Interprofessional Education: A Necessity for Team-Based Care

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Outline
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2. Introduction & Background; Team-Based Care
3. Team-Based Care & IPE
4. IPE in Global, National & Local Contexts
5. Wrapping Up

TEAM-BASED CARE

Introduction & Background; Team-Based Care

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Why Team-Based Care?

• No One Profession alone is able to holistically, effectively and efficiently address the needs of patient/population health any more!

• There are various health/social care professions and professionals, trained and skilled to help addressing patient/population health.

• Technological advancements made it possible to simultaneously, seamlessly and (relatively) securely collaborate with, and to provide team-based care!

Team Based Care

• “Team-based health care is the provision of health services to individuals, families, and/or their communities by at least two health providers who work collaboratively with patients and their caregivers—to the extent preferred by each patient - to accomplish shared goals within and across settings to achieve coordinated, high-quality care.”

Population Demographic is rapidly changing (aging, diversity, comorbidity,...)

Patients/population are more knowledgeable, and willing to partner in own care

Patients/population are demanding for a high-quality low-cost, effective, and efficient care

Health Care Costs are skyrising!

Health Workforce Burnout (and Leaving Professions) are Real and imminent!

If Not Enough Reasons, Here Are A Few More...

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Benefits of Team-Based Care

- Improves clinical outcomes
- Better patient access and experience
- Improves support for complex patients
- Improves patient care coordination
- Reduces burnout & increases work satisfaction

Team-based practice can also improve patient perception of confidence in care, care quality and coordination.

Day et al., 2013; Helfrich et al., 2014; Jesmin et al., 2009; O'Malley et al., 2015; Song et al., 2013; Willard-Grace et al., 2014

What Has Been Your Experience With Team-Based Care?

- At your table, please share your team-based care experience and discuss what made your team-based care a great one (or ....).
- Be ready to share your discussion with the larger group.

What Does the Team-Based Care Entail?

Knowing

Respecting

Listening
Team-Based Care is not Just an Approach, It Is the Philosophy of Collaboration, Coordination, Interdependency, and Complementarity in Providing Care!

Two Main Root Causes:

- ‘Uni-Professional Education/Socialization’
- ‘Uni-Professional Culture’

One of the biggest challenges to the teamwork approach is the ongoing ‘turf protection’ among ‘Us’
Social Identity theory...

(Tajfel & Turner, 1986)

Uni-Professional Identities
(Uni-)Professional Culture

All health professional groups develop their:

- own language
- own communication patterns
- own ways of patient/client encounters
- own perceptions of knowledge & skills of other health professionals

(Khalili, 2013)

What would be the Result....?

Interprofessional Experiences of Recent Graduates in Health Care:

- Profession-focused, rather than patient- or team-focused practice, negative stereotyping, hierarchical communication, and competition
- Strong in-group identification (“group-esteem”) is leading to a tendency to protect and uphold the status of in-group
- Cross-group friendship reduces bias and leads to the development of more positive associations with out-group members
- Mutual intergroup differentiation assists with team-identity

Price, et al., 2018; Thomson, et al., 2015

Team-Based Care & Interprofessional Education (IPE)?
If uniprofessional education leads to lack of effective collaboration & teamwork, then **interprofessional education** provides opportunities to likely lead to more effective collaboration and teamwork among health/social services professionals (Nexus, 2019; Thomson et al., 2015; Alkuu, et. al., 2014; China & Bangladesh, 2014; WHO, 1978, 2005 & 2010; Health Canada, 2004; Lancet Commission Report, 2010).

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**Interprofessional Education (IPE) Movement**

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**Interprofessional Education**

- Occasions when **members or students** of two or more professions learn with, from and about each other to improve collaboration and the quality of care and services. (CAIPE 2018)

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**... BUT**

It takes time to change the previous socialization into our professional roles.

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**Contact Is Not Enough!**

Just binging cross-professional members together is **insufficient** to reduce negative intergroup attitudes and stereotyping (Alport, 1979).

To reduce/eliminate out-group negativity and hostility, we need to first create an open & trusting environment where professional learners could intentionally break down their ‘Out-group Discrimination’.

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**21st Century; A Call For “New Professionalism” In Health Care**

- Evolved from Informative to Formative Learning
- Now We Need to Evolve To Transformative Learning

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**New Professionalism**

- Interprofessional education & socialization vs uniprofessional education & socialization
- Patient-centric care vs profession-driven care
- Interprofessional collaboration vs interprofessional competition

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**Intergroup Contact Theory...**

To Create an Open & Trusting Environment:
- Equal status
- Common goals
- Cooperative atmosphere
- Institutional support

Open & Trusting Environment Leads To:
- Anxiety & fear of ‘identity loss’
- Affective ties & empathy
- Openness in perspective
- Learning/getting insight about outgroups
Interprofessional Socialization (IPS) Framework
(Khalili et al., 2013)

*Stage I: Breaking Down Barriers*
- UNI-professional Identity in 'Parking lot'
- Openness in Perspective

*Stage II: Interprofessional Role Learning*
- Learning to Collaborate
- Cultivating IPC Culture

*Stage III: Dual Identity Development*
- Collective Unified Team
- Development of dual professional & interprofessional Identity
- Underpinned by social identity theory (SIT) and intergroup contact theory (ICT) & Socialization

Anticipatory Socialization Influence IPS-Based IPE
Leads to 3-Stage IPS Results in Dual Professional & Interprofessional Identity & Readiness for IPCPCP

**Personal Factors:**
- IPE Believes & Behaviors
- Individualist-Collectivist Orientation
- IPE previous Experience

**Nationally**
- **National Center for Interprofessional Practice & Education (Nexus):** [www.nexusipe.org/](http://www.nexusipe.org/)
  - Nexus Summit 2019: August 18-20th, Minneapolis
  - Guidance on Developing Quality Interprofessional Education for the Health Professions
  - IPE Resources
- **American Interprofessional Health Collaborative (AIHC):** [https://aihc-us.org/](https://aihc-us.org/)
  - Collaborating Across Borders (CAB) Conference: October 20-23, Indianapolis
- **Interprofessional Education Collaborative (IPEC):** [https://www.ipecollaborative.org/](https://www.ipecollaborative.org/)
  - Core Competencies for Interprofessional Collaborative Practice

**Locally: UW CIPE**

**VISION**
Center of Excellence in Transforming Health/Social Professional Education & Practice Through Interprofessional Collaboration

**UW CIPE: A National & International Lead in 'IPE Integration' Across Programs, Schools, Simulation & Practice**

UW CIPE: A Lead, in Wisconsin and Beyond, in Creation & Utilization of IPE Integration BPGs Through Research & Scholarship

UW CIPE: A Lead, in Wisconsin and Beyond, In Training New Generations of HCPs ‘Team Ready’ to Tackle the Quadruple Aim

WHERE ARE WE AT WITH IPE & NEXT STEPS?
Transformation Requires A Shift In Thinking:

- Need to Challenge Basic Assumptions
- Need to Refocus from ‘IPE as the End Goal’ to ‘IPE As Means To Get To The Goal’
- Need to Re-conceptualize “IPE An Ongoing Process Of Socialization Within A System” rather than ‘one-size-fits-all intervention’
- Need to Recognize “IPE as a Right to Learn Together to Work Together in Practice” rather than ‘just as an option’


Visionary Plan for UW CIPE - Core Focus Areas 2019-2020

Wrapping Up: Lessons Learned!

Purpose of IPE

shift in mindset; feel we can admit one of our colleagues is more qualified to deal with a particular problem!

Dr John H.V. Gilbert, 2005
Let’s Finish the Workshop with a Short Video Clip:

http://www.youtube.com/watch_popup?v=nN-aD5i87rI&vq=medium#t=118

Questions & Comments

THANK YOU!