

# Using your FLP Study Budget

## Guidance on how to select a course

### Introduction

During your Future Leaders Programme (FLP) year you will be given a study budget of £3600 to use towards your development and learning. This is reviewed annually and revised based on mean PG Cert course fees published.

The study budget is to support your leadership learning with an academic component. Most fellows undertake a PGCert in some form of clinical or healthcare leadership. Fellows can choose a PG Cert that is appropriate for their own career path and development, the only stipulation is that it must contain a leadership module or component.

A small minority of fellows may already have a PG Cert in Leadership and they may therefore choose an academic component that complements this – either progressing to a Masters or undertaking a different form of leadership development course. The majority of fellows use their funding for a PG Certification or other postgraduate qualification, in leadership or medical education.

We are providing you with the information now, so you have plenty of time to consider your options. There is no requirement to look at anything prior to your start date, but please be aware some universities close their applications before August. All study leave needs to be agreed in advance and signed off by Dr Susy Stirling via [england.futureleaders.yh@nhs.net](mailto:england.futureleaders.yh@nhs.net)

Things to bear in mind when choosing what is right for you:

- What are your goals, personal development and learning needs for this year?
  - Which course would help you achieve them?
- What is the cost – there is large difference in course costs, and you may find you have to self-fund some of the costs if the study budget does not cover it all. Also consider that you may want to use the remainder of your budget towards additional things such as

conferences throughout the year (some conferences may be funded in addition by the FLP).

- Be cautious of additional ‘admin’ costs of some of the university courses, some can add on extra costs which may take you over the budget and will need self-funding.
- Does face to face or online learning suit you better, or would you prefer a hybrid approach?
- How do you like to be assessed, do you prefer assignments, exams, presentations, or a mixture?
- Please be aware of application closing dates, some universities close their applications prior to the start of your FLP year.
- Please make sure to check the fees for 24/25 qualification through the official website of the university you are planning to apply for or contact the university if needed as fees do sometimes change.

Attached is a summary of informal feedback regarding some of the courses attended in the last 2 cohorts. This is of course, not an exhaustive list of all that are available, so please look around for something that will best fit your learning needs.

### Appendix 1: Informal Feedback from Current Fellows 2022/2023

#### Postgraduate Leadership Qualifications

##### *Lancaster University – Leadership and Management (Health Care) – PG Cert*

	Fellow 1 Feedback	Fellow 2 Feedback
Online/F2F/Hybrid	Online	Online with video call sessions available
Course Outline	6 modules (1 x longitudinal module, 5 x modules with 2000 word assignments)	Each learner selects from a wide range of modules to meet their learning and development needs. The University provides a great deal of support and resource for learners. Modules include Understanding Leadership and Management, Leading Through Change,

		Developing Emotional Intelligence and others.
Assessment Method	5 x 2000 word essays	Modules worth 10 credits are assessed with 2000 word assignments, which also require appendices such as portfolio evidence.
Pros	Good variation in module content, good feedback for assignments.	Fantastic engagement with a coach/mentor, this is a well-developed course will excellent accessibility online and clear guidance for your development.
Cons	Not much engagement with tutors	The course is remote, which may not suit all
Would you recommend?	Yes	Yes
Estimated Cost 204 / 25	£3,000	

### Sheffield Hallam University – Health and Social Care Leadership – PGCert

	Fellow 1 Feedback	Fellow 2 Feedback
Online/F2F/Hybrid	Online	Online
Course Outline	A compulsory module about leadership in practice, and additional 3 modules of your choosing, which include but not limited to leading people and service evaluation.	Materials released weekly to work through with recorded lectures, activities and extra reading, once a week live Tutorial varies from 1- 2 hrs evening PM sessions  1st Module Leadership in practice- assignment (Core module) fits well with FLP reflecting on own leadership



		<p>style and journey and mapping/project planning</p> <p>2nd Leading teams &amp; People – assignment supports project execution as do the remaining- pulls theory and practice together</p> <p>3rd Planning service improvement – assignment potentially will help writing a project report at the end of FLP</p> <p>4th Evaluating service improvement – assignment (Personal Module choice later 3)</p>
Pros	<p>Live teaching available through zoom, which are recorded if you have missed. Lots of online materials to aid learning. The live sessions really make it a much more interactive learning experience and provides opportunity for learners to reflect and ask questions about the content, but with them being recorded it provides you with flexibility in case you miss a session.</p>	<p>Online, flexible working fits in with family life, translates to FLP and leading change /projects.</p> <p>Tutors very helpful, happy to arrange F2F group sessions at request, lots of support in terms of level 7 writing- studiosity, courses on academic writing</p>
Cons	<p>No face to face. There can be a lot of content that can be difficult to sieve through on their blackboard.</p>	<p>Not great for those who like F2F</p>

Would you recommend?	Yes	Yes, based on completing 1 <sup>st</sup> 2 modules.
Estimated Cost 2024 / 25	£3,440	

### University of Sheffield – Public Health (Leadership & Management) – PGCert

Online/F2F/Hybrid	All the modules I chose were F2F but there are a small number of online modules as well.	
Course Outline & Assessment Method	Choice of modules from the general public health masters, including “leading and Managing Healthcare Systems” and “using policy to strengthen health systems”. Four modules over two semesters. Two face-to-face seminars a week with required reading before.  4 x 3000 word assignments - 1 per module.	
Pros	<p>Quality of teaching was very good with some excellent guest lecturers. The course included people from many different countries and professional backgrounds which led to interesting group discussions.</p> <p>The university was very supportive and I had access to library and technical help. There were also opportunities to learn new skills for free, such as languages and essay writing.</p>	
Cons	<p>At times the course felt more focussed on public health than leadership, but this may align with your career goals.</p> <p>A bit more costly than other PGCerts - no study budget left over. I found the mandatory face to face seminars very engaging and suited my style of learning. However, for those looking to work more flexibly or from home, this might be difficult.</p>	
Would you recommend?	Yes, absolutely.	
Estimated Cost 2024 / 25	£4,133	

## University of Bradford – Leadership in Health & Social Care – PGCert

	Fellow 1 Feedback	Fellow 2 Feedback
Online / F2F / Hybrid	Hybrid	Hybrid
Course Outline & Assessment Method	<p>2 modules, each with an assessment.</p> <p>1<sup>st</sup> module is mandatory – assessment is a presentation (PowerPoint via teams)</p> <p>2<sup>nd</sup> module is a choice, but assessment is a 4000 word essay.</p>	<p>2 modules. The first is mandatory (Health and Social Care Leadership), the second you have a choice (Managing People / Understanding Policy &amp; Strategy / Leading Change)</p>
Pros	<p>Only two assessments, I think other PG CERTs have more modules and more assessments.</p> <p>It is local – hybrid model which some may enjoy and others not. Usually, 4 days per module on campus, rest online.</p>	<p>Assessment for the first module was a 30 minute presentation (done on MS Teams). Personally, this appealed as it felt less work than an essay (and I was able to drop in learning from various FLP courses learning to demonstrate wider reading).</p> <p>Course leaders very approachable and supportive.</p> <p>I liked the hybrid structure.</p>
Cons	<p>I did not enjoy this course very much and I ended up completing it for the sake of getting the PGCERT and little else. The course had way too many students in it and there was no interaction</p>	<ul style="list-style-type: none"> <li>• Travel to Bradford may not appeal to some</li> <li>• Large class size ~120 students</li> <li>• (majority percentage overseas students doing a full-time masters and</li> </ul>



	<p>with the lecturer. Lots of discussions ended up with “discuss this in your group”, which in turn did not yield very much. Online sessions were essentially everyone with their camera and microphone off, so little point in them.</p> <p>This sounds harsh, but the standard of the student cohort was also fairly low. People were constantly talking over the lecturer and chatting and not engaging in any discussion.</p> <p>The Bradford Admin team is also incredibly slow to reply to any questions and it took me ages to actually enrol onto the course. At one point I was told to drive down to the enrolment office in Bradford, only to arrive there and be turned away because it was the wrong information. One of my colleagues ended up going on a different course simply because the application team never responded to questions.</p>	<p>completing all the course modules, so the class can feel quite split at times).</p>
Would you recommend?	Overall – no. I would shop for a different PGCERT in leadership or I would do the Kings Fund courses which seem more applicable.	Yes

	However, at the end of the day it is local and you don't have to travel far.	
Estimated Cost 2024 / 25	£3,672	

### University of Hull – Health Leadership – PGCert

Online/F2F/Hybrid	Online
Course Outline	<p>Materials released weekly to work through with recorded lectures, activities and extra reading, once a week live webinar.</p> <p>1<sup>st</sup> module fits well with FLP, reflecting on own leadership style and journey and creation of an action plan of areas to improve</p> <p>2<sup>nd</sup> module looks at leadership in change, innovation and problem solving, ending with a plan of a project of change – again fits well with FLP project</p>
Assessment Method	2 x 5000 word assignments – 1 per module
Pros	<p>Online makes working flexibly easily, fits well with FLP and for those interested in change management/service development. Tutors helpful and easily contactable.</p> <p>Student advisory team always on hand to help</p>
Cons	<p>No face-to-face could be difficult for some</p> <p>Extensive recommended reading list</p>
Would you recommend?	Yes
Estimated Cost 2024 / 25	£3,200



University of Leeds – Clinical Education – PGCert

	Fellow 1 Feedback	Fellow 2 Feedback
Online/F2F/Hybrid	Hybrid	Hybrid
Course Outline	<p>4 units in total, reading resources sent ahead of each module.</p> <p>Learning theories applied directly to clinical practice, observed teaching practice</p> <p>Face to face teaching and online teaching during each unit, 13 days in total across the 12 months</p>	<p>2 modules</p> <p>First modules ‘Learning and teaching in the clinical context’</p> <p>Second module ‘Assessment and evaluation in the clinical context’ Pre-reading for both modules</p> <p>Observation of teaching practice (can be recorded or watched face to face) as part of the first module</p>
Assessment Method	4 x 3000 word written assignments Large recommended reading list	2x 3000 word case studies 2x 3000 word essays
Pros	<p>Interprofessional</p> <p>Face to face and online</p> <p>During 13 days of contact, very interactive and supportive</p> <p>Get to practice different teaching skills</p> <p>13 days of face-to-face/online given with advance notice</p>	<p>Contact time – I enjoyed having this structure and being able to attend face to face teaching a part of this</p> <p>Able to discuss issues with peers Good support from tutors</p> <p>A variety of different healthcare professionals on the course offering varying insight into teaching</p>

Cons	High reading workload Essays are time-intensive 13 days are non-flexible	The dates of contact time over the year are fixed so no flexibility with this.  I have found the assessments frustrating and lack of clarity over marking
Would you recommend?	Would highly recommend	Yes
Estimated Cost 2024 / 25	£4,500	

### Queens University Belfast – Clinical Education – PGCert

Online/F2F/Hybrid	Online	
Course Outline & Assessment Method	Materials all given online. Fortnightly zoom educational sessions on a Tuesday evening which are recorded if you are unable to attend. First module on foundations of teaching, second module on assessment and supporting students. There is an in-course assignment and end of course assignment for each module. Approx 1500-2000 words each.	
Pros	Flexible online learning. Cheap compared to other PG Certs I looked at, which has allowed me to use rest of study budget on other courses. Option to continue to PG Diploma or Masters level.	
Cons	Would be easy to not engage with course as large numbers on zoom calls and little interaction with tutors.	
Would you recommend?	Yes	
Estimated Cost 2024 / 25	£2,345	

### University of Edinburgh – Clinical Education – PGCert

Online/F2F/Hybrid	Online	
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Course Outline	<p>Fully online course (established pre-pandemic) – allows for diverse mix of participants. Materials for module (lectures 1x/week and reading list) released at beginning of module to work through in own time. Live conversations each week to talk through content (recorded if you cannot attend). Encouraged to contribute on discussion board throughout.</p> <ul style="list-style-type: none"> <li>• 3 modules</li> <li>• Principles of teaching and Learning</li> <li>• Assessment, Examinations and standard setting</li> <li>• The Curriculum</li> </ul>
Assessment Method	<p>3 x 3000 word summative assignments (1 per module)</p> <p>+ 1x formative assignment per module</p>
Pros	<p>Flexibility to work around other projects. Enthusiastic and knowledgeable tutors.</p> <p>Mix of students from different backgrounds worldwide makes for interesting live conversations.</p>
Cons	<p>Price 22/23 - £5200</p> <p>Discussion board can be difficult to engage with as a learning tool.</p>
Would you recommend?	Yes
Estimated Cost 2024 / 25	£5,700

## Postgraduate Medical Education Qualifications

### University of Nottingham – Medical Education – PGCert

Online/F2F/Hybrid	<p>Two modules face-to-face: four teaching days in first term, five teaching days and one in person exam in second term.</p> <p>One module online: three online half day sessions in second term.</p>
Course Outline	<p>First module: Principles and Practice of Teaching and Learning – educational theory and session design. Need to</p>

	<p>complete a teaching observation as part of the assessment. Assessment: critical reflection on teaching session (2500 words) and student support case study (1500 words) due early December.</p> <p>Second module: Principles and Practice of Assessment and Feedback – assessment theory. Assessment: Design an OSCE station and critically appraise station design (2000 words), plus one hour multiple choice exam on stats/basic psychometrics for assessment. Exam early March, assignment due late March.</p> <p>Third module: Principles and Practice of curriculum design. Assessment: design of a module/course (2500 words) plus critical appraisal (1500 words) due mid-May.</p>
Pros	<p>Interesting content, experienced and engaged lecturers.</p> <p>I really enjoyed having face to face teaching. The students were a mixed group with varied backgrounds – other healthcare professionals as well as medics.</p> <p>Lecture materials are provided online if you are unable to make any teaching days. Detailed module handbooks and instructions for assessments.</p>
Cons	<p>Quite a lot of travel involved for teaching days (the course has recently moved back to face to face after being online during Covid).</p>
Would you recommend?	Yes
Estimated Cost 2024 / 25	£3,950

### University of Dundee – Medical Education – PGCert

Online/F2F/Hybrid	Online
Course Outline	<p>Three modules looking at medical education and it's principles. Work through the modules independently and at a speed that suits you - reading material is suggested and provided. There are activities within the modules to make it</p>

	<p>engaging and the student forums are helpful. Virtual classrooms are held 2-3 times per module where you can discuss module content and queries with the tutors. Assessments are essay based and deadlines are given with plenty of notice. First module is Learning and Teaching in med ed and has a sociology theme; second module is Principles of Education and looks at assessments and their applications. The third module can be chosen relevant to you.</p>
Pros	Can be done in your own time and your own speed; has been run virtually for a number of years so they've perfected the modules over the years.
Cons	No FTF interactions with staff or other students; more relevant to those interested in teaching within medical education moving forward rather than leadership.
Would you recommend?	Definitely - it came highly recommended to me and I have enjoyed learning at my own pace. It is different to things being done within FLP which gives me variety.
Estimated Cost 2024 / 25	£4,205

### University of Sunderland – Medical Education – PGCert

Online/F2F/Hybrid	Online with some optional F2F sessions
Course Outline	5 online sessions with 1 optional FTF session in Sunderland for mandatory module 1 on <b>Planning, Delivering and Assessing in Medical Education (30 credits)</b> assessment of learning plans, critique of learning theory and reflection, then option of 2 modules for 2 <sup>nd</sup> module <b>Teaching, Learning and Assessment in the Clinical Workplace or Supervision and Support of Medical Learners</b> with similar method of delivery to module 1.
Pros	Friendly team, approachable and make every opportunity to make the programme work for individual needs.

Cons	Need to have students to teach for the first module.
Would you recommend?	Yes
Estimated Cost 2024 / 25	£2,500

### University of Sheffield – Medical Education – PGCert

Online/F2F/Hybrid	Hybrid
Course Outline	Modules on theory of learning and teaching, work-based learning and then curriculum design  Assessed by 3x 4,000 word reflective essays (1 per module)
Pros	Well taught, well-established course  Accredited by Academy of Medical Education, so very easy to get the MAcadMEd post nominals  Very well supported
Cons	Nil
Would you recommend?	Definitely
Estimated Cost 2024 / 25	£3,860

### University College London / Royal College of Physicians – Medical Education – PGCert

Online/F2F/Hybrid	F2F
Course Outline	4x 3-day modules at RCP London (Next to Euston Station)  <a href="https://www.rcp.ac.uk/events-and-education/education-and-learning/">https://www.rcp.ac.uk/events-and-education/education-and-learning/</a>
Pros	High-quality PGCME, fully F2F learning. Excellent teaching
Cons	Course Cost
Would you recommend?	Yes

Estimated Cost 2024 / 25	£5,350
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### University of Nottingham – Medical Education – MmedSci

Online/F2F/Hybrid	Hybrid
Course Outline	<p>This is the final 60-credit module of a Masters in Medical Education. I was only eligible as I had previously achieved a PGDip in Medical Education at the University of Nottingham.</p> <p>It is research project into an aspect of medical education. There is potential for publication.</p> <p>Includes presentations on research with feedback from faculty and peers.</p>
Assessment Method	<ul style="list-style-type: none"> <li>• 1800 word dissertation</li> <li>• Poster</li> <li>• 3 presentations over the year at different stages</li> </ul>
Pros	Very supportive staff. Good supervision. Clear what is required. If you already have a Med Ed qualification, so far my experience has been very good in conducting research (though I'm right at the start of that).
Cons	Travel can be a pain for small amount of face-to-face from Yorkshire.
Would you recommend?	Yes
Estimated Cost 2024 / 25	£3,950

### Alternative Postgraduate Qualifications

#### University of York – Health Professionals Education – PGCert

Online/F2F/Hybrid	Hybrid
Course Outline	3 Modules over the year but can choose which modules you undertake.

	<p>Recommended modules for the PG Cert are Learning and Teaching, Assessment and Feedback and Professional Practise. Modules are interesting and informative.</p> <p>Majority of the course is on blackboard with weekly content to work through and discussion board, although this is flexible. Optional study day (one per module), can attend F2F or virtually.</p> <p>Assessment is heavily essay based. 1 essay per module (3 in total and a small group wiki project)</p>
Pros	<ul style="list-style-type: none"> <li>• Interesting</li> <li>• Flexible with option of being completely remote Cost within budget</li> <li>• Nice to have a F2F day</li> </ul>
Cons	<ul style="list-style-type: none"> <li>• Heavily reliance on essays for assessment could be an issue for some</li> <li>• Lack on 'hands on' teaching</li> <li>• Majority remote might also be a problem for some</li> </ul>
Would you recommend?	Yes
Estimated Cost 2024 / 25	£4,240

### University of Central Lancashire (Uclan) – Sustainability, Health & Wellbeing – PGCert

Online/F2F/Hybrid	Online
Course Outline	Self-directed, asynchronous learning through Microsoft Teams, Sway and Blackboard facilities. There are a variety of module topics to pick from within Sustainability, Health & Wellbeing, including an Organisational Leadership & Management module.
Assessment Method	3 x 4000 word assignments- 1 per module
Pros	A large variety of module topics to choose from within the broad topic of sustainability, health & wellbeing, so can tailor learning to suit your preferences. Tutorials and group



	<p>discussions with a range of people working in different specialties across the UK.</p> <p>The module leads are enthusiastic, very responsive and helpful. Opportunity to continue learning and continue to Diploma or Masters level. Flexible, hybrid working.</p> <p>Responsive UCLan IT and admin support teams.</p>
Cons	<p>The independent nature of the course requires self-motivation to keep on top of the work, otherwise it is easy to fall behind.</p> <p>I found the learning and assignment style more sociology based and a new way of learning/writing/referencing, which took time to get my head around with my clinical background.</p> <p>The course starts in January, therefore starting in September you complete a module first without having completed the 'Principles of Sustainability' module. The second term consists of 2 modules running at the same time to be done by May/June.</p>
Would you recommend?	For those doing a project in sustainability or with a keen interest then yes.
Estimated Cost 2024 / 25	£3,000

## Alternative Courses

Some fellows opted for alternative qualifications or courses for a number of reasons. If you already have a postgraduate qualification in leadership or medical/clinical education, a different type of course may be a better use of your study budget. Please discuss any other courses with your educational supervisor and Associate Dean; Susy Stirling prior to applying.