



A ROADMAP TO POST-PROFESSIONAL SUCCESS

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Learning objectives

- **Describe** the post-professional development continuum related to clinical practice
- **Discuss** the evidence related to perceived value of residency training by graduates and employers
- **Compare and contrast** various residency models
- **Recognize** application logistics and admissions criteria
- **Collaborate** with stakeholders to strengthen residency application

Who do we have in the room?





**WHAT KEEPS YOU
MOTIVATED
PROFESSIONALLY?**

Current state in the PT world

According to CAPTE there are:¹

- 306 accredited or candidate physical therapy programs in the United States
- 38,879 students enrolled in a PT program (2023)
- 391 PTA programs
- 10,171 students enrolled in a PTA program (2023)

Do we have enough physical therapists and physical therapy assistants?

- **Demand:** Demand for physical therapy services is expected to **increase faster** than the supply of physical therapists. ²
- **Shortages:** Shortages are expected to increase in all 50 states through 2030.
- **Rural areas:** Shortages are particularly acute in rural areas, where many physical therapists are concentrated in major metropolitan areas.
- **COVID-19 pandemic:** The COVID-19 pandemic worsened the shortage, with more than 22,000 physical therapists leaving their jobs in 2021.
- **Economics:** Medicare has cut reimbursement rates for four years straight.
- **Wait times:** Wait times for physical therapy have grown longer across the U.S.

What do we need?

- Therapists **passionate** about the profession who **remain in patient care**
- Expertise
- **Support graduates and early professionals** to stay within the field of physical therapy
- **Promote** our profession to students, patients and stakeholders
- **Take action**





GENERALIST OR SPECIALIST?

Why Specialists?

- Physical therapy is a VERY broad field
- PT programs do not prepare students adequately for specialty settings
- Not all PT positions are entry-level
- Advanced training and experience to diagnose and treat specific patient populations
- Improved quality of care

Medical residencies

Residency is a **mandatory step** to achieving **medical licensure in the US**, which will allow you to practice medicine as an **independent** physician.

Residency is an opportunity for **advanced training** in a medical or surgical specialty evolved in the **late 19th century** from brief and informal programs for extra training in a special area of interest.

- First residency at John Hopkins
- Residency length: Three to seven years

Medical residencies. Why?

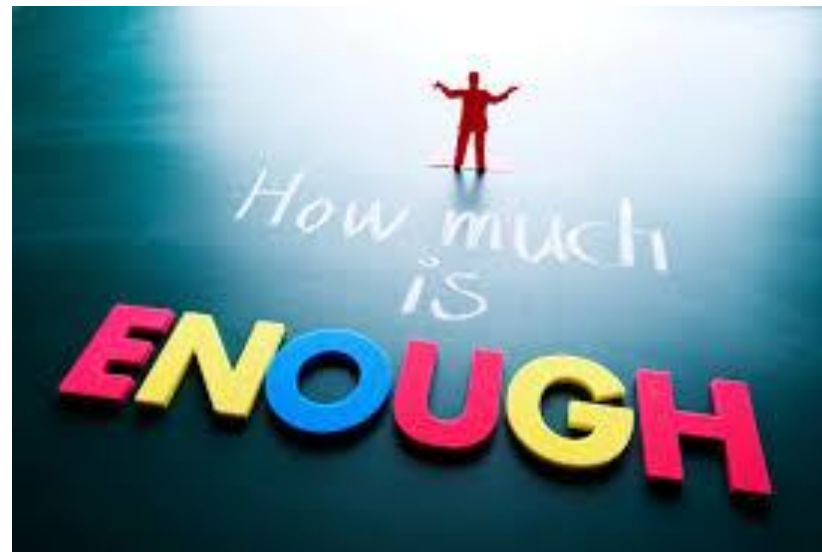
Residents gain a **tailored, immersive learning experience** where they **apply** their medical school **knowledge** to patient care, developing expertise in specific health care areas.

- Apply knowledge
- Hands-on experience under guidance of experienced physicians
- Develop professionalism
- Network
- Research
- Prepare for board certification

<https://www.ama-assn.org/medical-students/preparing-residency/what-residency#:~:text=During%20residency%2C%20residents%20gain%20a,in%20specific%20health%20care%20areas>

DPT clinical experience

CAPTE requires a minimum of 30 weeks of full-time clinicals and 520 hours of clinical experience for PTA programs.



Why residency/fellowship training? ^{4,6}

- Preparation for specialty practice
- Fast track expert practice and specialty certification
- Career advancement
- Higher pay

History of residency certification

- Following the medical model
- 1975: APTA's House of Delegates embraces concept of Specialization
- 1978: the Task Force on Clinical Specialization completed its final report, which proposed a process for **recognition of specialties** and the **certification** of individuals in areas of **advanced clinical competence**.
- First 4 areas of specialization: cardiopulmonary, neurology, orthopedics, and pediatrics

History of American Board of Physical Therapy Specialties (ABPTS)

- 1979: Commission for Certification of Advanced Clinical Competence
- Evolved into American Board for Certification
- Evolved into American Board of Physical Therapy Specialties (ABPTS)
- Oversee specialist certification and recertification process

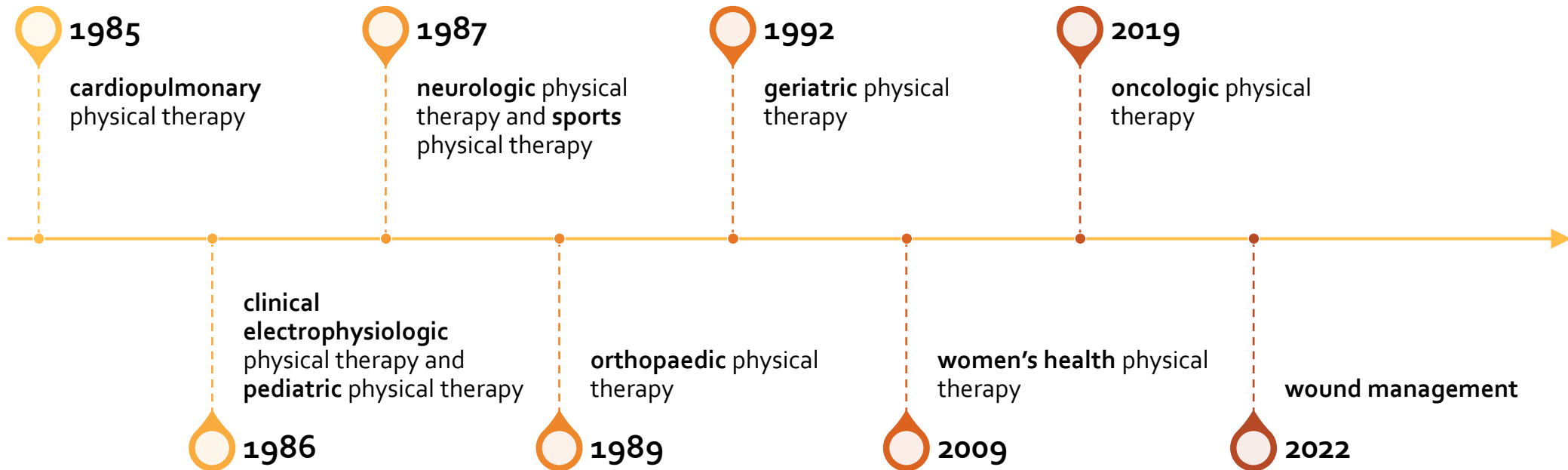
1985

First Specialist Certification Exams Held.



In February 1985, three physical therapists celebrate receiving the first advanced specialist certifications awarded. Left to right: Linda Crane; Scot Irwin; and Meryl Cohen. All three earned specialist certifications in cardiopulmonary physical therapy.

History of ABPTS: 10 Specialty certifications



Specialists by Specialty Area	Number
Cardiovascular & Pulmonary	549
Clinical Electrophysiology	251
Geriatrics	4,321
Neurology	4,965
Oncology	216
Orthopaedics	22,794
Pediatrics	2,909
Sports	3,534
Women's Health	864
Wound Management	31

40.434

ABPTS: CURRENT STATE

History of American Board of Physical Therapy Residency & Fellowship Education (ABPTRFE)

- 1997: Committee on Clinical Residency Program
- 1999: Credentialing 1st residency program: Advanced orthopedic manual therapy at Kaiser Permanente center in LA
- 2000: development fellowship programs
- 2009: American Board of Physical Therapy Residency and Fellowship Education — ABPTRFE
- 2014: Accreditation of programs

ABPTRFE

Accredited
Program



The American Physical Therapy Association recognizes the American Board of Physical Therapy Residency and Fellowship Education as the agency for the accreditation of physical therapist residency and fellowship education programs.



The American Board of Physical Therapy Residency and Fellowship Education determines **the standards** with which a residency or fellowship education program must comply to be accredited.



Mission: **Advancing and promoting** the physical therapist **learning** continuum by setting standards for quality assurance and continuous improvement in residency and fellowship accreditation to **elevate practice and improve the health of society.**

<https://abptrfe.apta.org/about-abptrfe>

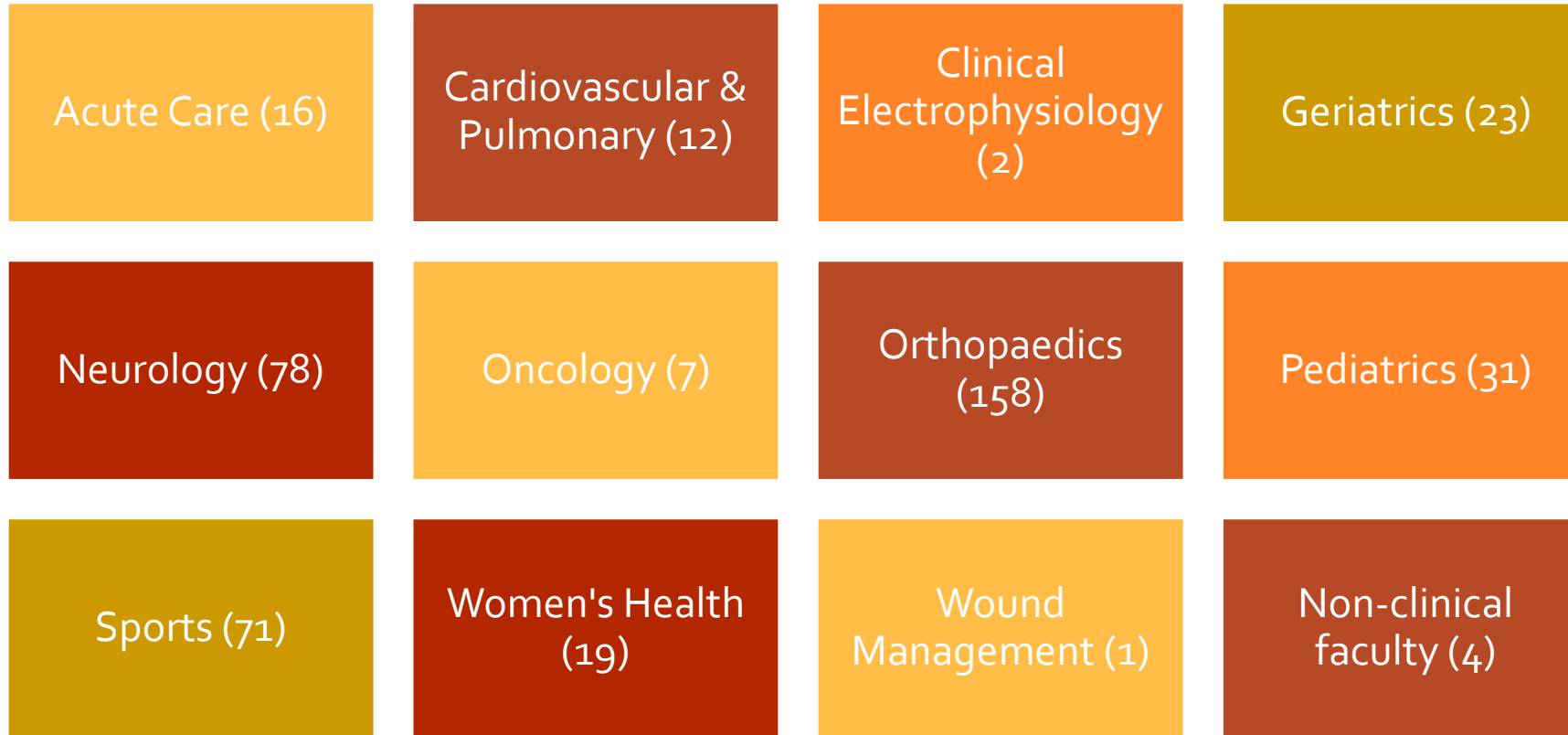
What is residency training?

A Residency program is a **post-professional planned learning experience** comprised of a curriculum encompassing the essential knowledge, skills, and responsibilities of an **advanced** physical therapist within a **defined area of practice**.

When board certification exists through the American Board of Physical Therapist Specialties for that specialty, the residency program prepares the physical therapist with the requisite knowledge and skill set needed to pass the **certification examination** following graduation.

<https://abptrfe.apta.org/for-participants>

Practice areas: 451 accredited programs



Candidate status: 63

Developing: 16

<https://accreditation.abptrfe.org/#/directory>

Residency requirements

- **1500** patient-care clinic (includes mentor hours)
- **150** hours of 1:1 mentoring
- **300** hours of didactic work (readings, lectures, courses, teaching, research)
- Program length: **10 full-time months** minimum - 60 months maximum

Non-Clinical Residency

Faculty residency: developed to meet the demand for faculty

- 4 programs in US
- Curriculum:
 - **Teaching:** 450 hours
 - **Scholarship:** 450 hours
 - **Service:** 225 hours
 - **Governance:** 225 hours

What is fellowship training?

A Fellowship program is a **post-professional planned learning experience** comprised of a curriculum encompassing the essential knowledge, skills, and responsibilities of an advanced physical therapist within a defined area of subspecialty practice.

A clinical fellowship candidate has either **completed a residency** program in a related specialty area or is an American Board of Physical Therapy Specialties **board-certified specialist** in a related area of specialty.

No board certification exams for fellowship.

<https://abptrfe.apta.org/for-participants>

Fellowship requirements

- **850** patient-care clinic hours (includes mentor hours)
- **150** hours of 1:1 mentoring
- **150** hours of didactic work (readings, lectures, courses, teaching, research)
- Program length: **10 full-time months** minimum - 60 months maximum

Fellowship areas: 44 accredited programs



Candidate status: 6

Developing: 0

<https://accreditation.abptrfe.org/#/directory>

Non-Clinical Fellowship

Higher Education Leadership offered by APTA Academy of Education

- 32 positions annually
- Program length: 13 months
- Both in-person and hybrid
- Eligibility: An APTA member who is an **aspiring or current leader** in a physical therapist, physical therapist assistant, or residency/fellowship education program.

Residency/Fellowship models

WHAT FITS YOUR LIFE?	
FULL-TIME	PART-TIME
IN-PERSON	HYBRID
SELF DIRECTED CURRICULUM	IN PERSON INSTRUCTION
ASSIGNED MENTOR	SELECTED MENTOR
INTERNALLY	EXTERNALLY

Definition of mentoring

“A mentor **facilitates personal and professional growth** in an individual by sharing the knowledge and insights that have been learned through the years. The desire to want to **share these ‘life experiences’** is characteristic of a successful mentor”. -

Arizona National Guard

“Mentors in the workplace are simply people who **help other people succeed**”. - *Neave Hospital Southern Minnesota*

“A mentor is a **more experienced individual** willing to share knowledge with **someone less experienced** in a **relationship of mutual trust**” - *David Clutterbuck*

“A mentor is someone who can **patiently assist with someone’s growth and development in a given area**. This assistance can come in the form of guidance, teaching, imparting of wisdom and experience”. - *Chicago Computer Society*

“A great mentor has a knack for **making us think we are better than we think we are**. They force us to have a **good opinion of ourselves**, let us know **they believe in us**. They make us get more out of ourselves, and once we learn how good we really are, we never settle for anything less than our very best”. - *The Prometheus Foundation*

Value of mentoring

- **Mentees:** Development **professional identity**, build **confidence** and gain valuable **experience and knowledge**
- **Mentors:** increase **self-esteem**, develop **leadership** and **communication skills**
- **Mentorship** (both providing and receiving) has shown to **decrease burnout.** ³

Success of mentoring⁵

- **Mentees:** Take initiative, willing to learn, commitment to mentoring relationship and passion for career
- **Mentors:** honest and sincere, active listener, nonjudgemental, accessible

Examination Year	Non-residency graduates (direct patient care hours, "Option A")	Residency Graduate ("Option B")
2006	71%	75%
2007	71%	84%
2008	66%	82%
2009	66%	85%
2010	62%	78%
2011	67%	88%
2012	73%	91%
2013	72%	84%
2014	74%	91%
2015	74%	94%
2016	74%	86%
2017	77%	90%
2018	80%	91%
2019	81%	89%
2020	76%	92%
2021	77%	94%
2022	75%	87%
2023	85%	93%
2024	84%	95%

Why should you complete a residency program?

2024 Exam Year by Specialty	Examinees	Passed	Option A Pass Rate	Option B Pass Rate	Overall
Cardiovascular & Pulmonary	52	42	76%	100%	81%
Clinical Electrophysiology	18	13	100%	64%	72%
Geriatrics	305	209	67%	88%	69%
Neurology	430	403	92%	99%	94%
Oncology	45	33	71%	100%	73%
Orthopaedics	1592	1410	85%	96%	89%
Pediatrics	180	159	87%	94%	88%
Sports	347	321	92%	93%	93%
Women's Health	115	91	77%	87%	79%
Wound Management	8	8	100%	N/A	N/A

Why should you complete a residency program?

- Completion of an ABPTRFE-accredited residency program is one of the ways an individual can qualify to sit for the Board Certification Examination offered by the [American Board of Physical Therapy Specialties](#).
- Historically, those with residency training demonstrate higher pass rates than non-residency trained individuals.
- Career path towards academia
- Professional recognition
- Leaders in profession

Sell it to a student

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"That's a great question. Come to think of it, I'm not sure what it is I'm trying to sell you."

Prepare for success

GRADES

CLINICAL
EXPERIENCE

RESEARCH

TEACHING

COMMUNITY
SERVICE

CONTINUING
EDUCATION

VOLUNTEERING

Application criteria



TRANSCRIPTS



RESUME



ESSAY



LETTERS OF
REFERENCE

RF-PTCAS

- Application platform utilized by most programs
- No cost for programs
- Cost for applicants when submitting application:
 - \$165 for 1st submission
 - \$65 for each consequent application submission

	2022-23 Final	2023-24 Final	% Change
Complete applicants	1,258	1,242	-1.27%
Complete applications	2,887	2,844	-1.49%
Average complete applications per applicant	2.29	2.29	0%

Faculty, Support your student!

- Reference letters
- Clinical Placements
- Additional learning opportunities
- Volunteer experience



Action items and resources for students

Action items

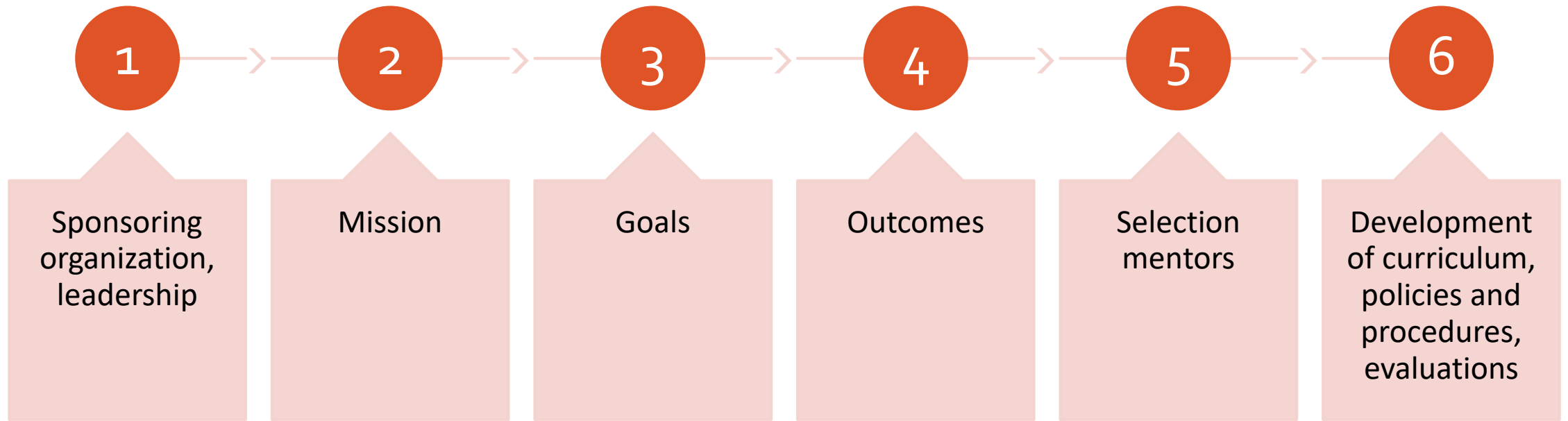
- Research programs
- Values
- Goals
- Interview preparation
- Consider finances: programs post financial fact sheet on website (tuition or not?)

Resources

- [APTA Live: Pursuing a Residency – YouTube](#)
- APTA Specialty SIGs residency fairs

How to start a program?

- 23-month process
 - 3 tracks
 - Resources: [ABPTRFE](#) and [Residency/Fellowship Education SIG](#)
-
- [Processes and Procedures](#)



How to start a program?

Want to hear more about the NC programs?

APTANC virtual Residency/Fellowship fair

Wednesday November 6th 7-830pm



Panel Introduction

- Dr. Kyle Covington, PT, DPT, PhD

Associate Professor, Director of Educational Innovation and Post-Professional Education at Duke University Vice Speaker of APTA House of Delegates

- Catherine Cunningham, PT, DPT

Board Certified Pediatric Specialist

- Holden Cox, PT, DPT Future orthopedic resident at Upstream Rehab Institute
- Emma Cochran, PT, DPT Current pediatric resident at UNC Health
- Hunter Drew, PT, DPT Current orthopedic resident at UNC Health



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THANK YOU!

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7. A Vision for Excellence in Physical Therapy Education: Culmination of the Work of the Education Leadership Partnership August 2021. *Journal of Physical Therapy Education* 35(Supplement 1):p 1-35, December 2021. | DOI: 10.1097/JTE.0000000000000216

Panel questions

Kyle: Why do a non-clinical faculty residency? Why pursue the higher leadership education fellowship? How is the job market for PTs who have completed a residency/are board certified? Where do you see residency training going in the future?

Emma and Hunter: Current resident: Why do a residency? Why you chose the current model you are in? How did you research programs? How did you make your decision?

Catherine: Former resident/fellow: How did it help your professional development and career? Why a fellowship? What is the difference between fellowship and residency?

Catherine: How did doing a residency/fellowship help you to become a mentor?

Holden: Why you choose to do a residency with your employer? Why not start a residency as a new graduate?

ALL: Speak to value of mentoring