



England

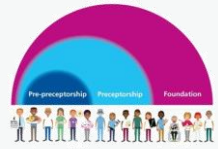
National AHP Preceptorship and Foundation Support Programme

National Association of
Educators in Practice
Conference
2023

Presented by:

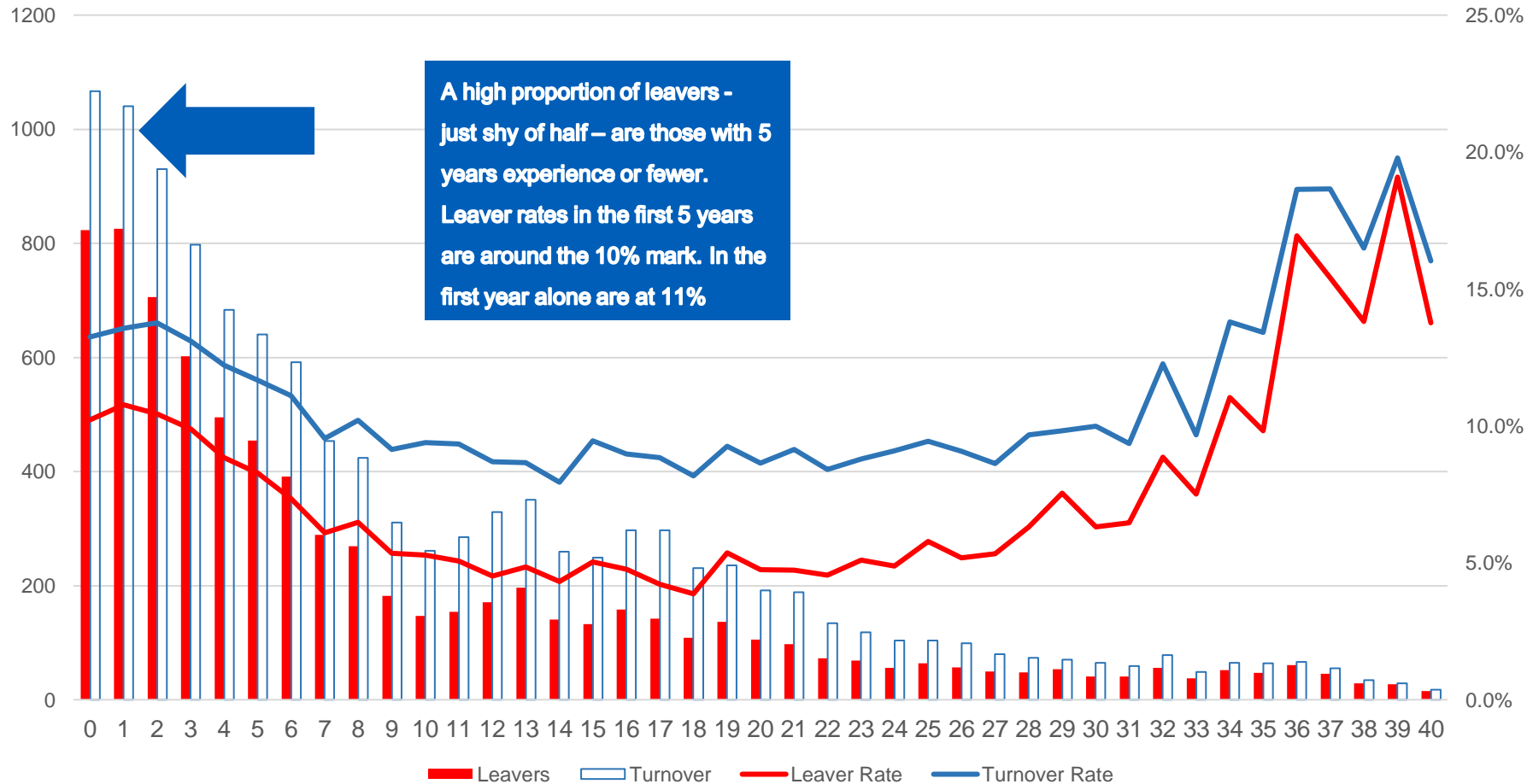
Amanda Weaver

AHP Preceptorship Workforce Lead



Drivers for Change

Leavers and Turnover, by years experience 2022-2023 NHS ESR data

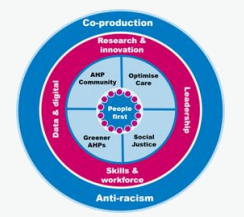


Workload

Work life balance

Development

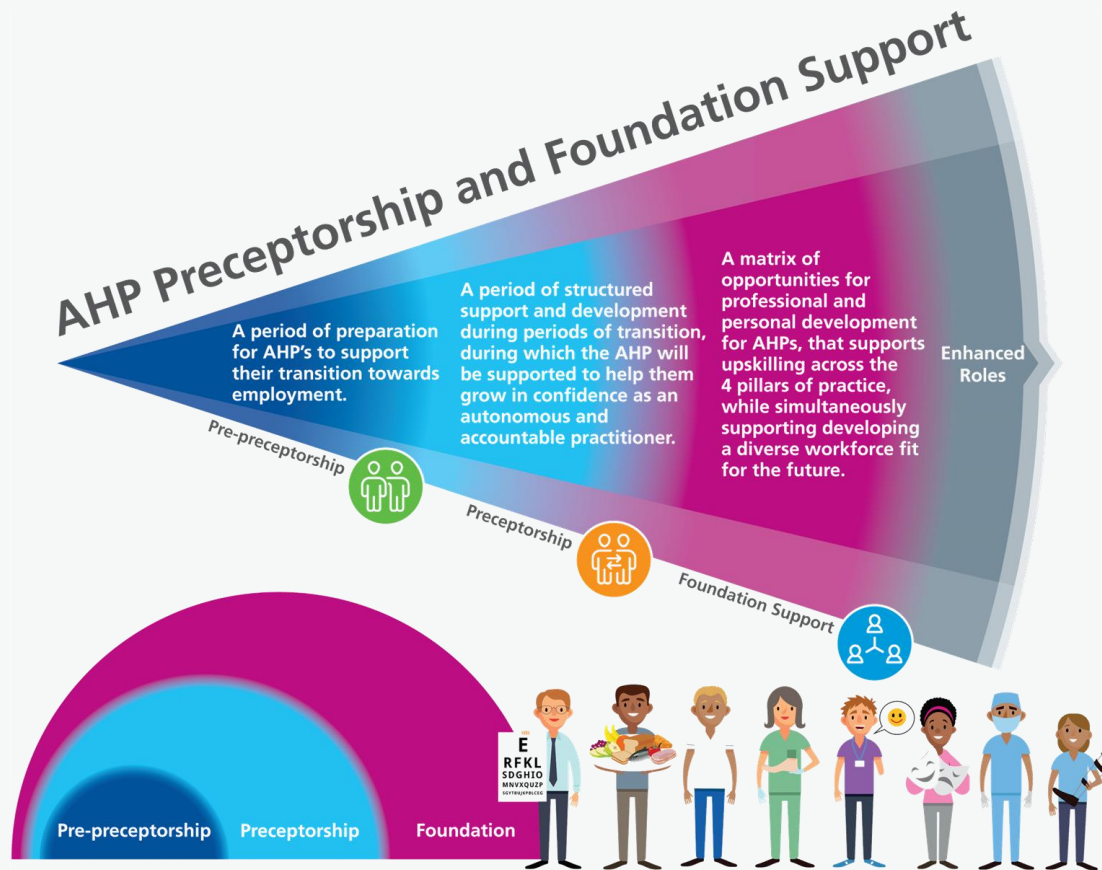
Valued





AHP Preceptorship and Foundation Support

Aim is for AHP's to have **inclusive** access to **tailored support and development** opportunities across a range of **transitions**





Preceptorship Landscape

National AHP Preceptorship

The National AHP Preceptorship and Foundation Support Programme at NHS England Workforce, Training and Education (NHSE WT&E) carried out an online survey in May-June 2023 over a 4-week period to collect baseline data of AHP preceptorship. This activity was part of the development of the National AHP Preceptorship Implementation Framework in support of the HCPC Principles of Preceptorship due for publication in the September 2023.

This infographic provides an overview of the national AHP preceptorship data received.

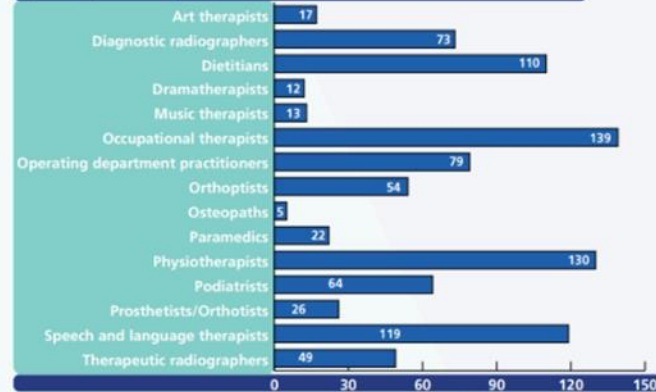
57%
of respondents reported their preceptorship programme was multi-professional and included non-AHPs

64%
of respondents have a preceptorship policy inclusive of AHPs

71%
of NHS Trusts across England responded*



No. of organisational responses offering preceptorship – Profession breakdown



172

organisational responses

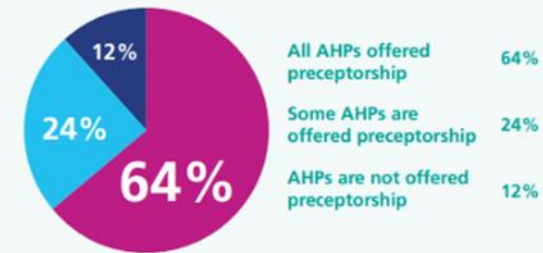
Organisation type

NHS	151
Social Care	9
Private, Independent or Voluntary	7
Other	5
Total Responses	172

Organisational responses by region

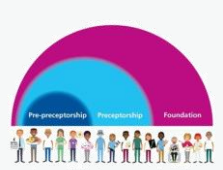


% of organisational responses offering preceptorship to AHPs

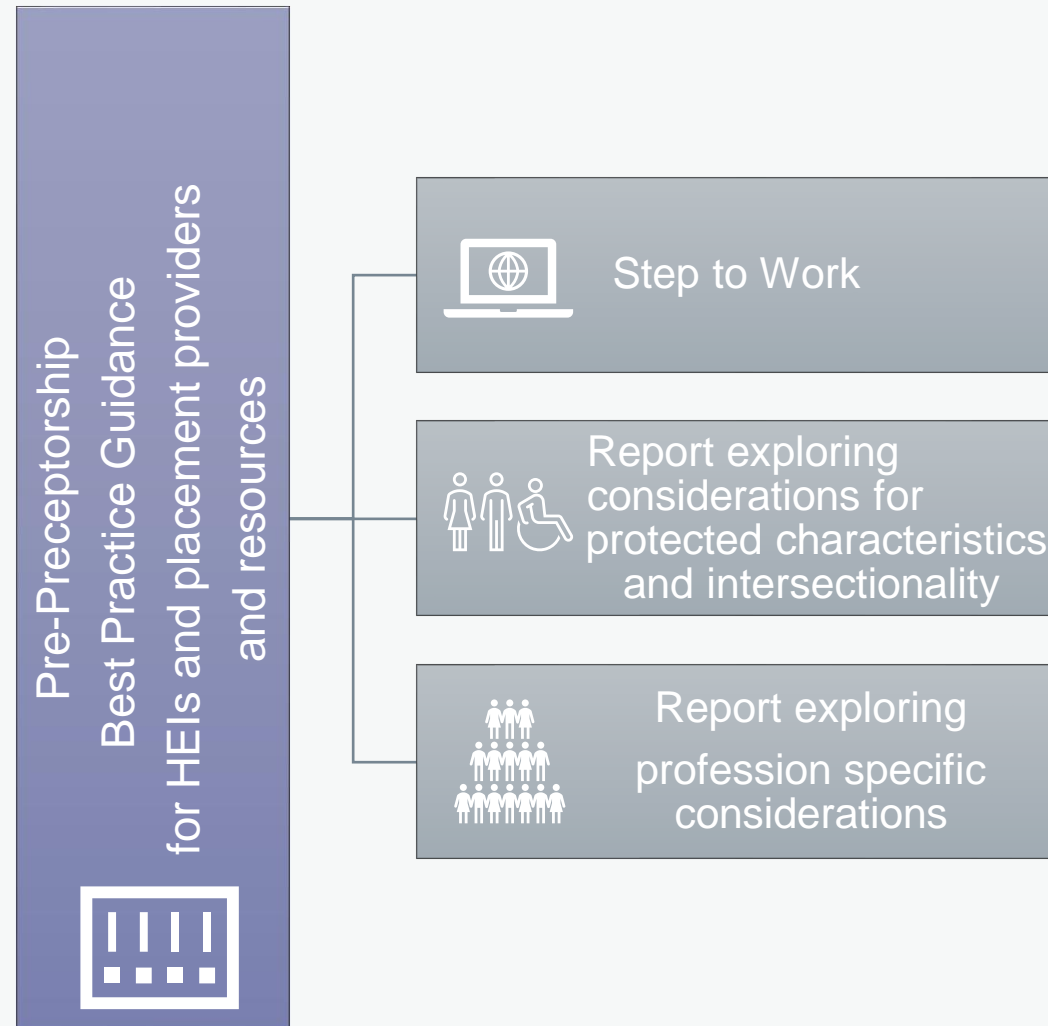


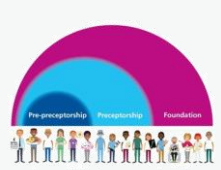
*The total number of NHS Trusts is based off the NHS England Provider Directory (2022)





Pre-Preceptorship Best Practice Guidance Autumn 2023





Step to Work (Pre-Preceptorship)

Step to Work is an online programme hosted on e-learning for health (e-lfh). The aim of Step to Work is to provide an additional layer of support to ease the transition into employment for AHPs (pre-preceptorship).



- | | |
|--|--|
| 1 Positive appraisal of learning during challenging situations | 2 Personal wellbeing at work |
| 3 Everyday work | 4 Systems that shape everyday practice |
| 5 Ethics, accountability and decision-making | 6 Developing and working in an inclusive environment |
| 7 Building positive relationships | 8 Sustaining change and learning |

Participant	Employer, HEI, System or Individual
Accessible online via sign up with any email and available on mobile devices	Provide additional support for transition into roles including and not limited to newly qualified, internationally educated and returning to practice.
Completed at a time convenient to the learner	Can be completed prior to application/commencement of role
Completed prior to and in preparation for transition to employment	
Increased confidence for transition into role	Improves readiness and supports preparation for preceptorship
Improved readiness for preceptorship	
Improved understanding of the healthcare system	Improve retention and recruitment of workforce by having the appropriate support in place
Builds on skills and experiences already acquired through reflection	
Certificate upon completion	

Please click on the link or scan the QR code to access the step to work programme webpage

Step to Work access via <https://www.e-lfh.org.uk/programmes/step-to-work/>.

Outside of the United Kingdom access via <https://portal.eintegrity.org/eintegrity/registration/register/413>



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HCPC Principles for Preceptorship Autumn 2023

- **Preceptorship** – a period of structured support provided to HCPC registrants at key moments of career transition. This includes joining the workforce for the first time, returning to work after a long period away (including being re-admitted to the register), working in the UK for the first time, taking up a new role, or moving to a new organisation, to give them confidence to act as an autonomous practitioner
- **Preceptee** – an individual accessing a period of preceptorship
- **Preceptor** – an individual providing one-to-one support to someone undertaking preceptorship

Five Principles

- **Principle 1: Organisational culture and preceptorship**
- **Principle 2: Quality and oversight of preceptorship**
- **Principle 3: Preceptee empowerment**
- **Principle 4: Preceptor role**
- **Principle 5: Delivering preceptorship programmes**

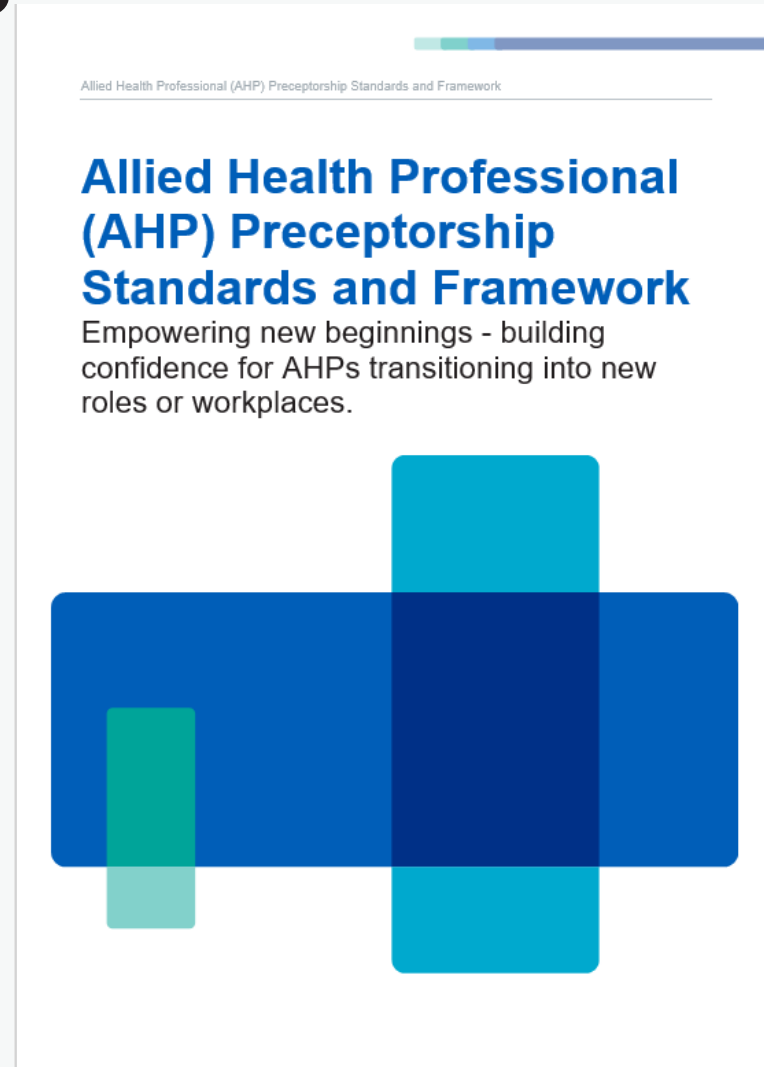


[HCPC Consultation on principles for preceptorship - consultation analysis and decisions - Feb 2023](#)

AHP Preceptorship Standards and Framework Autumn 2023

- Part 1 – background and context
 - Introduction and overview
 - Who are AHPs?
 - Core principles
- Part 2 – AHP Preceptorship
 - Why is AHP Preceptorship important?
 - What is unique about AHP Preceptorship?
 - Organisations and systems
 - Approaches to AHP Preceptorship
- Part 3 – the AHP Standards and Framework
 - Development of the Standards and Framework
 - How to use the Standards and Framework
 - AHP Preceptorship Standards
 - AHP Preceptorship Best Practice Framework

Supported with AHP Preceptorship Toolkit of resources





Multi-professional Preceptor e-Compendium

All the units of Multi-professional preceptor training are now live!

A pioneering e-Compendium is now available to support preceptors across nursing, midwifery and the allied health professions (AHP).

The Multi-Professional Preceptor e-Compendium aims to recognise the needs of preceptors, and provides them with the guidance, support and practical tools needed to carry out their vital role. It marks the launch of a modern and cohesive set of resources that are aligned to the Preceptorship Principles and Frameworks across each of the professional groups.

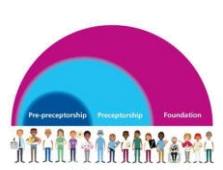


The sessions now available provide an overview of the preceptor role across each of the professional groups, along with dedicated training on leading and coaching preceptees. The sessions are:

- 1. The Preceptor role**
- 2. Leading and coaching preceptees**
- 3. Identifying and agreeing individual preceptees learning and support needs**
- 4. Health and wellbeing of the preceptor and preceptee**
- 5. Reflecting on your experience as a Preceptor**

*These sessions are currently free to access for health and care employees using their work email address to register. People without NHS or GOV email addresses will be able to access the e-Compendium in the future as the training develops, and we will share more information about this when available.

To find out more and access the training, please visit the [Multi-professional Preceptor e-Compendium programme page](#).



Scan QR code for access to programme webpage



Scan QR code to register for monthly newsletter

Thank You



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