

TEAM PRIMARY CARE: TRAINING FOR TRANSFORMATION Pharmacist Training for Comprehensive Primary Care (PT4CPC)

PT4CPC Advanced Primary Care Pharmacist Training Program

APPLICATION PROCESS & FAQ

Application process

If you are interested in participating in this training program offered by the Association of Faculties of Pharmacy of Canada (AFPC), please complete this [application form](#). There are four parts to the application: contact information, 5 short essay questions, names of 2 references and a letter of support from your employer/manager.

To be eligible for this training, you must be a licensed, pharmacist practicing in Canada, with at least 3 years of experience (minimum 2 years in Canada). Pharmacists from all practice settings are eligible. The information you provide is used to verify your eligibility, communicate with you and select the successful 15 applicants.

Note there is no cancellation policy. Before starting, all accepted pharmacists must ensure they commit to completing the entire program and have the available time, including while working at their regular practice site and a full-time external experiential placement for 4-6 weeks. For more details please see the Training Schedule in the [Program Overview](#).

Once you have completed your application including signing your commitment to complete the program, and you have your letter of support, email all documents to **both**:

- Christine Papoushek, AFPC - PT4CPC Project 1 Manager (christine.papoushek@uhn.ca), and
- Janet Cooper, AFPC Executive Director (jcooper-afpc@bell.net).

The application deadline is **August 18, 2023**. Only 15 pharmacists will be accepted into the Advanced Primary Care Pharmacist Training Program. Your application will be evaluated by a selection committee and you will be notified by early September. If you have any questions, please email Christine Papoushek.

Team Primary Care
Secretariat:



FAQ

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What is PT4CPC exactly?

PT4CPC stands for Pharmacist Training for Comprehensive Primary Care. It is one of the projects of [Team Primary Care: Training for Transformation](#), a unique and timely initiative that aims to accelerate transformative change in the way primary care practitioners train to work together. To do so, it brings together an extensive network of partners to enhance the capacity of interprofessional comprehensive primary care through improved training for practitioners, supports for teams, and tools for planners and employers. It is about working differently – in teams – recognizing that optimizing the scopes of practice of team members and preparing the primary care workforce to collaborate offers a new solution for optimal workforce planning.

Funded by the Government of Canada's Sectoral Workforce Solutions Program, Team Primary Care is an interprofessional initiative of the Foundation for Advancing Family Medicine. It is co-led by the College of Family Physicians of Canada and the Canadian Health Workforce Network, in partnership over 65 health professional and educational organization partners across Canada.

The Association of Faculties of Pharmacy of Canada (AFPC) is leading PT4CPC, in collaboration with Team Primary Care partners, other pharmacy organizations, faculties and pharmacists on advisory working groups.

PT4CPC has 4 parts:

Project 1 – Advanced Primary Care Pharmacist Training: starts with assignments and activities over 12 weeks at your workplace, then an experiential rotation at an interprofessional primary care clinic site for 4-6 weeks, followed by 2 weeks back at your own site. You are supported by a coach/mentor throughout the process.

Project 2 – Primary Care Skills Training: a 5-module self-directed, case-based training program focusing on key skills such as assessment, communication, documentation and interprofessional collaboration. It will be online and available to all pharmacists. Coming late fall 2023.

Project 3 – Academic Electronic Health Record: case-based, interactive learning with AFPC's aEHR platform that simulates clinic-based electronic medical records, and supports interprofessional collaboration and clinical documentation.

Project 4 – Equity, Diversity, Inclusion and Indigenous Training: for pharmacists, pharmacy technicians and students, working in and with interprofessional primary care teams. Comes with training and practice resources for improving equitable access to care. Coming winter 2024.

What is the PT4CPC Project 1 - Advanced Primary Care Pharmacist Training Program?

The program is a combination of online and in-person training over a period of 20 weeks (October 2023 to February 2024). It is an AFPC-led Pharmacist Training for Comprehensive Primary Care (PT4CPC) project.

The training is divided into 3 phases, and a coach/mentor supports you from start to finish:

Phase 1: Begin the training in your own practice site. You will be involved in various learning activities over 12 weeks (October 2-December 22, 2023).

Phase 2: Continue the training at an external interprofessional primary care clinic with the guidance of a team pharmacist or other primary care provider. It runs for a minimum of 4 weeks (January 2-26, 2024) and up to 6 weeks (including January 29-February 9, 2024). The last 2 weeks are optional based on your preference and needs. If you choose not to participate in the optional 2-week training, you will return to your practice site and start Phase 3 in week 19.

AFPC will provide an income replacement of \$1,700 per week during the Phase 2 experiential rotations, which can be paid directly to you or via your employer.

There is an opportunity for 2-3 pharmacists to train outside of their community, so if you express an interest in this option, there may be funding available for travel and accommodations.

Phase 3: Finish the training over 2 weeks (February 12-23, 2024) with your return to your own practice site. This part will consist of applying what you learned, self-directed initiatives for reflection, learner assessment, program evaluation and planning for change.

After successfully completing all 3 phases, you will receive a certificate of completion and a \$500 honorarium.

For more details please see the [Program Overview](#).

Who is eligible for this training? Is it only for pharmacists practicing within a primary care clinic?

This training is for **all** pharmacists who are or will be providing primary care services, including community pharmacists, who want to advance their skills as clinicians, clinical teachers and leaders. To be eligible, you must be a practicing, licensed pharmacist in Canada with at least 3 years of practice

experience. If you are an international pharmacy graduate, you need 2 years of recent experience in Canada. You must be a member in good standing with your provincial/territorial licensing body.

As this training is a demonstration project, as part of the TPC-T4T initiative, only 15 pharmacists will be accepted for this first cohort. To have a diverse representation of pharmacist trainees across Canada, the following will be considered when reviewing applications: province/territory; location of practice (e.g., urban, rural, remote); type of practice (e.g., community pharmacy, clinic, hospital); years and extent of experience; and the quality of response to essay questions.

How will this training program help me?

Completing this training program has many benefits for you, your employer, your patients and other healthcare providers you work with:

- Gain more job satisfaction with the skills and techniques you learn to provide even better patient care
- Increase your confidence and competence to practice to the full extent of your scope of practice, as you become more efficient and capable with enhanced skills
- Become more competitive in the job market with advanced skills
- Receive an income replacement while on your external rotation and a \$500 honorarium upon successful completion of the program - take the program at no cost to you
- Develop your clinical teacher and leadership skills to educate and guide patients, peers, healthcare students and interprofessional colleagues, while demonstrating the value of pharmacists as part of the primary care team
- Learn how to apply skills and techniques gained through the program to your own practice site, to facilitate your ability to prioritize and manage your more complex patients in a comprehensive way
- Develop the ability to identify and influence the changes your practice may need to further improve primary care

How much time will it take?

In total, the training will be up to 20 weeks long (October 2, 2023–February 23, 2024). During Phase 1 you will likely spend 10-12 hours a week in addition to your current work schedule. Most of the clinical patient care activities will occur when you are at work. There will also be readings, videos, collaboration with other learners, and/or reflective exercises to complete outside of your scheduled work time.

In Phase 2 you will need to take a leave from your current practice for a 4-6 week experiential rotation at an interprofessional primary care clinic. There will be some assignments that you will work on in the evenings.

In Phase 3 you will be back at your current practice site to apply what you learned with patients and team members. You will also need to spend some time on reflective activities, assessment, program evaluation and planning for change.

See the [Program Overview](#) for more details.

What practice sites are available?

During Phase 1 (weeks 1-12) you will continue to work in your own practice site. For Phase 2 (weeks 13-18), you will have an experiential rotation in an interprofessional primary care clinic. They may include academic and non-academic family medicine units across Canada and other team-based clinics. Specific sites will be identified and coordinated based on the need and geographical location of the accepted learners. During the optional last 2 weeks of Phase 2, you may want to go to a different primary care clinic, a community pharmacy or to a pharmacist-led primary care clinic. There is funding available for travel and accommodations for 2-3 pharmacists to train outside of their community, so if you express an interest in this opportunity, the project manager will work with you to assess options. For Phase 3 you'll be back in your own practice site.

What if I would like to do training in a more rural, remote or urban part of Canada?

The project team can support 2-3 individuals to travel and train within a rural or remote area of Canada. Conversely, pharmacists working in a rural or remote community can travel to work in an urban environment. The details of this can be discussed with the project team and will depend on the availability of practice sites.

What does it cost? Will I still get paid?

There is no cost to you to complete this training program, as AFPC has funding from the federal government via the Team Primary Care: Training for Transformation project. During Phases 1 and 3 you will continue to be paid by your employer. During Phase 2 in January/February, when you are doing 4-6 weeks of full-time external experiential placements, you will be provided with an income replacement of \$1700 per week (based on \$45 per hour x 37.5 hours). AFPC can pay you directly or via your employer. The details of remuneration will be coordinated with the project manager, you and your employer. You will receive an honorarium of \$500 at the end of Phase 3, once you successfully complete all the program components and evaluation. We also have funding to cover travel and accommodation for 2-3 pharmacists to train outside of their community.

Is the training available in French?

Currently the training is only available in English. As the program is being delivered as one of the Team Primary Care projects, the deadlines do not allow time for translation of materials and delivery in French.

How will I be evaluated?

Assessment will occur throughout the training program. It will consist of self-assessment, peer and coaching feedback, and the use of standardized rubrics or assessment forms associated with the specific activity and/or modules. The training program is being developed and will be delivered to ensure the success of the trainee via coaching, assessment and feedback. There is no minimum score or grade that needs to be achieved to complete the program. However, it is expected that each trainee commits and completes the training program as scheduled.

What do you mean by the terms “Care Provider, Communicator, Collaborator, Clinical Teacher and Clinical Leader”?

These terms represent some of the key expectations (e.g., roles, educational outcomes, competencies) of performance for pharmacists by AFPC, faculties of pharmacy and pharmacy regulatory bodies. In developing the curriculum for this program, it was imperative to align with these expectations.

The competencies of Care Provider, Communicator and Collaborator are essential competencies that represent the foundation skills for providing primary care pharmacy services in Canada. The competencies of Clinical Teacher and Clinical Leader represent the skills to teach others, lead and advocate for pharmacy services within primary care.

The roles were derived from AFPC's Educational Outcomes for First Professional Degree Programs in Pharmacy in Canada (2017). Other sources used to develop specific competencies included regulatory standards of practice, entry to practice competencies from the National Association of Pharmacy Regulatory Authorities, and residency standards from the Canadian Society of Hospital Pharmacists.

What do I get when I complete the program?

After successfully completing the 3 phases, you will receive a certificate of completion and a \$500 honorarium. As this is a demonstration project with short timelines to develop and deliver, it will not be CCCEP-accredited or have a formal credential. If the training continues to be offered (depending on evaluation and funding), the program developers intend to pursue formal accreditation or a micro-credential in the future.

How likely is it that when I complete this training, I will be able to apply it in my practice site?

It is very realistic that the learnings and skills from this training program will help you transform the way you practice. The skills you gain will facilitate your ability to prioritize and manage your more complex patients in a comprehensive way, while maintaining the ability to manage patients with less complex needs. You will also develop the ability to identify and influence the changes your site needs to further improve primary care. If your career goal is to practice in a primary care clinic, this program will prepare you for that role.

What is the cancellation policy?

This training program is a pilot project and part of a larger national, federally funded initiative, [Team Primary Care: Training for Transformation](#). There is no cancellation policy. Before starting, all 15 pharmacists who are accepted must ensure they have the available time and commit to completing the entire program. They are accountable to the program and the project, given this federal funding. If the learner is unable to complete the program for any reason, there is no ability to postpone the training.