



## OHSIG Mentoring Program

### **Purpose:**

To provide a casual structure for APTA and the Academy of Orthopaedic Physical Therapy members interested in practicing in occupational health to inquire, develop, and advance their skills in occupational health through a casual OHSIG mentoring program.

### **Objectives**

The Mentoring Program aims to:

- Promote individual development through the transfer of skills, expert knowledge, and insight.
- Provide an APTA member with additional resource for feedback and guidance.
- Provide a mechanism for developing future leaders within the occupational health SIG.
- Increase the number of competent physical therapists in the occupational health segment.
- Help with physical therapy career satisfaction and advancement.
- Create and support a pool of interested and educated members in the field of work based physical therapy practice

### **Participants will:**

- Demonstrate competency in the specialized field of occupational health physical therapy
- Apply knowledge gained in various work environments
- Identify the role of health and safety practices in the broader context of a healthy population
- Contrast the unique regulatory and biopsychosocial aspects of the work environment and with traditional physical therapy and rehabilitation settings.
- Appraise the company culture or the individual circumstance when choosing the appropriate service or intervention.

### **Roles and Responsibilities of Both Mentor and Mentee**

- Build mutual trust and respect.
- Commit to building the relationship.
- Commit the time necessary for development.
- Maintain confidentiality.

### **Additional Mentor Roles and Responsibilities**

- Be available to the extent possible when the mentee has a need.
- Follow through on commitments.
- Be available as a resource to mentee (coach, advocate, counselor).
- Share knowledge and abilities gained through experience.
- Share information on one's own successes and failures as appropriate.
- Provide information about career opportunities and options, and suggest appropriate strategies, (e.g. training and other developmental opportunities)

### **Additional Mentee Roles and Responsibilities**

- Take action to accomplish goals.
- Ask questions and openly communicate.
- Seek feedback from mentor on career-related issues.
- Participate in the OHSIG closed Facebook page by posting 1- 2 OHSIG related research articles per month: total research posts =6-12 articles.

### **How does it work?**

1. All members of the Academy of Orthopaedic Physical Therapy are welcome to contact the OHSIG communications chair.
2. The mentee may request a specific area of concentration or OHSIG member. Areas of concentration are as follows:
  - a. Prevention: ergonomics, wellness programs, post offer testing
  - b. Worker Compensation regulatory environment: insurance, state laws
  - c. Treatment: traditional therapy under Worker's Compensation, specialty industrial programs (FCEs, work conditioning/work hardening)
  - d. On-site services: combination of above
3. After receiving the specific area or name of a possible mentor, the communications chair will contact that person or a person in that area and see if they would be willing to be a mentor.
4. After their first meeting, the mentor and mentee will contact the Communications chair with the decision if they want to continue.

### **Expectations**

How long?

- 6-months minimum commitment.

How much time?

- You decide with your mentee/mentor; 1 – 4 hours/month is recommended