

Preceptorship Without Borders: Driving Innovation in a Diverse Workforce

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Background

At Royal Free London NHS Foundation Trust, the Preceptorship Programme is designed to support newly registered practitioners transition in their role. There are two tailored pathways: a 12-month standard route and a 6-month fast-track option for internationally educated nurses and previous finalist students.

Introduction

The programme is designed to meet the needs of a globally diverse nursing workforce. It integrates inclusion, equity, and cultural awareness into the early stages of professional development, with an emphasis on blended learning, innovation, and adaptable educational design.

Delivery Method

A blended learning approach that integrates virtual study days (via MS Teams), self-directed learning through the LMS, hands-on clinical skills sessions, and digital competency tracking.

Teaching is provided by a multidisciplinary team across various specialist areas.

Ward managers ensure that learners are clearly identified and are provided with protected learning time.

Programme Features

Dynamic, inclusive virtual learning using gamification and real-time engagement tools.

Interactive simulations with structured debriefs to enhance clinical confidence.

Reflective coaching approach to help individuals think critically about their experiences, actions, and decisions in order to improve their practice and professional development.

Recognition awards that celebrate progress and achievement.

Conclusion

An inclusive preceptorship approach supports smoother workforce integration and boosts learners' confidence.

A flexible, culturally responsive preceptorship model also reinforces professional identity and improves retention.

Literatures

