Transforming the Role of the PTA to Meet
the Vision of the Physical Therapy Profession

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SPEAKERS
Jennifer Jewell, PT, DPT
Penn State University, Shenango
Beverly Labosky, PTA
Penn State University, Hazleton
Pamela Pologruto, PT, DPT
Penn State University, Fayette
Gina Tarud, PT, DPT
Penn State University, Hazleton

OBJECTIVES
• Define the future role of the PTA in the recently revised APTA's Vision Statement for the Physical Therapy Profession
• Discuss stakeholder perspectives of the future role of the PTA
• Compare and contrast current PTA career advancement opportunities with societal need
• Develop strategies to enhance career advancement opportunities specific to the PTA

COURSE OUTLINE
• The New Vision and Strategic Plan
• Survey Purpose
• Historical Perspective of the PTA
• The Current Role of the PTA with Respect to Societal Needs and the PT-PTA Team
• Current Career Advancement Opportunities for the PTA
• Additional Perspectives from the PT and the PTA
• What is the Next Step?

APTA’S NEW VISION
• Transforming society by optimizing movement to improve the human experience.
• Guiding Principles
  • Identity
  • Quality
  • Collaboration
  • Value
  • Innovation
  • Consumer-centricity
  • Access/Equity
  • Advocacy

APTA 2016 STRATEGIC PLAN
• Transform Society: Barriers to movement will be reduced at the population, community, workplace, home and individual levels.
• Transform the Profession: Physical therapist practice will deliver value by utilizing evidence, best practice, and outcomes.
• Transform the Association: APTA will be a relevant organization that is entrepreneurial, employing disciplined agility to achieve its priorities.
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**PURPOSE**

- Goal to address general audience - reach individuals beyond APTA membership
- Reflect on the role of the entry level PTA
- Anticipate the future knowledge requirements of the PTA
- Analyze the role/need of PTA specific continuing education to meet the demands of the volatile health care environment

**SURVEY METHODOLOGY**

- Survey development and input
- Utilized CAPTE resource list of accredited PT and PTA programs
- Provided email link and request to program directors to forward to alumni and clinical instructors
- Analyzed data collected

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**DEMOGRAPHICS**

1,813 total responses with 1,683 completed surveys

- Male 47%
- Female 53%
- APTA 38%
- Non APTA 62%
- PTA 53%
- PT 47%

**HIGHEST EARNED DEGREES**

- Associate 32%
- Bachelor 24%
- Master 17%
- Doctorate 26%
- Other 1%
- Associate 32%

**YEARS OF PHYSICAL THERAPY PRACTICE**

- Greater than 15 years: 40%
- 10-15 years: 13%
- 5-10 years: 20%
- Less than 5 years: 26%

**PRIMARY JOB RESPONSIBILITIES**

- Clinical: 81%
- Academic: 11%
- Administrative: 8%
PRIMARY PRACTICE SETTING

<table>
<thead>
<tr>
<th>Practice Setting</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Military</td>
<td>0.17%</td>
</tr>
<tr>
<td>Traveling</td>
<td>0.30%</td>
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<tr>
<td>Schools</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
<tr>
<td>Home Health</td>
<td>4%</td>
</tr>
<tr>
<td>Inpatient</td>
<td>8%</td>
</tr>
<tr>
<td>Academia</td>
<td>9%</td>
</tr>
<tr>
<td>Acute</td>
<td>13%</td>
</tr>
<tr>
<td>Skilled</td>
<td>16%</td>
</tr>
<tr>
<td>Outpatient</td>
<td>44%</td>
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</table>

GEOGRAPHIC REGION

DISTANCE TO PT/PTA PROGRAM

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<tr>
<th>Distance</th>
<th>PT</th>
<th>DPT</th>
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<tr>
<td>Greater than 100 miles</td>
<td>3%</td>
<td>8%</td>
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<tr>
<td>50-100 miles</td>
<td>31%</td>
<td>26%</td>
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<tr>
<td>20-50 miles</td>
<td>58%</td>
<td>47%</td>
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<tr>
<td>Less than 20 miles</td>
<td>58%</td>
<td>47%</td>
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HISTORICAL PERSPECTIVE OF THE PTA

EVOLUTION OF THE LICENSURE EXAM

- Entry Level Practice Analysis
- Identification of entry level work requirements
- Development of formal set of test specifications
- Process set to begin again in 2016

CAPTE REVISION

- 1978 became sole accrediting agency for PT and PTA program
- Recent revision to create new PTA Standards
- Depth and Breadth
STATE LICENSURE REQUIREMENTS

- Licensure or Certification now required in all 50 states and the District of Columbia, Puerto Rico, and the US Virgin Islands
- Hawaii was last state to require licensure-implemented January 1, 2015

CURRENT ROLE OF THE PTA

STATE PRACTICE ACTS

PTA Reimbursement

- Full reimbursement
- PT ONLY reimbursement
- Less reimbursement for PTA provided services

PT/PTA TEAM

- Recent emphasis and resources created to assist with the PT/PTA team
- PT/PTA Teamwork: Models in Delivering Patient Care
- The Physical Therapist-Physical Therapist Assistant Team Toolkit
- The PT/PTA Relationship: Four Things You Want to Know
- New CAPTE Standard for PT Curriculum

PAYMENT FOR PTA SERVICES

APTA REPRESENTATION

- Chapters and sections able to grant a full vote to physical therapist assistants
- Advocating for increased active participation in APTA governance
- Promotion of PT/PTA team
CURRENT ADVANCEMENT OPTIONS FOR THE PTA

ACADEMIC DEGREE ADVANCEMENT

DPT

Other Healthcare Related Degree

Master's Degree

Bachelor's Degree

Other

ADDITIONAL CLINICAL DEVELOPMENT

• Life-long Learning

• Continued Competence

• Awards

PTA RECOGNITION OF ADVANCED PROFICIENCY

• Background
  • Initiated in 2006

• The PTA Recognition of Advanced Proficiency Program recognizes physical therapist assistants (PTAs) who have achieved advanced proficiency through:
  • Education
  • Experience
  • Leadership and as part of the PT/PTA team

PTA ADVANCED PROFICIENCY PATHWAYS (APP) PROGRAM

• Background
  • Initiated approximately in 2012

• Provide PTAs with clearly defined post-graduation educational curriculum that leads to advanced proficiency

• Promote PTAs career development by providing a self-initiated curriculum completion process

CLINICAL CERTIFICATIONS

• APTA

• Other Sources
EDUCATION (ACADEMIA)

- Full-time & part-time faculty teaching positions
  - Serving as ACCE or DCE
- Lab assistant/supervisors
- Standardized patients
- Student skill assessor
- Advisory Board member
- Research

CREDENTIALED CLINICAL INSTRUCTOR PROGRAM (CCIP)

- The Credentialed Clinical Instructor Program (CCIP)
  - Provides teaching skills and development for healthcare providers involved in clinical education
  - PTA's have the opportunity to become a Credentialed Clinical Instructor Program Trainer

http://www.apta.org/CCIP/BecomingaTrainer/

ADVANCED CREDENTIALED CLINICAL INSTRUCTOR PROGRAM (ACCIP)

- Previous design ONLY for PT
- Now in development to include PTAs

ASSOCIATION INVOLVEMENT

District and Chapter Level

- Business meetings
- District meetings
- Educational conferences
- Participate or hold an office in the local PTA special interest group
  - PTA SIG
- Participate in or chair a committee or task force
- Hold an office on the District or Chapter Board of Directors

SECTION AND NATIONAL LEVEL

<table>
<thead>
<tr>
<th>Section activities</th>
<th>Run for PTA Caucus</th>
<th>FEDERATION OF STATE BOARDS OF PHYSICAL THERAPY (FSBPT)</th>
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</thead>
<tbody>
<tr>
<td>Leadership roles</td>
<td>Representative</td>
<td>• PT and PTA</td>
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<tr>
<td>Committee membership</td>
<td>Delegate</td>
<td>• Volunteer for committees and task forces that create and oversee the licensure exam for physical therapist assistants</td>
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<tr>
<td>APTA Appointment Pool</td>
<td>Nominating Committee Member</td>
<td></td>
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<tr>
<td>Advisory panels</td>
<td>Author</td>
<td></td>
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<tr>
<td>Consulting groups</td>
<td>PT in Motion</td>
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</tr>
<tr>
<td>Task forces</td>
<td>Advance for Physical Therapy &amp; Rehab Medicine</td>
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**COMMISSION ON THE ACCREDITATION OF PHYSICAL THERAPY EDUCATION (CAPTE)**
- CAPTE
  - Initial and ongoing accreditation of all physical therapy education programs
- PTAs
  - PTA Team member/Team Leader/Central Panel
  - Site visits with the evaluating team for PTA education programs

**MANAGEMENT AND ADMINISTRATION**
- Supervisors, managers or administrators
- Quality assurance directors
- EMR trainers
- Private practice owners

**COMMUNITY INVOLVEMENT**
- Presentations for health care organizations
- Develop educational programming
- Participate in healthcare related public service groups

**POLITICAL INVOLVEMENT**
- PTA members
  - Health care reform
  - March on Washington, Advocacy Academy, etc.
- State Boards of Physical Therapy
  - Public member
  - Run for a political office
  - PTA appointment to State Regulatory Boards

**PT/PTA PERSPECTIVES**

**PT AND PTA PERSPECTIVE**
- Employer support of professional development
- APTA's support of PTA
- Chapter’s support of PTA

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PTA ACADEMIC PREPARATION

- PT/PTA satisfaction with academic preparation
- Additional skills or knowledge that would be beneficial

CURRENT CHALLENGES

- Under Utilization of the PTA
  - Not performing interventions/data collection within scope
  - Lack of PT education on the role of the PTA
  - Lack of skill/knowledge
  - Insurance company regulations
  - State practice act regulations
  - Complex patients
  - Manual therapy - joint mobilizations

CURRENT CHALLENGES

- Lack of opportunities for PTA development
  - Lack of knowledge regarding available resources

CURRENT CHALLENGES

- Productivity standards
  - Payment cuts and increased regulatory burden
  - Increased demand of documentation

THE NEXT STEP

FUTURE DEGREE REQUIREMENTS/ACADEMIC PREP

- Examples of tiered degree programs in clinical practice
  - Nursing Example
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APTA SUPPORT
- Board has determined that there will not be additional resources directed toward the transition of the entry-level physical therapist assistant degree to the baccalaureate level unless otherwise directed by the House of Delegates (V-14)
- Educate stakeholders regarding appropriate PT/PTA team and PTA utilization
- Standardization of rules and regulations governing the scope of work, utilization of the PTA, and utilization of the PT/PTA team across states and sources of payment for services.
- Bylaw change allowing Chapters to revise bylaws for PTA full vote

CONTINUING EDUCATION
- Specific need for PTA related topics
- Providing education regarding team approach
- Credentialing opportunities for the PTA

GROUP DISCUSSION

SPECIAL THANKS
- Kathy Giffin, PTA, MS Ed - PTA Educators SIG Chair
- Richard Woolf PT, DPT, CSCS - FSBPT
- Doug Clarke - former Lead PTA Programs Specialist at CAPTE
- Doug Slick, PTA – PTA Caucus Representative

REFERENCES

REFERENCES
- Conrad S. Educating payers about the value of PTAs. PT in Motion. Nov. 2013. [http://www.apta.org/PTinMotion/2013/11/PTAs/day/](http://www.apta.org/PTinMotion/2013/11/PTAs/day/).
REFERENCES

• Hardy L. The role of the PTA in health, wellness and fitness. PT in Motion. 2013; 5(3): 50-52.

REFERENCES