# CapitalAHP Preceptorship: Workforce Assessment

1. **Organisational baseline measures**

Please use the table below to consider the organisational drivers for developing preceptorship for AHPs

|  |  |
| --- | --- |
| To attract newly registered staff (Total AHP Vacancy Rate) |  |
| To retain newly registered staff (Total AHP Turnover Rate) |  |
| To support transition from student to newly registered (Total AHP Sickness Rate) |  |
| To offer high quality, cost effective CPD for newly registered staff |  |

1. **Newly registered workforce profile**

|  |  |
| --- | --- |
| How many AHPs are in your organisation: |  |
| Newly Registered AHPs: |  |
| Return to Practice AHPs: |  |
| International recruits: |  |
| How many AHPs are recruited in a year: |  |
| Newly registered AHPs |  |
| Return to Practice AHPs: |  |
| International recruits: |  |

1. **How many Newly Registered AHPs start each month**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Month | Jan | Feb | March | April | May | June | July | Aug | Sept | Oct | Nov | Dec |
| Number of Newly Registered AHPs |  |  |  |  |  |  |  |  |  |  |  |  |

1. **Funding and Resourcing**

|  |  |
| --- | --- |
| How can the program be funded |  |
| How much income could be generated |  |
| What band position is needed to design |  |
| What band position is needed to deliver |  |
| Is there a venue available for face to face |  |
| Are computers, headsets, cameras, space required |  |

1. **Newly registered workforce engagement**

|  |  |
| --- | --- |
| What attracted your newly registered AHPs to the organisation? |  |
| In the first 12 months, what support was the most valuable to them, and why? |  |
| What were the main challenges/ concerns about their new role? |  |
| What do they want from a preceptorship programme? (for example content, frequency of study days) |  |

1. **Profession specific profile**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Preceptorship (Y/N)** | **No. newly registered** | **No. of sites** | **Vacancy Rate** | **Turnover Rate** | **Sickness Rate** | **Band 5 starts/yr** |
| **Art Therapists** |  |  |  |  |  |  |  |
| **Dramatherapists** |  |  |  |  |  |  |  |
| **Music Therapists** |  |  |  |  |  |  |  |
| **Chiropodists/Podiatrists** |  |  |  |  |  |  |  |
| **Dietitians** |  |  |  |  |  |  |  |
| **Occupational Therapists** |  |  |  |  |  |  |  |
| **Operating Department Practitioners** |  |  |  |  |  |  |  |
| **Orthoptists** |  |  |  |  |  |  |  |
| **Osteopaths** |  |  |  |  |  |  |  |
| **Paramedics** |  |  |  |  |  |  |  |
| **Physiotherapists** |  |  |  |  |  |  |  |
| **Prosthetists and Orthotists** |  |  |  |  |  |  |  |
| **Diagnostic Radiographers** |  |  |  |  |  |  |  |
| **Therapeutic Radiographers** |  |  |  |  |  |  |  |
| **Speech and Language Therapists** |  |  |  |  |  |  |  |