Early career support Preceptorship and Foundation Support



Confidence focused

Incorporates all four pillars of practice

Supported by appropriately trained preceptors

Allocated time to engage & develop

Goals agreed between preceptee and preceptor

Regular progress reviews

Peer support

Shadowing senior colleagues

Supportive observed practice

Separate from line management

Reasonable expectations bench-marked on HCPC (2023) Standards of Proficiency

> Supports organisational recruitment, retention, diversity, workforce development and service quality

Preceptorship

Preceptorship is a period of tailored, structured support provided to prosthetists / orthotists during key moments of career transition.

Its purpose is to improve confidence as an individual moves into a new role, supporting them to apply and develop their knowledge and skills to greatest effect, and go on to achieve their potential.

Competency focused

Incorporates all four pillars of practice

Reasonable expectations building on and beyond Level 5 in BAPO (2024)

Career Development Framework

Allocated time to engage & develop

Supported through line management, supervision & mentoring

Timely upskilling towards Enhanced level practice

Supports diversity of skills, experiences, expertise within a team

Supports retention & development of demographically diverse teams

Supports organisational recruitment, retention, diversity, workforce development and service quality

Foundation Support

Foundation Support describes a period following or overlapping with preceptorship. Competency based, it involves a matrix of intersecting opportunities for ongoing professional and personal development across all four pillars of practice.

It provides the firm foundations on which careers can be built and supports development of a diverse workforce.

RESOURCES

- BAPO (2024) Early Career Guidance Framework
- HCPC (2023) Principles for Preceptorship
- BAPO (2024) Career Development Framework
- NHSE (2023) AHP Preceptorship Standards and Framework
- HCPC (2023) Standards of Proficiency for Prosthotists / Orthotists