

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

PT4CPC Advanced Primary Care Pharmacist Training Program

PROGRAM OVERVIEW

The Advanced Primary Care Pharmacist Training Program is a combination of online and in-person training over a period of up to 20 weeks (October 2023 to February 2024). It is 1 of 4 Pharmacist Training for Comprehensive Primary Care (PT4CPC) projects led by the [Association of Faculties of Pharmacy of Canada](#) (AFPC). The projects are part of a large national initiative to accelerate transformative change in the way primary care practitioners work together called [Team Primary Care: Training for Transformation](#), funded by the Government of Canada's Sectoral Workforce Solutions Program.

The goal of this training program is to increase the number of advanced primary care pharmacist leaders with the knowledge and skills to provide team-based care to patients that is integrated with or part of the [Patient's Medical Home](#). Current funding allows for an initial cohort of up to 15 pharmacists as a pilot project.

This program will enhance your ability and confidence to provide comprehensive, collaborative primary care as part of an interprofessional primary care team. The training is for pharmacists currently working in, or who will be working in, primary care clinics or community pharmacy settings. Through a series of assignments and activities at your current workplace and a 4-6 week experiential rotation at a primary care clinic site, you will further develop your knowledge, clinical and collaborative care skills.

You will also develop your clinical teacher and leadership skills to educate and guide patients, peers, healthcare students and colleagues, while demonstrating the value of pharmacists as part of the primary care team. That, in turn, will enable you to advocate for the pharmacy profession within primary health care.

(See the [Application Process and FAQ](#) document for eligibility requirements and other details.)

About Team Primary Care

Team Primary Care: Training for Transformation is 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.

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 with over 65 health professional and educational organizations across Canada.

The Learning Experience

The assignments, placements and learning activities will be structured around the key roles and competencies of care provider, communicator, collaborator, clinical teacher and clinical leader. Details on specific learning activities will be in the course materials.

The training is divided into 3 phases. Expect to spend a minimum of 10-12 hours per week of additional time outside of your regular workday. You will receive support from the PT4CPC coaches throughout the program.

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).

Many of the learning activities will consist of providing comprehensive, collaborative care to your patients. There will also be assigned readings, videos, online modules, discussion forums, reflective activities and virtual meetings with your coaches and other learners. There will be clinical onboarding activities to prepare you for working in an interprofessional primary care team environment.

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.

The learning activities consist of providing comprehensive, collaborative primary care to patients in a clinic setting, as a care provider, communicator and collaborator. You will also complete the Clinical Teacher and Leadership modules and activities. There will be some assigned online readings, videos, interactive modules and virtual meetings with your coach and other learners.

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.

Training Schedule Summary

(for details please see the longer version at the end of this document)

PHASE 1: October 2-December 22, 2023	
Weeks 1-2: October 2-13	Clinical onboarding (online)
Weeks 3-10: October 16-December 8	Care provider, communicator and collaborator activities (online and patient care)
Weeks 11-12: December 11-22	Clinical teacher and clinical leader activities (online)
PHASE 2: January 2-February 9, 2024	
Week 13: January 2-5	Clinical onboarding and care provider activities (at an interprofessional primary care clinic)
Weeks 14-15: January 8-19	Care Provider, communicator and collaborator activities (at an interprofessional primary care clinic)
Week 16: January 22-26	Clinical teacher and leadership activities (at an interprofessional primary care clinic)
Weeks 17-18 (OPTIONAL): January 29-February 9	Care provider, communicator and collaborator activities (at an interprofessional primary care clinic, a community pharmacy or a pharmacist-led primary care clinic)
PHASE 3: February 12-23, 2024	
Weeks 19-20: February 12-23	Reflection, evaluation and practice site activities (return to your own practice site)

Course Materials

Upon acceptance into the program, you will be given access to AFPC's Moodle online learning management system with the program materials and resources. You will need a computer and internet access to find materials, complete assignments and participate in discussion forums and online meetings (via Zoom or Teams).

Clinical Training Coaches

Heather Hadden, BScPhm

Primary Care Pharmacist - OakMed Family Health Team

Practice Advisor - Hospital and Family Health Teams - Ontario College of Pharmacists

Christine Papoushek, PharmD

Primary Care Pharmacist - Toronto Western Family Health Team

Project Manager - Pharmacist Training for Comprehensive Primary Care (PT4CPC)

Assistant Professor - Department of Family and Community Medicine, University of Toronto

Other coaches will be included once program participants are selection and primary care clinic sites are confirmed.

Training Expectations

You can expect the project manager and clinical coaches to:

- Provide prompt access to program materials.
- Be accessible throughout the learner's enrollment in the training program.
- Answer questions and provide guidance in a timely manner (e.g., within 24 hours).

The project manager and clinical coaches will expect you to:

- Complete program modules and activities in a timely fashion.
- Spend an adequate amount of time on the program each week, committed to learning and completing assignments and activities.
- Seek help when appropriate.

Learner Assessment

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.

Program Evaluation

Evaluations will measure achievement of the program objectives and learner experience. As part of the Team Primary Care: Training for Transformation national initiative, project-specific evaluations may be required.

Training Schedule Details

PHASE 1: October 2-December 22, 2023

Week	Learning Objectives	Learning Activities
Weeks 1-2: Clinical Onboarding (online)		
Oct. 2-13	<ol style="list-style-type: none"> 1. Describe the primary care landscape and pharmacists' expanded scopes of practice across Canada. 2. Identify and describe the pharmacist's role and the role of other team members to influence collaborative team function. 3. Identify the essential information technology and educational resources/ tools to enable patient assessments and collaborative care. 	<ul style="list-style-type: none"> – Participate in activities that will enable the learner to 1) identify the role of a pharmacist and others in the context of a primary care team; and 2) acquire foundational skills for working in a primary care environment. – This includes webinars, readings, reflective journaling and discussion forums that relate to the pharmacist's role in primary care, navigating the interprofessional team and function, using technology to enhance collaboration and incorporating equity, diversity and inclusivity in providing care.
Weeks 3-10: Care Provider, Communicator and Collaborator Activities (online and patient care)		
Oct. 16- Dec. 8	<ol style="list-style-type: none"> 1. Describe and demonstrate an approach to provide comprehensive medication management in primary care. 2. Identify and demonstrate various strategies for communication with patients and other care providers. 3. Identify and demonstrate strategies to involve patients/caregivers and other team members in the implementation and monitoring of collaborative care plans. 	<ul style="list-style-type: none"> – Participate in activities that will enable the learner to 1) provide comprehensive, collaborative primary care to individuals (e.g., shared decision making); 2) incorporate the skills of communication and collaboration; and 3) practice communication activities independent of those required for provision of care (e.g., teaching others). – This includes webinars, readings, reflective journaling, discussion forums, multiple patient encounters and interviewing techniques, assessments, decision-making strategies, documentation exercises, verbal and written encounters with other health care providers on shared care plans, and educating patients.
Weeks 11-12: Clinical Teacher and Clinical Leader Activities (online)		
Dec. 11- 22	<ol style="list-style-type: none"> 1. Describe and discuss the elements and importance of pharmacist-led leadership in primary care. 2. Describe and demonstrate the elements for change management 	<ul style="list-style-type: none"> – Participate in activities that will enable the learner to 1) understand the importance of pharmacist-led leadership and education in primary care; and 2) develop leadership and clinical teacher skills that can inform

	<p>and advocacy in primary care pharmacy practice.</p> <p>3. Describe, discuss and demonstrate the elements for effective teaching, coaching and mentoring strategies in primary care pharmacy practice.</p>	<p>change management and advocacy in primary care pharmacy practice.</p> <ul style="list-style-type: none"> – This includes webinars, online modules, readings, discussion forums and activities related to teaching and leadership.
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PHASE 2: January 2-February 9, 2024

Week	Learning Objectives	Learning Activities
<p>Week 13: Clinical Onboarding and Care Provider Activities (at an interprofessional primary care clinic)</p>		
<p>Jan. 2-5</p>	<ol style="list-style-type: none"> 1. Identify, describe and communicate the pharmacist's role and the role of other team members to influence collaborative team function. 2. Identify the necessary technological and educational resources and tools to enable patient assessments and collaborative care. 	<ul style="list-style-type: none"> – Participate in various activities that will enable the learner to 1) identify the role of a pharmacist and others in the context of a primary care team; and 2) acquire foundational skills for working in a primary care environment. – This includes the engagement with site-specific daily activities/responsibilities, role identification and communication, team function and expectations, and optimizing technology.
<p>Weeks 14-15: Care Provider, Communicator and Collaborator Activities (at an interprofessional primary care clinic)</p>		
<p>Jan. 8-19</p>	<ol style="list-style-type: none"> 1. Describe and demonstrate an approach to provide comprehensive medication management in primary care. 2. Identify and demonstrate various strategies for communication with patients and other care providers. 3. Identify and demonstrate strategies to involve patients/caregivers and other team members in the implementation and monitoring of collaborative care plans. 	<ul style="list-style-type: none"> – Participate in various activities that will enable the learner to 1) provide comprehensive, collaborative primary care to individuals (e.g., shared decision making); 2) incorporate the skills of communication and collaboration; and 3) practice communication activities independent of those required for provision of care (e.g., teaching others). – This will include additional opportunities with multiple patient encounters, interviewing techniques, patient assessments, decision making, documentation and communication strategies, verbal and written encounters with other health care providers on shared care plans and educating patients.

Week 16: Clinical Teacher and Leadership Activities (at an interprofessional primary care clinic)		
Jan. 22-26	<ol style="list-style-type: none"> Describe and discuss the elements and importance of pharmacist-led leadership in primary care. Describe and demonstrate the elements for change management and advocacy in primary care pharmacy practice. Describe, discuss and demonstrate the elements for effective teaching, coaching and mentoring strategies in primary care pharmacy practice. 	<ul style="list-style-type: none"> This is a continuation of the planning of activities from Phase 1 specifically pertaining to change management, advocacy and teaching others.
Weeks 17-18 (OPTIONAL): Care Provider, Communicator and Collaborator Activities (at an interprofessional primary care clinic, a community pharmacy or a pharmacist-led primary care clinic)		
Jan. 29-Feb. 9	<ol style="list-style-type: none"> Describe and demonstrate an approach to provide comprehensive medication management in primary care. Identify and demonstrate various strategies for communication with patients and other care providers. Identify and demonstrate strategies to involve patients/caregivers and other team members in the implementation and monitoring of collaborative care plans. 	<ul style="list-style-type: none"> The activities in this optional training will focus on the needs of the learner and ensure engagement in the care provider, communicator and collaborator skills that are required to achieve the respective competencies.

PHASE 3: February 12-23, 2024

Week	Learning Objectives	Learning Activities
Weeks 19-20: Reflection, Evaluation and Practice Site Activities (return to your own practice site)		
Feb. 12-23	<ol style="list-style-type: none"> Use newly acquired skills and knowledge in practice site with patients and team members. Develop plans to implement change at practice site. 	<ul style="list-style-type: none"> Debrief with team members on lessons learned during off-site placement and lead discussion on potential changes at practice site. Complete program evaluation(s) and review assessments with coaches. Complete self-directed initiatives for reflection. Prepare summary report on experience.