

"I can visualise my career progression differently."

Perceptions of the **growth-based career planning approach** from students, preceptees and early career AHPs

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The scale of the problem

- Learners* Average **12% attrition** from UK occupational therapy programmes between 14/15 - 19/20 (range 8% -14%)
- Workforce** **5.7% of HCPC registrants deregister** (1 in 18) within four years

*Nuffield Trust (2023) <https://www.nuffieldtrust.org.uk/research/waste-not-want-not-strategies-to-improve-the-supply-of-clinical-staff-to-the-nhs>

** HCPC (2023) <https://www.hcpc-uk.org/about-us/insights-and-data/the-register/>





What is a growth-based career planning?

“Growth-based career planning is a concept that allows us to explore what we want and need to do with our own careers. It encourages us to explore a range of possibilities, across the four pillars of practice including:

- vertical moves
- lateral moves
- consolidation (to add breadth and depth while staying in one place)
- portfolio career planning



It is designed to respect and celebrate the wide range of career opportunities available to health and care professionals, across sectors, knowing that individual careers act as rivers (Kawa) and contribute to the work of the broader ecosystem.”

(Tempest, S in preparation)



Outcome from early testing (n=90)

"I can visualise my career progression differently...before today my way of viewing my progression as an A[H]P was very narrow minded!"

"I will definitely be using these in my learning and practice."

"Would love to formalise something to work with my management team."

"Loved the session, loved the willingness to challenge narratives around expectations and 'norms' and the recognition of each individual and unique circumstances, skills, experiences."

"I found it really useful to help me think about the rest of my career and where I have already come from, to where I am now and what I would like to do in develop further."

Next steps...

- First set of resources available (QR code)
- Broader set of resources available soon inc. public scholarship report from the Kawa research community
- Continue conversations – especially with line managers and hiring managers
- Book due for publication 2025

