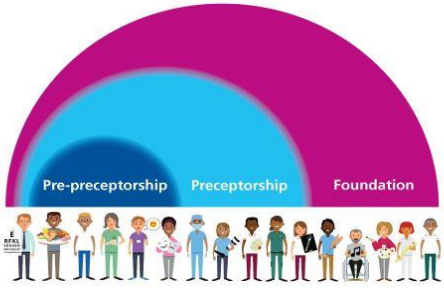


Allied Health Professions Pre-Preceptorship project: Best Practice Guidance and Recommendations

Therapeutic Radiographer & Associate Professor : Helen White
(On behalf of the team)



BIRMINGHAM CITY
University



Pre-Preceptorship:

What?

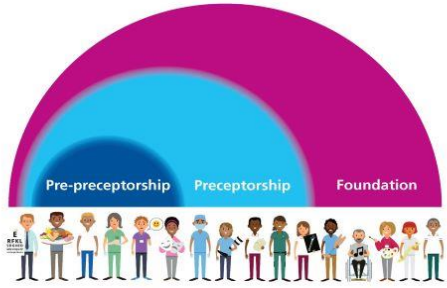
‘Pre-Preceptorship is a period of preparation for AHP’s to support their transition towards employment. It is not limited to pre-registration students, including internationally educated, and return to practice individuals.’

Why?

- ‘reality shock’ (Hsiao et al, 2021)
- ‘being pushed off a cliff’ (Harvey-Lloyd, 2019)
- ‘feeling out of my depth’ (Kennedy et al, 2015)

- Retention of workforce

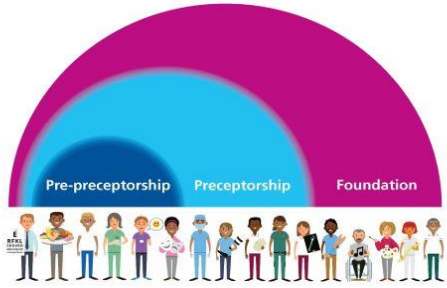




What we did:

- Co-created student survey
- Discussion groups with
 - Practice Educators, AHP workforce Leads
 - HEI based educators
- Small group discussions and one to ones with
 - Preceptees, including international recruits
 - Preceptors
- Targeted contact enabling conversations with
 - Osteopaths
 - Prosthetists and orthotists

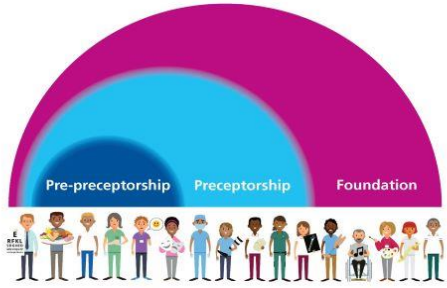




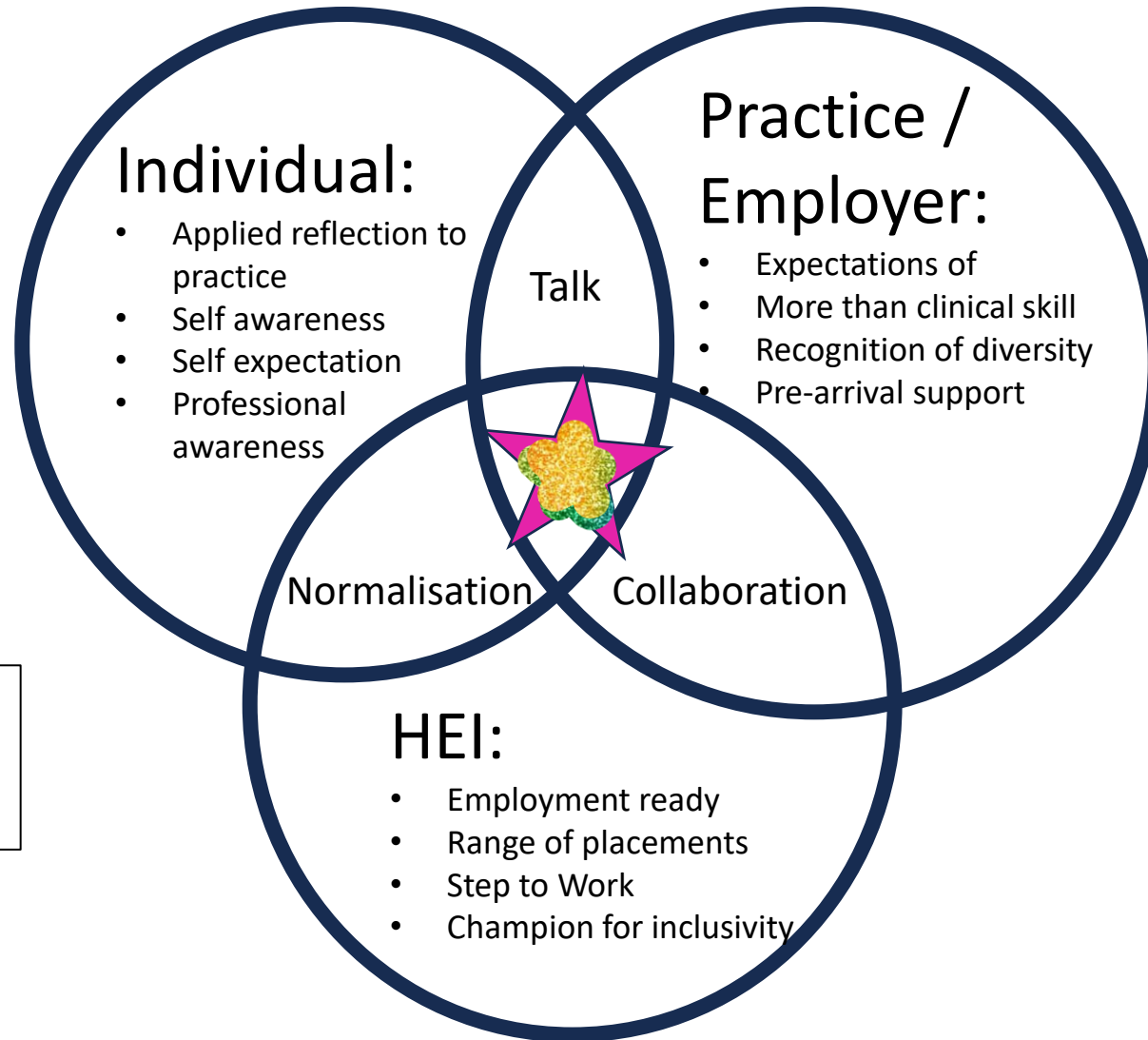
What we found: Themes

- Defining what we are talking about
 - Terminology
 - Consistency
- Health and wellbeing
 - Feeling valued
 - Support
- Commitment to inclusion
 - Learner demographics don't match the workplace (which doesn't always match the communities being served)
- Expectations
 - Of self. Transition shock
 - What does an NQP look like?
 - Normalisation.
- Identity Development
 - Robustness to defend self and role
 - Pride in profession and organisation
- Real world experience
 - Placements to reflect the real world
 - Placement range, content, timing
 - Not only the NHS
- Employability
 - Job application
 - Non-traditional career routes
- Support for the transition
 - During University / education
 - After job offer and before starting employment
 - Cross profession awareness





What next: Recommendations



Assumption: Fit for Practice / on the register



Confident and competent in transition to employment

