



# Leveraging Collaborative Interprofessional Strategies for Context Specific Workforce Development

Cheryl Footer, PT, PhD; United States

Neelum Zehra, OT; Pakistan

Hsu Wai Mon Oo, PT; Myanmar

Herbert Omoding, PT; Uganda

Olha Kovalchuk, PhD; Ukraine

## Acknowledgements

Rachael Lowe, PT; Tony Lowe, PhD; Tarina Van Der Stockt, PT;  
Shala Cunningham, PT, PhD; Larisa Hoffman, PT, PhD; Liliane Kirenga, PT;  
Yara Peterko, OT, Angela Patterson, OT; Martina Lukin, CPO

# Plan for Today



Making  
Change  
Possible



# Learning, Acting, and Building for Rehabilitation in Health Systems (ReLAB-HS)

ReLAB-HS is made possible by the generous support of the American people through the United States Agency for International Development (USAID).



# ReLAB-HS Workforce Development and Capacity Building

## Our Purpose

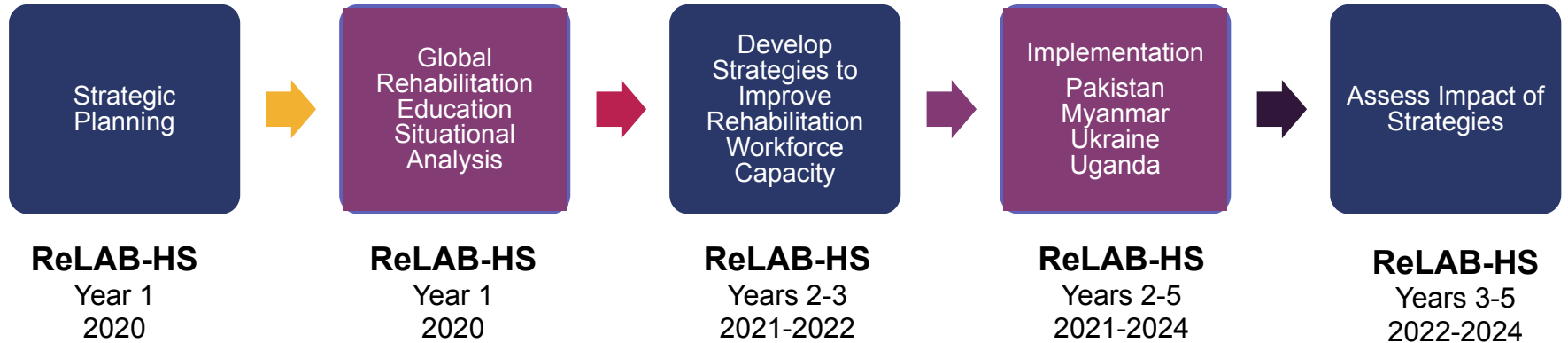
Support the rehabilitation workforce through targeted and collaborative activities





# ReLAB-HS

## Plan to Strengthen and Support the Rehabilitation Workforce



# Formative Work Findings

## Workforce Development Challenges

**Professional Regulation**

**Academic Capacity**

**Clinical Skill Development**  
(Using Continuing Professional Development (CPD))

**A Situation Analysis of Current Global Rehabilitation Education**  
E-Poster (ePOS-o23): ePoster area C (Exhibition Hall 7+8)

# Collaborative Rehabilitation Workforce Tools

## International Rehabilitation Education Training Toolkit (IRETT)

### Professional Regulation Reflection Tool

- Protected Title
- Licensing/Registration
- Scope of Practice
- Continuing Professional Development
- Professional Associations

### Academic Program Reflection Tool

- Program Philosophy
- Strategic Assessment Planning
- Curriculum
- Faculty Roles & Responsibilities
- Student Admissions
- Program Resources
- Program Integrity

### Clinical Skills Tool

- Guide a systematic process to identify CPD needs, develop resources, and deliver CPD
- Guide to train and mentor local providers to deliver evidence-based CPD
- Guide to support interprofessional opportunities to reduce the need for CPD resources

# Interprofessional Strategies

## Interprofessional Education

“When two or more professions learn with, about, and from each other to enable effective collaboration and improve health outcomes.” ([Gilbert, 2010](#))

## Interprofessional Collaboration

“Interprofessional collaboration occurs when 2 or more professions work together to achieve common goals and is often used as a means for solving a variety of problems and complex issues.” (Green, 2015)

---

Values and  
Ethics

Roles  
Responsibilities

Communication

Teams and  
Teamwork

# Implementing IRETT tools with interprofessional strategies

Physiotherapy  
Occupational Therapy  
Speech Language Therapy  
Prosthetic & Orthotics  
Clinical Psychology  
Ministries  
Professional Associations  
Universities  
Hospitals  
Clinics  
NGO's

## **Pakistan**

Regulation: Professional Association  
Academic Capacity  
Clinical Skills Development using CPD

## **Uganda**

Regulation: Continuing Professional Development (CPD)

## **Myanmar**

Clinical Skills Development using CPD

## **Ukraine**

Academic Capacity



# Pakistan

## Neelum Zehra, OT

- Occupational Therapist
- Master's degree in Health Care Management
- Vice principal/Head of the Department for the Occupational Therapy Department with Ziauddin College of Rehab Sciences
- Vice President Finance, Pakistan Occupational Therapy Association
- Specialist Consultant for Physiopedia



	PT	OT	SLP	P&O	Clinical Psychologist
What rehabilitation professions practice in the country?	Yes	Yes	Yes	Yes	Yes
How many institutions provide entry-level programs?	100	7	4	3	20
What are the professional associations for the rehabilitation professions?	Pakistan Physiotherapy Association	Pakistan Occupational Therapy Association	Speech and Hearing Association of Pakistan	International Society of Prosthetics and Orthotics-Pakistan	Pakistan Psychology Association
Who regulates the rehabilitation professions?	None currently, but a regulatory council has been proposed for consideration				

## Professional Regulation

There is no regulation of rehabilitation profession for standard curriculum and practice

## Academic Capacity

Breach between academics, clinical practice and research

## Clinical Skills Development: CPD

Insufficient CPD resources

Post graduate opportunities are almost not available

## Interprofessional Strategies

Lack of interprofessional collaboration among the rehabilitation professionals and multidisciplinary team of health service providers ; No collaboration at research projects or even at evidence based practice





# Interprofessional Collaborators

Physiotherapists  
Occupational Therapists  
Public and Private Universities  
Pakistan Physiotherapy Association  
Pakistan Occupational Therapy Association  
Speech and Hearing Association of Pakistan  
International Society of Prosthetics and Orthotics-Pakistan  
Pakistan Psychology Association



# What we are doing

## Current Implementation Focus

### Professional Regulation

#### Objective

Support professionals and leaders to develop strategies to regulate the rehabilitation professions.

#### Targeted Activities

- Implement the Regulation Reflection Tool with interprofessional collaboration
- Unify regulation work with policy makers to integrate rehabilitation into the health system.

### Academic Capacity

#### Objective

Support academic institutions to strengthen rehabilitation academic programs.

#### Targeted Activities

Implement the Academic Program Reflection Tool with interprofessional collaboration to support each other across professions and universities,

### Clinical Skills (CPD)

#### Objective

Support health service providers and academic institutions to build up CPD among rehabilitation professionals.

#### Targeted Activities

Conduct CPD in collaboration with the academic institutes and health service providers to breach the gap between knowledge, practice and local needs.

## Current Interprofessional Implementation Activities

Facilitate collaboration between professions and environments

Use the Rehabilitation Communities platform for for collaboration

Conduct monthly in-person and online meetings and workshops

Large interprofessional group

Online mentoring: Small focus groups

# What we are learning

## Professional Regulation

Learning about each other through collaborative meetings and workshops to address current emerging professional regulation policies

- Providing mentorship by PT to other rehabilitation professionals
- Establishing national rehabilitation alliance for Interprofessional collaboration

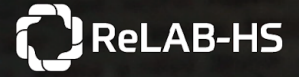
## Academic Capacity

DPT programs plan to mentor OT program development through the Academic Program Reflection Tool

- Physiotherapy programs shifted DPT in 2016 with a unified curriculum at all academic programs
- OT is considering same shift along with basic entry level requirement
- PNO, SLP and Clinical psychologist are also on same page

## Clinical Skills (CPD)

Enhancing our resources through Interprofessional collaboration for developing CPD courses to integrate in health care service



# Myanmar (Burma)

## Hsu Wai Mon Oo, PT

- Physiotherapist
- Clinician in Singapore and Myanmar
- Specialist Consultant for Physiopedia



## Country Profile: Myanmar (Burma)

	PT	OT	SLP	P&O
What rehabilitation professions practice in the country?	Yes	Cross-trained PTs	Cross-trained PTs	Yes
How many institutions provide entry-level programs?	3	Trained in Thailand	Trained in Japan	1
What are the professional associations for the rehabilitation professions?	Myanmar Physiotherapy Association	NA	NA	Myanmar Prosthetics and Orthotics Society
Who regulates the rehabilitation professions?	Ministry of Health Education Only Not Clinical Practice	NA	NA	Ministry of Health Education Only Not Clinical Practice

## Professional Regulation

Absence of regulation for rehabilitation professionals

## Academic Capacity

Limitations in the entry-level education for rehabilitation professionals

## Clinical Skills Development: CPD

Limited opportunities for Continuing Professional Development  
Difficulty in applying theory and knowledge into practice

## Profession and Interprofessional

High demand for rehabilitation services with not enough manpower in the health system  
Difficult and limited collaboration among the rehabilitation professionals

# What we are doing

## Current Implementation Focus

### CLINICAL SKILLS DEVELOPEMNT (CPD)

#### OBJECTIVE

Provide training to develop clinical knowledge and skills for the delivery of quality rehabilitation services; emphasis on Train-the-Trainer model.

### Interprofessional Collaborators

Physiotherapists  
Prosthetists & Orthotists  
Non-government organizations  
Private settings



# Continuing Professional Development Model

Select a Lead Coordinator-Facilitator

Provide Information Session About Process

Sign Learning Contract

Survey Needs

Webinar to Confirm Needs & Strategies

Co-Design Training Plans: Learners & Trainer

Schedule Workshop & Monthly Meetings

Recruit Qualified Educator

Teach Course

Collaborate through Rehabilitation Community Platform

Evaluate Outcomes



# What we are learning

Developing habits of lifelong learning

Building good relationships and interprofessional collaboration

Promoting common understandings of individuals' scope of job



# Uganda

## Herbert Omoding, PT

- Physiotherapist
- Tutor, Uganda Institute of Allied Health and Management Sciences School of Physiotherapy
- Specialist Consultant for Physiopedia



## Country Profile: Uganda

	PT	OT	SLP	P&O
What rehabilitation professions practice in the country?	Yes	Yes	Yes	Yes
How many institutions provide entry-level programs?	4	1	1	1
What are the professional associations for the rehabilitation professions?	Uganda Association of Physiotherapists	Uganda Association of Occupational Therapists	Uganda Speech and Language Therapy Association	Uganda Association of Orthopaedic Technology
Who regulates the rehabilitation professions?	Allied Health Professionals Council			

# Uganda: Educational Situational Analysis

## Professional Regulation

New mandate for regulation of continuing professional development (CPD)

## Clinical Skills Development: CPD

Independent professionals want more opportunity for CPD

## Profession and Interprofessional

High demand for rehabilitation services with not enough manpower in the health system  
Difficult and limited collaboration among the rehabilitation professionals

# What we are doing

## Current Implementation Focus

### **REGULATION of Continuing Professional Development**

#### **OBJECTIVE**

Support professionals and leaders to develop strategies for regulation of continuing professional development for the rehabilitation professions.

#### **Interprofessional Collaborators**

Allied Health Professional Council (AHPC)

Professional Associations: PT, OT, SLP, P&O

Rehabilitation training institutions: PT, OT, SLP, P&O

## Current Interprofessional Implementation Activities

- Workshops, monthly in-person meetings, online and hybrid meetings
- Collaborators using the Regulation Reflection Tool as a guide to review regulation policies, with current emphasis on CPD
- The 4 professional associations and the Allied Health Professions Council are co-designing the process and requirements to accredit CPD courses (pilot with Physiopedia Plus courses)
- Allied Health Professions Council is creating a database of accredited CPD providers



# What we are learning

Desire to maintain competence in one's own profession in order to contribute to interprofessional care.

Benefits of interprofessional collaboration to improve rehabilitation by developing the national rehabilitation strategy plan.

Value of promoting a common understanding and teamwork towards shared goals.





# Ukraine

## Olha Kovalchuk, PhD

- PhD, Biological Sciences
- Previous
  - Lecturer at the Medical University
  - State Expert of the Ministry of Health of Ukraine
  - Acting director of the Directorate of Science, Innovation, Education and Personnel of the Ministry of Health of Ukraine
  - Advocate for rehabilitations profession within the Ministry of Health of Ukraine
- Specialist Consultant for Physiopedia





# Country Profile: Ukraine



	PT	OT	SLP	P&O
What rehabilitation professions practice in the country?	Yes	Yes	Yes	Yes
How many institutions provide entry-level programs?	60	60	36*	1
What are the professional associations for the rehabilitation professions?	Ukrainian Association of Physical Therapy Ukrainian Physical Therapist Association (UPTA)	Ukrainian Society of Ergotherapists	Ukrainian Society for Speech and Language Therapy	International Society of Prosthetics & Orthotics-Ukraine
Who regulates the rehabilitation professions?	The Ministry of Health of Ukraine The Ministry of Education and Science of Ukraine National Qualifications Agency			

# Ukraine: Educational Situational Analysis

## Academic Capacity

Academic program strengthening to higher standards

## Clinical Skills Development: CPD

War Related Injuries

Continuing professional development and mentoring opportunities

## Profession and Interprofessional

Need more Rehabilitation Professionals who have up-to-date knowledge

## Current Implementation Focus

Academic Program Strengthening and CPD

### OBJECTIVE

**Support academic institutions to strengthen rehabilitation academic programs**

## Interprofessional Collaborators

4 Universities

Ministry of Health and Ministry of Education and Science

Professional Associations: PT and OT

Momentum Wheels for Humanity (USAID-funded SRSHS project)

## Current Interprofessional Implementation Activities

- Workshops, monthly online meetings, in-person meeting, online mentorship, group for communication in the Rehabilitation Communities Platform
- Academic Program Reflection Tool
  - Completed review: Program philosophy/vision/mission/outcomes, strategic assessment planning
  - Current review: Curriculum
  - Future review: Faculty roles/responsibilities, Student recruitment, admissions, progression, Program resources, and Program integrity.
- Physiopedia Plus courses: Free access for CPD and academic curriculum integration, registered in the list of activities in Ukraine for which CPD points are awarded in cooperation with UPTA

## What we are learning

Inspiring and synergistic collaboration with representatives of 4 universities that strengthens the universities educational programs of Physical Therapy

IRETT is helping to integrate international standards into teaching

Better understanding of representatives of 4 universities of the World Physiotherapist Competency Framework for implementing it into curriculum

Identifying resources in Physiopedia Plus to supplement teaching in all Ukrainian universities

# Interprofessional Strategies Making Change Possible

## What is Working

- Targeted Collaborative Tools
- Strategic Planning
- Work Planning
- Common Workspace
- Rehabilitation Communities
- Facilitated Engagement
- Active Mentoring
- Participatory Meetings
- Practical Workshops

## Why Interprofessional Strategies Make it Work

- Collaborating with honesty & integrity
- Valuing expertise
- Communicating respectfully
- Teamwork towards shared goals
- Appreciating expertise and perspectives
- Sharing leadership
- Discussing strategies
- Co-designing organizational structures



Through The Rehabilitation Community , the collaboration among the PTs and POs is getting so much better. I am so glad to have an opportunity to share my experiences and knowledge with other rehab professionals.”

(Deputy Manager at Hpa-an Orthopaedic Rehabilitation Center, Myanmar)

“This has changed my vision for education in Ukraine.”

(Head of Department)

ReLAB-HS is made possible by the generous support of the American people through the United States Agency for International Development (USAID) and is implemented under cooperative agreement number 7200AA20CA00033. The consortium is managed by prime recipient, Johns Hopkins Bloomberg School of Public Health.