



Enabling Workforce Mobility and Licensing of Foreign- Credentialed Applicants

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Licensing Internationally-Trained Professionals

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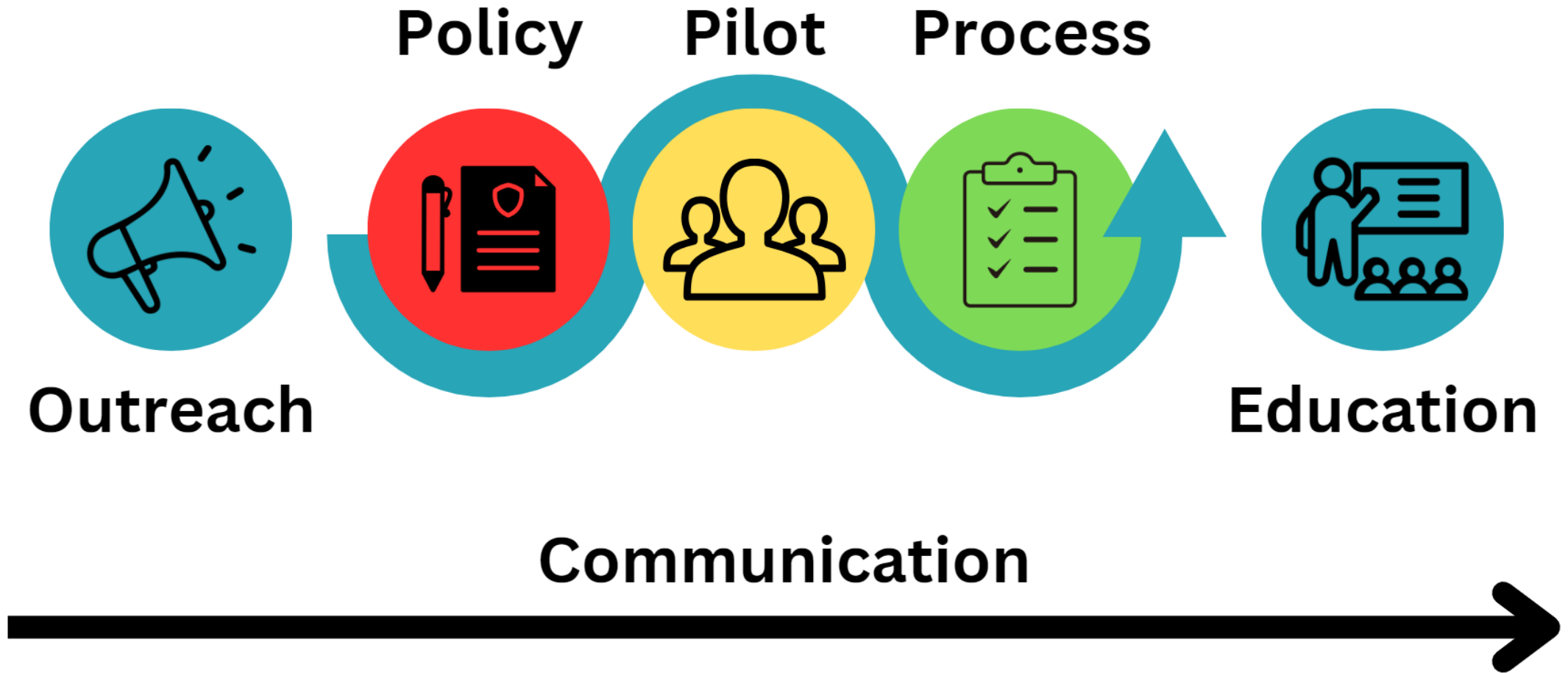


About DOPL

- Protects the public while enhancing commerce through licensing and regulation.
- Issues licenses in approximately 60 categories of licensure
- SB 43 (2022) and SB 35 (2023)
- Replacing time-based requirements with competency-based



The task at hand: DOPL's approach



Challenges

- Capacity and resources
- Impatience from community
- Misinformation and scams
- Brand new 'program'



Strengths

- Bipartisan support
- Framing as economic and social issue
- Working directly with internationally-trained license holders



Moving forward

- Policy development
- Community outreach
- Measuring impact
- Continuous learning

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Questions

- How does your jurisdiction approach the licensing of internationally-trained professionals?
- What barriers might exist?
- What solutions have been proposed?

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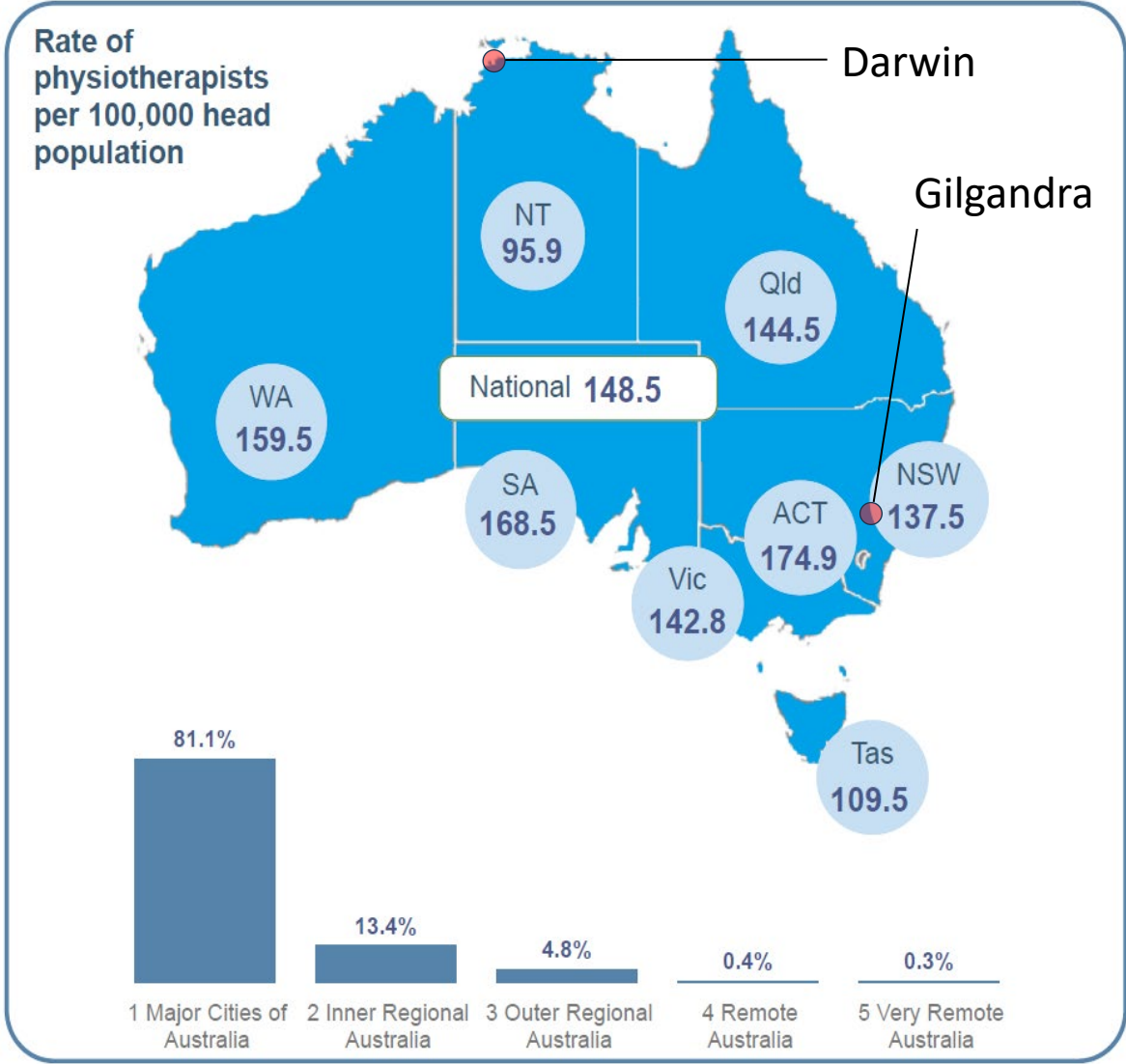


Supervised practice as an enabler of workforce mobility

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The issues

- Shortage of physiotherapists
- Internationally trained physiotherapists
- Supervised practice
- Public safety



Australian healthcare regulation

- National Registration and Accreditation Scheme (the National Scheme)
- Health Practitioner Regulation National Law (the National Law)
- Australian Health Practitioner Regulation Agency (Ahpra)
- 15 National Boards
- 16 health professions



Purpose of the National Scheme

- Public protection

As a board:

- we adopt a risk-based approach to regulation
- we take action proportionate to the future risk of harm.



Objectives of the National Scheme



The solution

- Australian and internationally qualified physiotherapists
- Assessment of internationally qualified physiotherapists by the Australian Physiotherapy Council (APC)
- APC assessment pathways based on risk



Australian Physiotherapy Council

1. Equivalence of Qualification Pathway
2. Express FLYR Pathway
3. FLYR Pathway
4. Standard Assessment Pathway



Limited registration for supervised practice

- Provision in the National Law
 - Permits clinical practice while preparing for assessment
 - Gain clinical experience in the Australian healthcare setting
- Supervised practice plan
 - Safe mechanism to increase the health workforce
 - Increases mobility of the physiotherapy workforce
 - Supported by a Supervised practice framework that provides guidance to the supervisee, supervisor/s and employer



Eligibility

- International qualification
- Interim certificate APC
- Not Australian graduate, eligible for Trans-Tasman Mutual Recognition or otherwise eligible for general registration
- Suitable person
- Not disqualified from registration in the profession
- Meets physiotherapy registration standards



Registration standards

- English language skills
- Criminal history
- Professional indemnity insurance
- Continuing professional development
- Recency of practice



Registration and Notifications Committee (RNC)

- RNC comprises practitioner and community members
- Registration processing managed by Ahpra
- Ahpra works closely with the RNC



Supervised practice framework

- Gives guidance around when supervised practice is required
- Sets out core components for effective supervision
- Supports consistent processes and decision making
- Helps set expectations for supervisees and supervisors
- Is clear, relevant and user-friendly



Supervised practice plan

- Details the requirements of supervisor/s and supervisee
- Includes:
 - work locations
 - scope of practice
 - proposed supervisors
 - level of supervision and timeframes
 - methods of supervision
 - progress reporting against framework.



Levels of supervision

- The framework details four levels of supervision:
 1. Direct - Supervisor physically present *at all times* to observe the supervisee
 2. Indirect 1 (present) - Supervisor physically present at the workplace
 3. Indirect 2 (accessible) - Supervisor is accessible by phone or other means and available to physically attend the workplace
 4. Remote - Supervisor is not present at the workplace



Starting level

- Supervisee experience
- Past scope of practice / proposed scope of practice
- Work history
- Recency of practice and any gaps in practice
- Professional development completed

A risk-based approach is used in assessment of supervision level.



Process for applicant

- Interim certificate – Australian Physiotherapy Council (APC)
- Supervised practice agreement
- Supervised practice plan
- Ahpra review of all documentation
- Advice to applicant if further information is required



Process for applicant

- Ahpra prepares a paper and recommendations to the Registration and Notifications Committee
- Decision made by RNC
- Further revisions by applicant if required
- Approval – applicant can start work



Review

- Limited registrant physiotherapist numbers
- Limited complaints data about registration for supervised practice
- Physiotherapy workforce





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dopl.utah.gov/internationally-trained-applicant-information



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Ahpra
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Boards

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Thank you

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