












## “Employee Development”

Person-centred, interprofessional learning

	<b>Content</b>	Provide time and space for development and interpersonal skills training, general information about interprofessionalism: Professionals present skills/frameworks/research to the team, develop in groups low-threshold services on common causes, reflect on a client case, apply form/model/documentation
	<b>Learning objectives</b> (the INPRO CF codes are explained <a href="#">online</a> )	Continuing Professional Development for and by employees: Establish practices, work process-oriented, get to know each other’s profession, shape interprofessionalism and identities. Selected learning outcomes from the INPRO CF: e.g. MLC1.L0a “Knows the roles and contributions of interprofessional team members”; MLC3.L0a and/or MLC3.L0b
	<b>Person-centredness</b>	Yes, via job-shadowing, demonstration, role-play or simulation, with paper/video cases, actors/dummies, or problem-solving
	<b>ICF</b>	Yes, via ICF-based tools / materials (see <a href="http://www.inproproject.eu">www.inproproject.eu</a> )
	<b>Clinical reasoning</b>	Yes, by collaborating on cases or problems from the field
	<b>Learning principles</b>	Theory-based, exchange-based, observation-based, simulation-based, activity-based or practise-based learning
	<b>Setting</b>	Whole healthcare and rehabilitation institute (in/outpatient).
	<b>Target groups</b>	Employed professionals and interns, incl. Management, Admin Best exchange, if mixed between beginners and advanced
	<b>Number of participants</b>	12-16 participants (Diversity! Spread on several appointments)
	<b>Involved professions</b>	Any working at the institution, include the “rare” / limited ones
	<b>Duration/Frequency</b>	1 or 1,5 days, optional with a person-centred self-study activity Quarterly or half-annually repeated half days, alternating between mornings and afternoons to increase accessibility. Opt for repeated participation (refresher / advanced content)
	<b>Materials</b>	Documentation extract, videos, clients, skill-relevant device, ICF-based tools (analogue or digital, e.g. core set, e-learning) Could involve micro-learning via an employee app/recordings which facilitates flow of client-related information within teams
	<b>Evaluation</b>	Qualitative group interviews, ideating and feedback rounds: If small groups have representatives from different professions, and a client-related common cause, language and role understanding shape. The more information about other professionals, the more can services be marketed to clients.
	<b>Credits</b>	Coronaria Healthcare and Rehabilitation Services Moorheilbad Harbach Health- and Rehabilitation Center
	<b>Details</b>	<a href="http://www.coronaria.fi">www.coronaria.fi</a> ; <a href="http://www.moorheilbad-harbach.at">www.moorheilbad-harbach.at</a>

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