John H. V. Gilbert, C.M., Ph.D., LLD., FCAHS
Senior Scholar, WHO Collaborating Centre on Health Workforce Planning & Research, Dalhousie University.
Professor Emeritus, University of British Columbia.
DR. TMA Pai Endowment Chair in Interprofessional Education & Practice, Manipal University.
Adjunct Professor, University of Technology, Sydney
Founding Chair, Canadian Interprofessional Health Collaborative
A Framework for What?

Implementation of Integrated Health Workforce Strategies
Framework I
An Intersectoral Policy Platform for the Education of Health Professionals

Develop a clear work plan.
Use a robust evaluation framework.
Fund equitably, and accountably.
Collaborate with all concerned parties.
Provide space and complete administrative support for the initiative.
Framework II
Some Critical Success Factors

Promote IPE/IPP/IPC as a key health workforce strategy at governmental, institutional and organizational levels.

Seek out, and encourage, strategic and innovative partnerships.

Facilitate new knowledge creation, exchange and application about IPE, IPP & IPC across all constituencies.

Share responsibility between actors and agencies.
INSTITUTIONAL SUPPORT MECHANISMS

WORKING CULTURE MECHANISMS
- Collaborative Practice-Ready Health Workforce
- Governance models
- Structured protocols
- Conflict resolution policies
- Shared decision-making processes
- Communications strategies
- Built environment
- Facilities

ENVIRONMENTAL MECHANISMS
- Supportive management practices
- Personnel policies
- Facilities
- Space design
- Shared operating resources
- Collaborative Practice

Optimal Health Services
Framework III
Some Procedures to Reach Objectives

Facilitate connections between important stakeholders.
Focus work in appropriate groups.
Establish networks *to support multi-site research*.
Use an IPE Competency Framework to develop a core for building IPP and IPC.
Create an active, virtual social network.
Support student led organizations.
Framework IV
Creating an Intersectoral IPE/IPP/IPC Policy Platform for Success

Engage, encourage, and reward the practice community.
Prioritize the wide range of complex activities associated with IPE/IPP/IPC.
Implement a clear business plan in order to ensure long-term sustainability.
Select strategic “homes” for start up and ongoing programs.
Framework V: How we’ll get there

Adopt *global definitions* of IPE/IPP/IPC that encompasses every health and human service discipline. Leave no room for multiple interpretations.

Adopt a *common set of principles* to which every discipline can adhere.

Adopt *one set of core competencies*, regardless of discipline and geographic location.

Foster & build a *strong research program*.

Build IPE/IPP/IPC into *accreditation* programs.
EDUCATOR MECHANISMS

- Staff training
- Institutional support
- Managerial commitment
- Learning outcomes
- Collaborative Practice-Ready Health Workforce

Interprofessional Education

Present & Future Health Workforce

Logistics & scheduling
Programme content
Compulsory attendance
Shared objectives
Learning methods
Contextual learning
Assessment
Adult learning principles
Compulsory attendance

Managerial commitment
Institutional support
Champions
Staff training

CURRICULAR MECHANISMS

Educator mechanisms

Curricular mechanisms
Framework VI: Future Directions

Governments must recognize the importance of implementing meaningful interprofessional policies.

Courses and projects specific to IPE/IPP/IPC should be offered in the workplace.

Quality improvement approaches should be implemented to support IPE/IPP/IPC in enhancing practice, delivery of services and patient care.

Practicing professionals should mentor students on IPE/IPP/IPC, and students should share their knowledge of IPE/IPP/IPC with mentors.
Framework VII: Modify Structures to Support Collaboration

Develop IP leadership and planning groups
Build incentives for IP teaching/learning
Provide mechanisms for IP communication and coordination

Answer the Question: *What’s in it for me?*
HEALTH SERVICES DELIVERY MECHANISMS

PATIENT SAFETY MECHANISMS
Framework VIII: Future Collaborative Opportunities

Competencies
Curricula
Assessment
Faculty Development
Accreditation
Research & Evaluation
Joint IPE/IPP/IPC E-Library
IP Collaborative Strategies Practice Education (PE) An Old Idea - A Central Tenet?

“For the things we have to learn before we can do them, we learn by doing them.”

(Aristotle, Nicomachean Ethics (350 B.C.E))
For a Framework to Succeed
The Major Lesson Learned

“Commit to sustain”

The Reality

The only cash flow is an institution’s cash flow, build on what exists
## Global IPE/IPP/IPC: Putting it together

<table>
<thead>
<tr>
<th>Year</th>
<th>Event Title</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1997</td>
<td>All Together, Better Health, London, UK</td>
<td></td>
</tr>
<tr>
<td>2004</td>
<td>All Together, Better Health II, Vancouver, Canada</td>
<td></td>
</tr>
<tr>
<td>2006</td>
<td>All Together, Better Health III, London, UK</td>
<td></td>
</tr>
<tr>
<td>2007</td>
<td>Collaborating Across Borders I, Minneapolis, USA</td>
<td></td>
</tr>
<tr>
<td>2008</td>
<td>All Together, Better Health IV, Stockholm, Sweden</td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>Collaborating Across Borders II, Halifax, Canada</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>All Together, Better Health V, Sydney, AUS</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td>Collaborating Across Borders III, Phoenix, USA.</td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td>All Together Better Health VI, Kobe, Japan</td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td>Collaborating Across Borders IV, Vancouver, Canada</td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td>All Together Better Health, VII Pittsburgh, USA</td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td>Collaborating Across Borders, V Roanoake, USA</td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td>All Together Better Health, VIII, Oxford, USA</td>
<td></td>
</tr>
</tbody>
</table>

Additional Regional meetings over the years in:
- Sweden
- Finland
- Norway
- Denmark
- United Kingdom
- Australia
- New Zealand
- Japan
- South Africa
- Middle East
- Malaysia
- Thailand
- India
- and others
Building a Framework Means Sharing a Vision

“The best time to plant a tree is 20 years ago, the second best time is now.”

(Proverb)