

Supporting multiple learners on placement

About this learning resource

This reflective scenario is designed to help you explore whether a multi-learner practice-based learning model could work for you. It takes you through a structured process that supports you to clarify your thoughts, deepen your understanding, and plan your next steps.

This resource relates to Principle 4 of the [AHP principles of practice-based learning](#) (CSP 2023):

Practice-based learning uses flexible, appropriate and supportive models of supervision and delivery

This resource supports the Facilitation of Learning pillar of our [Career Development Framework](#). It is for occupational therapists working at career levels 5-9.



You can use this resource in a way that suits you. You might work through it on your own, use it in supervision or explore it as part of a group. You could also take a blended approach – starting with your own reflection and then coming together to share ideas and learn from others.

As you work through the reflective scenario, remember there are no right or wrong answers. The aim is to support you to reflect, learn and apply your learning in your own professional context. For this reason, we haven't provided set answers.

Take your time. You don't need to complete everything in one go, and you may find it helpful to revisit sections more than once. Work at a pace that supports your learning.

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Scenario

You are an occupational therapist supporting practice-based learning for pre-registration students and apprentices, working with one learner at a time. You are committed to facilitating day-to-day reflection, supervision and offering wellbeing support. You have heard that multi-learner models (i.e. one Practice Educator supporting multiple learners simultaneously) can promote peer support and reflection, thus reducing some of these demands. However, you are unsure whether the benefits would outweigh the additional time you would need to accommodate multiple learners.

Initial thoughts

Capture your initial thoughts on this scenario. What is your first reaction? Do you have ideas about what you should do? Remember, there are no right or wrong answers, just record what occurs to you.

Reflective questions

Consider the following questions and record your answers.

Refer to the resources listed at the end of the document if you need to.

You might want to come back to these questions more than once before going to the next stage.

Remember that the list is not exhaustive.

1. What benefits have you gained from supporting pre-registration learners to date?
2. Could any of these benefits be enhanced by adopting a multi-learner model? Which ones? How?
3. Are there any new areas of practice or projects that could be explored by supporting additional learners or by learners working collaboratively?
4. How might a multi-learner model influence your learners' placement experiences (e.g., integrating into the team, motivation, emotional wellbeing)?
5. How might a multi-learner model affect your learners' productivity (e.g., their output, autonomy in learning, reliance on their Practice Educator)?

6. How much time on average do you spend supporting practice education, including formal support (supervision, assessment) and informal support (facilitating day-to-day reflection, offering wellbeing support)?
7. What strategies could you use to reduce the time demands of supporting multiple learners? What could be done jointly? What roles could be replaced by peer support or reflection?
8. Could a multi-learner model exacerbate or alleviate some of the challenges you currently encounter from supporting learners?
9. What concerns or reservations do you have about adopting a multi-learner model?
10. What additional information you need before deciding to adopt a multi-learner model? Where could you source this information from?
11. Do you know any other services or therapists supporting multiple learners? What questions could you ask them to find out whether a multi-learner model might work for you?
12. In choosing to trial adoption of a multi-learner model, what support might you need for the first time? Where could you access this support from?

My answers

Revisiting your initial thoughts

**Now look at your initial response in relation to your answers to the reflective questions.
What gaps have you identified?
Have your thoughts changed on what you feel are the priorities?
What have you learned through reflection about your practice?**

Action planning

What are your next steps?

Plan your learning

As a result of your reflection, have you identified any knowledge gaps? How will you go on developing your knowledge and skills? When will you do it? What support will you need?

See end pages for suggestions on further information and support.

Use this section if you have further thoughts/actions or to take discussion notes.

Review your learning

Set a date when you will come back to this resource and think about the impact it has had on your practice.

Set enough time to allow you to engage in any further learning you have identified that you want to take, and to give you time to apply your reflections into your practice.

Add this learning to your [CPD portfolio](#).

Date that I will review my learning:

Further learning I engaged in to deepen my skills and knowledge on this professional topic:

Situations and ways in which I have applied my learning in practice:

Further information

Barnes-Brown V (2025) Blended learning placements: a case study of an innovative occupational therapy practice placement model. [Online] *Journal of Practice Teaching and Learning*, 2025, 1-9(2025). doi: 10.3828/dap.2025.7

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Beveridge J, Pentland D (2020) A mapping review of models of practice education in allied health and social care professions. *British Journal of Occupational Therapy*, 83(8), 488–513.

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Chartered Society of Physiotherapy (2023) *AHP principles of practice-based learning: working together to develop our future workforce*. London: CSP. Available at: <https://www.rcot.co.uk/supportthe-profession/education/practice-based-learning>

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- Deaves A, Matson R, Rushe E, Edwards D, Trainor K, Seddon J (2024) Exploring alternative practice placement models in occupational therapy and physiotherapy: perspectives and experiences of learners and practice educators: a qualitative systematic review. [Online] *BMC Medical Education*, 24, 1325(2024). doi: 10.1186/s12909-024-06323-z Accessed on 08.07.26.
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