

Introducing the 2023 Core Competencies for Interprofessional Collaborative Practice

Aired on Friday, December 1, 2023 from 2:00 PM -3:00 PM Eastern



Introducing *the*

2023 IPEC CORE COMPETENCIES: VERSION 3

● ● ● ●

Presented by the 2021-2023 IPEC Core Competencies
Revision Advisory and Working Groups



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EXECUTIVE BOARD



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Thank you!

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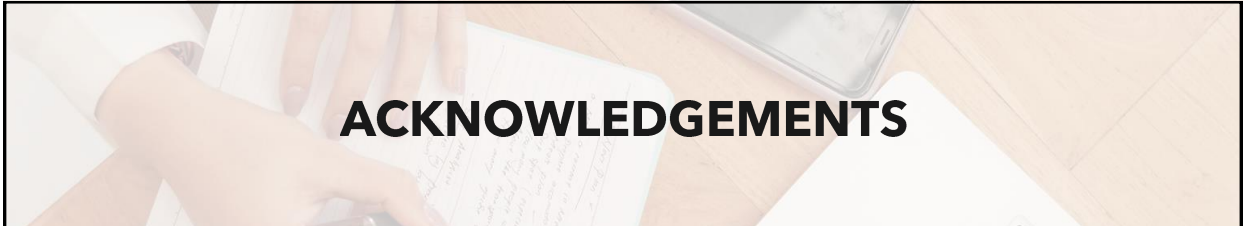
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ACKNOWLEDGEMENTS

FIRST REACTOR GROUP: AMY ALLISON, DOUGLAS S. ANDER, VAIDEHI AVADHANI, SUZANNE BABICH, ROBERT BARRACO, ERIK BLACK, AMY BLUE, SOMER BURKE, DARREN CARBONI, AMANDA CHASE, GERALYN CRAIN, KATIE DAWSON, LISA DE SAXE ZERDEN, ELIZABETH GOLDBLATT, STACY GOMES, HEATHER HAGEMAN, BREE HEMINGWAY, MELANIE HENRIKSEN, HEIDI HONEGGER ROGERS, MARY KATHRYN MUTTER, TIA KOSTAS, CAROL KOZIK, K.H. VINCENT LAU, KELLY LOCKEMAN, LIA LOGIO, JOHN LUK, JENNIFER MENDEZ, HEATHER MISELLIS, SHELLEY MISHOE, DEVIN NICKOL, JULIE NOYES, MARIA PADILLA, JILL POSNER, JAMIE ROBERTSON, DAWN SCHOCKEN, CAREN STALBURG, GAIL SWARM, J.M. MONICA VAN DE RIDDER, THOMAS VIGGIANO, ANDREW WISS, MAJKA WOODS, JOANN YANEZ, GEORGE ZANGARO

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GRAPHIC DESIGNERS: KARINA ALVAREZ, GEORGE FOLZ

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Today's Presenters

»»»

Thank you to members of the the Working and Advisory Groups who are also on the line today!



<p>Shelley P. McKearney, BS <i>Interprofessional Education Collaborative</i></p>	<p>Kelly R. Ragucci, PharmD, FCCP, BCPS <i>American Association of Colleges of Pharmacy</i></p>	<p>Joseph A. Zorek, PharmD, BCGP, FNAP <i>University of Texas Health Science Center at San Antonio</i></p>
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Objectives

ANNOUNCE
the newly revised IPEC Core Competencies for Interprofessional Collaborative Practice





EXPLORE
the changes made in the new framework



DISCUSS
how these changes address feedback from the IPE community





ILLUSTRATE
how the IPEC competencies can prepare learners for interprofessional teamwork




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Interprofessional Education and Practice








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OUR MISSION



To prepare the health professions workforce for interprofessional collaborative practice that helps to ensure the health of individuals and populations.

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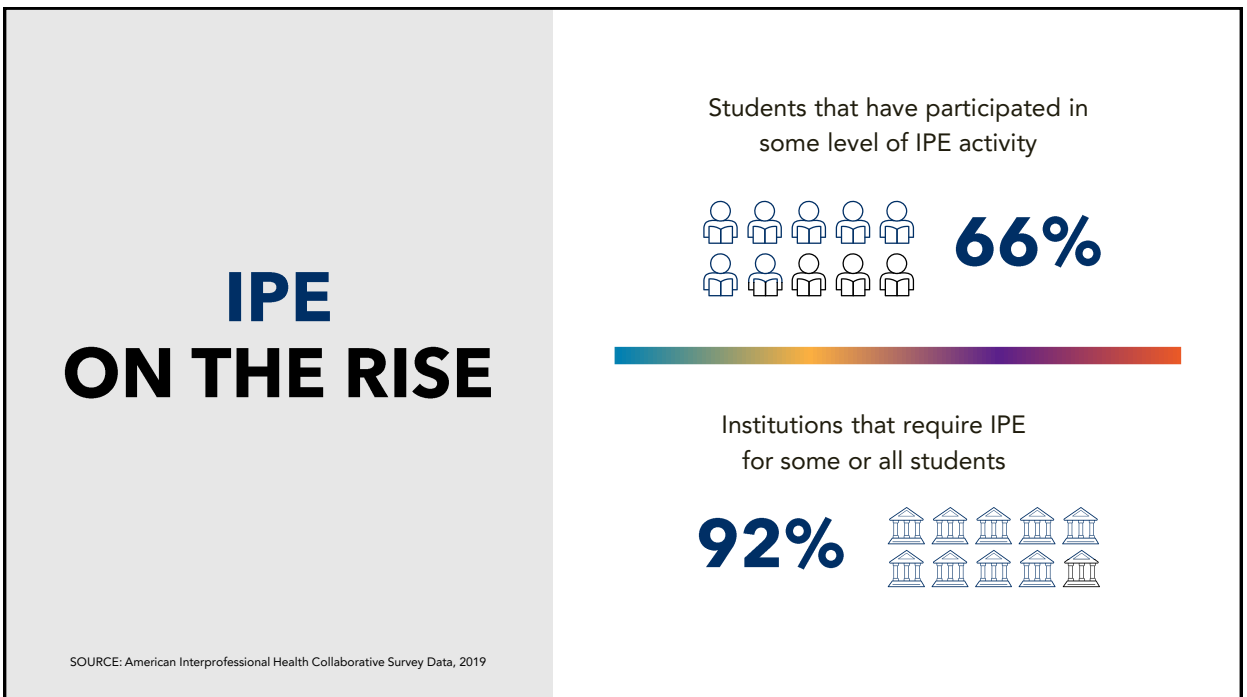


VISION



Interprofessional collaborative practice drives safe, high-quality, accessible, person-centered care and improved population health outcomes.

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Workstreams

- Gather Feedback & Experiences
- Research/Literature Review
- Competency Revisioning
- Report Writing & Editing

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MEMBER ENGAGEMENT

MEMBER ENGAGEMENT

Logos include: AIHM, Accreditation Council for Education in Nutrition and Dietetics, AACOM, AACP, AAAC, AAWMC, ADEA, AOA, AOTA, ASAC, ASHP, ASPPH, CWE, National League for Nursing, PAEA, etc.

PARTNER ENGAGEMENT

PARTNER ENGAGEMENT

Logos include: NATIONAL CENTER for INTERPROFESSIONAL PRACTICE and EDUCATION, NAP ANNUAL MEETING AND FORUM 2023, NATIONAL ACADEMIES of PRACTICE, IP.GLOBAL CAFE 2022, COLLABORATING ACROSS BORDERS VIII 2023, adee, etc.

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Guiding Assumptions


- ▶ person/client/family-centered with an emphasis on advocacy
- ▶ community/population-oriented
- ▶ relationship-focused
- ▶ process-oriented
- ▶ linkable to learning activities, educational strategies, and integrative assessments
- ▶ implementable across the learning continuum,
- ▶ sensitive to systems contexts and applicable across practice settings and professions,
- ▶ outcomes-driven

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Interprofessional Education Collaborative



Shelley P. McKearney,
BS
*Interprofessional
Education Collaborative*



Kelly R. Ragucci,
PharmD, FCCP, BCPS
*American Association of
Colleges of Pharmacy*

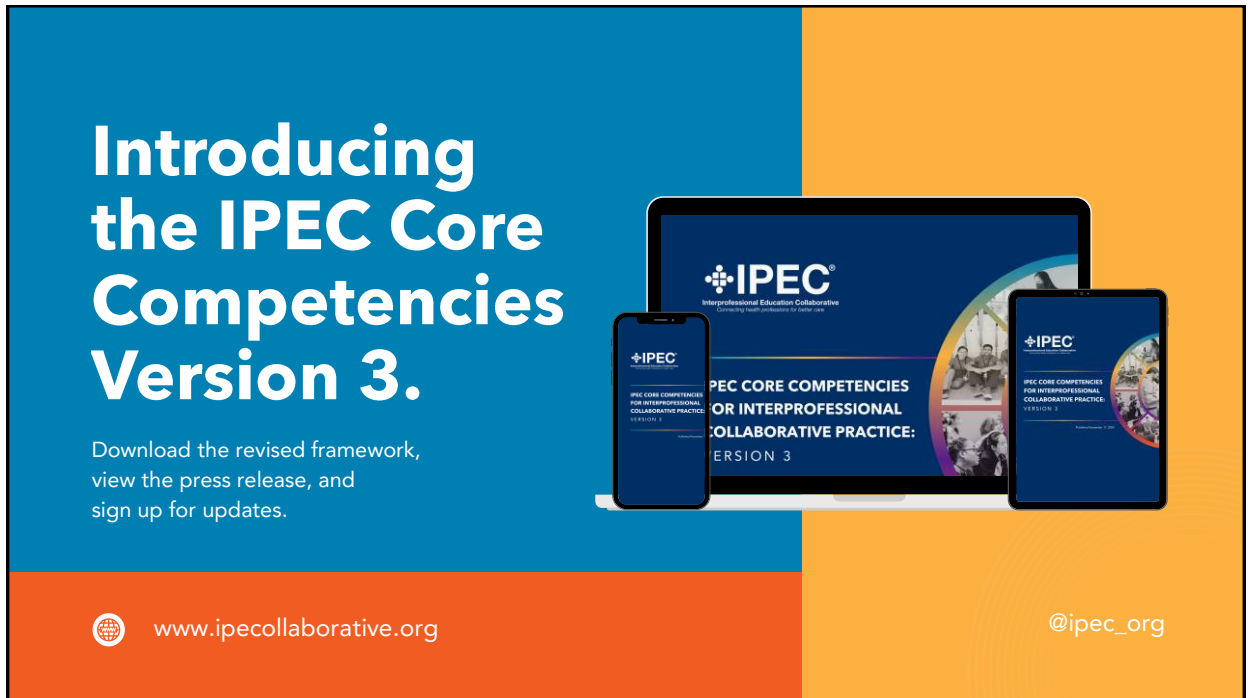


Joseph A. Zorek,
PharmD, BCGP, FNAP
*University of Texas
Health Science Center
at San Antonio*

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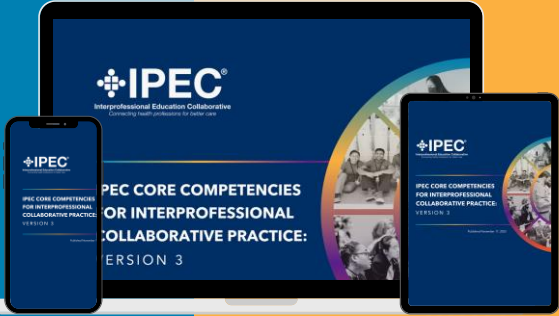
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Introducing the IPEC Core Competencies Version 3.

Download the revised framework, view the press release, and sign up for updates.



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April 2023
Preliminary Release

November 2023
Version 3



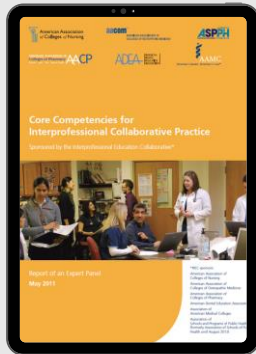
Arrows indicate the transition from the preliminary release materials to the final Version 3 cover.

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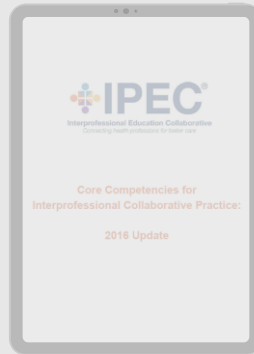
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What's in a name....?



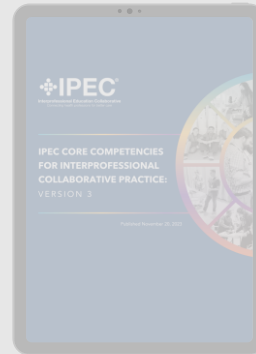
2011

Version 1



2016

Version 2



2023

Version 3

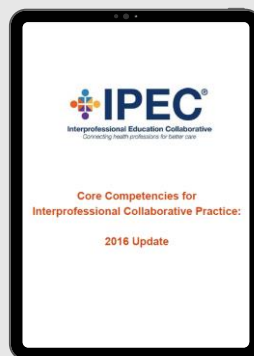
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What's in a name....?



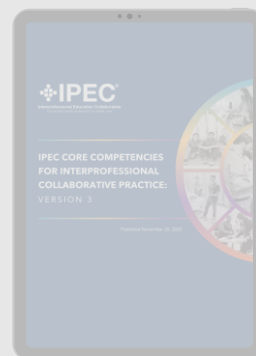
2011

Version 1



2016

Version 2



2023

Version 3

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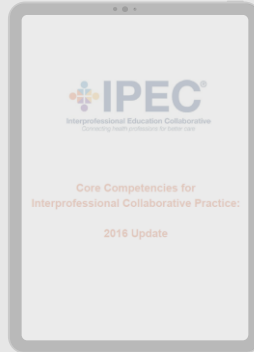
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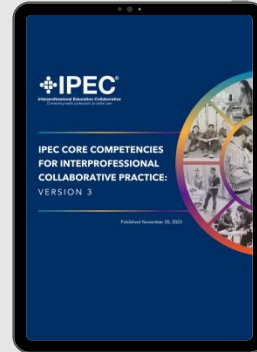
What's in a name....?



2011
Version 1



2016
Version 2



2023
Version 3

23



2016
Version 2



2023
Version 3

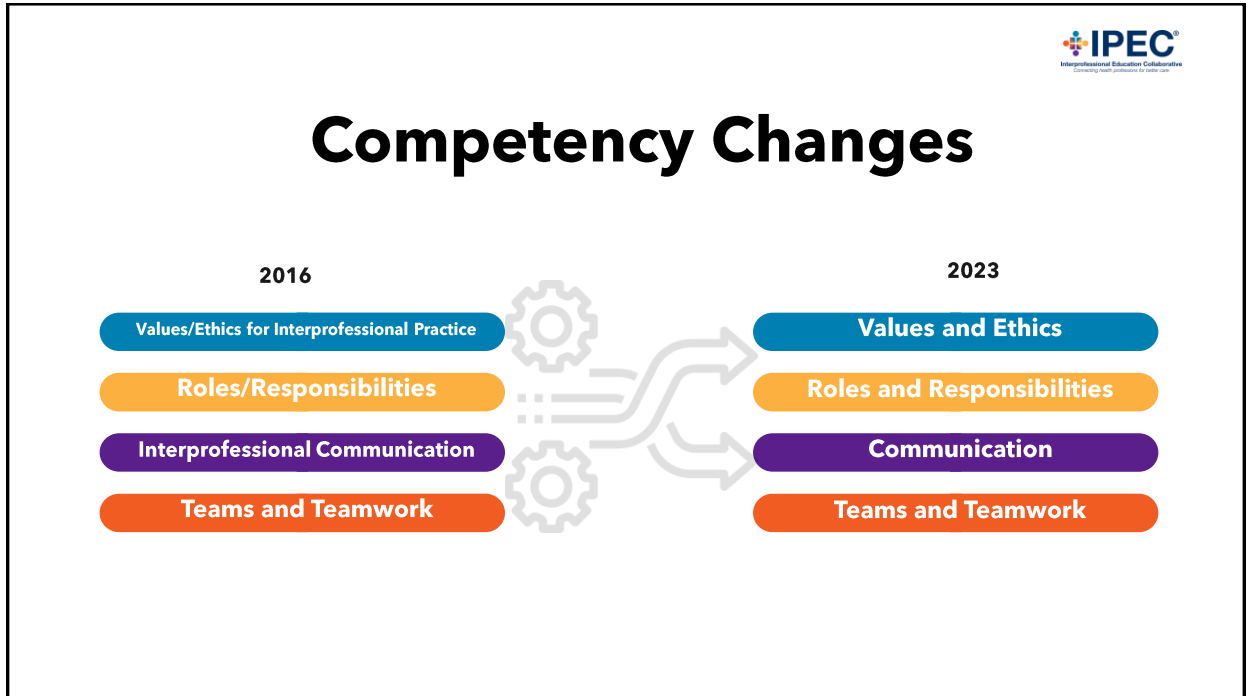
WHAT'S NEW?

**Brand New
Look**

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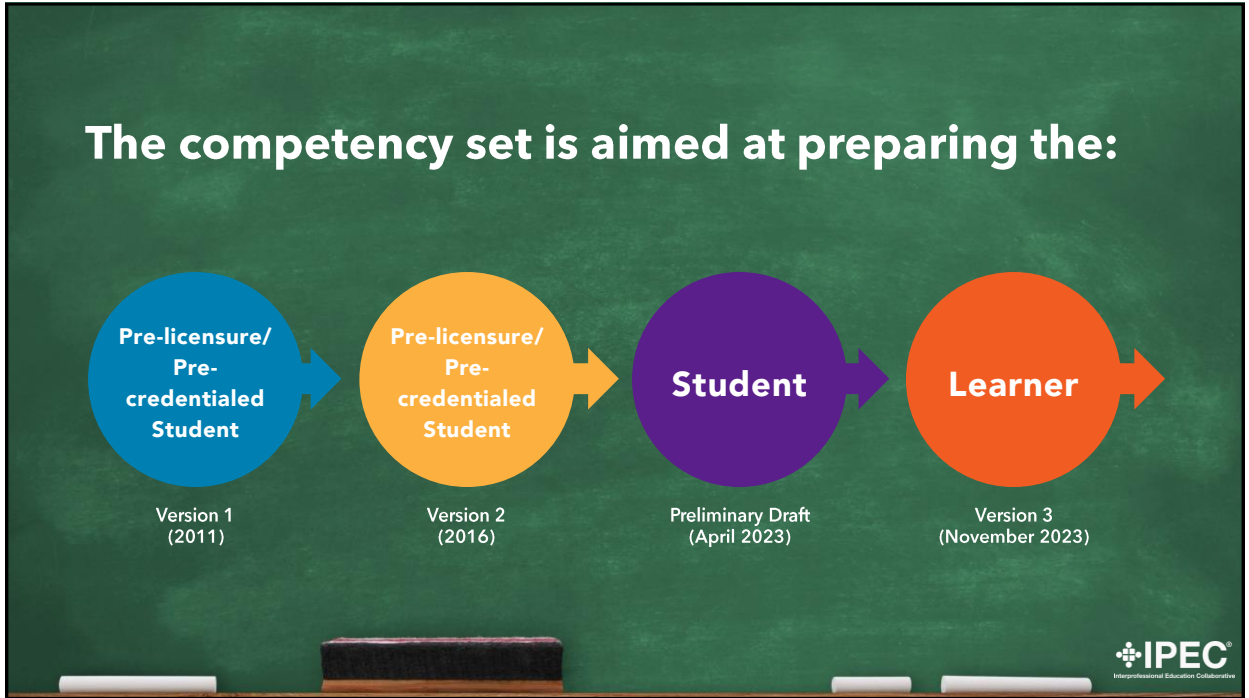
PREAMBLE

Target Audience

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APPENDIX C

Glossary of Terms

Appendix C: IPEC Glossary of Terms for Version 3			
Glossary of Terms			
The 49 operational terms defined here are adopted throughout the 2023 version of the IPEC competencies. All definitions are adapted from the references provided.			
Active listening	32	Interprofessional education	35
Assessment	32	Just culture	35
Caregiver (or patient)	32	Learner	35
Collaborative practice	32	One Health	35
Community	32	Person (or patient or client)	35
Competence	32	Person-centered care	35
Competency (or competencies)	32	Population	35
Complexity	32	Quadruple Aim	35
Cultural humility	33	Quintuple Aim	36
Determinants of health	33	Resilience (or resilience)	36
Diversity	33	Safety	36
Domains	33	Shared leadership practices	36
Equity	33	Social justice	36
Health equity	33	Sub-competency (or sub-competencies)	36
Health outcomes	34	Team	37
Health professional (or clinician or provider)	34	Team accountability	37
Inclusion	34	Team-based care	37
Interprofessional	34	Team resourcing	37
Interprofessional competencies	34	Well-being	37
Interprofessional conflict management	34	Workplace	37

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Feedback

July 2021 - February 2023

-  Diversity, Equity, Inclusion
-  Leadership
-  One Health
-  Well-being and Resilience
-  Science of Teamwork

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Public Comments

April 2023 - May 2023

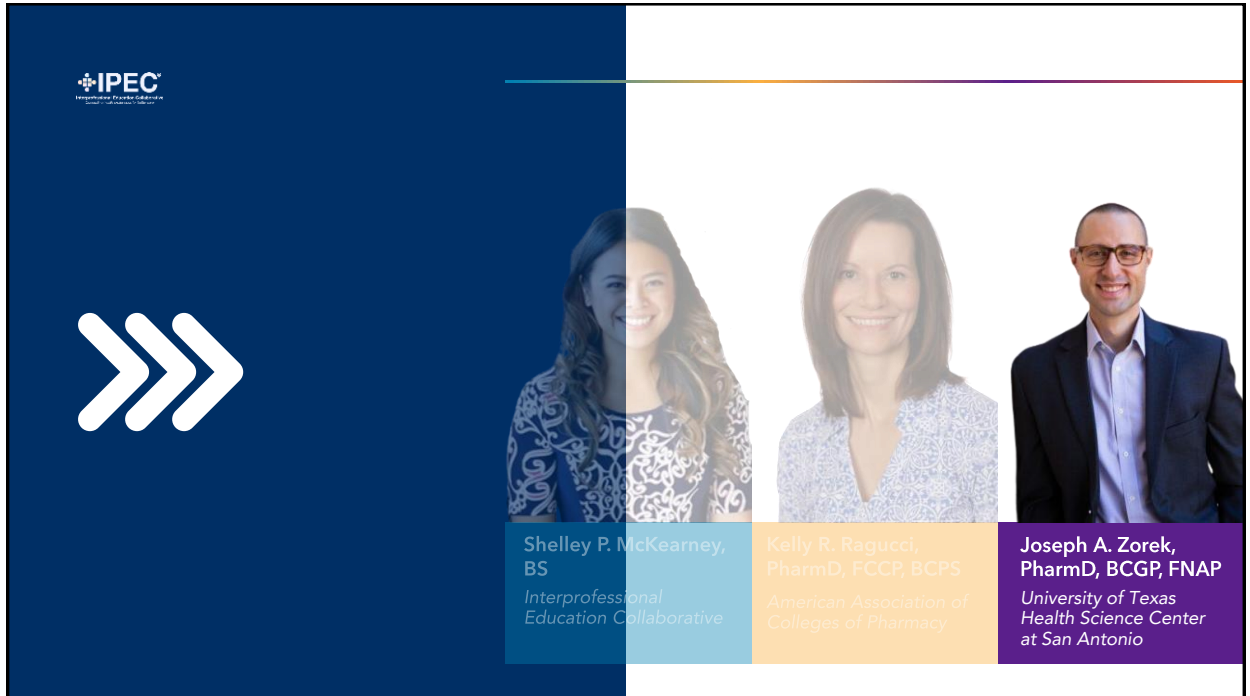
- Streamlining of essential points
- Focus on measurable outcomes
- Decrease in statements
- Attention to "team"
- Expansion of definitions
- Helpfulness of comparison guide
- Prioritization of "safety" and "well-being"
- Advocacy for justice and health equity



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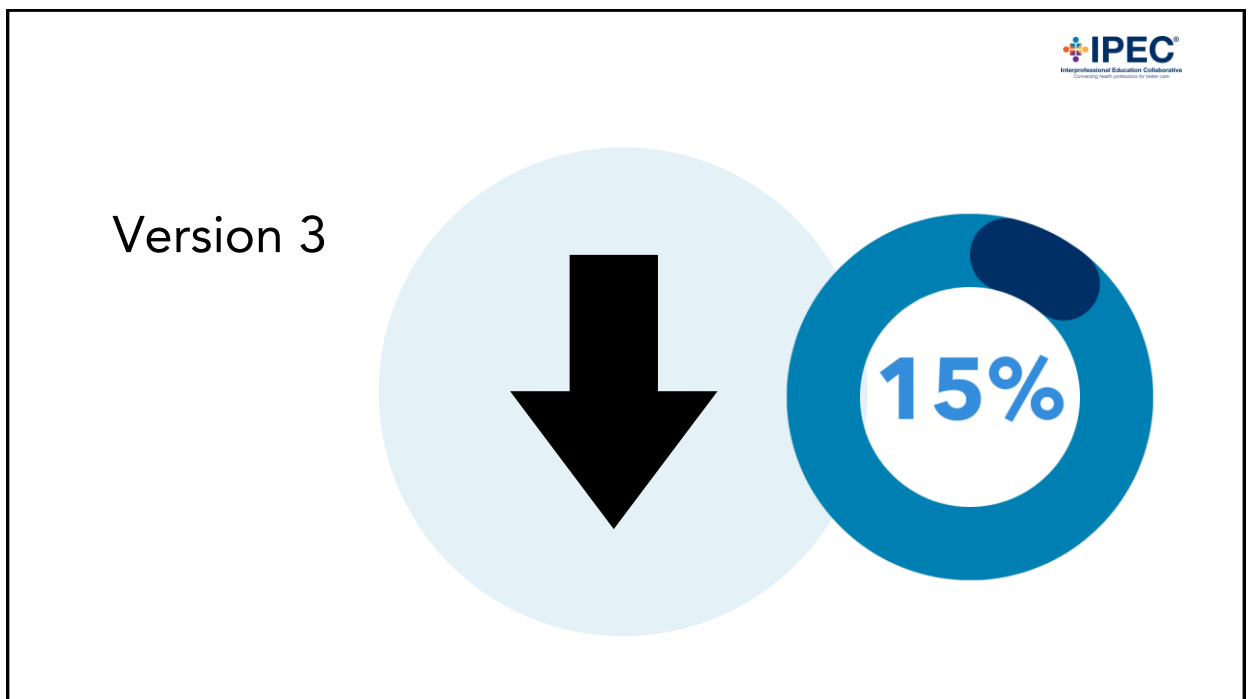
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Shelley P. McKearney, BS
Interprofessional Education Collaborative

Kelly R. Ragucci, PharmD, FCCP, BCPS
American Association of Colleges of Pharmacy

Joseph A. Zorek, PharmD, BCGP, FNAP
University of Texas Health Science Center at San Antonio

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Changing how professionals in health care

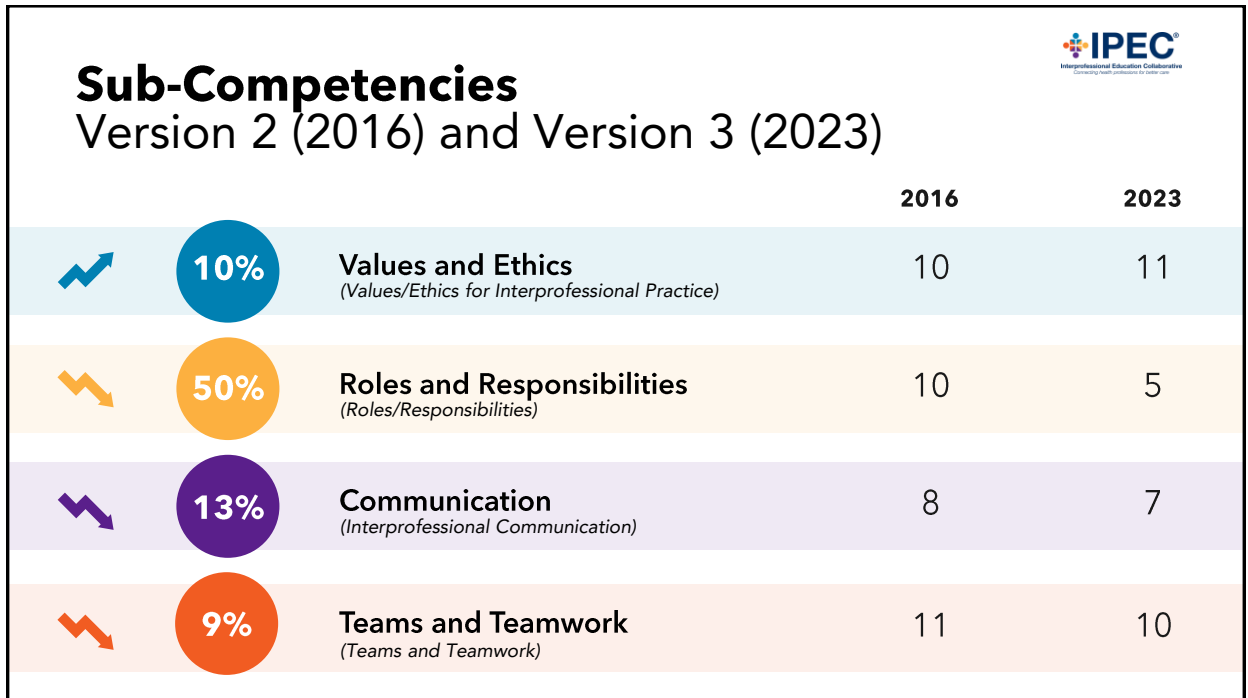
Version 3

15%

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Version 2	Version 3
<p>Values/Ethics for Interprofessional Practice</p> <p>Work with individuals of other professions to maintain a climate of mutual respect and shared values.</p>	<p>Values and Ethics</p> <p>Work with team members to maintain a climate of shared values, ethical conduct, and mutual respect.</p>
<p>Roles/Responsibilities</p> <p>Use the knowledge of one's own role and those of other professions to appropriately assess and address the health care needs of patients and to promote and advance the health of populations.</p>	<p>Roles and Responsibilities</p> <p>Use the knowledge of one's own role and team members' expertise to address individual and population health outcomes.</p>
<p>Interprofessional Communication</p> <p>Communicate with patients, families, communities, and professionals in health and other fields in a responsive and responsible manner that supports a team approach to the promotion and maintenance of health and the prevention and treatment of disease.</p>	<p>Communication</p> <p>Communicate in a responsive, responsible, respectful, and compassionate manner with team members.</p>
<p>Teams and Teamwork</p> <p>Apply relationship-building values and the principles of team dynamics to perform effectively in different team roles to plan, deliver, and evaluate patient/population-centered care and population health programs and policies that are safe, timely, efficient, effective, and equitable.</p>	<p>Teams and Teamwork</p> <p>Apply values and principles of the science of teamwork to adapt one's own role in a variety of team settings.</p>

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APPENDIX D

Comparison Guide

Appendix D: IPEC Comparison Guide for Version 3

The 2023 version of the IPEC competencies contains four core competency areas and 33 sub-competency statements that apply across the health professions for those engaged in interprofessional education for collaborative practice (IPEC).

The central domain of Interprofessional Collaboration is unchanged from the 2016 update. However, minor edits to the four competency names were made for clarity.

The 33 sub-competency statements are organized under the following four competency areas:

- Values and Ethics (previously Values/Ethics for Interprofessional Practice)
- Role and Responsibilities (previously Roles/Responsibilities)
- Communication (previously Interprofessional Communication)
- Teams and Teamwork (unchanged)

The following comparison guide illustrates the 2023 revisions to the competencies and sub-competency statements. Words in **bold** indicate a term defined in the accompanying glossary (Appendix C).

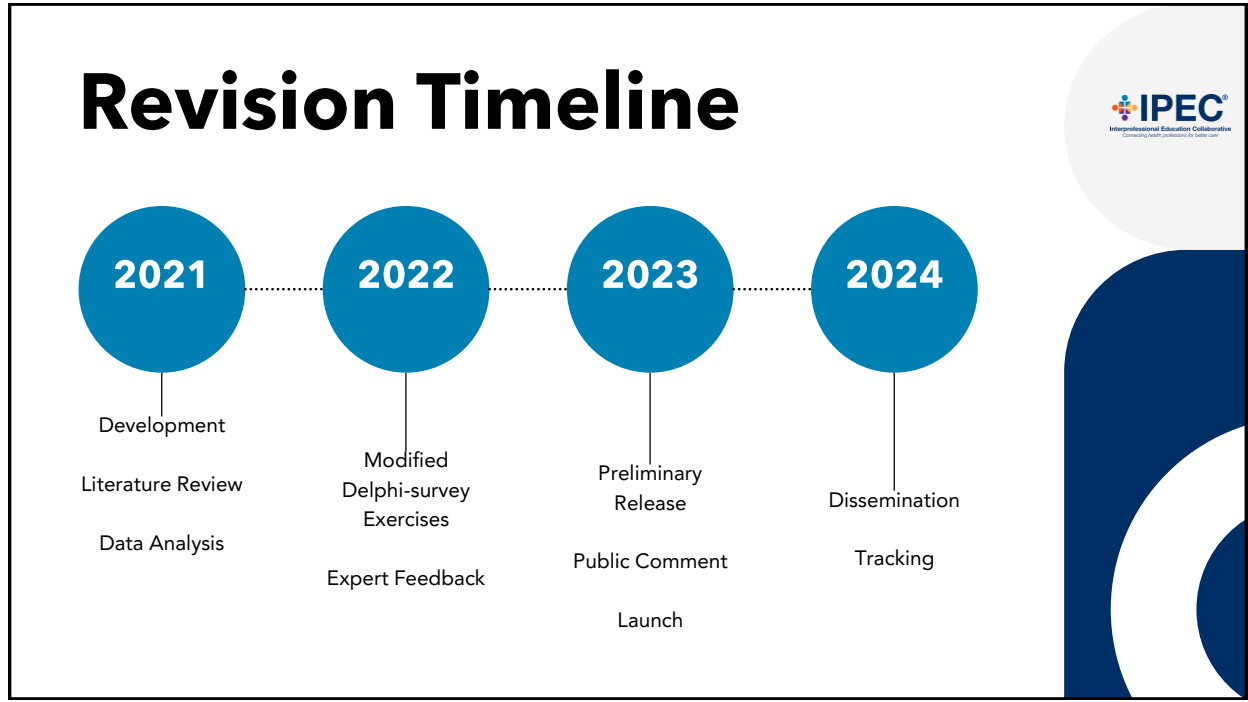
Sub-competency statements: By the Numbers

The number of sub-competencies decreased 10% from 39 (2016) to 33 (2023), as part of the Working and Advisory Groups' concerted effort to address suggestions to trim down the number of statements. Table D1 shows a breakdown of the number of sub-competencies in the 2016 core competency set and the 2023 version. Tables D2-D4 provide crosswalk tools for IPEC core competency areas to efficiently compare the differences between the second and first versions.

VALUES AND SUB-COMPETENCY STATEMENTS COMPARISON 2016 AND 2023	Version 2 (2016)	Version 3 (2023)
10% Values and Ethics	10	11
15% Role and Responsibilities	10	5
13% Communication	8	7
6% Teams and Teamwork	11	10

IPEC Core Competencies: Version 3

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Looking Forward

PHASE II

Explore potential resources and tools to support and encourage use of Version 3 of the IPEC competencies

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Core Competencies:
Version 3 (2023)

VALUES AND ETHICS




Work with **team** members to maintain a climate of shared values, ethical conduct, and mutual respect.



VE1. Promote the values and interests of **persons** and **populations** in health care delivery, **One Health**, and **population** health initiatives.

VE2. Advocate for **social justice** and **health equity** of **persons** and **populations** across the life span.

VE3. Uphold the dignity, privacy, identity, and autonomy of **persons** while maintaining confidentiality in the delivery of **team-based care**.

VE4. Value **diversity**, identities, cultures, and differences.

VE5. Value the expertise of **health professionals** and its impacts on **team** functions and **health outcomes**.

VE6. Collaborate with honesty and integrity while striving for **health equity** and improvements in **health outcomes**.

VE7. Practice trust, empathy, respect, and compassion with **persons**, **caregivers**, **health professionals**, and **populations**.

VE8. Apply high standards of ethical conduct and quality in contributions to **team-based care**.

VE9. Maintain competence in one's own profession in order to contribute to **interprofessional** care.

VE10. Contribute to a **just culture** that fosters self-fulfillment, collegiality, and civility across the **team**.




VE11. Support a **workplace** where differences are respected, career satisfaction is supported, and **well-being** is prioritized.

Amy Akerman
MPAS, PA-C



John Tegzes
MA, VMD, Dipl. ABVT

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Core Competencies:
Version 3 (2023)


ROLES AND RESPONSIBILITIES

Use the knowledge of one's own role and **team** members' expertise to address individual and population **health outcomes**.

RR1. Include the full scope of knowledge, skills, and attitudes of **team** members to provide care that is **person-centered**, safe, cost-effective, timely, efficient, effective, and equitable.

RR2. Collaborate with others within and outside of the health system to improve **health outcomes**.



RR3. Incorporate complementary expertise to meet health needs including the **determinants of health**.

RR4. Differentiate each **team** member's role, scope of practice, and responsibility in promoting **health outcomes**.

RR5. Practice **cultural humility** in **interprofessional** teamwork.


Gerard Carrino
PhD, MPH

Hector Chapa
MD, FACOG



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COMMUNICATION



Communicate in a responsive, responsible, respectful, and compassionate manner with **team** members.

- C1.** Communicate one's roles and responsibilities clearly.
- C2.** Use communication tools, techniques, and technologies to enhance **team** function, **well-being**, and **health outcomes**.
-  **C3.** Communicate clearly with authenticity and **cultural humility**, avoiding discipline-specific terminology.
- C4.** Promote common understanding of shared goals.
- C5.** Practice **active listening** that encourages ideas and opinions of other **team** members.
- C6.** Use constructive feedback to connect, align, and accomplish **team** goals.
- C7.** Examine one's position, power, role, unique experience, expertise, and culture towards improving communication and managing conflicts.





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TEAMS AND TEAMWORK

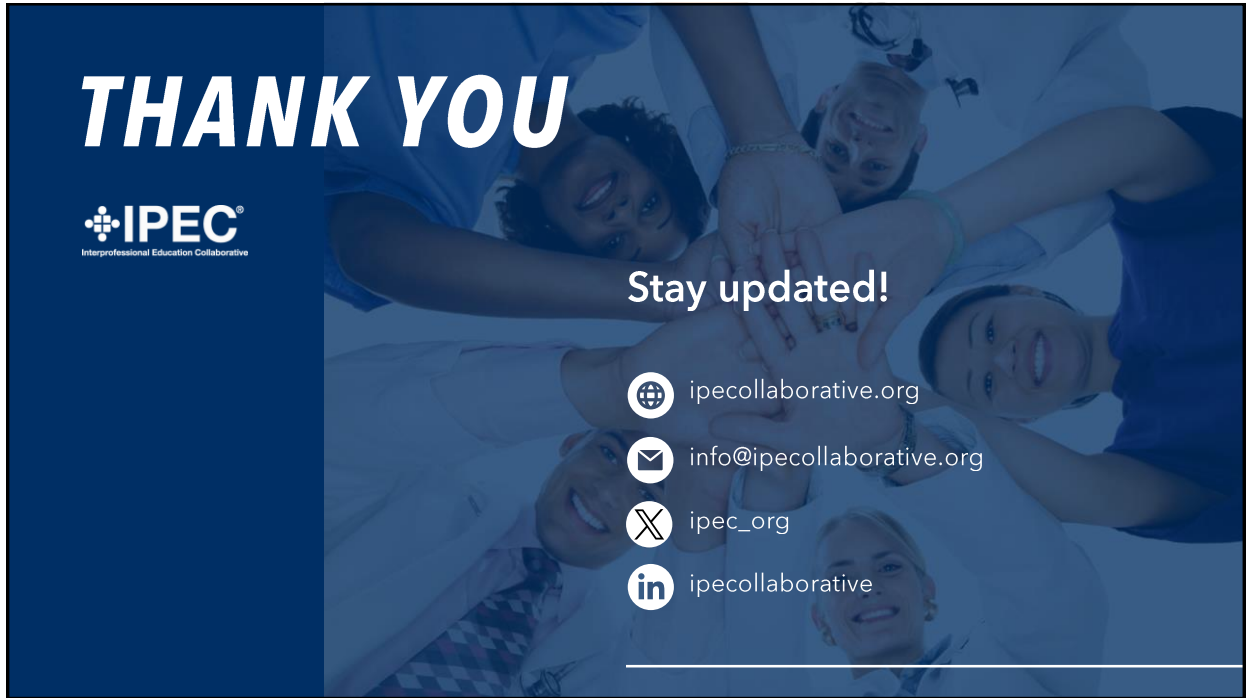
Apply values and principles of the **science of teamwork** to adapt one's own role in a variety of **team** settings.

- TT1.** Describe evidence-informed processes of **team** development and **team** practices.
- TT2.** Appreciate **team** members' diverse experiences, expertise, cultures, positions, power, and roles towards improving **team** function.
- TT3.** Practice **team reasoning**, problem-solving, and decision-making.
-  **TT4.** Use **shared leadership practices** to support **team** effectiveness.
-  **TT5.** Apply **interprofessional conflict management** methods, including identifying conflict cause and addressing divergent perspectives.
- TT6.** Reflect on self and **team** performance to inform and improve **team** effectiveness.
-  **TT7.** Share **team accountability** for outcomes.
-  **TT8.** Facilitate **team** coordination to achieve safe, effective care and **health outcomes**.
- TT9.** Operate from a shared framework that supports **resiliency**, **well-being**, **safety**, and efficacy.
- TT10.** Discuss organizational structures, policies, practices, resources, access to information, and timing issues that impact the effectiveness of the **team**.

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THANK YOU

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Stay updated!

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Something to say?

Ask away!







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Connecting health professions for better care

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What types of *resources* and/or *support* would you/your institution find most helpful for implementing Version 3 of the IPEC competencies?

