

# 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 £3700 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 PG Cert 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. Most 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 25/26 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 cohort. 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 2024/2025**

### **Postgraduate Leadership Qualifications**

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

	Fellow 1 Feedback
Online/F2F/Hybrid	Online
Course Outline	6 modules
Assessment Method	Essays
Pros	Flexible, can work at own pace, tutors accessible.
Cons	No prerecorded lectures, all on moodle site and lots of links to external resources, no interactions with others on course, less than study budget so have budget leftover
Would you recommend?	Unsure, assignments are good for learning and reflection, content mixed
Estimated Cost	£3000

## Lancaster University – Medical Leadership – PGCert

	Fellow 1 Feedback
Online/F2F/Hybrid	Online
Course Outline	6 modules
Assessment Method	6 x 2000-word essays
Pros	Flexible as most of the modules are self-learning and online interaction with other students. Can work it on your own pace. include extra learning modules and classes called PLD (Personal learning development). Good support from mentor.
Cons	No in person session or face to face teaching which some people might find useful. No web lectures or teaching from lectures, Just online studying material is given in the modules. Lot of the study material is links to external sources or material taken from Harvard lectures.
Would you recommend?	If you are looking for flexible option which is well within budget, then this is a good course. Not suitable for people who wants to have an engaging lecture-based learning experience!
Other comments	I found some universities admin team very unresponsive and slow; Lancaster team was very responsive and helpful. Also, this is one of the cheapest courses available with just 3000 quid. You can use remaining budget on conferences, Another course if you like quite flexible and supportive mentor as well. Overall provided good value for money!
Estimated Cost	£3000

## University of Hull – Leadership and Management – PGCert

	Fellow 1 Feedback
Online/F2F/Hybrid	Online
Course Outline	2 modules, each 30 credits
Assessment Method	2 x 5000-word essays
Pros	Excellent teaching, 2 live webinars a week, support tutors
Cons	Intense modules and lots of reading
Would you recommend?	Yes
Estimated Cost	£3400

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

	Fellow 1 Feedback	Fellow 2 Feedback
Online/F2F/Hybrid	Online	
Course Outline	<p>Leadership in Practice / Leading People and Teams / Systems Leadership / Leadership in Context - would recommend all modules. Teaching is 1.5 hours a week with lots of pre- and post-work. Each module is taught on different days of the week but every session within the module is done at the same time.</p>	<p>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</p> <p>1st Module Leadership in practice- assignment (Core module) fits well with FLP reflecting on own leadership 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>
Assessment method	<p>4 x 15 credit modules</p> <p>4 x 3000-word essays</p>	
Pros	Good content, convenient to access from home, covered by study budget	Flexible as can attend on the 'live' online session or watch it back after if you have other

		commitments.
Cons	Variable facilitation, generally poor engagement from others on course, not sociable, very badly organized at the beginning (due to understaffing)	Very poor organization when onboarding into modules. Had to pick some modules that I hadn't originally wanted to as the dates had changed after enrollment.
Would you recommend?	Yes	Yes - if it is a priority for you to have flexibility.
Other comments	I chose this as had already done a PGCert in Clinical Education. I wasn't overly excited about doing it, but the content was fascinating, and I have no regrets. I learned a lot about myself and there was very little in terms of crossover with the equally fantastic FLP study days. Pick this if you want a convenient introduction. Not for you if you're looking for face to face sessions or something a little more sociable.	
Estimated Cost	£3,600	



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

	Fellow 1 Feedback
Online/F2F/Hybrid	Online
Course Outline & Assessment Method	4 Modules 2x core modules, 2 assignments and 1 exam
Pros	Varying styles of online learning, convenient, no travel to Uni, tutors welcome feedback and contact.
Cons	Above study budget. Core modules - Critical thinking in global health, LOTS of modules, can be over whelming.
Would you recommend?	Yes, if you are really strict with your planning and organization
Estimated Cost	£4,257

	Fellow 1 Feedback
Online / F2F / Hybrid	Hybrid – 4 in person workshop days per module with online learning and group tutorials
Course Outline & Assessment Method	<p>2 x 30 credit modules.</p> <p>One compulsory module/core module Health and social care leadership. Choose a second one out of managing people, leading change and service improvement and understanding health and social care through policy and strategy.</p> <p>4000-word essay or 30-minute presentation</p>
Pros	<p>Interesting content and enjoyed the blended learning not all eLearning. Met other professionals on the workshop days so good networking opportunities Lectures are recorded so can catch up if you've missed any. Accessible lecturers and given your personal academic tutor. friendly and give ALOT of guidance. Gregg's outlet across road from uni!!!</p>
Cons	<p>Gregg's outlet across road from uni!</p> <p>Cost over budget</p>
Would you recommend?	Yes
Estimated Cost	£3762

## University of Hull – Health Leadership – PGCert

	Fellow 1 Feedback
Online / F2F / Hybrid	Online
Course Outline & Assessment Method	<p>2 modules (each take 12 weeks to complete), students can select which module suits their learning needs best (out of 2 optional modules). Self as leader is a mandated module of reflection on personal characteristics, strengths and weaknesses. Options for 2nd module innovation and change versus patient safety.</p> <p>each module has 2 assessments each 2,500-essay style fully referenced</p>
Pros	work released Friday of each week and supported by a weekly webinar, good support and guidance for assessments, self as leader module very reflective and encourages a lot of understanding of self which is complimentary to FLP
Cons	enrolment onto course was very disorganized, would not enroll until all monies paid which mean I had to start late, and this was very frustrating, hidden enrolment costs of £250 not shown on website, workload to read all resources actually around 20 hours per week rather than 15 as advertised.
Would you recommend?	Yes - although I would describe the organization of the university is terrible
Estimated Cost	£3400

## University of Aberdeen – ILM Level 5 Certificate in Leadership and Management

	Fellow 1 Feedback
Online / F2F / Hybrid	Online
Course Outline & Assessment Method	<p>Three units: Assessing your leadership capacity and performance, Managing and implementing change in the workplace, and Managing stress and conflict in the workplace. Total 15 credits. Each module has online materials to work through in your own time, with an essay at the end of that module</p> <p>3 x 3000–5000-word essays</p>
Pros	Very flexible, much cheaper and much less time commitment than a PGCert. Great introduction to theories of leadership and management and general related concepts. Gets you to critically apply what you learn to your own organization
Cons	No face-to-face learning, and for my cohort there was poor to no engagement in the discussion forums. The tutors do contribute,



	and this didn't affect my learning. Some of the material is more related to the private sector.
Would you recommend?	Yes, if a PGCert isn't what's best for your development
Estimated Cost	£1161
Other comments	I think this is a good option to learn some of the basic theories behind leadership and management resulting in a formal qualification, but without the huge money and time commitment of a PGCert

## University of Liverpool – Healthcare Leadership – PGCert

	Fellow 1 Feedback
Online / F2F / Hybrid	Online
Course Outline & Assessment Method	<p>4 Modules: Understanding Leadership, Leading Complex Change in Healthcare Settings, Quality Management and Safety in Driving Safe Healthcare, Healthcare Finance. There are a further 5 modules to convert into an MSc.</p> <p>x4 2500–3000-word essays and x4 recorded 10-minute presentations</p>
Pros	Really well structured and organized, modules have covered interesting and broad subjects, that have a good practical application as a leader/manager. Students enroll from all over the world, so the action learning sets offer new perspectives on health. I feel like I've learned a lot. UoL is part of the Russell group & has a good global ranking.
Cons	It's more than the FLP budget (but I saw it as an investment)! Also, I couldn't get my LTHT laptop to access the web content, as the Trust is always 1+ version behind the latest browser (which DUO authentication requires). With a global cohort, some of the action learning sets are at random times of the day/week (but they are optional).
Would you recommend?	Depends on what you want. I feel like I've got a lot out of it & don't regret the choice or the additional cost.
Estimated Cost	£5,623
Other comments	they offer a 15% alumni discount

## Postgraduate Medical Education Qualifications

### Cardiff University – Medical Education – PGDiP

	Fellow 1 Feedback
Online/F2F/Hybrid	Online
Course Outline	3 Modules each 20 credits - Course evaluation, educational research skills, medical education and professional development
Assessment Method	3X Essays - 3000 words + References
Pros	Flexible, good content, convenient, work at your own pace, Knowledgeable tutors and facilitators, content very relevant to me, webinars (video calls) with course facilitators also available.
Cons	Cost > than study budget but can access more funding for eg from employing trust; It is a lot of work!
Would you recommend?	Yes, if you are interested in Med Ed and organize your time and already have a PGCert with them (can't transfer from another Uni's PGCert)
Estimated cost	£4275

	Fellow 1 Feedback
Online/F2F/Hybrid	Hybrid: Mostly online sessions but 2x F2F teaching days which are not mandatory but are not recorded.
Course Outline	2x modules:  1 - Planning, Delivering and Assessing in MedEd 2 – Choice; I opted for Supervision & Support of Medical Learners.
Assessment Method	2x essays:  1 – 7000 word essay (learning programme, critique of strategies & reflective account) 2 – 5000 word reflective essay + outline of programme design  (There is 1 additional optional assessment in the first module to get some feedback on academic writing if you haven't done this for a while... This does not contribute to final results)
Pros	Well within budget so extra available if you wish to do something else. Friendly tutors who are happy to meet outside of scheduled sessions if required. Most sessions are recorded so that you can catch up (except F2F).  Admin staff were very efficient, I had no issues with registering/getting all the funding sorted on time. Some technical issues when trying to access module was very quickly resolved and team are all really responsive.
Cons	Sessions only really scratch the surface of the content so a significant amount of additional reading is required. As mentioned, F2F sessions are not recorded so you will miss this content if not able to attend. Assignments can be quite long, especially the first one!
Would you recommend?	Overall, yes I would recommend.
Estimated Cost 2024 / 25	£2,833

## University of Sheffield – Medical Education – PGCert

Online/F2F/Hybrid	Hybrid – 6 in person days, rest online
Course Outline and assessment	3 Modules each 20 credits - Effective learning and teaching, work-based learning, curriculum design  4000-word essay (with references) for each module
Pros	Well organized, good admin support from university and easy to use virtual learning environment. I enjoyed having a mix of in-person and online work. Ends up being 2 months for each module with a 2-month break in between while they mark the assignment which was nice to break it up. Very thought-provoking and the online elements complimented the in-person parts nicely.
Cons	The discussion boards are dependent on having an engaged group, I gained more from module 1 than 2 because of this. Otherwise, no real cons
Would you recommend?	Yes
Estimated Cost 2024 / 25	£3,860
Other comments	Apply early as all spaces were full by July in my year for September start

## Alternative Postgraduate Qualifications

### University of Sheffield – Public Health (Distance Learning) – PGCert

Online/F2F/Hybrid	Online
Course Outline	4x 15 credit modules
Assessments	Compulsory core modules for semester 1; one MCQ based, one essay based. Selection of modules for semester 2; most coursework based e.g. annotated bibliography, business case
Pros	Online content, go at your own pace. Variety of modules. Leadership and Management module compliments the content offered by the fellowship rather than repeating it, and the assignments for semester two are interesting and unique
Cons	Being entirely online works better for some than others. Over study budget, so needs some partial self-funding and no funding left for other courses
Cost	£4257
Would you recommend	Yes, if relates to your fellowship title or future career aspects. Only one module related to Leadership
Other comments	If you are from a medical background, the first semester is likely things you have covered before (epidemiology and statistics). The online content is quite text heavy and can be overwhelming. Need to make sure you carve out time to dedicate to the modules, would recommend 0.5 to 1 day a week



## University of Aberdeen – Psychology in the workplace – PGCert

Online/F2F/Hybrid	Online
Course Outline	4x 15 credit modules
Assessments	Largely MCQ based; some written assignments in the form of incident reports
Pros	Excellent teaching, all pre-recorded lectures released on a weekly basis so can access in own time.
Cons	Regular MCQ assignments in some modules - need to assign time for these
Cost	£3474 (with NHS staff discount)
Other comments	Yes - interesting content, teaching on human factors and leadership across different industries



## 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.

