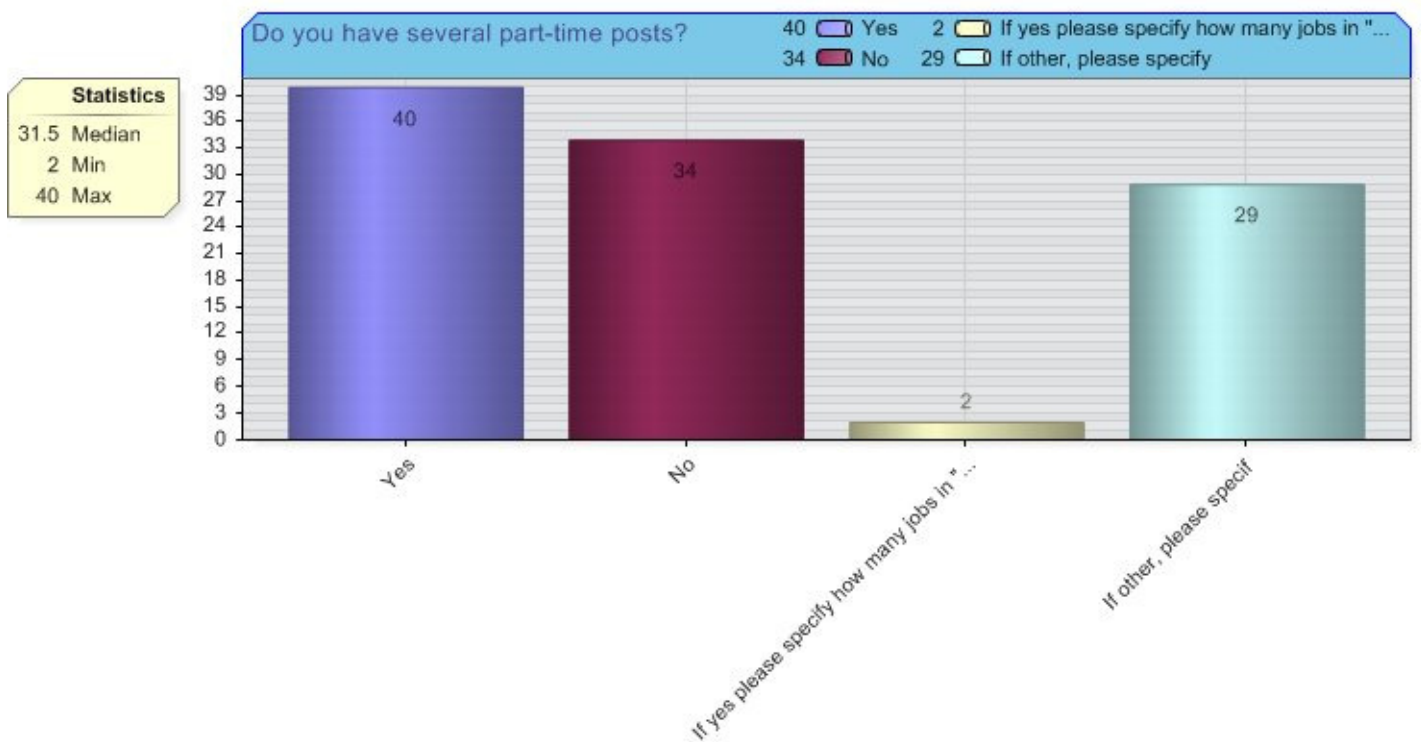
The table below shows the time taken to gain employment where this was not as an Art Therapist. The average time taken in months before finding employment is 3.5; this is very similar to last year's figure of 4 months.



The average time taken to find employment as an Art Therapist from those qualifying in 2008 was 4.7 months a decrease from the 2007 survey where the average time taken was 5.6 months.

2.3.3 OTHER EMPLOYMENT

The following table shows 53.33% of all respondents have several part time jobs. This mirrors the 2007 survey results, where the figure here was 52.94%. Comparing those respondents who qualified in 2007, 57% reported they were seeking more paid work, this figure dropped to 26% for those qualifying in 2008.



Other Jobs have included:

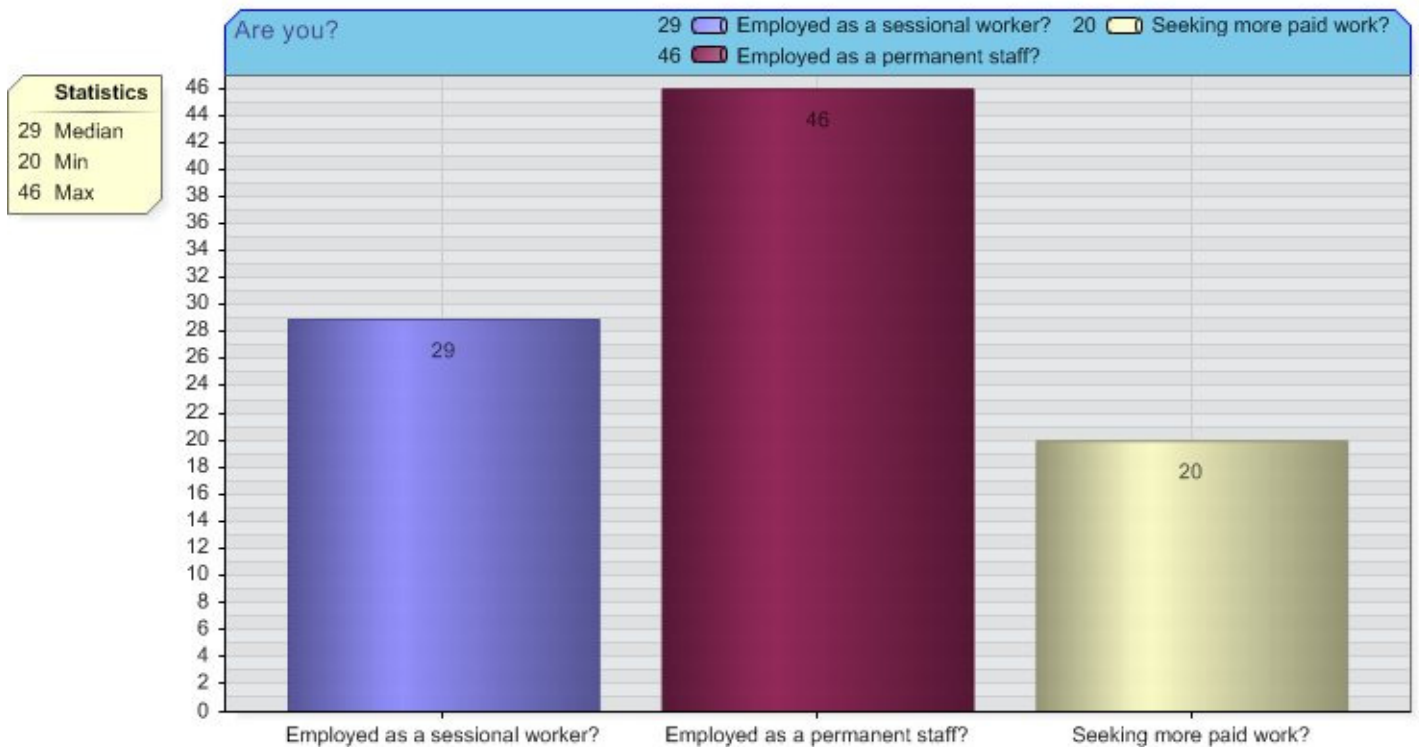
Therapeutic Community (Rehab), Nurse, Special needs support worker, mental health support worker.

The average hours worked each week for those qualifying in 2008 was 25.2 hours, which compares to the average hours of those qualifying in 2007, who worked 24.4 hours.

2.3.4 SESSIONAL WORK/PERMANENT CONTRACT

The table below shows that 63% of respondents, across all three years, are employed with permanent contracts against 40% who are employed as sessional. 27% of respondents are still seeking more work.

Looking at the figures for those qualifying in 2007, 42% were employed on permanent contracts compared to 56% for the most recent qualifiers in 2008, an increase of 14%.



2.3.5 MEMEBERSHIP OF A UNION

The next table below shows that 63% of respondents are not members of Unite. This has not changed much from the previous survey where this figure stood at 65%.

Where other has been answered, the responses included:

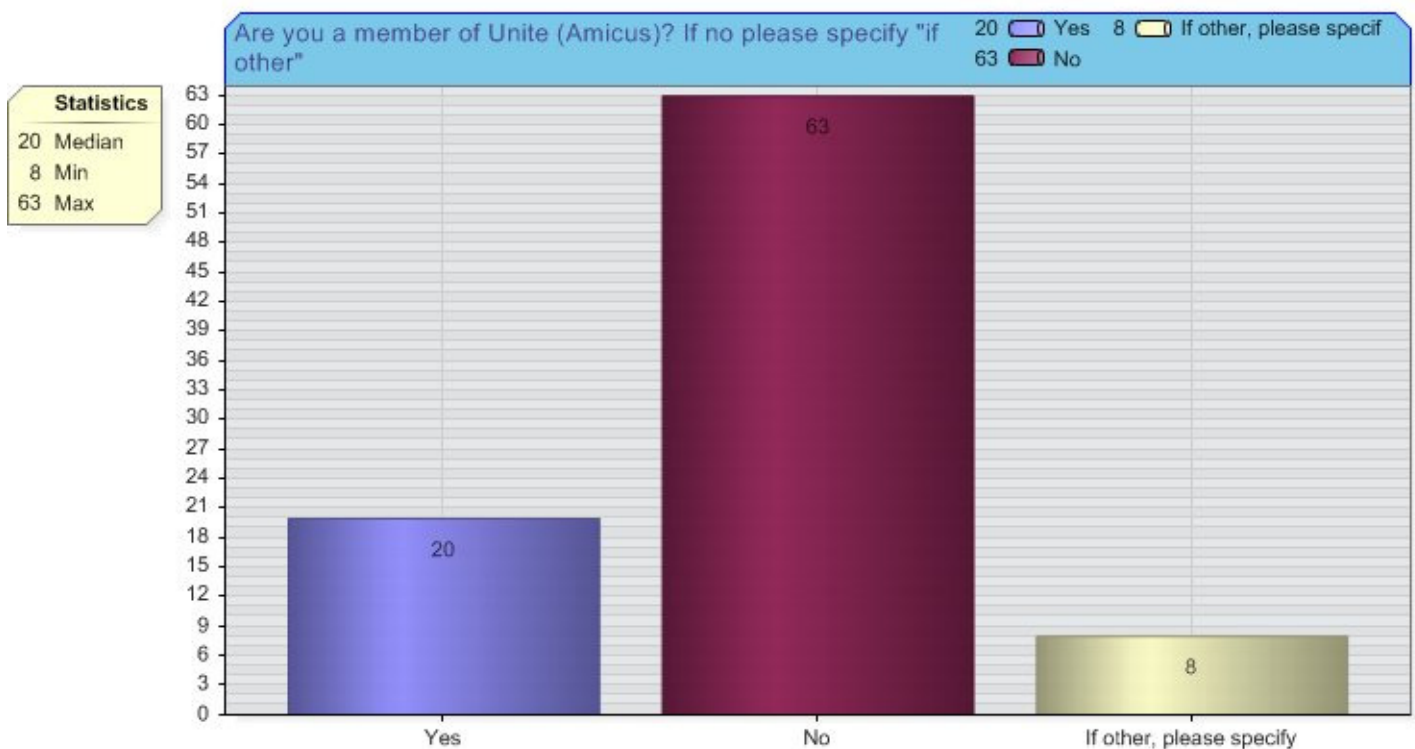
“Unison”

“Self employed not sure I can be”

“NUT”

“BAAT, HPC”

“T&G affiliated with Amicus”



2.3.6 SELECTION OF COMMENTS FROM NEWLY QUALIFIED ART THERAPISTS AS TO THEIR EXPERIENCES OF LOOKING FOR EMPLOYMENT.

“It would be useful to learn practical skills for setting up art therapy work in new environment. Create career structure for Art Psychotherapist/Therapist, e.g. OT's structure (having an entry level position as Band 5, then step up as one's career and experience progress)”

“Already being well-established as a PMHW within CAMHS has enabled me to look for the referrals that require direct clinical work which might be appropriate for art therapy, now that I am qualified. However, whether or not I am using art therapy, I use what I have learned during training every day and in every session (clinical and consultation). My training enables me to bring vital knowledge and skills to the PMHW team in CAMHS”

I feel that I need at least 2 years post qualification experience and as a result seeking work that will be beneficial in terms of skills towards future applications for Art Therapy posts. I am looking for jobs that will enable me to build on skills working with people within the context on mental health. In some way, finding a role that is much like an OTA (Occupational Therapy Assistant), Activity Coordinator or an arts in health type role. It is a pity that Arts Therapies in large institutions do not have junior assistant roles or rotational roles that could be aimed at newly qualified Arts Therapists.

3.0 Conclusion:

As previously stated these findings compare well to last year's results. Qualifying Art Therapists, are able, consistently, to demonstrate an ability to find employment across numerous care groups and significantly show creativity and flexibility in introducing, Art and indeed Art Therapy into new job roles.

