

INTRODUCTION

The HCPC has assessed the length of time that International route registrants remained registered for following their first registration. This analysis is hoped to contribute to wider workforce planning efforts.

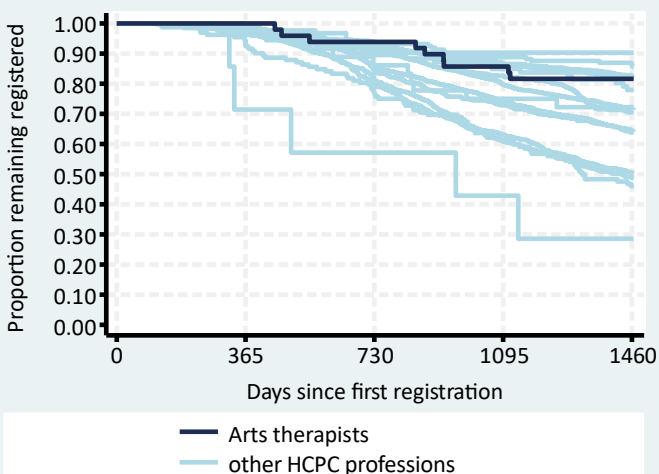
METHODS

All new international route Arts therapists first registering between 01 March 2014 and 28 Feb 2018 were included (n=49) and their registration status at least four years later determined. The registrant's nationalities were grouped by World Bank income categories as at 2015 into High Income Countries (HIC) or Low & Middle Income Countries (LMIC). The Kaplan-Meier method was used to estimate the percent remaining registered and the corresponding 95% confidence intervals for those estimates.

RESULTS

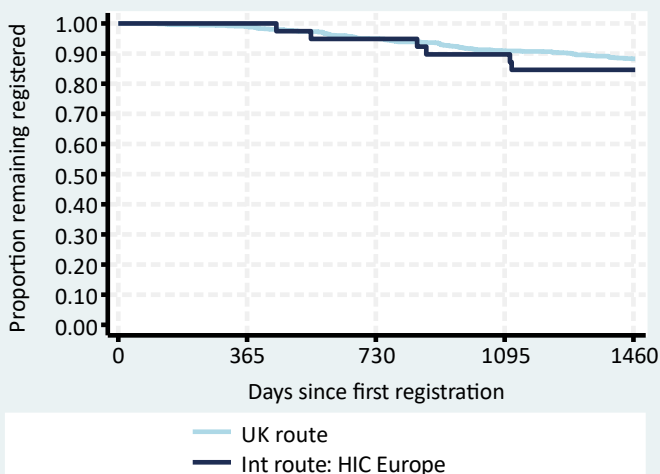
Overall international route retention

Arts therapists remaining on the HCPC register:
 After two years: 94% (95% CI: 82% to 98%)
 After four years: 82% (95% CI: 68% to 90%)
 See Table 1 for further details.



Comparison of routes and nationalities

For Arts therapists, only one international route country group had more than 20 registrants. The retention rate for that group, HIC (Europe) was lower than for UK route registrants. See Table 2 for further details.



International route demographic groups

For Arts therapists, only one international route demographic group had more than 20 registrants. The retention rate for that group, HIC (Europe) Female aged 30+, was very similar to that for all international route Arts therapists.

See Tables 3 & 4 for further details.

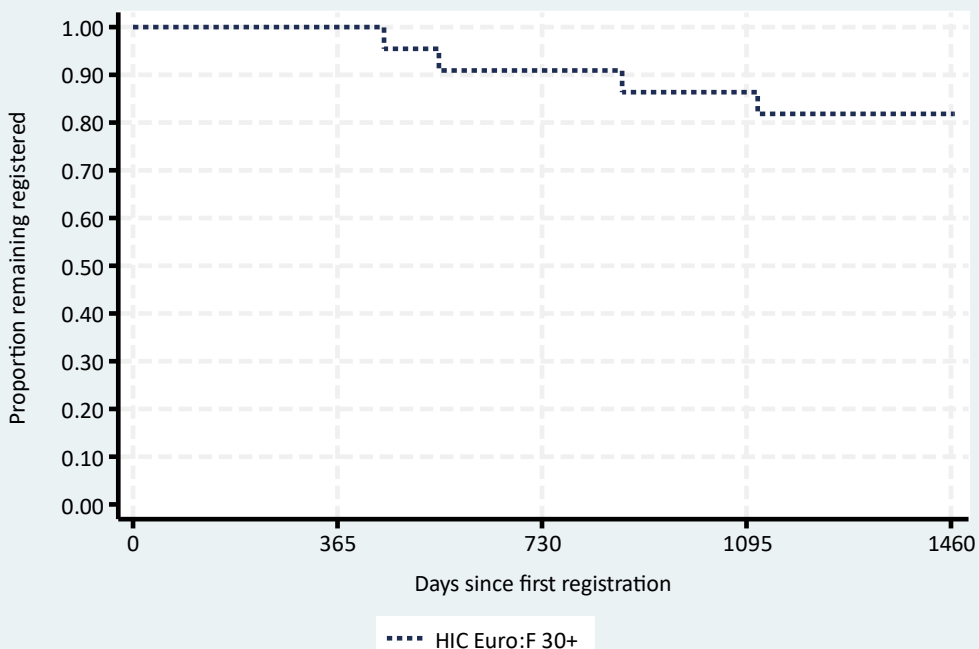


Table 1: Overall international route retention

Profession	n	%	95% CI
Operating dept. practitioners	31	90.3	72.9 to 96.8
Clinical scientists	161	86.3	80.0 to 90.8
Practitioner psychologists	574	82.5	79.2 to 85.4
Biomedical scientists	863	82.1	79.4 to 84.5
Arts therapists	49	81.6	67.7 to 90.0
Hearing aid dispensers	86	77.9	67.6 to 85.3
Prosthetists / orthotists	36	72.2	54.5 to 84.0
Radiographers	2,056	71.5	69.5 to 73.4
Paramedics	998	70.5	67.6 to 73.2
Physiotherapists	3,457	64.5	62.9 to 66.1
Dietitians	548	63.9	59.7 to 67.7
Occupational therapists	1,114	50.5	47.5 to 53.4
Speech & language therapists	623	48.7	44.7 to 52.6
Chiropodists / podiatrists	132	46.0	37.3 to 54.3
Orthoptists	7	28.6	4.1 to 61.2

CONCLUSIONS

The vast majority of new International route Arts therapists remained on the HCPC register four years after their first registration though approaching 1 in 5 had left by then.

For all HCPC professions combined, lower four-year retention rates were observed in international route registrants who were one or more of younger, female or from HIC, particularly from those outside of Europe.

In these regards, international route Arts therapists, in comparison to all other HCPC professions combined, were:

- more likely to be aged 30+ (65% vs. 34%)
- more likely to be female (84% vs. 68%)
- more likely to be from HIC:
 - HIC Europe (80% vs. 45%)
 - HIC other (18% vs. 36%)
 - LMIC (2% vs. 18%)

The relatively high proportion of Arts therapists international route registrants being aged 30 and over may in part explain their relatively high level of international route retention as older age was a very strong predictor of retention in general.

Table 2: Comparison of routes and nationalities, Arts therapists

Route and country group	n	%	Retention rate	
			%	95% CI
UK route	1,299	96	88.3	86.3 to 90.1
Intl. route: HIC Europe	39	3	84.6	68.9 to 92.8
Intl. route: HIC other	9	<1	-	-
Intl. route: LMIC	1	<1	-	-

Table 3: International route demographic groups, Arts therapists

Demographic group	n	%	Retention rate	
			%	95% CI
HIC Europe: Female 20-29	10	20	-	-
HIC Europe: Female 30+	22	45	81.8	58.5 to 93.8
HIC Europe: Male 20-29	3	6	-	-
HIC Europe: Male 30+	4	8	-	-
HIC other: Female 20-29	4	8	-	-
HIC other: Female 30+	4	8	-	-
HIC other: Male 20-29	0	0	-	-
HIC other: Male 30+	1	2	-	-
LMIC: Female 20-29	0	0	-	-
LMIC: Female 30+	1	2	-	-
LMIC: Male 20-29	0	0	-	-
LMIC: Male 30+	0	0	-	-

Table 4: Largest international route nationalities, Arts therapists

Country of nationality	n	%	Retention rate	
			%	95% CI
United Kingdom	13	27	-	-
Republic of Ireland	7	14	-	-
Italy	5	10	-	-
Spain	5	10	-	-
United States	5	10	-	-
Germany	4	8	-	-
Australia	2	4	-	-
Canada	2	4	-	-
Estonia	1	2	-	-
Greece	1	2	-	-
Hungary	1	2	-	-
Netherlands	1	2	-	-
South Africa	1	2	-	-
Switzerland	1	2	-	-