

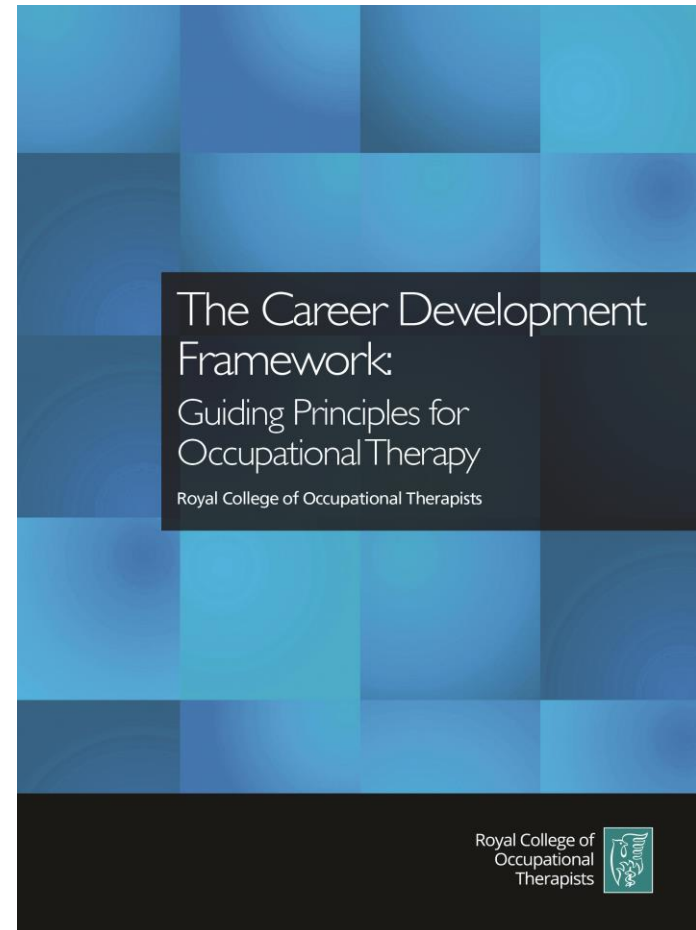
Define, Develop and Diversify: introducing the RCOT Career Development Framework

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@setG75

#RCOTCareerFramework

Royal College of
Occupational
Therapists



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Main aims of session

- Define the purpose and structure of the new RCOT Career Development Framework
- Discuss the potential uses for the Career Development Framework within diverse settings
- Develop ideas for the future to support its implementation and usefulness

Career development frameworks & diverse, emerging settings



- Setting / Institution / Country specific
- Linked to health conditions
- Limited to post or pre-registration
- Emphasis on competencies and management tool



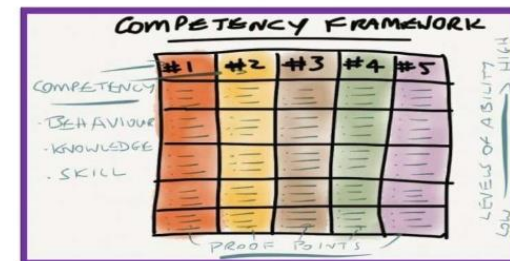
Learning Disabilities Core Skills Education and Training Framework

This Framework was commissioned and funded by the Department of Health and developed in collaboration by Skills for Health, Skills for Care and Health Education England



Competency Framework

A 'competency framework' is a structure that sets out and defines each individual competency (such as problem-solving or people management) required by individuals working in an organization or part of an organization.





Debating terms & flexibility

Guiding principles:

“Any principles or precepts that guide an organisation throughout its life in all circumstances, irrespective of changes in its goals, strategies, type of work, or the top management.”

Competencies:

“A cluster of related abilities, commitments, knowledge, and skills that enable a person (or an organization) to act effectively in a job or situation.”



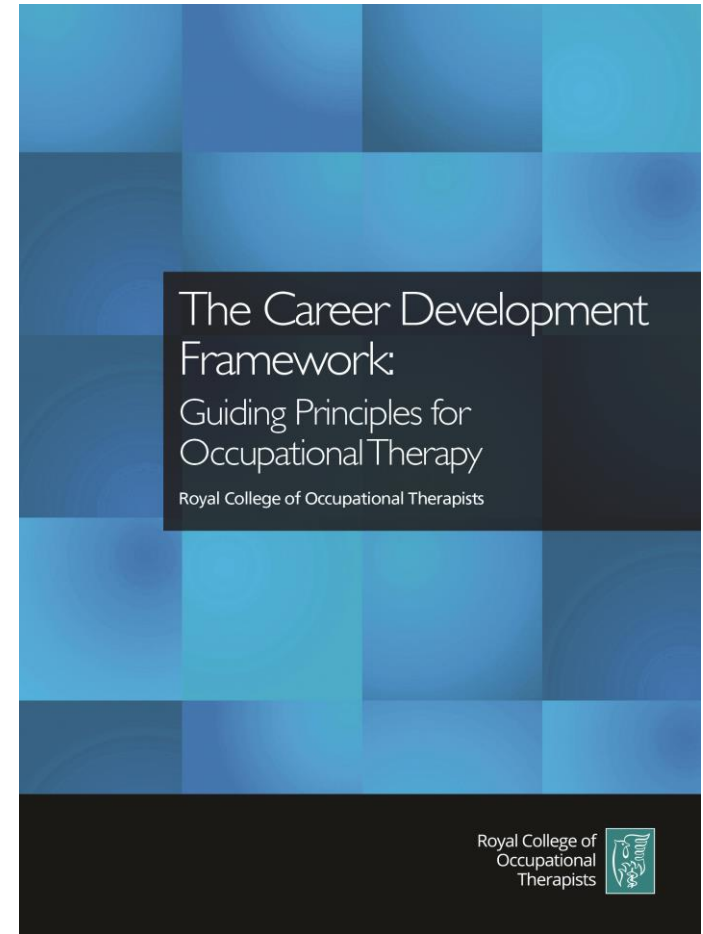
<http://www.businessdictionary.com/definition>





So.....there is a need for one, inclusive Career Framework to:

- define the things we all have to learn
- develop learning plans to support whole career development
- diversify the range of learning topics and opportunities across all settings





What is already being said:

“The Career Framework makes you look at your own practice. It makes me feel in control of my career.”

“As an independent practitioner, it is sometimes tricky to consider where I am in my career. I don’t have the structures of an established institution and a hierarchy to map myself against. I see the Career Framework helping me with this. It can also identify where I might need to access further support.”

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OVERVIEW OF THE CAREER DEVELOPMENT FRAMEWORK: GUIDING PRINCIPLES FOR OCCUPATIONAL THERAPY

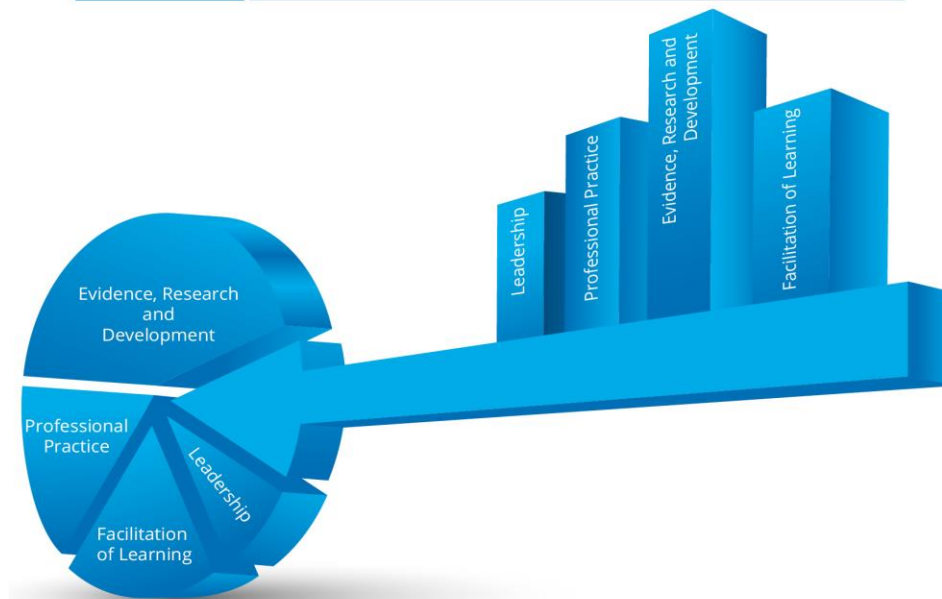
Four Pillars of Practice

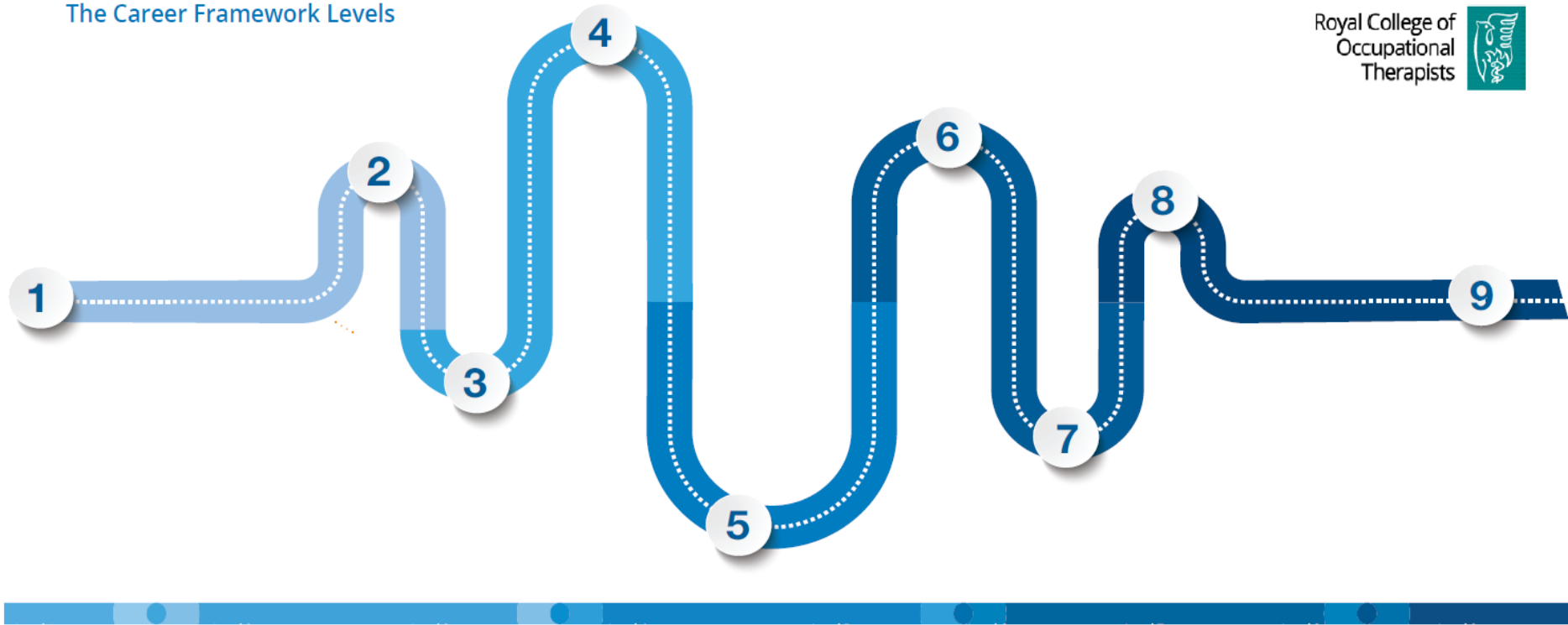


The Career Framework Pillars of Practice



| | |
|---|--|
| Professional Practice | Maintain occupation at the centre of practice. Deliver safe, effective, person-centred and ethical practice. Use of professional judgement, reasoning and decision making. |
| Facilitation of Learning | Teach, mentor, supervise and/or assess others. Facilitate placement learning. Create and evaluate learning environments, tools and materials. |
| Leadership | Identify, monitor and enhance own knowledge and skills. Guide, direct and/or facilitate teamwork. Design, implement and manage professional and/or organisational change. |
| Evidence, Research and Development | Influence broader socio-economic and political agendas Create, use and/or translate evidence to inform practice. Design, implement, evaluate and disseminate research. |





- There are nine career Levels for each Pillar of Practice
- Each Level has a set of guiding principles

Level 6 Facilitation of Learning Pillar

Level 6: Critical understanding of theory and advanced practical occupational therapy knowledge and skills.

Leads in a specific area with some responsibility for service and team performance; creative problem-solver; supervises staff/students; consistently undertakes self-development.

Qualifications which might be expected at this Level of the Career Framework:

- Diploma in Occupational Therapy.
- Degree, Honours Degree or Masters.
- Degree in Occupational Therapy.
- Postgraduate study.

Possess advanced knowledge and critical understanding of:

- Humans as occupational beings.
- Adult and social learning theories.

Skills (practice-based, technical or scientific):

- Support the creation of a culture where everyone is encouraged to learn from mistakes, receive and give constructive feedback and learn from and with each other.
- Record relevant continuing professional development to identify the impact and benefit of your learning for yourself and those accessing your services.
- Support individuals/cohorts to learn new techniques.
- Develop and evaluate educational resources (e.g. for students, service users, etc.).
- Supervise, mentor and educate others (including students) with more experienced colleagues as required.
- Contribute to professional networks to promote the exchange of knowledge, skills and resources.

Mind-set:

- Consolidate own knowledge, skills and attitudes and identify learning needs of self and others through proactive participation in regular professional supervision/mentoring and reflective practice.
- Actively engage in ongoing learning, including orientation, induction, mandatory training and relevant educational/development opportunities, and support others to do so.
- Proactively seek opportunities to work across practice and education settings (e.g. student selection, student placements, curriculum development/teaching, assessment).



Main uses?

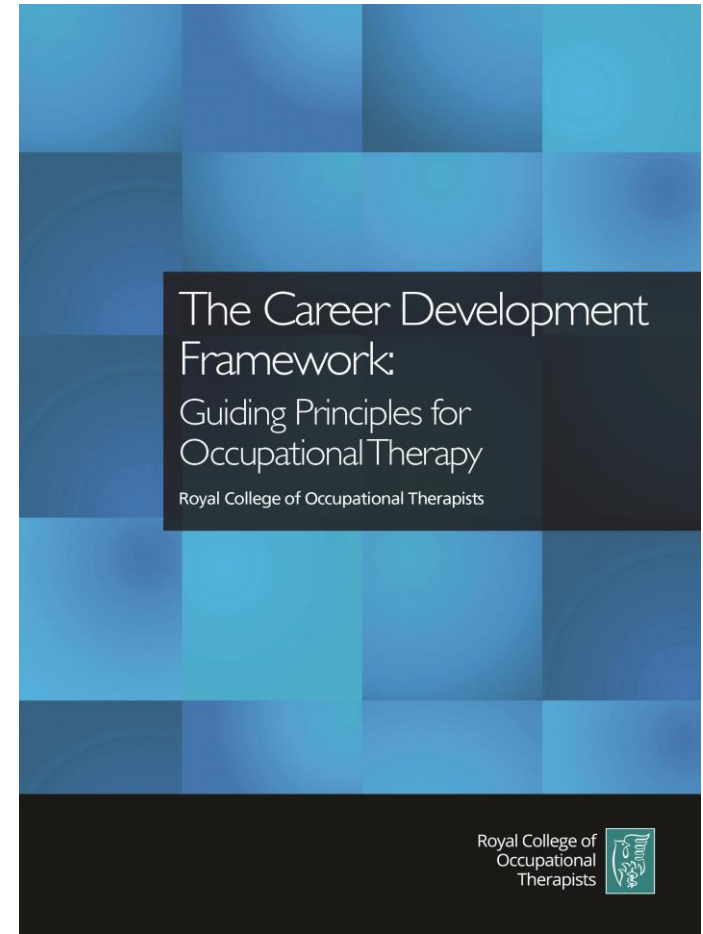


By individuals

By teams / services

With funders / business planners

As a Profession



Main uses?

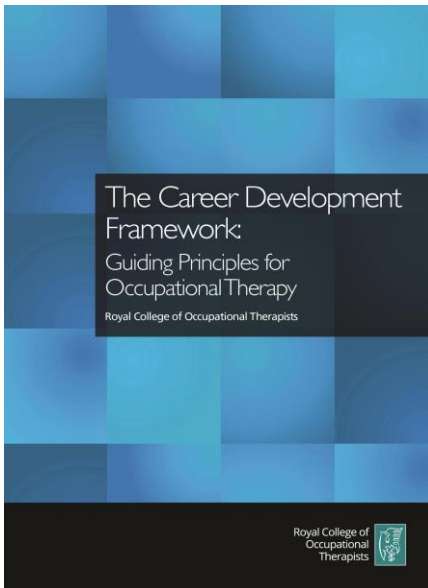


Individuals: map current level of experience & plan future learning

By teams / services: identify strengths in the team and future recruitment needs

Funders / business planners: to articulate the expertise of occupational therapy personnel at different career levels

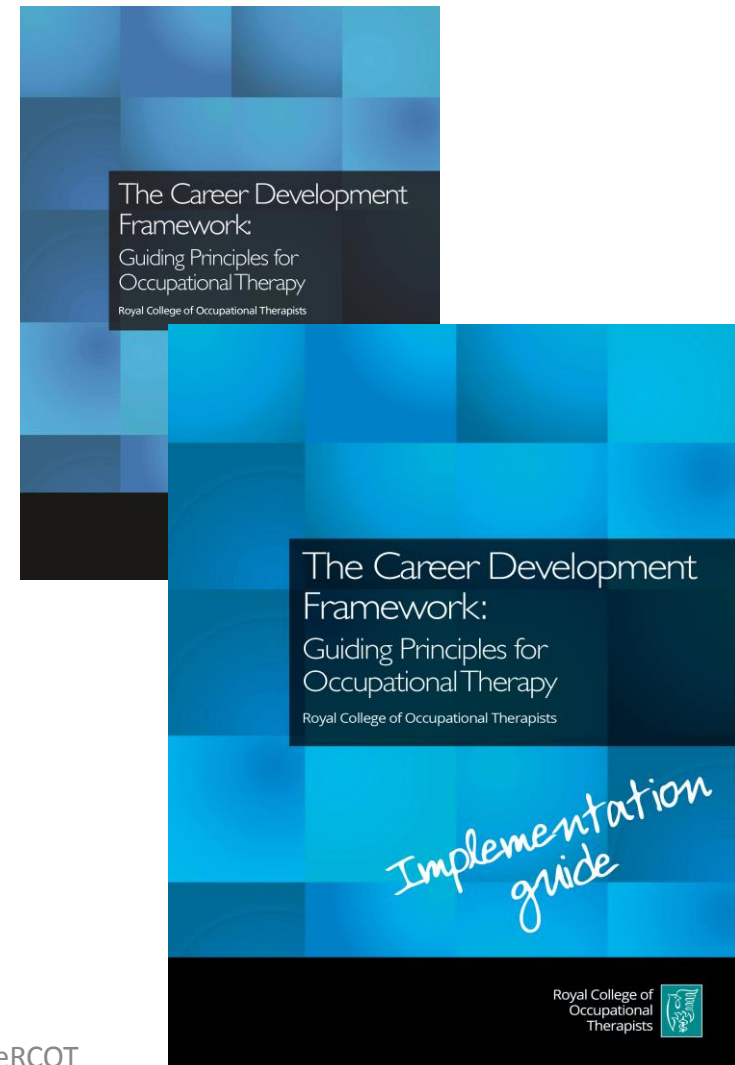
As a Profession: to emphasise the range of skills we have, to articulate our right to apply for range of jobs and to promote occupation-centred identity



Resources to support the Career Framework into practice



- Career Development Framework: interactive pdf and plans for web based tool in the future
- Implementation guide
- Tools to aid implementation (member benefit): self-evaluation form; career profile etc.

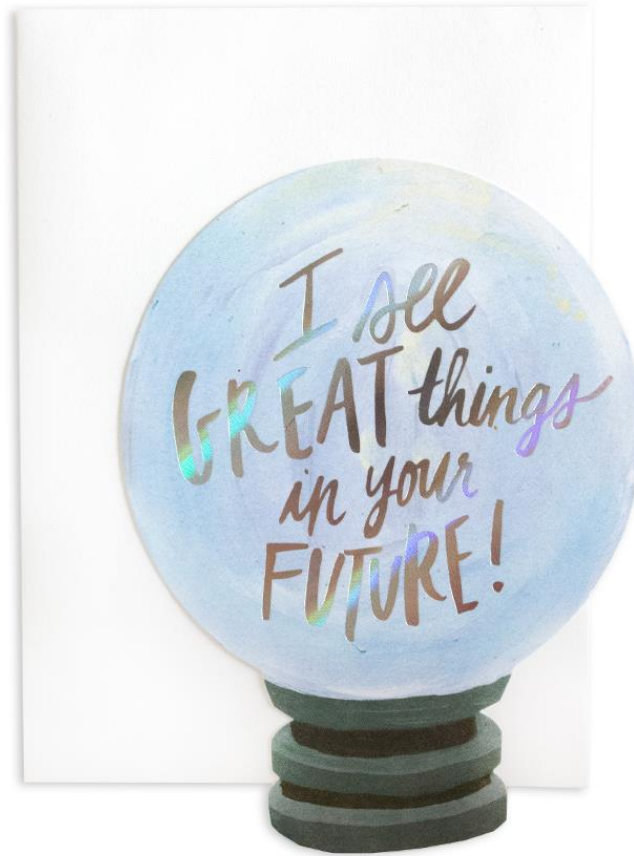


“I can’t praise it enough...I haven’t seen another document demonstrate the skills we have across the four Pillars so comprehensively, yet succinctly. Using the Career Framework at a strategic level is going to be transformational.”

“The Career Framework has made me think a lot about how to go forward. It is inspiring to see what I would need to do to get up to the next Level”

“This is the Career Framework for occupational therapy.... I think it is a great piece of work and the more people use it, the more potential it will have.”

And the future?



Thank you, please keep in touch and questions

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The Career Development
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