



Rehabilitation COMPETENCY FRAMEWORK

VIRTUAL TRAINING SESSION 1

**How to adapt the WHO Rehabilitation Competency
Framework to specific contexts**

11 March 2021

13:00 CET

BACKGROUND

For competency frameworks to be useful tools for workforce strengthening, they need to be designed according to their specific purpose and be accepted by the stakeholders for which the framework is concerned. Much of the criticism for competency frameworks is rooted in a failure to recognize that different applications of competency framework, whether in education and training, regulation, recruitment, evaluation and planning, or any other context, require competency frameworks to have specific design features that enable them to effectively serve their purpose. The Rehabilitation Competency Framework (RCF) was developed to serve as a reference framework from which context-specific competency frameworks can be developed. With this intention in mind, the RCF is highly adaptable, encompassing a range of proficiency levels reflecting a broad spectrum of performance; describing competencies and activities through different layers of specificity; and using language amendable to accurate global interpretation and translation. This enables competency framework developers to extract relevant content from the RCF, embed it within an operational structure, and contextualize it to reflect the language, values, priorities and scope of practice of the workforce for which it applies.

The RCF was published alongside a guide that describes a systematic methodology for “adapting and adopting” the RCF to suit the specific needs of different stakeholders. This training webinar will explore the different ways competency frameworks can be used and how their design can be tailored accordingly. The phases and steps involved in developing a competency framework modelled on the RCF will be described, and participants will have the opportunity to raise questions with the experts involved in the development of the RCF and associated guides.

TARGET AUDIENCE

This training is open to anybody who is interested in gaining a more in-depth understanding of competency frameworks, and who are interested in using the RCF to create a context-specific rehabilitation competency framework. No prior experience with competency frameworks is required.

LEARNING OUTCOMES

By the end of the training session, participants will:

1. be able to describe the different ways competency frameworks are used and the design features associated with different competency framework applications;
2. be able to describe the key considerations and good practices involved with competency framework development; and
3. feel confident in undertaking the process of competency framework development.

PRE-READING

- WHO Rehabilitation Competency Framework
- Adapting the WHO Rehabilitation Competency Framework to a specific context

Both can be found on the [WHO Rehabilitation Competency Framework web page](#)

[CLICK HERE TO REGISTER](#)

TRAINING AGENDA

TIME	TOPIC	SPEAKER
5 mins	Welcome and introduction	Dr Alarcos Cieza Unit Head, Sensory Functions, Disability, and Rehabilitation Unit, WHO
10 mins	Rapid RCF overview Here, participants will be provided with a brief recap of the main features of the RCF and critical terminology that will be frequently used throughout the training.	Prof Edward Lemaire President, International Society of Prosthetics and Orthotics
15 mins	Competency frameworks: What are they used for? The elevator pitch challenge: Four experts will have 2 minutes each to summarise how competency frameworks are used in education, regulation, workforce management, and evaluation and planning.	Chair: Mr Satish Mishra Advisor, Disability and Rehabilitation, WHO Regional Office for Europe EXPERTS: Dr Rochelle Dy Chair, Education Committee, International Society of Physical and Rehabilitation Medicine Dr Alison Douglas Director of Standards at the Canadian Association of Occupational Therapists Mr Peter Skelton Rehabilitation and Emergencies Lead, Sensory Functions, Disability, and Rehabilitation Unit, WHO Ms Monika Mann Associate Faculty, John Hopkins School of Public Health
10 mins	Q&A During the first half of the session, participants will be able to raise questions regarding any of the topics discussed. Here, Satish Mishra will pose these questions to the relevant speakers for further discussion.	Chair: Mr Satish Mishra Advisor, Disability and Rehabilitation, WHO Regional Office for Europe

20 mins	<p>Step by step: The process of “adopting and adapting” the RCF for a specific context</p> <p>Jody-Anne Mills will delve into the ‘how-to’ of developing a competency framework modelled from the RCF. The phases and steps of the process will be addressed, with an emphasis on how frameworks can be effectively contextualized.</p>	<p>Ms Jody-Anne Mills Sensory Functions, Disability, and Rehabilitation Unit, WHO</p>
10 mins	<p>Doing it right: Key considerations and good practices in competency framework development</p> <p>Stacey Baldac will share the experience of developing the recently updated competency framework for Speech Pathology Australia, and discuss how the key considerations and good practices described in the Adaption guide came into play.</p>	<p>Stacey Baldac Manager, Professional Standards, Speech Pathology Australia</p>
10 mins	<p>Q&A</p> <p>A second Q&A allows participants to pose any new questions that may have arisen during the second half of the session, or that concern the topic of the training as a whole.</p>	<p>Chair: Mr Satish Mishra Advisor, Disability and Rehabilitation, WHO Regional Office for Europe</p>
5 mins	<p>Conclusions and close</p>	<p>Ms Jody-Anne Mills Sensory Functions, Disability, and Rehabilitation Unit, WHO</p>

COMING UP: WHO REHABILITATION COMPETENCY FRAMEWORK IN ACTION TRAINING

<p>Session 2: 25 March</p>	<p>Using competency frameworks in the development of rehabilitation programmes and curricula</p>
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SESSION CONTRIBUTORS



Edward Lemaire

Edward Lemaire, PhD is actively involved with research on technologies that improve mobility for people with physical disabilities. He is a Professor at the University of Ottawa Faculty of Medicine; Adjunct Professor in Mechanical Engineering, Human Kinetics, Health Sciences, and Systems Design Engineering; and Investigator with the Ottawa Hospital Research Institute's Centre for Rehabilitation Research and Development. He is also President of the International Society of Prosthetics and Orthotics. Dr Lemaire's research has resulted in over 500 published papers and presentations that include intelligent prosthetics and orthotics, biomechanical movement analysis in 3D virtual environments, smartphone and artificial intelligence approaches to improve decision-making, and eHealth technology to enhance access to education and rehabilitation services.



Satish Mishra

Over the last two decades, Satish Mishra has been working to improve access to health care for persons with disabilities, strengthen rehabilitation services and access to assistive products, build the evidence base for disability, rehabilitation and assistive technology in different countries of the World Health Organization regions of the world – Southeast Asia, Western Pacific, Eastern Mediterranean and European region. Satish is the author of several publications on disability, rehabilitation and assistive technology topics. Currently, he works as Regional Technical Officer – Disability and Rehabilitation for the WHO Regional Office for Europe. In this role, Satish supports 53 countries in the region to strengthen policy, system, workforce and service delivery on rehabilitation and assistive technology and ensure equitable access to services.



Rochelle Dy

Dr Rochelle Dy, MD is an Associate Professor of Physical Medicine and Rehabilitation (PM&R) at Baylor College of Medicine in Houston, Texas, USA, and serves as the Director of the PM&R residency and the Pediatric Rehabilitation Medicine fellowship programmes. She is a full time Pediatric Physiatrist and Clinic Chief for PM&R at the Texas Children's Hospital. Her clinical and research interests are in cerebral palsy and spasticity management. Dr Dy received her medical degree from the University of Santo Tomas, Philippines, then completed a combined Peds/PM&R residency programme at Einstein Medical Center and Temple University Hospital in Philadelphia, and a Pediatric Rehabilitation fellowship at A.I. duPont Hospital for Children in Delaware. She is triple board certified in Pediatrics, PM&R and Pediatric Rehabilitation. As well as being an active member of several organizations, Dr Dy serves as Chair of the Education Committee of the International Society of Physical and Rehabilitation Medicine (ISPRM).



Alison Douglas

Dr Alison Douglas is an Occupational Therapist with a PhD in Rehabilitation Sciences from McMaster University, Canada. As the Director of Standards at the Canadian Association of Occupational Therapists, she is responsible for managing the national entry-to-practice exam and the accreditation of academic programmes. She is also involved with accreditation of occupational therapy assistant and physiotherapy assistant programmes. She has a particular interest in the use of competency frameworks for education and examinations.



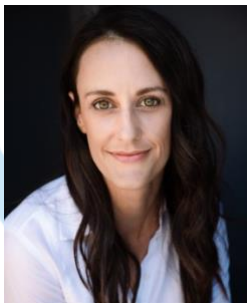
Peter Skelton

Pete Skelton is Rehabilitation in Emergencies focal point with WHO. A physiotherapist specialising in major trauma, he previously worked as rehabilitation lead of the UK Emergency Medical Team and Humanitarian Advisor for a number of INGOs. Since responding to the Haiti earthquake in 2010, Pete has been involved as team lead or rehabilitation response lead in emergencies including conflicts, displacements, earthquakes and cyclones, on missions ranging from a few short weeks to over a year. He is also the author of a number of clinical and operational guidelines on rehabilitation in emergencies. Before working in the humanitarian sector, he split his time between work in the National Health Service and health projects in West Africa and India.



Monika Mann

Monika Mann is an associate faculty member at the Johns Hopkins Bloomberg School of Public Health and adjunct faculty at the University of San Francisco where she is currently teaching global health in their MPH program. She combines her expertise in rehabilitation and public health to work on increasing access to quality rehabilitation services in under-served communities and strengthening rehabilitation in health systems. Monika has developed, implemented, and evaluated programs to increase competencies of physiotherapists in Asia, Africa, and Latin America. She has consulted with organizations including WHO, PAHO, and World Physiotherapy.



Jody-Anne Mills

Jody-Anne Mills is a consultant with the WHO Rehabilitation Programme in Geneva, Switzerland. She has a specific interest in issues related to workforce and has been the project lead for the development of the WHO Rehabilitation Competency Framework (RCF) and associated guides, and for WHO's work on national rehabilitation workforce evaluation and planning. Jody-Anne practiced as an occupational therapist in Australia, the United Kingdom, and Togo before completing her master's degree in International Public Health and commencing her role with WHO. She is currently a PhD candidate at the John Walsh Centre for Rehabilitation Research at the University of Sydney.

**Stacey Baldac**

Stacey is the Manager of Professional Standards for Speech Pathology Australia (SPA). This role oversees the accreditation of university speech pathology programs, the overseas qualified assessment program, the re-entry to the profession program; and the development and review of practice documents. Stacey has experience and interest in competency development, accreditation and quality systems. Stacey has supported overseas professional associations to develop university accreditation systems. Stacey has worked in professional organisations, community, public hospitals and higher education.