



Department  
of Health &  
Social Care



# Developing Tomorrow's Workforce: Alternative Placements for a Modern Profession

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# 10 Year Health plan: What does this mean for us?

The Fit for the Future: 10 Year Health Plan for England outlines a radical transformation of the NHS workforce to ensure it is equipped to meet the challenges of a changing healthcare landscape. Recognising that the delivery of reform depends on the capacity and capability of NHS staff, the Plan places workforce strategy at the heart of system transformation.

- The three shift:
- Hospital to Community
- Analogue to Digital
- Treatment to prevent



# The 4 pillars of practice

Sometimes we can think that Podiatry practice is solely concerned with providing direct patient care in a clinical setting.

But while clinical knowledge and skills are important, Podiatrists use their knowledge and skills more widely – in education, research and leadership – to provide safe, high-quality, person-centred care.



These 4 pillars of practice are all linked to the HCPC standards



# Educator Workforce Strategy

The aim of the Educator Workforce Strategy is to set out actions that will lead to sufficient capacity and quality of educators to allow the growth in healthcare workforce that is needed to deliver care, now and in the future

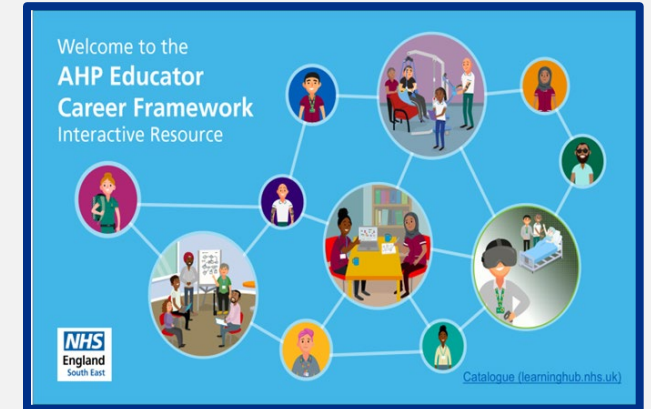


# Everyone is a learner, and everyone supports learning

## AHP Educator Career framework



Designed for all AHPs at all career stages, this framework seeks to support a sustainable and high-quality educator workforce both in practice and in academic settings



# Clinical pre registration placements

To qualify as a podiatrist, a minimum of 1,000 hours of supervised clinical practice are required by the HCPC.

During placements, skills need to be developed in line with HCPC Standards of Proficiency for podiatrists.

The Practice-Based Learning Framework describes 4 clusters of clinical learning:

- professionalism
- clinical skills
- patient and person-centered care
- evidence-informed practice

Within these clusters, there are 12 key practice-based learning statements that students should achieve, including:

- communicating effectively in all aspects of your role
- using systematic approaches to quality assurance to enhance patient safety
- maintaining effective record-keeping
- engaging in reflective practice
- engaging in supervised contemporary podiatry practice
- providing supervised core clinical podiatry interventions
- maintaining a safe practice environment
- developing management plans for people with complex needs
- using podiatric care models based on evidence
- implementing support strategies for patients
- promoting and engaging in the learning of others
- participating in leadership activities



**How can we enable our future workforce to be equipped to support the delivery of the 10 year Health plan?**



# Enabling placements across the 4 pillars. Working differently?

- Clinical
- Leadership
- Education
- Research

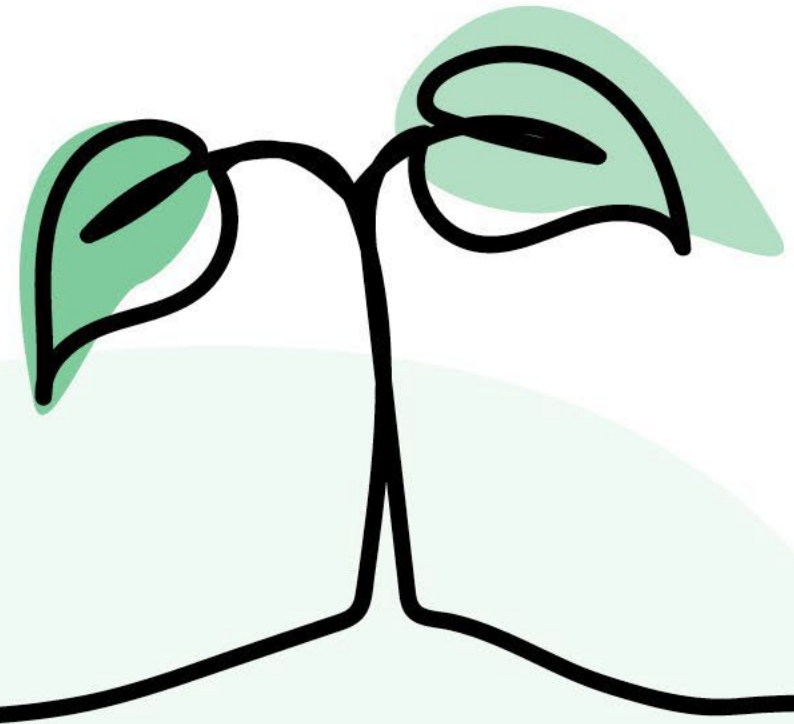
In groups discuss for 10 minutes and then feedback and discussion



# Creating a Flourishing Learning Environment



We are  
**always  
learning**



Fullers report “what truly drives change is a leadership culture that promotes an enabling and psychologically safe environment, and the capacity, time and skills for people to learn and experiment.”

*People Promise*

# How do we create this learning environment?

In groups, 10 minutes to discuss and come up with:

- An example of good practice
- An opportunity moving forward
- What is needed to enhance





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or scan code



# SLEC Charter Priorities

Our charter priorities and solutions are 'how we do things round here'. Actioned by everyone, everywhere, every day and as part of our culture.

**Time & space for learning**



**Respect & feeling valued**



**Positive identity**

**Teaching & learning needs**



**Wellbeing**

**Supervision**



**Flexibility**



**Raising concerns & speaking up**

**Communication**



**Placement induction**

**Equality, diversity & inclusion (EDI)**



The 'Golden Thread' that runs through the SLEC Charter

**Patient safety**



Learners



Supervisors



Assessors



Education & placement providers



**NETS**

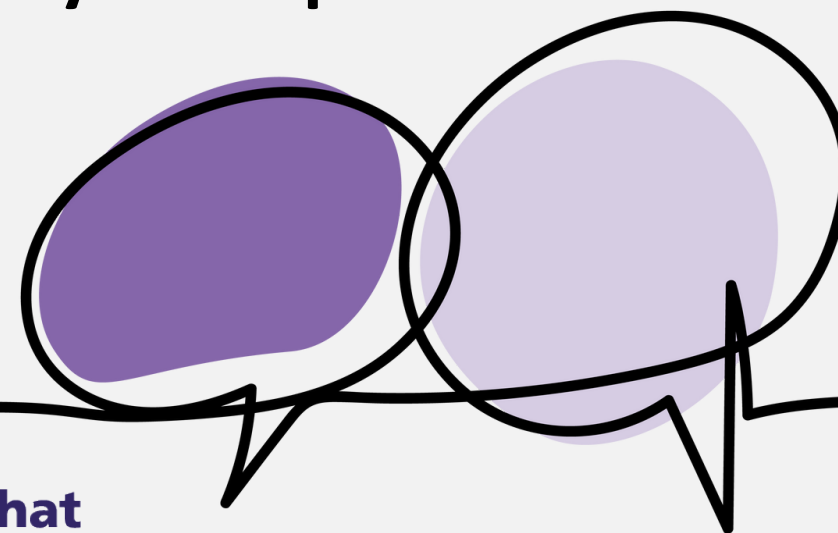
**NHS**

SCAN ME



**The National Education and Training Survey is open until 2 December 2025.**

**It takes 10 minutes to share your experiences.**



**Take the survey  
Drive the change**

We each have  
**a voice that  
counts**

[www.hee.nhs.uk/nets-2025](http://www.hee.nhs.uk/nets-2025)



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Any Questions?

