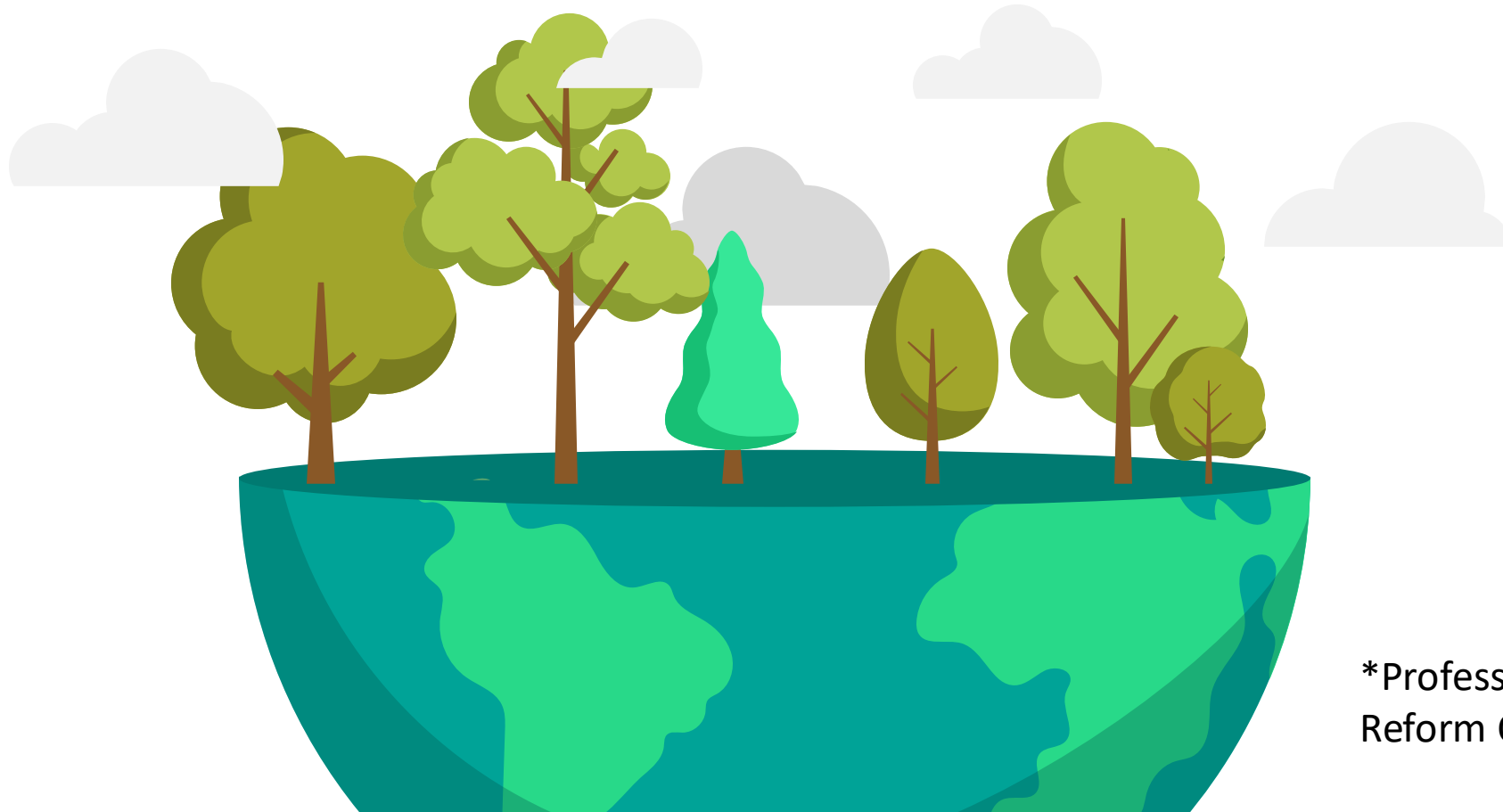


# Growing the P+O workforce towards a sustainable future

Update on the PBERC\* work 24/25



\*Professional Body Education Reform Commission

# Background and context

## HCPC data

12.5% of POs  
deregister within  
four years

Minimal growth to  
maintain and  
sustain profession



## PO Workforce review

20% of workforce do  
not plan to stay within  
the profession for the  
next 5 years

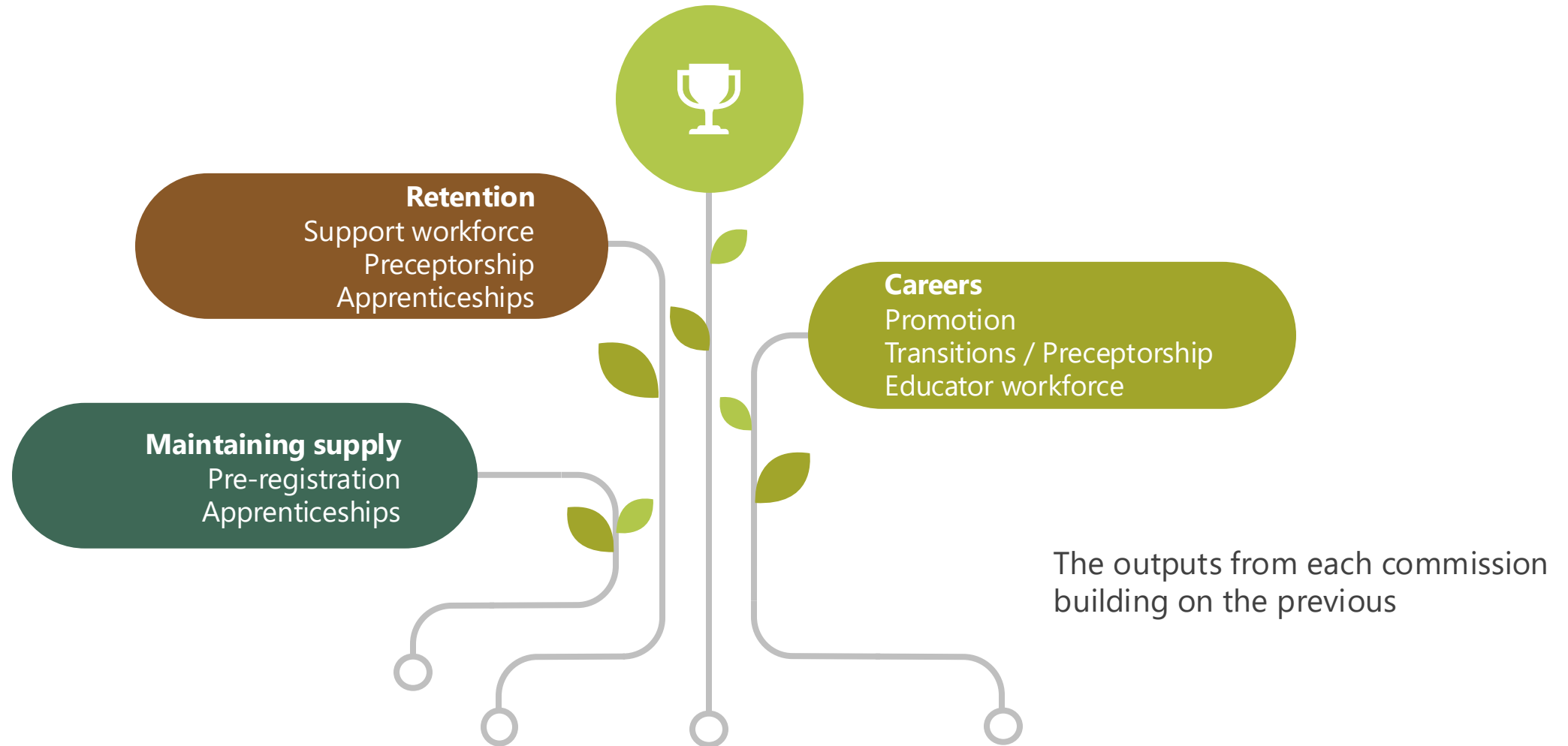
# Previous Professional Body Education Reform Commission

## Assets from BAPO's Workforce Reform Projects



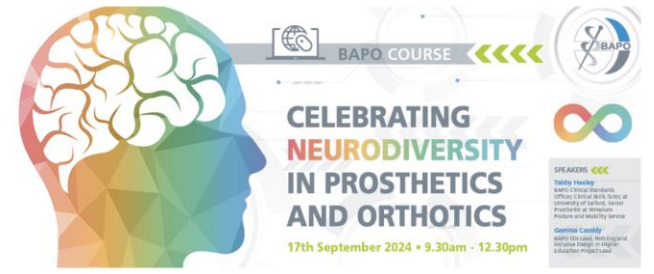
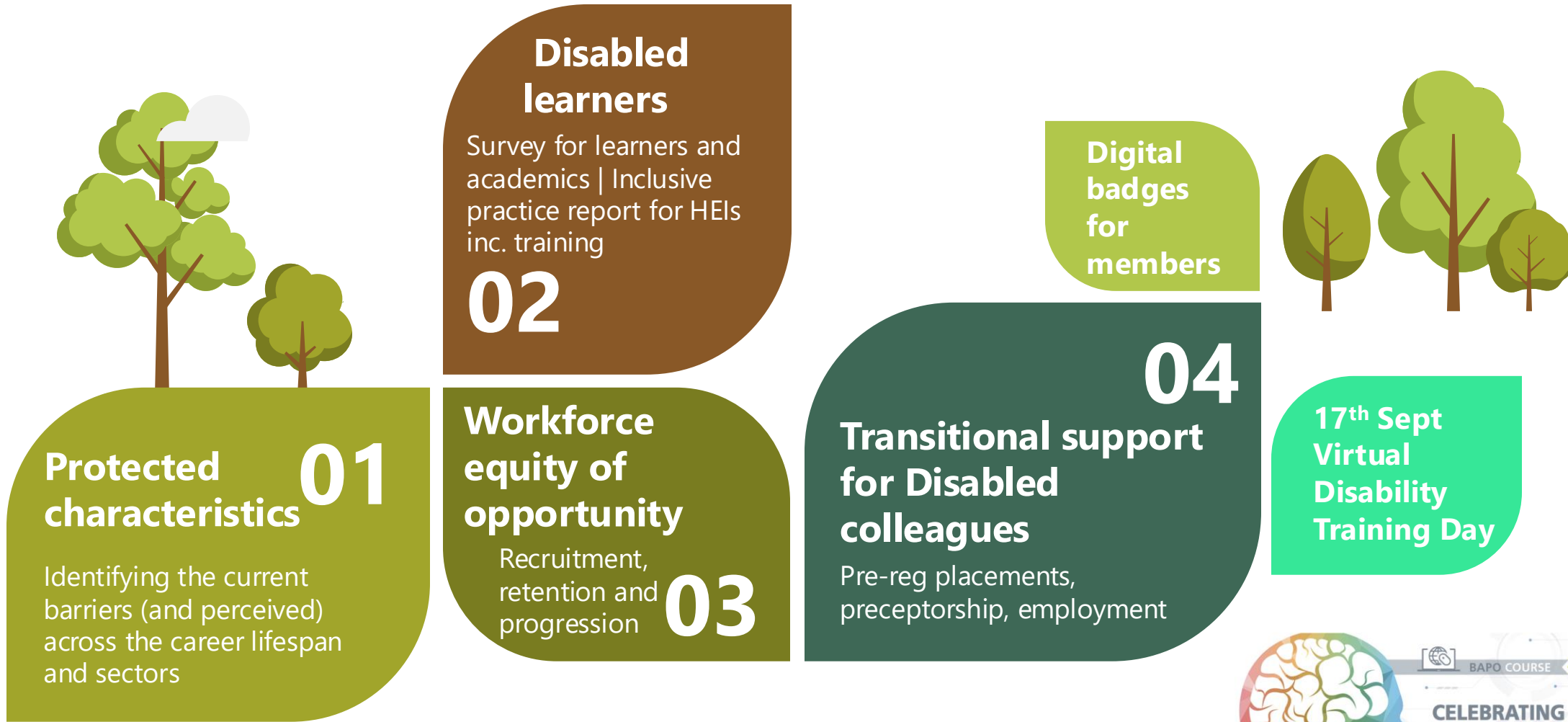
Inc: Workforce mapping; Career Development Framework; Advanced Practice; Early Career Guidance; Practice Based Learning Framework; Support Worker Framework and much more.....

# High level aims of PBERC commission 24-25



Individual workstreams with collective aims and common threads including **commissioning** and **equality, diversity and inclusion**

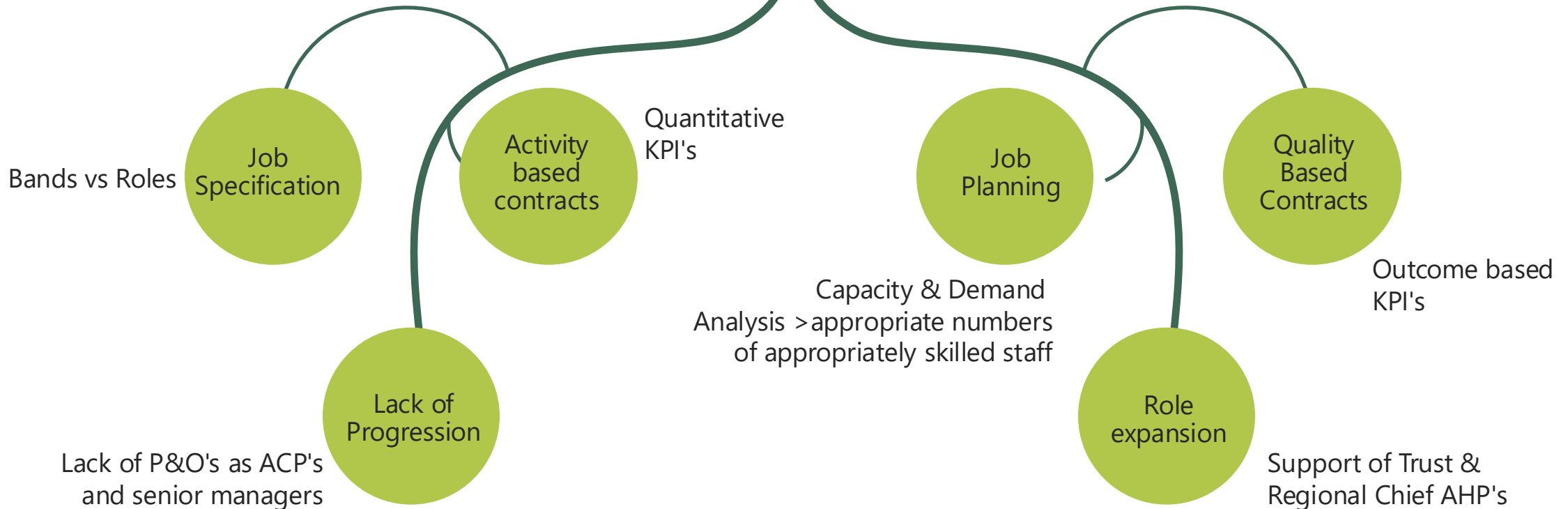
# Inclusivity across the ecosystem



# Service commissioning

Do service specifications / contracted services T&Cs **currently impact** delivery of Training, Education & Development?

Could service specifications / contracted services T&Cs **impact future delivery of Training, Education & Development?**



# Inclusive careers promotion

Life After Professional Sport



Armed Forces including  
Insight event 4th Dec



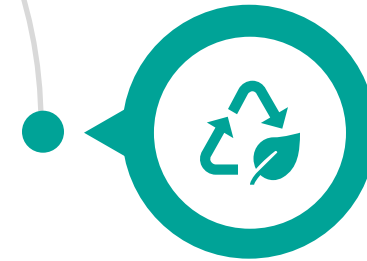
Registered P+O  
Technicians  
Support Workers



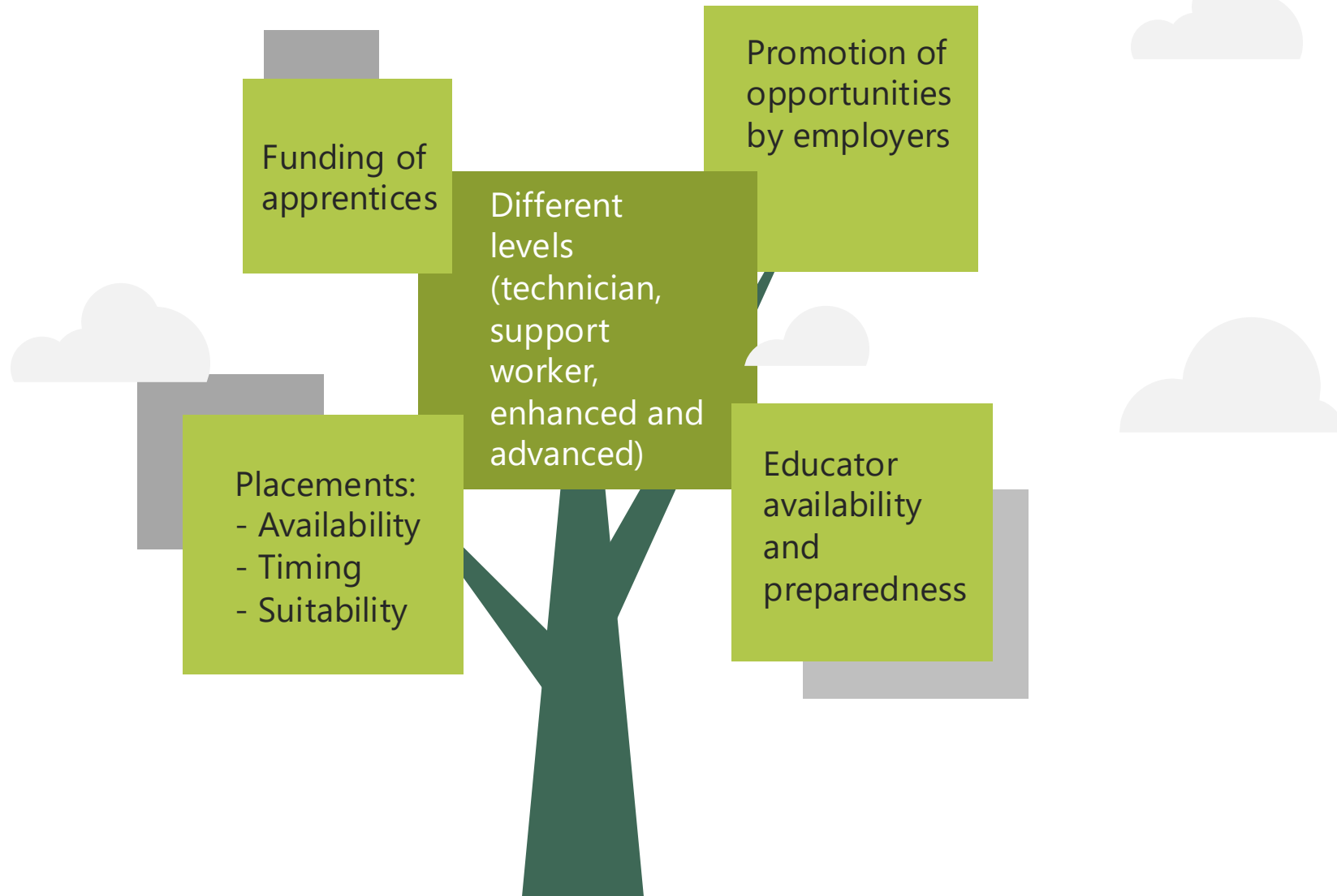
School age (14+) career promotion  
(Virtual career event 15<sup>th</sup> Oct)



Careers Guide  
for All



# Apprenticeships



Inclusive environments to support apprentices



# Pre-registration learners

**1** Curriculum

**2** Practice-based learning capacity

**3** Simulation hours

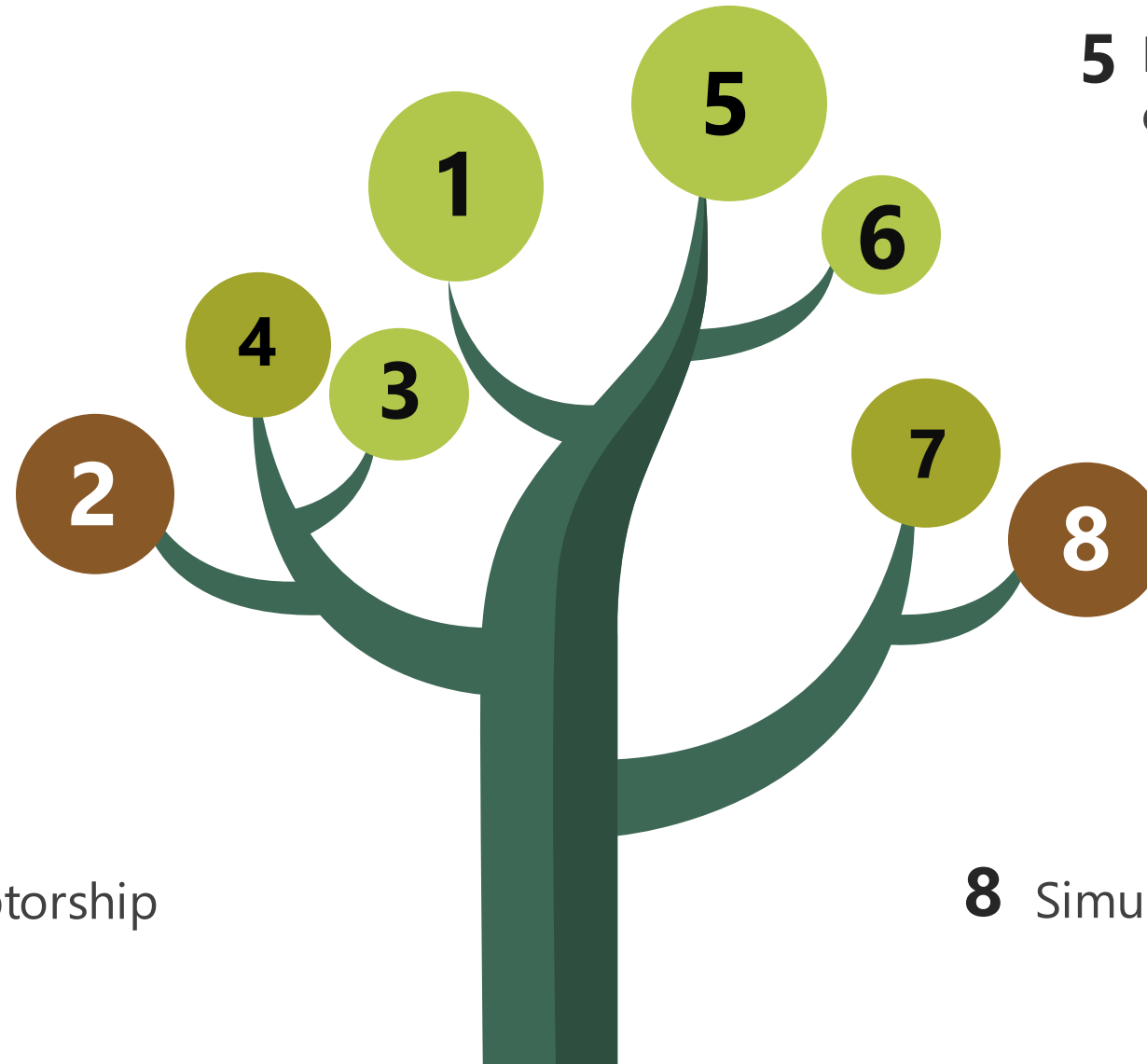
**4** Pre-preceptorship

**5** Practice-based learning coordination plan

**6** BAPO Learner (resource) Hub

**7** BAPO Learner 'forum'

**8** Simulation resources



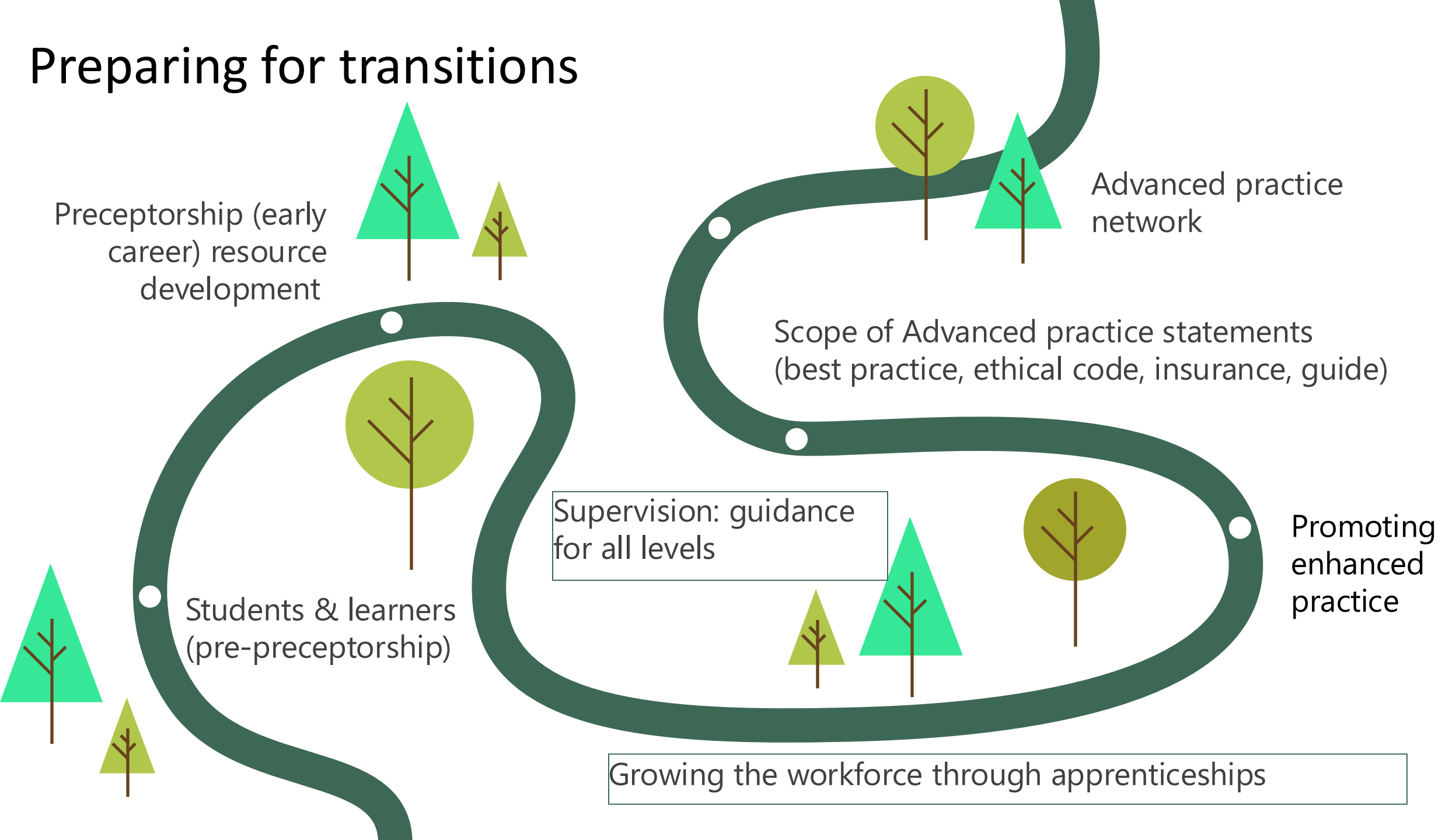
# Patient-facing Support Workers and Technicians

**Understanding opportunities and challenges**



**Dedicated BAPO webpage**

# Preparing for transitions

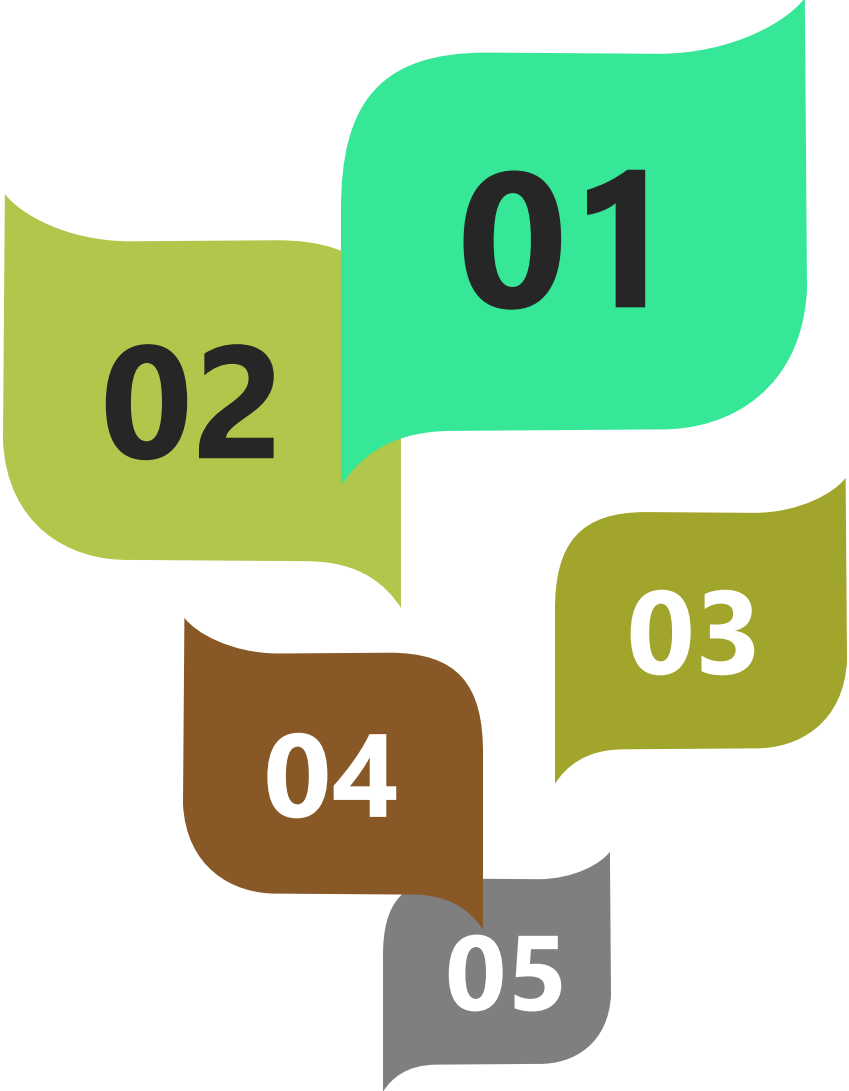


# Educator workforce

**01**  
Education careers in  
academia

**02**  
Education careers in  
clinical practice

**03**  
Embedding the AHP  
Educator Framework



**04**  
Developing a  
library of resources

**05**  
Creating an educator  
network to offer co-  
support sharing, and  
co creation of resources

# Next steps



## **Previous PBERC**

Socialise resources

## **PBERC 24-25**

Produce additional resources and outputs

## **2025 onwards**

Embed outcomes from all projects into practice

## **Measure impact**

**Support growth and sustainability of individuals and the profession**

# Project Team and questions



Strategic leads



**Nicky Eddison & Pam Coulton**



**Sue Irving**

Operational leads  
(Programme Manager  
and Finance)



**Suraiya Hassan**



**John Mallon**

Workstream  
leads



**Marion  
Billingham**



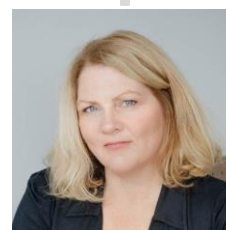
**Gemma  
Cassidy**



**Michael  
Guthrie**



**Kay  
Purnell**



**Beverley  
Durrant**



**Stephanie  
Tempest**



**Jo Watson**

