

# When training is not enough

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## Background

A key recommendation from the Queensland *Ministerial taskforce on health practitioner expanded scope of practice* was that the Allied Health Professions' Office of Queensland (AHPOQ), in partnership with education providers, facilitate access to training to support allied health professionals to expand their scope of practice. For some models of care, training may be a mandatory requirement for credentialing, for others it is an enabler, enhancing the confidence to undertake new tasks or up-skilling the existing workforce. AHPOQ has provided training support for expanded scope models including prescribing for podiatrists, pharmacists and physiotherapists; pathology requesting; image interpretation; primary contact allied health vestibular services; and radiographer commenting.

## Methods

To support consistent evaluation of training, an evaluation framework examining inputs, reach, outputs, impacts and outcomes was developed. Training data are captured on participant demographics and model of care, and training impact using Kirkpatrick's model. Standardised surveys are sent to participants on completion of training with a follow up survey at six months specifically capturing application of learning to practice.

## Results

A total of 285 training places have been supported. Participants consistently reported increased confidence in knowledge acquisition. The majority indicated intention to change practice; primarily incorporation of new assessments and treatments, and the use of diagnostic tools into their practice. At six month follow-up, actual changes to practice had been limited by delays in credentialing and implementation of the models locally.

## Discussion

Using an evaluation framework has facilitated an action learning cycle approach to modify training to support redesigned models of care for allied health professions. The six month post-training evaluations have highlighted barriers to intended changes to practice beyond those related to training that need to be considered alongside future training provision and timing if these models are to be successfully implemented.