Welcome

Open town hall forum

Town Hall Slides

Your Chance to Comment on the New Draft of the 2023 IPEC Core Competencies for Interprofessional Collaborative Practice

Aired on Tuesday, April 25, 2023 from 2:00 PM–3:30 PM Eastern

TOWN HALL FORUM

Your chance to learn about and offer questions and feedback on the current draft of the 2023 Core Competencies for Interprofessional Collaborative Practice

TUESDAY, APRIL 25, 2023
2:00 - 3:30 PM ET
Your Chance to Comment on the New Draft of the 2023 IPEC Core Competencies for Interprofessional Collaborative Practice

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Town Hall Slides

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AGENDA

1. Introduction to IPEC
2. 2011 and 2016 IPEC Core Competencies
3. 2021-2023 Review and Revision Process
4. Questions and Feedback on Preliminary Draft Revisions
5. Closing Remarks

QUICK PULSE POLL

Polls/Quizzes

Prior to today’s town hall
1. Were you able to read the 2023 IPEC Core Competencies Preliminary Draft Revisions, Draft Comparison Guide, and/or Draft Glossary of Terms? (Single Choice) *
   - Yes
   - No
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How do I become an IPEC member?

IPEC Core Competencies
Identify core competencies for interprofessional collaborative practice appropriate for the pre-licensed learner
IPEC Core Competencies for Interprofessional Collaborative Practice

2011

Values/Ethics for Interprofessional Practice (VE)
Roles/Responsibilities (RR)
Interprofessional Communication (CC)
Teams and Teamwork (TT)

Question 11b: If Yes, please specify the interprofessional competency framework/s your institution is/are using.

<table>
<thead>
<tr>
<th>Interprofessional Competency Framework</th>
<th>Global</th>
<th>S. America &amp; Mexico</th>
<th>Australia</th>
<th>Europe</th>
<th>USA &amp; Canada</th>
<th>Africa</th>
<th>Asia</th>
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<tbody>
<tr>
<td>Interprofessional Education Collaborative (IPEC) Competency Framework</td>
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<td>4</td>
<td>3</td>
<td>7</td>
<td>12</td>
<td>3</td>
<td>6</td>
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<tr>
<td>Canadian Interprofessional Health Collaborative (CIHC) Competency Framework</td>
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<td>5</td>
<td>6</td>
<td>13</td>
<td>3</td>
<td>2</td>
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<tr>
<td>Using a Combination of 2 or more Frameworks</td>
<td>18</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>5</td>
<td>1</td>
<td>3</td>
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<tr>
<td>Adapted from CIHC, IPEC, WHO, and/or Other</td>
<td>11</td>
<td>1</td>
<td>3</td>
<td>3</td>
<td>1</td>
<td>0</td>
<td>3</td>
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</table>

Drivers for Revision

- Conduct cyclical review of competencies
- Engage and empower the IPE and CP community
- Reflect current research, policy, and practice

Who oversees the process?

The CCR process is being led by members of the IPEC Executive Board.

Day-to-day leadership is provided through an eight-member Advisory Group and coordinated by the IPEC Associate Director.

EXECUTIVE BOARD
Approves priorities and strategic direction.

ADVISORY GROUP
Oversees project and provides strategic guidance.

WORKING GROUP
Submits recommendations and other input.
Who is involved and how were they selected for the Working Group?

The Working Group panel consists of 23 members representing 22 IPEC member associations, including one active student in a health professions program.

Each used their own process for identifying nominees.

All 22 member associations have participated in the process.

4 WORKSTREAMS

- Gather Feedback & Experiences
- Research/Literature Review
- Competency Revisioning
- Report Writing & Editing
Advisory Group and Working Group Charge

**ELICIT**
feedback about the existing IPEC Core Competencies from education and practice communities

**CONSIDER**
other literature depicting the competencies and/or IPEC job functions and roles

**ENSURE**
the competencies remain relevant in an evolving field of IPEC and continue to meet workforce needs

**PROPOSE**
modifications for consideration by IPEC and others, including learners, educators, patients, families, carers, and community partners
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Timeline

1. Member Stakeholder Survey
   Jul 10–Aug 17, 2023
   Responses from 12 members

2. Town Halls
   Sept 17, 2023
   IPEC session attended by 149 participants
   Oct 4, 2023
   Nexus Summit special session attended by 95 participants

3. Emerging Themes Survey
   Oct 21–Nov 10, 2023
   Sent to 33 Working Group members

4. Modified Delphi Survey on 2016 version
   Jan 10–Feb 11, 2022
   Sent to 33 Working Group members

5. Nexus Summit Presentation
   Aug 22, 2023
   Attended by roughly 100 participants

6. Modified Delphi Survey Round 1 on revised slate
   Oct 6–27, 2022
   Sent to 33 Working Group members

7. First Reactor Group Feedback
   Dec 2023
   Communicated feedback on Round 42
   First Reactor Group members

8. Modified Delphi Survey Round 2 and Analysis
   Feb–Mar 2023
   Developed feedback from Round 42
   First Reactor Group members

9. Open Public Comment
   Apr 10–May 31, 2023
   Reviewed by member associations, member faculty/students, external institutions, clinical agencies, invited experts, members, and more

10. Town Hall
    Apr 29, 2023
    Host open online session to explain major changes and revisions and to gather feedback and comments

11. Update and Preview
    May 24, 2023
    Special session at the virtual IPEC Institute

12. Report Launch
    Summer/Fall 2023
    Share final report via various channels and venues, including webinars and presentations

13. Dissemination and Tracking
    Ongoing
    Track use and impact of revised competencies
What happens next?

11
Update and Preview
May 24, 2023
Special session at the virtual IPEC Institute

12
Report Launch
Summer/Fall 2023
Share final report via various channels and venues, including webinars and presentations

13
Dissemination and Tracking
Ongoing
Track use and impact of revised competency set

REVISION DOCUMENTS
https://www.ipecollaborative.org/ipec-ccr-documents

IPEC Core Competencies Revision Documents
Below are important IPEC Core Competencies Revision (CCR) working documents, survey findings, and reports. Click on any of the links to learn more.
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Preamble
This document outlines the core principles guiding the 2021-2023 IPEC Core Competencies Revision Working Group.

The preamble includes guiding assumptions for the effort and tenets for the forthcoming competency set.

Glossary of Terms
Reviewed by the Working and Advisory Groups, the 2023 glossary expands the 2011 report’s list of 7 operational definitions to 39 terms and counting.

Terms are adopted throughout the revised 2023 IPEC Core Competencies framework and adapted with references.
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Preliminary Draft

The proposed 2023 IPEC Core Competencies for Interprofessional Collaborative Practice reflect IPEC’s steadfast vision that interprofessional collaborative practice is key to the safe, high-quality, accessible, patient-centered care and enhanced population health outcomes desired by all.

Concepts

Several constructs based on collective feedback from the open Town Halls and survey data.

Diversity, Equity, Inclusion

Leadership

One Health

Wellbeing and Resilience

Team Science
Examples of Revisions
(as of April 2023)

Combine two sub-competencies.
VE9 (2016) combined into VE6 (2023).

Moved to other domain.

Standardize terms throughout.
Replaced “individual” with “person” and defined “person” in glossary.

Reword for measurability and/or focus.

Who is the target audience?

The 2023 competency set is aimed at preparing the student versus the 2011 and 2016 focus on the pre-licensure/pre-credentialed student.
What are other changes from 2016?

The comparison guide illustrates the 2023 updates to the competencies and sub-competencies.

Words in bold indicate a term defined in the accompanying draft glossary.

A High-level Look

**DOMAIN**  Interprofessional Collaboration remains unchanged

**COMPETENCIES**  Minor edits made for clarity and/or consistency across the nomenclature

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

**SUB-COMPETENCIES**  From 39 (2016) down to 33 (2023) to address concerns about number of statements
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### Number of Sub-competencies

<table>
<thead>
<tr>
<th>Sub-competency</th>
<th>2016</th>
<th>2023</th>
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<tbody>
<tr>
<td>Values and Ethics</td>
<td>10</td>
<td>11</td>
</tr>
<tr>
<td>Roles and Responsibilities</td>
<td>10</td>
<td>5</td>
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<tr>
<td>Communication</td>
<td>8</td>
<td>7</td>
</tr>
<tr>
<td>Teams and Teamwork</td>
<td>11</td>
<td>10</td>
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### IPEC Core Competencies for Interprofessional Collaborative Practice

#### 2023 Preliminary Draft Revisions

**Values and Ethics**

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

**Roles and Responsibilities**

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

**Communication**

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

**Teams and Teamwork**

Apply values and principles of team science to adapt one's own role in a variety of team settings.
### Bringing Focus to the Team

<table>
<thead>
<tr>
<th>2016 Set (Competency with Definition or Sub-competency)</th>
<th>Emerging 2023 Proposals (as of April 2023)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Values/Ethics for Interprofessional Practice (VE)</td>
<td>Values and Ethics (VE)</td>
</tr>
<tr>
<td>Work with individuals of other professions to maintain a climate of mutual respect and shared values.</td>
<td>Work with <strong>team</strong> members to maintain a climate of shared values, ethical conduct, and mutual respect.</td>
</tr>
<tr>
<td>Roles/Responsibilities (RR)</td>
<td>Roles and Responsibilities (RR)</td>
</tr>
<tr>
<td>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.</td>
<td>Use the knowledge of one’s own role and <strong>team</strong> members’ expertise to address <strong>health outcomes</strong>.</td>
</tr>
</tbody>
</table>

### Bringing Focus to the Team

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<tr>
<td>Interprofessional Communication (CC)</td>
<td>Communication (C)</td>
</tr>
<tr>
<td>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.</td>
<td>Communicate in a responsive, responsible, respectful, and compassionate manner with <strong>team</strong> members.</td>
</tr>
</tbody>
</table>
Bringing Focus to the Team

<table>
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</thead>
<tbody>
<tr>
<td>Teams and Teamwork (TT)</td>
<td>Teams and Teamwork (TT)</td>
</tr>
<tr>
<td>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.</td>
<td>Apply values and principles of team science to adapt one's own role in a variety of team settings.</td>
</tr>
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</table>

DRAFT COMPARISON GUIDE
See what's new, what's changed, and what's been removed.

<table>
<thead>
<tr>
<th>Original Code or Info</th>
<th>2016 Set (Competency with Definition or Sub-competency)</th>
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<tr>
<td>NEW</td>
<td>N/A</td>
<td>VE2. Advocate for social justice and health equity of persons and populations across the life span.</td>
</tr>
<tr>
<td>RR7.</td>
<td>Forge interdependent relationships with other professions within and outside of the health system to improve care and advance learning.</td>
<td>RR2. Collaborate with others within and outside of the health system to improve health outcomes.</td>
</tr>
<tr>
<td>CC8.</td>
<td>Communicate the importance of teamwork in patient-centered care and population health programs and policies.</td>
<td>Removed.</td>
</tr>
</tbody>
</table>
What happens after the 2023 final revision is approved and released?

Many comments focused on how IPEC can assist members in operationalizing and using the new 2023 Core Competencies.

In Phase 2, we are considering the creation of a toolkit and potentially other supports via the IPEC Institutes.

Let's review each draft competency.

Share your questions and feedback.
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.
**Roles and Responsibilities**

Use the knowledge of one’s own role and team members’ expertise to address 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. Incorporate complementary expertise to meet health needs including the social determinants of health.

- **RR3.** Collaborate with others within and outside of the health system to improve health outcomes. Incorporate complementary expertise to meet health needs including the social 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.

**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 and teamwork towards 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, hierarchical role, unique experience, expertise, and culture towards improving communication and managing conflicts.
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TEAMS AND TEAMWORK

Apply values and principles of team science to adapt one’s own role in a variety of team settings.

TT1. Describe evidence-informed processes of team development and practices.

TT2. Appreciate team members’ diverse experiences, expertise, cultures, positions, power, and hierarchical roles towards improving team function.

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.

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.

TT12. Practice team reasoning, problem-solving, and decision-making.

TT13. Use shared leadership practices to support team effectiveness.

TT7. Share team accountability for outcomes.

TT14. Facilitate care coordination to achieve safe, effective care and health outcomes.

TT15. Appreciate team members’ diverse experiences, expertise, cultures, positions, power, and hierarchical roles towards improving team function.

TT16. Reflect on self and team performance to inform and improve team effectiveness.

TT17. Share team accountability for outcomes.

TT18. Support a workplace where differences are respected, career satisfaction is supported, and well-being is prioritized.

We appreciate your comments!

For more details, visit
www.ipecollaborative.org/ipec-core-competencies

Download or read online.

Contact us.
Send an email to info@ipecollaborative.org
Tweet us at @ipec_org #IPECDraft23CC

Send comments.
Share feedback and concerns by completing the online form by Wed, May 31.

Thank you for your participation!

Stay updated!

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ipecollaborative