



Interprofessional Education Collaborative
Connecting health professions for better care

Core Competencies for Interprofessional Collaborative Practice

Sponsored by the Interprofessional Education Collaborative*

Draft Comparison Guide

2023

Comparison Guide

The *IPEC Core Competencies: 2023 Update* contain 33 competency statements that apply across the health professions for those engaged in interprofessional education for collaborative practice.

In the 2023 preliminary draft, the overarching domain of **Interprofessional Collaboration** is unaltered from the 2016 update. However, minor edits to the four competencies were made for clarity and/or consistency across the core competency nomenclature.

The 33 sub-competencies are organized under:

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

The following comparison guide illustrates the 2023 updates to the competencies and sub-competencies. Words in **bold** indicate a term defined in the accompanying draft glossary.

This pending competency set is aimed at preparing students to engage in lifelong learning and collaboration to improve both patient/client care and community health outcomes (IPEC, 2022).

For more details about the 2021-2023 revision, [click here](#).

Feedback is welcomed on the draft 2023 IPEC Core Competencies as IPEC moves toward a revised version of the competencies. This draft is preliminary and the final version will be presented to the IPEC board of directors for review and approval.

Feedback can be shared by:

- Leaving comments on the [Comments](#) form
- Emailing info@ipeccollaborative.org
- Contacting IPEC on [Twitter](#)
- Joining the [April 25, 2023 virtual town hall forum](#)

CORE COMPETENCIES

Comparison: 2016 Set and 2023 Proposals

2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
<p>Values/Ethics for Interprofessional Practice (VE)</p> <p>Work with individuals of other professions to maintain a climate of mutual respect and shared values.</p>	<p>Values and Ethics (VE)</p> <p>Work with team members to maintain a climate of shared values, ethical conduct, and mutual respect.</p>
<p>Roles/Responsibilities (RR)</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 (RR)</p> <p>Use the knowledge of one’s own role and team members’ expertise to address health outcomes.</p>
<p>Interprofessional Communication (CC)</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 (C)</p> <p>Communicate in a responsive, responsible, respectful, and compassionate manner with team members.</p>
<p>Teams and Teamwork (TT)</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 (TT)</p> <p>Apply values and principles of team science to adapt one's own role in a variety of team settings.</p>

VALUES AND ETHICS

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
Core Comp	Work with individuals of other professions to maintain a climate of mutual respect and shared values.	Work with team members to maintain a climate of shared values, ethical conduct, and mutual respect.
VE1.	Place interests of patients and populations at center of interprofessional health care delivery and population health programs and policies, with the goal of promoting health and health equity across the life span.	VE1. Promote the values and interests of persons and populations in health care delivery, One Health , and population health initiatives.
NEW	N/A	VE2. Advocate for social justice and health equity of persons and populations across the life span.
VE2.	Respect the dignity and privacy of patient while maintaining confidentiality in the delivery of team-based care.	VE3. Uphold the dignity, privacy, identity, and autonomy of persons while maintaining confidentiality in the delivery of team-based care .
VE3.	Embrace the cultural diversity and individual differences that characterize patients, populations, and the health team.	VE4. Value diversity , identities, cultures, and differences.
VE4.	Respect the unique cultures, values, roles/responsibilities, and expertise of other health professions and the impact these factors can have on health outcomes.	VE5. Value the expertise of health professionals and its impacts on team functions and health outcomes .

VALUES AND ETHICS

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
VE5.	Work in cooperation with those who receive care, those who provide care, and others who contribute to or support the delivery of prevention and health services and programs.	VE6. Collaborate with honesty and integrity while striving for health equity and improvements in health outcomes .
VE6.	Develop a trusting relationship with patients, families, and other team members (CIHC, 2010).	VE7. Practice trust, empathy, respect, and compassion with persons, caregivers, health professionals, and populations .
VE7.	Demonstrate high standards of ethical conduct and quality of care in contributions to team-based care.	VE8. Apply high standards of ethical conduct and quality in contributions to team-based care .
VE8.	Manage ethical dilemmas specific to interprofessional patient/ population centered care situations.	<i>Removed.</i>
VE9.	Act with honesty and integrity in relationships with patients, families, communities, and other team members.	<i>Removed.</i>
VE10.	Maintain competence in one's own profession appropriate to scope of practice.	VE9. Maintain competence in one's own profession in order to contribute to interprofessional care .

VALUES AND ETHICS

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
NEW	N/A	VE10. Contribute to a just culture that fosters self-fulfillment, collegiality, and civility across the team .
NEW	N/A	VE11. Support a workplace where differences are respected, career satisfaction is supported, and well-being is prioritized.

ROLES AND RESPONSIBILITIES

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
Core Comp	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.	Use the knowledge of one’s own role and team members’ expertise to address health outcomes .
RR1.	Communicate one’s roles and responsibilities clearly to patients, families, community members, and other professionals.	<i>Removed.</i>
RR2.	Recognize one’s limitations in skills, knowledge, and abilities.	RR5. Practice cultural humility in interprofessional teamwork.
RR3.	Engage diverse professionals who complement one’s own professional expertise, as well as associated resources, to develop strategies to meet specific health and healthcare needs of patients and populations.	RR3. Incorporate complementary expertise to meet health needs including the social determinants of health .
RR4.	Explain the roles and responsibilities of other providers and how the team works together to provide care, promote health, and prevent disease.	<i>Removed.</i>

ROLES AND RESPONSIBILITIES

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
RR5.	Use the full scope of knowledge, skills, and abilities of professionals from health and other fields to provide care that is safe, timely, efficient, effective, and equitable.	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.
RR6.	Communicate with team members to clarify each member's responsibility in executing components of a treatment plan or public health intervention.	RR4. Differentiate each team member's role, scope of practice, and responsibility in promoting health outcomes .
RR7.	Forge interdependent relationships with other professions within and outside of the health system to improve care and advance learning.	RR2. Collaborate with others within and outside of the health system to improve health outcomes .
RR8.	Engage in continuous professional and interprofessional development to enhance team performance and collaboration.	<i>Removed.</i>
RR9.	Use unique and complementary abilities of all members of the team to optimize health and patient care.	<i>Removed.</i>
RR10.	Describe how professionals in health and other fields can collaborate and integrate clinical care and public health interventions to optimize population health.	<i>Removed.</i>

COMMUNICATION

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
Core Comp	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.	Communicate in a responsive, responsible, respectful, and compassionate manner with team members.
CC1.	Choose effective communication tools and techniques, including information systems and communication technologies, to facilitate discussions and interactions that enhance team function.	C2. Use communication tools, techniques, and technologies to enhance team function, well-being , and health outcomes .
CC2.	Communicate information with patients, families, community members, and health team members in a form that is understandable, avoiding discipline-specific terminology when possible.	C3. Communicate clearly with authenticity and cultural humility , avoiding discipline-specific terminology.
CC3.	Express one’s knowledge and opinions to team members involved in patient care and population health improvement with confidence, clarity, and respect, working to ensure common understanding of information, treatment, care decisions, and population health programs and policies.	C4. Promote common understanding and teamwork towards shared goals.

COMMUNICATION

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
CC4.	Listen actively, and encourage ideas and opinions of other team members.	C5. Practice active listening that encourages ideas and opinions of other team members.
CC5.	Give timely, sensitive, instructive feedback to others about their performance on the team, responding respectfully as a team member to feedback from others.	C6. Use constructive feedback to connect, align, and accomplish team goals.
CC6.	Use respectful language appropriate for a given difficult situation, crucial conversation, or conflict.	C7. Examine one's position, power, hierarchical role, unique experience, expertise, and culture towards improving communication and managing conflicts.
CC7.	Recognize how one's uniqueness (experience level, expertise, culture, power, and hierarchy within the health team) contributes to effective communication, conflict resolution, and positive interprofessional working relationships (University of Toronto, 2008).	<i>Removed.</i>
CC8.	Communicate the importance of teamwork in patient-centered care and population health programs and policies.	<i>Removed.</i>
NEW	N/A	C1. Communicate one's roles and responsibilities clearly.

TEAMS AND TEAMWORK

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
Core Comp	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.	Apply values and principles of team science to adapt one's own role in a variety of team settings.
TT1.	Describe the process of team development and the roles and practices of effective teams.	TT1. Describe evidence-informed processes of team development and practices.
TT2.	Develop consensus on the ethical principles to guide all aspects of team work.	<i>Removed.</i>
TT3.	Engage health and other professionals in shared patient-centered and population-focused problem-solving.	TT3. Practice team reasoning, problem-solving, and decision-making.
TT4.	Integrate the knowledge and experience of health and other professions to inform health and care decisions, while respecting patient and community values and priorities/preferences for care.	<i>Removed.</i>
TT5.	Apply leadership practices that support collaborative practice and team effectiveness.	TT4. Use shared leadership practices to support team effectiveness.

TEAMS AND TEAMWORK

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
TT6.	Engage self and others to constructively manage disagreements about values, roles, goals, and actions that arise among health and other professionals and with patients, families, and community members.	TT5. Apply interprofessional conflict management methods, including identifying conflict cause and addressing divergent perspectives.
TT7.	Share accountability with other professions, patients, and communities for outcomes relevant to prevention and health care.	TT7. Share team accountability for outcomes.
TT8.	Reflect on individual and team performance for individual, as well as team, performance improvement.	TT6. Reflect on self and team performance to inform and improve team effectiveness.
TT9.	Use process improvement to increase effectiveness of interprofessional teamwork and team-based services, programs, and policies.	<i>Removed.</i>
TT10.	Use available evidence to inform effective teamwork and team-based practices.	<i>Removed.</i>
TT11.	Perform effectively on teams and in different team roles in a variety of settings.	<i>Removed.</i>

TEAMS AND TEAMWORK

Comparison: 2016 Set and 2023 Proposals

Original Code or Info	2016 Set (Competency with Definition or Sub-competency)	Emerging 2023 Proposals (as of April 2023)
NEW	N/A	TT8. Facilitate care coordination to achieve safe, effective care and health outcomes .
NEW	N/A	TT9. Operate from a shared framework that supports resiliency, well-being, safety, and efficacy .
NEW	N/A	TT10. Discuss organizational structures, policies, practices, resources, access to information, and timing issues that impact the effectiveness of the team .
NEW	N/A	TT2. Appreciate team members' diverse experiences, expertise, cultures, positions, power, and hierarchical roles towards improving team function.