



University
of Exeter



NHS
University Hospitals Dorset
NHS Foundation Trust

Apprenticeship Pathway to Leadership

Alejandra Osorio Parra and Tara Moffatt

We are
caring
one team
listening to understand
open and honest
always improving
inclusive

Who are we? What do we do?

Alejandra Osorio Parra

Background:

- BA in Fashion & Textiles Design
- HCA in a nursing home
- Healthcare assistant in an acute medical ward
- X-ray assistant
- Apprentice radiographer, Poole hospital x UoE
- SoR student representative- EDI officer for the student committee

Current roles:

- Diagnostic Radiographer
- SoR member involved in the Schwartz Rounds steering group

Future roles:

- Mammography training role (due to start in January)



Who are we? What do we do?

Tara Moffatt

Background:

- Graduated from University of Exeter in 2020
- Radiographer – Poole Hospital
- Senior Radiographer/ Link Radiographer – Poole Hospital
- Lead for Education Team – Poole Hospital

Current roles:

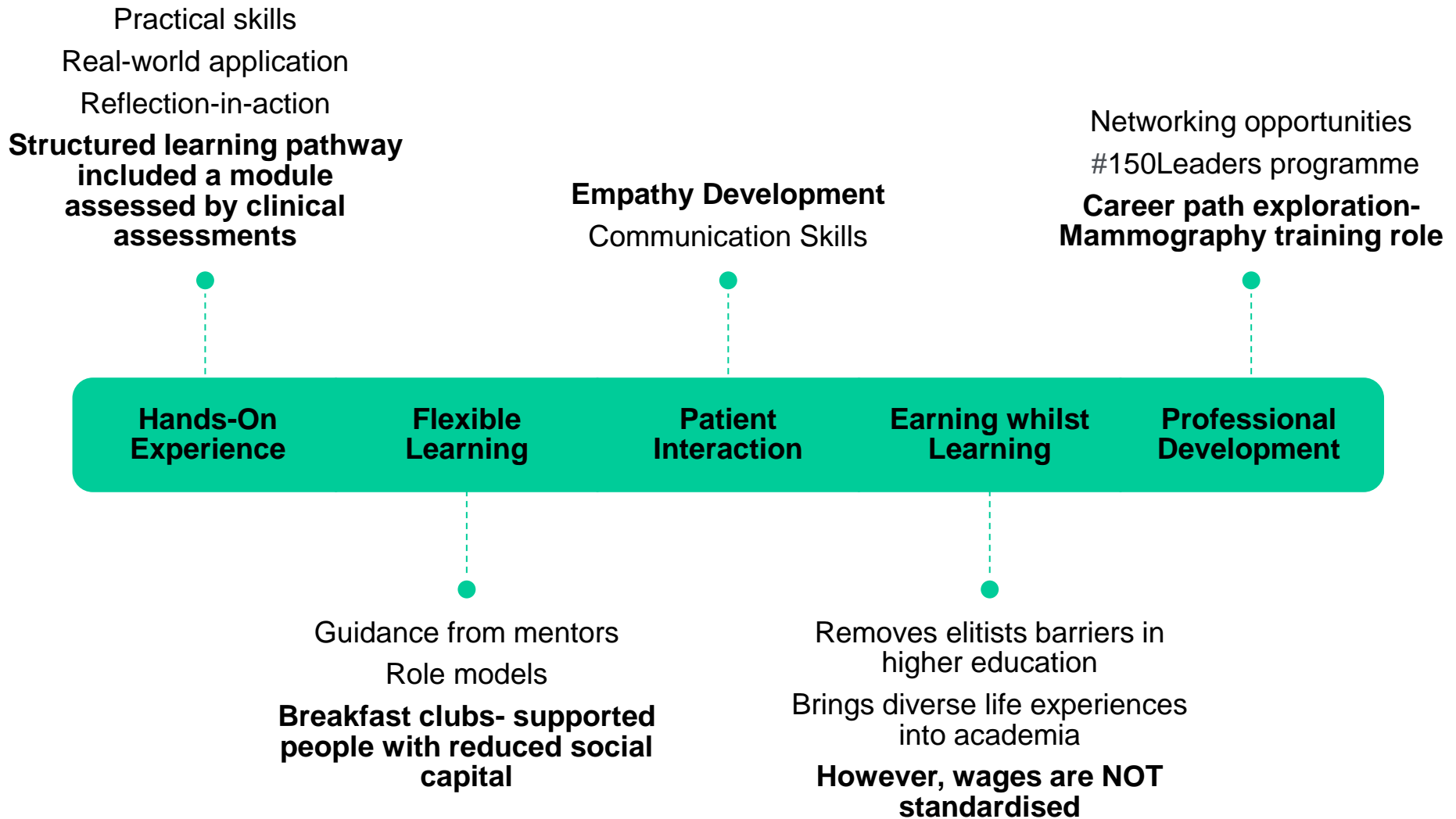
- Clinical Tutor – University of Exeter
- Practice Educator – University Hospitals Dorset
- PgCert Clinical Education – University of Exeter

Future goals:

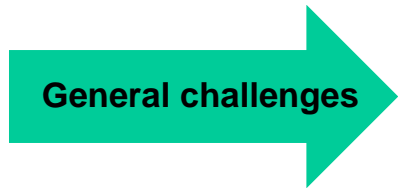
- Practice Educator Accreditation Scheme (PEAS) – College of Radiographers



Alejandra's Journey: Learning Radiography as an Apprentice



Alejandra's Journey: Challenges



Complex Learning Environment

- Hybrid degree was ideal for my needs but keeping up with the theoretical aspects while gaining practical skills was stressful

Time Management

- Balancing the demands of the apprenticeship and personal life as a mature learner was challenging

Regulatory Compliance

- Navigating the various regulations and standards in the healthcare field can be complex and requires diligence



Impostor voice-
returning to
academia

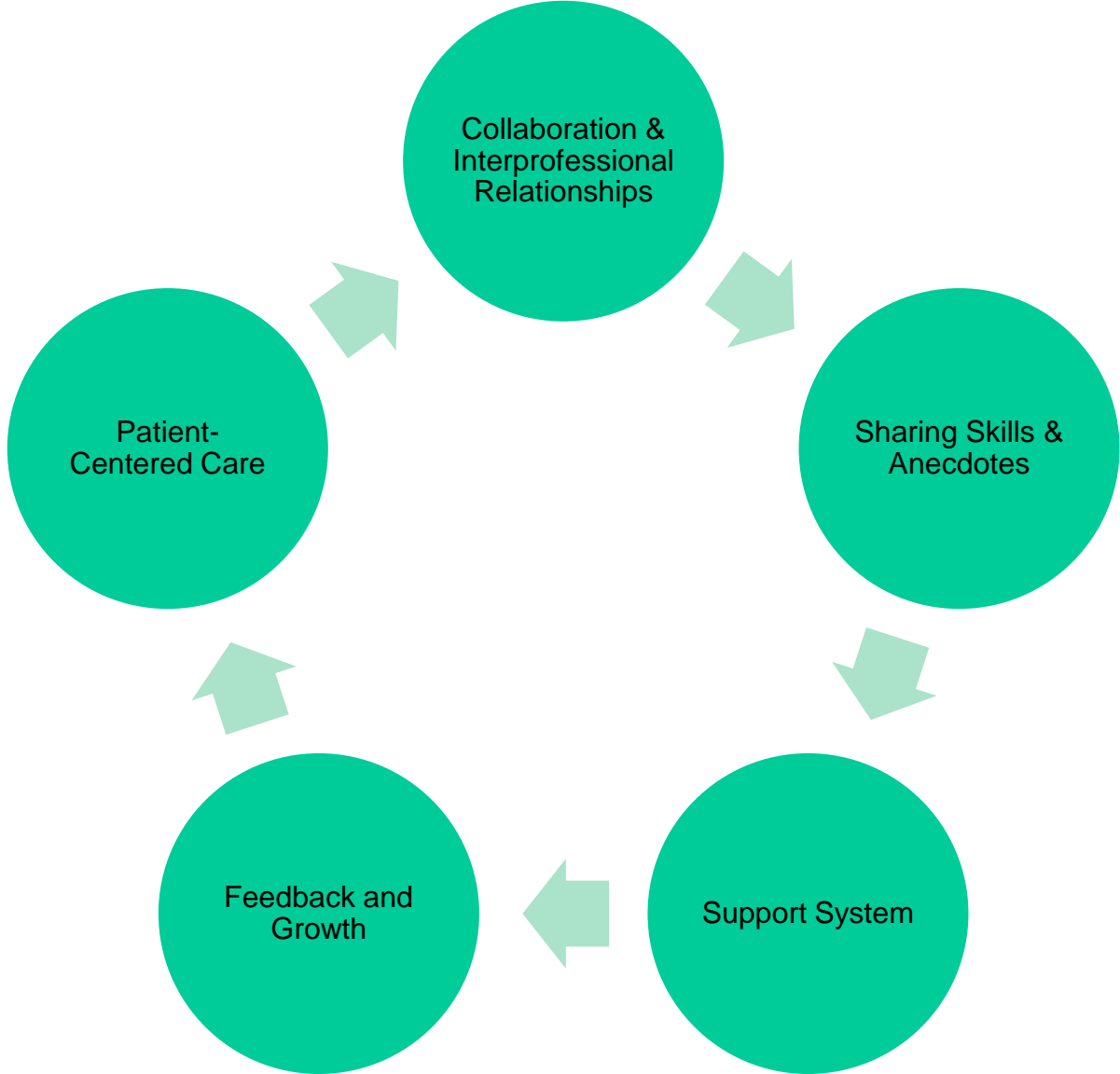
Contact
dermatitis:
everyday
management



Staffing
levels:
changing
roles

Off-the-job
learning:
7.5hrs p/w is
not enough

Alejandra's Journey: Teamwork



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Tara's Insights: Mentoring

- **Availability:** Being approachable and available for questions and providing ongoing support and guidance.
- **Importance of consistency:** Regular meetings to discuss progress and any challenges they are facing.
- **Open Communication:** Create a safe environment to ask questions. Giving space for own personal development and not overshadowing.
- **Establishing clear goals:** Setting specific measurable achievable goals for development.
- **Role modelling:** Demonstrating best practice in patient care, technique and standards of radiography.
- **Rewarding:** Sense of achievement in seeing others personal growth.



Tara's Insights: Teaching

- **Importance of hands-on training:** Increase of responsibilities with gaining confidence.
- **Developing skills:** Guide them in developing many skills throughout their learning journey.
- **Share Knowledge and Resources:** Impart knowledge and useful tips from own experiences of learning. Share any relevant resources.
- **Interprofessional working:** Highlight the importance of working effectively with others.
- **Encouraging critical thinking:** To be able to think through problems and develop solutions.
- **Promoting reflective practice:** To reflect on their own experiences and to learn from this.
- **Lifelong learning:** Importance of attending professional development opportunities.



Tara's Insights: Supporting

- **Positive learning environment:** Encouraging curiosity and growth.
- **Pastoral support:** Acknowledging the emotional challenges of the role.
- **Celebrating Success:** Recognising and celebrating milestones in their development.
- **Constructive feedback:** Regular, specific feedback on performance. Highlight areas of strengths and weaknesses.
- **Peer support:** Foster relationships with other trainees and staff for collaborative learning.
- **Facilitating time for extra roles:** Set aside fixed time to support additional roles.





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Thank you for listening!

Any feedback/ questions
welcomed

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