Introducing the 2023 IPEC Core Competencies for Interprofessional Collaborative Practice

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

December 1, 2023
2:00 - 3:00 PM ET

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Thank you!

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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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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.

IPE ON THE RISE

Students that have participated in some level of IPE activity

66%

Institutions that require IPE for some or all students

92%

SOURCE: American Interprofessional Health Collaborative Survey Data, 2019
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Recap

2021-2023 Revision

CONDUCT
a cyclical review of competencies

EXECUTIVE BOARD
Approved priorities and strategic direction.

REFLECT
current research, policy, and practice

ADVISORY GROUP
Oversaw project and provided strategic guidance.

ENGAGE AND EMPOWER
the IPE and CP community

WORKING GROUP
Submitted recommendations and other input.
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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

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
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
What’s in a name....?

2011
Version 1

2016
Version 2

2023
Version 3

What’s in a name....?

2011
Version 1

2016
Version 2

2023
Version 3
Webinar Slides

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What’s in a name....?

2011
Version 1

2016
Version 2

2023
Version 3

WHAT’S NEW?

Brand New Look

2016
Version 2

2023
Version 3
**Competency Changes**

**2016**
- Values/Ethics for Interprofessional Practice
- Roles/Responsibilities
- Interprofessional Communication
- Teams and Teamwork

**2023**
- Values and Ethics
- Roles and Responsibilities
- Communication
- Teams and Teamwork

**PREAMBLE**

**Target Audience**
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The competency set is aimed at preparing the:

- Pre-licensure/Pre-credentialed Student (Version 1, 2011)
- Pre-licensure/Pre-credentialed Student (Version 2, 2016)
- Preliminary Draft (April 2023)
- Version 3 (November 2023)

APPENDIX C

Glossary of Terms
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Feedback
July 2021 - February 2023

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

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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Version 3

15%
### Sub-Competencies
#### Version 2 (2016) and Version 3 (2023)

<table>
<thead>
<tr>
<th>Topic</th>
<th>2016</th>
<th>2023</th>
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<tbody>
<tr>
<td><strong>Values and Ethics</strong> (Values/Ethics for Interprofessional Practice)</td>
<td>10</td>
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<tr>
<td><strong>Roles and Responsibilities</strong> (Roles/Responsibilities)</td>
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<td><strong>Communication</strong> (Interprofessional Communication)</td>
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<td>7</td>
</tr>
<tr>
<td><strong>Teams and Teamwork</strong> (Teams and Teamwork)</td>
<td>11</td>
<td>10</td>
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</tbody>
</table>

**Version 2**

- **Values/Ethics for Interprofessional Practice**
  - Work with individuals of other professions to maintain a climate of mutual respect and shared values.

- **Roles/Responsibilities**
  - 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.

- **Interprofessional Communication**
  - 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.

- **Teams and Teamwork**
  - 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.

**Version 3**

- **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 individual and population health outcomes.

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

- **Teams and Teamwork**
  - Apply values and principles of the science of teamwork to adapt one’s own role in a variety of team settings.
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APPENDIX D

Comparison Guide

Revision Timeline

2021

Development

Literature Review

Data Analysis

2022

Modified Delphi-survey Exercises

Expert Feedback

2023

Preliminary Release

Public Comment Launch

2024

Dissemination

Tracking
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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VALUES AND ETHICS

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

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

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

Value diversity, identities, cultures, and differences.

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

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

Maintain competence in one’s own profession in order to contribute to interprofessional care.

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

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

ROLEs AND RESPONSIBILITIES

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.

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

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

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

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 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.

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