



“Collegial Mentoring”

Person-centred, interprofessional learning

	Content	An individual learning portfolio is developed for each new colleague that joins the institution. The portfolio includes goals for personal and professional development in order to work in the interprofessional team either by an e-learning intervention or by supervision or shadowing other interprofessionalists that are already working in the facility.
	Learning outcomes (The INPRO CF codes are explained online , the full INPRO CF file is here)	Choose one or more: IPMC2.L1a Identifies the members of the interprofessional team. IPMC3.L1c Recognises, respects and applies the expertise of others. IPMC4.L1b Acknowledges own (un)certainty and changing circumstances. LDC1.L0b Documents the interprofessional learning process.
	Person-centredness	Yes, individualised approach to learning and care of patients.
	ICF (WHO framework)	Yes. ICF as the framework for the work itself.
	Clinical reasoning	Yes. By exchanging and discussing a patient case with other professionals and sharpening and deepening their own thinking.
	Learning principles (see guide for educators)	Practise-based learning (training in new work environment) Activity-based learning (collaborative project work, problem-based learning, case-based learning, collaborative research) Observation-based learning (Job-Shadowing, observation of interprofessional activities in the clinical work environment) Exchange-based learning (debates, case-discussion, problem-solving)
	Setting	An in and outpatient rehabilitation center, which trains also students, via student-run interprofessional learning wards .
	Target groups	Professionals Experience: Beginner
	Number of participants	One; the learning process is individualised
	Involved professions	All professions involved in rehabilitation medicine (medical, nursing, paramedical and psycho-social disciplines)
	Duration, frequency	This is not fixed in a timeslot but depends on the goals of the new employee
	Materials	Various e-learning materials of different topics are provided, supplemented with Good Habits modules.
	Evaluation	Evaluations take place by meetings with education supervisor and manager of new employee.
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