



## OHSIG Mentoring Program

### **Purpose:**

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

### **Objectives**

The Mentoring Program aims to:

- Promote individual development through the transfer of skills, expert knowledge, and insight.
- Provide an Orthopaedic Academy 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. There are three areas of concentration to choose from:
  - a. Prevention: ergonomics, wellness programs, post offer testing
  - b. Disability and Work Rehab Programs: traditional therapy under Workers' Compensation, specialty industrial programs (Functional Capacity Evaluations, work conditioning/hardening)
  - c. Work-site/On-site Services: combination of above, delivered at the workplace
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