

# Supporting Assistant Practitioners into practice

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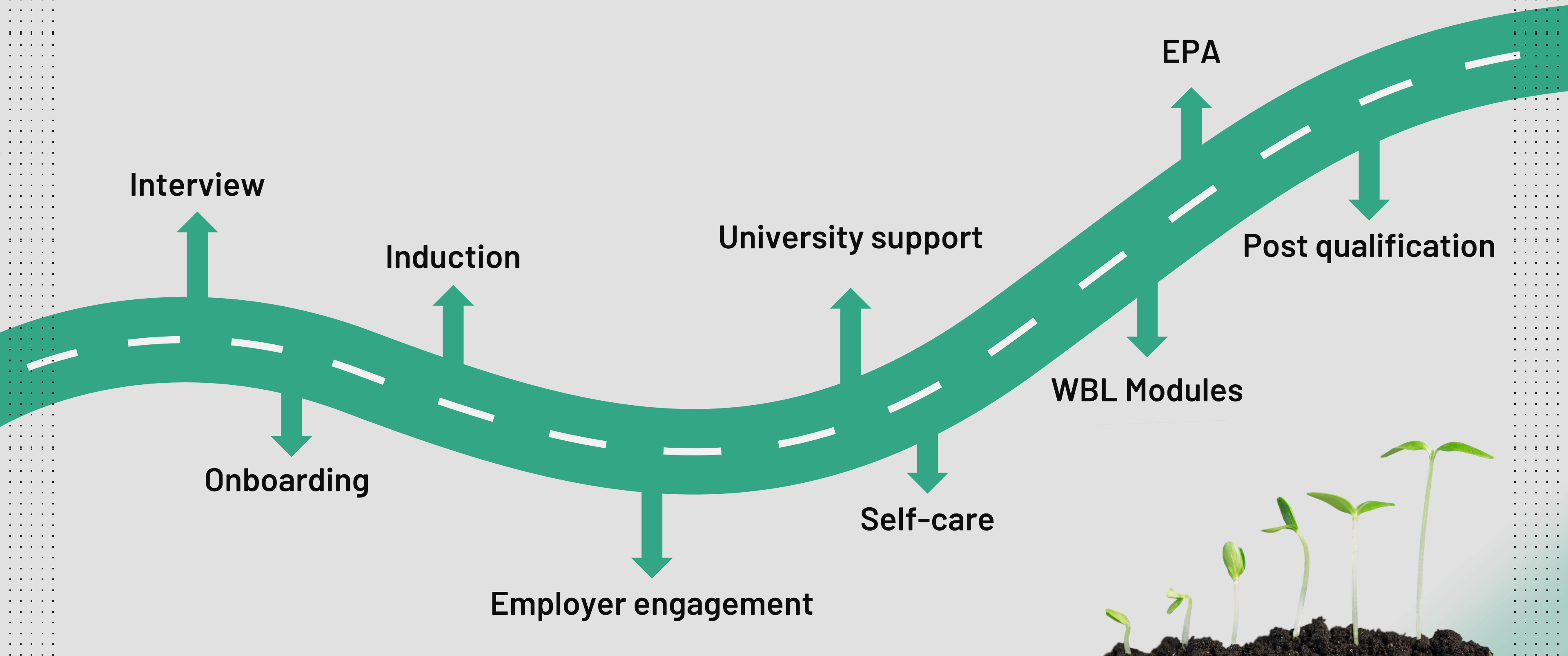
*University of Central Lancashire*

**June 2023**



# Assistant Practitioner Journey

Support continues throughout their journey



# Interview & Onboarding

## Interview

- Employer
- Candidate
- University representation
- Consider existing qualifications
- Explore existing skills - i.e. digital literacy
- Ensure awareness of demands of apprenticeship

## Onboarding

- Skills scan
- Mentor allocation
- Pathway modules



# Induction

**2 days**



Based on feedback & content provided

**Social activities**



- University scavenger hunt
- 2 truths & a lie
- Most recent photo
- Encouraging peer connections

**Study skills module**



Covering topics including;

- Literature searching
- Referencing
- Reflection
- PDP
- Self awareness



# Employer Engagement

## 1. Mentor support

Use mentors as a resource for information

## 2. Mentor/manager events

- Biannual
- Update
- Remote - Teams

## 3. Mentor/manager handbook

User guide to programme and apprenticeship standards



## 4. Escalation

- Learning opportunities
- Experience
- Portfolio evidence
- Learning journal

## 5. Tripartite 12 week reviews

- Mentor attendance
- Reflection
- Application of/to KSBs
- SMART targets for mentors too

# University Support

## Academic Advisors

- 12 week reviews
- Referrals
- Signposting

## AWBEs

*Apprenticeship Work Based Educators*

- 6 week reviews
- Site visits
- Portfolio support



## Module Tutors

- Plan delivery of module
- Deliver content
- Assessment feedback

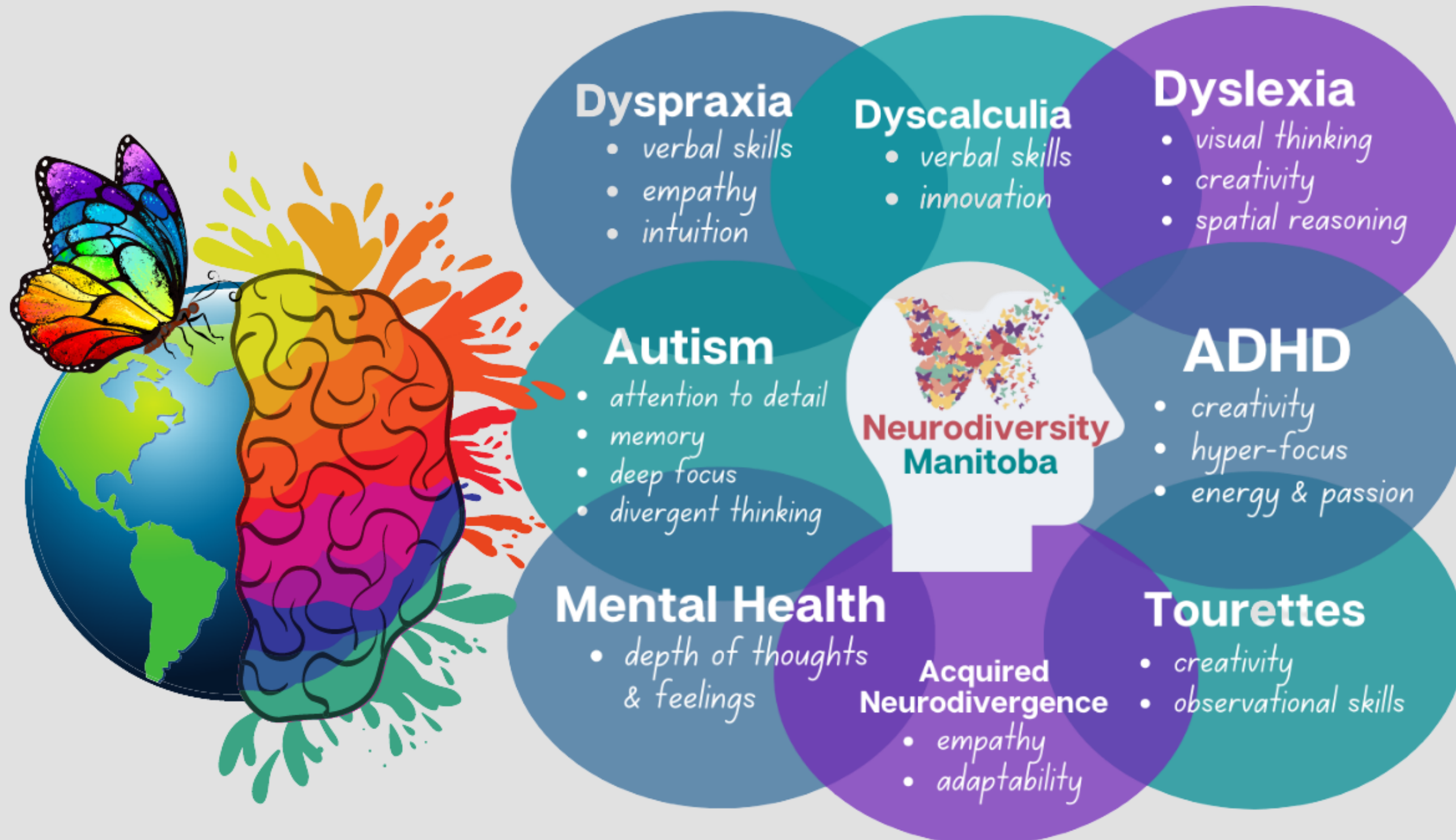
## Wellbeing Services

- Counselling
- Talking therapies
- Advice
- Substance support

## Student Coach

- Referencing
- Time management
- Assignment planning
- Future planning

# Celebrate & Support Neurodiversity

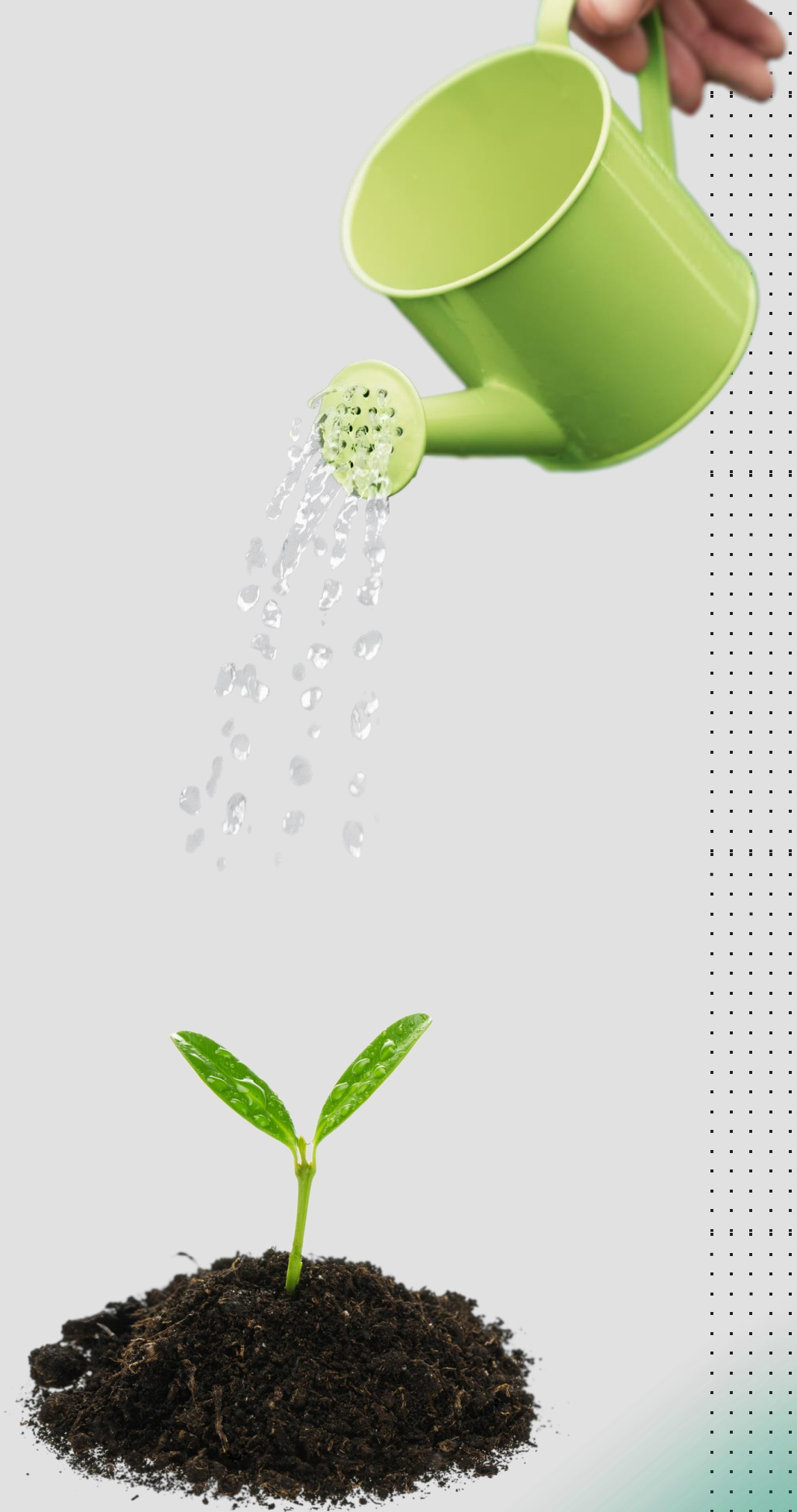


# Self Care

- Work-life balance
- Annual leave
- Time management
- Early recognition
- Mitigating circumstances

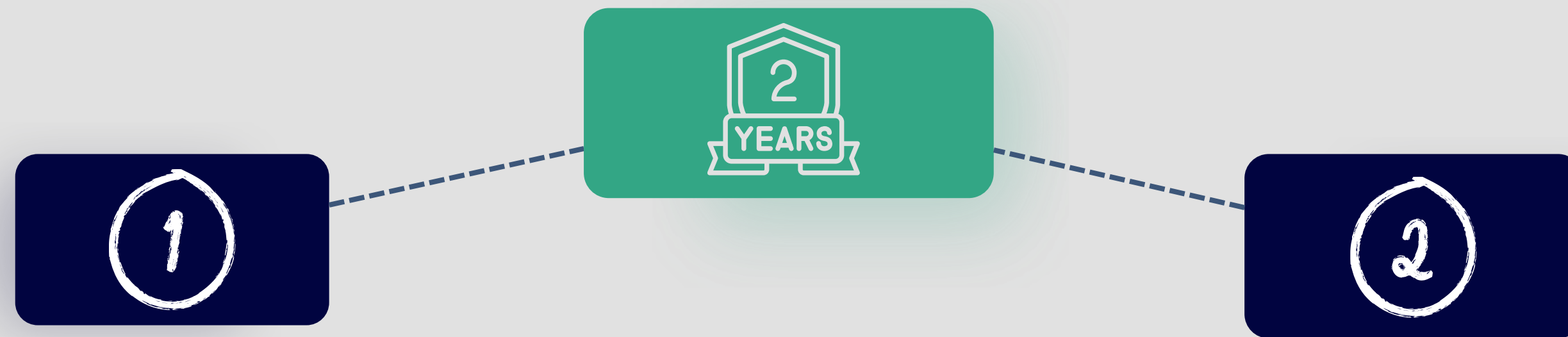
## Examples of self care practices

- Mindfulness or medication
- Diet & lifestyle
- Exercise
- Socialising
- 'Time out'
- Talking - peers, colleagues & tutors





# Work Based Learning Modules



Encourages wider exploration of speciality & environment

Helps meet apprenticeship standards further

Encourages wider mentor & manager input/ support

Supports development & implementation of role



# Post Qualification

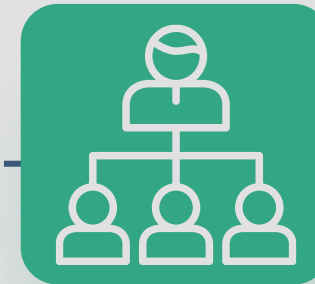
## Practice as AP

Equipped with skills & knowledge -  
preceptorship not required



## Mentorship

Encourage mentorship roles for students  
& new colleagues - multi-disciplinary



## Further role development

Additional skills &  
responsibilities as identified



## Progression routes

Including senior AP role or  
progression pathways



## CPD

Further learning & CPD modules -  
internal or external to organisation



# Case Studies

1.

"I want to give up..."

- New learner
- Not studied for 10 years
- Challenges adapting to HE
- Prior experience in practice
- School experience
- Neurodiverse
- Met with AA & AWBE
- Student coach
- Wellbeing
- Inclusive support

2.

AP to lecturer

- AP Apprenticeship
- AWBE (formerly WBET)
- Lecturer

3.

Established in role

- Undertook programme
- Qualified 4 years ago
- Continues to practice as AP



Thank you!

Any Questions?

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