

# TRO's new direction – Registration (R/TRO) to Regulation

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## Presentation Overview

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- Board decision
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- TRO's next steps
- Discussion/Questions

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## History

- 1980's first attempt to establish certification
- 1997 – call for volunteers to develop cert. plan
- 1999 – draft document for eligibility criteria
- 2000 – further discussion on pros and cons
- 2001 – registration & cert. framework presented at conf.
- 2002 – membership voted in favour of registration proposal
- 2003 – pilot phase with 30 volunteers
- 2004 – portfolio review committee established; revisions made to process

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## History cont'd

- 2006 – AGM open space format – membership reinforces need of certification but that regulation the goal
- 2006 – Bob Riley, ED of NCTRC videoconference
- 2007 – PCC's created; members vote for a "made in ON" certification process
- 2008- feedback from members re R/TRO application process; FAQ
- 2008 – Board retreat to continue discussing registration criteria in education category
- 2008 & 2009 – Executive Director hired
- 2009 – 166 registered members
- 2009, October – new education criteria takes effect

## Definition of Certification

- A qualification/designation earned by a person to assure that he/she is qualified to perform a job or task.
- Voluntary Credential
- Certification Model consists of:
  1. Entry to Practice
  2. Competency Evaluation
  3. Continuing Competency Program

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## Definition of Regulation

- The Regulated Health Professions Act (RHPA)
- The RHPA provides a framework for regulating the scope of practice of health professions in Ontario, under their respective regulatory Colleges.
- It includes a general Act, a Procedural Code for all the regulated health professions.
- Criteria to become RHP under RHPA
- The purpose of regulation is to protect the public.

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## Why Certification?

- Too much disconnect in TR across Ontario\*
- In 2007 Consultant felt TR in Ontario not ready to review application for Regulation.
- Membership wanted more immediate “credentialing system”. (2007)
- Across country provinces were researching Certification.
- Membership voted “Create an Ontario Certification Model” that would prepare us for the ultimate goal: TR becoming a Regulated Health Profession under RHPA.

## TR Across Canada

- ATRA – leaving certification as voluntary credential and going straight to regulation
- BCTRA – leaving certification to national organization and going straight to regulation
- TRAAC – going for licensure with Certification through NCTRC as minimum standard
- CTRA – signed a formal agreement with NCTRC to recognize the CTRS credential as a minimum standard for practice in Canada
- Ontario CTRS group – TRO has met twice to discuss how we can work together to achieve common goal of Regulation

## TR Educational Institutions Across Canada

PROVINCE	INSTITUTION	CREDENTIAL AWARDED	PROGRAM
British Columbia	Douglas College	Degree and Diploma	Therapeutic Recreation
Alberta	University of Alberta	Degree	Bachelors of Arts in Recreation Sport & Tourism
Ontario	Brock University	Degree	Bachelor of Recreation and Leisure Studies – Inclusive and Therapeutic Recreation Concentration
	University of Waterloo	Degree	Bachelor of Arts in Therapeutic Recreation
	Algonquin College	Diploma	Recreation and Leisure
	Canadore College	Certificate	Recreation Therapist Assistant
	Canadore College	Diploma	Recreation Therapist
	Confederation College	Diploma	Recreation and Leisure
	Fanshawe College	Diploma	Recreation and Leisure
	Mohawk College	Diploma	Recreation and Leisure
	Niagara College	Diploma	Recreation and Leisure
	Georgian College	Ontario College Graduate Certificate	Therapeutic Recreation
Nova Scotia	Dalhousie	Degree	Bachelor of Science (Recreation) Therapeutic
	Dalhousie	Degree	Masters of Arts Leisure Studies
	Nova Scotia Community College	Diploma	Human Services Therapeutic Recreation Concentration

## Board Work Executive Committee

Re-structured the Board to be more like a governing body

- Oversaw the re-writing of the bylaws to support changes to organizational structure
- Hired an Executive Director (Sept 08; Mar 09)

## Partnership with CTRS group

- CTRS group join Board committees to continue work of Board
- Use R/TRO process as initial minimum standard
- Have a phase-in/sunset clause for those in profession
- Work towards Regulation
- research the possibility of NCTRC being a potential future requirement for regulation

## Board Work Practice Review Committee

Evaluated and enhanced R/TRO Package

- Surpassed goal of 100 members “Registered” – currently more than 150 R/TRO’s
- Updated PCC process and criteria
- Tightened up criteria in the Education section of R/TRO package

## Evaluation of the R/TRO Package

Education Received				
	TR (or Specialization)	Recreation Program (RLS)	Other Rec & Leisure (MA BSc)	Total
Degree	21%	17%	5%	43%
Diploma	37%	29%		65%
Total	58%	46%		

## Evaluation Results Cont'd

	Highest Education (related to TR) Achieved			Total
	TR/RLS	Allied	Other	
Degree	42%	6%	5%	53%
Diploma	45%	2%	2%	49%
Total	87%	8%	7%	
Any Degree	72%			
Any Diploma	28%			

## Revised R/TRO Education Point System (Effective Oct. 2<sup>nd</sup> 2009)

Education Program	Current R/TRO Point Structure	New Path 2 Base Points	General Recreation Supportive Coursework Required	TR Courses Required (5 Points/Course)	Total Points
4 yr. TR Degree	70	75	N/A	3 T.R.	90
Master's R&L Degree	75	65	N/A	3 T.R.	80
4 yr. R&L Degree	70	55	N/A	3 T.R.	70
3 yr. R&L Degree	60	45	N/A	3 T.R.	60
2yr R&L Dip./2yr TR Dip.	50	35	N/A	3 T.R.	50
4 yr. Allied Degree	40	35	• 3 Gen. Rec.	5 T.R.	60
3 yr. Allied Degree	35	30	• 3 Gen. Rec.	5 T.R.	55
2 yr. allied Dip.	25	25	• 3 Gen. Rec.	6 T.R.	55
Non Allied Degree (3 or 4 year)	N/A	15	• 3 Gen. Rec.	7 T.R.	50

## Education Examples

- Jody has a 4 year degree in TR. Within her degree, her transcripts indicate that she has earned 5 TR courses. After submitting all supporting documentation, she will be awarded 100 points.
- Jessica has a 2 year diploma in Recreation and Leisure Services. Within her diploma, her transcripts indicate that she earned 4 TR courses. After submitting all supporting documentation, she will be awarded 55 points.

## Education Examples Cont'd

- Brad has a 4 year degree in Sociology and a post-graduate diploma or certificate in T.R. Within his diploma, his transcripts indicate that he earned 8 TR courses. He earns 35 base points for his 4 year allied degree and will earn 40 points for the TR courses in his post-graduate diploma. He must also show proof of completing 3 General Recreation courses. After, showing proof of having these three additional courses, and submitting all supportive documentation, he will earn 75 points.

## Education Examples

- Paul has a 3 year degree in Recreation and Leisure Studies. Within his degree, his transcripts indicate that he earned 1 TR course. He earns 45 base points for his degree, and must have a total of 3 TR courses to meet the minimum criteria and therefore must take 2 additional TR courses. After completing the 2 additional TR courses and submitting all supportive documentation indicating he has also completed the 3 required General Recreation courses, he will earn a total 60 points.

## Education Examples

- Sarah has a 4 year degree in Kinesiology. Within her degree, her transcripts indicate that she earned 1 TR course and also took an introduction to recreation course. She earns 35 base points, but must complete 4 additional TR courses and also 2 General Recreation courses. After completing the additional courses and submitting all supportive documentation, she will earn a total of 60 points.

## Education Examples

- Linda has a 2 year diploma in Gerontology. She will receive 25 base points for this allied diploma and will be required to complete 6 TR courses, as well as, 3 General Recreation courses. After completing the additional courses and submitting all supportive documentation, she will earn a total of 55 points and therefore meet the minimum criteria for the education section of the R/TRO application.

## Board Work Registration Committee

### Job title

- Job title analysis of over 70 positions province wide
- The title of **Recreation Therapist** was found to be the most widely used
- Voted by the Board to be the title which TRO endorses
- Job title rationale developed, key supporting points include:
  - provides clarity of our role for clients/patients, employers and educational institutions where recreation is used as a means for therapy
  - “therapist” implies that our profession is focused on goal-oriented interventions
  - reflective of our practice and emphasizes and expresses the therapeutic value of our profession

## Board Work Registration Committee Cont'd

### Role Description:

- Thorough analysis of over 20 role descriptions
- Recreation Therapist role description created
- Reflects TRO's Standards of Practice and is meant to serve as a foundation for the practice of therapeutic recreation regardless of setting
- Will assist employers and practitioners in guiding current practice to increase consistency, accountability and credibility within the field

## Board Work Registration Committee Cont'd

- TRO moved towards “Unifying profession, move towards Certification on our way to regulation”
- **How?**
  1. Restructure Board, bylaws etc.
  2. Job Description Analysis – title etc.
  3. Extensive Research into Allied Health Disciplines \*\*
  4. Competencies to Practice\*\*\*

## Registration Committee - Significant Findings

- PT, OT, SW, Speech, Music, MT, Kin, Nursing – Certification exams
- NCTRC Exam
- With research came a deeper understanding of the resources needed – volunteers, and cost to members.
- Completion of Essential Competency Framework.
- Re-evaluated our position in preparation for “Criteria for Regulation”.

## Board Decision

- Board voted to change strategic direction from pursuing certification as a step towards regulation, and go directly to preparing for application for regulation
- Maintain R/TRO process as minimum standard



## Rationale for Change

- Changes across Canada – we knew “what” but we didn’t know “how”
- Have not seen 100% buy in from member for R/TRO process – why create another voluntary criteria?
- Have more information and better set up for regulation
- Easier to promote a “**Regulated**” health profession to employers than a voluntary credential
- RAI MDS changes
- Long Term Care act changes



## TRO Next Steps

- For the past several years, the TRO Board has been preparing TRO to function in a more regulatory manner
- This has included a critical internal review as well as a review of the other provinces and other professional disciplines
- This preparation has lead to the restructuring of the organization; hiring an Executive Director; and the creation of new by-laws and protocols to support the by-laws.



## TRO next steps cont'd

- TR practitioners in the province of Ontario can no longer afford to sit back and take the wait and see approach to the future of our profession.
- It is time to make some very difficult decisions about the future.
- As members continue to ask to become a “**Regulated**” health profession, these very challenging decisions are upon us.



## TRO Next Steps cont'd

- The TRO board has spent **many** hours debating/ discussing/ researching and contemplating the future of the profession in Ontario and the need to continue on the path of critical analysis
- The pursuit of regulation includes demonstrating a **united profession**
- **This includes:** common educational preparation; common competency review; common practice standards; common continuing competency; common job titles; recognizing different levels of scopes of practice, among other things



## TRO Next Steps cont'd

- Many other TR Associations have also begun the process of raising the bar when it comes to professional practice
- Raising the bar also includes reviewing membership criteria in professional associations.
- Many TR associations and local TR departments have started on the journey of practice review and have begun the practice of two levels of TR practitioners



## With all of this in mind, TRO has spent many hours developing an inclusive vision for the future

### This Vision includes:

- Having the **R/TRO** designation as the platform for professional membership within TRO (this may become R/RT depending on college requirements)
- Supporting common educational preparation (degree/diploma); and pathways to achieve one or the other or both if desired
- Supporting two levels of TR practitioners in Ontario (RT/RTA or TR/TRA)



- This **Vision** also includes continuing to be inclusive of members, yet determined to heighten the profession of TR in Ontario in the near future
- Other TR associations have taken various approaches to implementing some of these changes (immediate/phase in/sunset clause)
- TRO plans to inform members of the pending enhancements to: our membership criteria; to supporting two levels of education; and supporting two levels of professional practice in the province and clearly articulate how these enhancements will affect members and support members as they strive to achieve compliance



- Clearly these next steps will involve on-going investigation and comprehensive planning.
- TRO is committed to this strategic planning as we move forward towards regulation.
- TRO will continue to work with the various stakeholders (client groups; government agencies; educational facilities; professional members; professional partners etc.) as we strive for enhanced professionalism for TR in the province of Ontario.



## Questions ?

