




Continuing Professional Development Directory




Click the headings below to find resources to help you learn more about these knowledge areas. The links within this document are not intended to be comprehensive or a complete list, and inclusion is not necessarily an endorsement by the College of their value.

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Knowledge Category	Practice Resources	Description
<p data-bbox="180 330 543 364">Anatomy and Physiology</p> 	<p data-bbox="935 310 1728 385">Fascinating facts about Fascia – First Line Education Inc.</p>	<p data-bbox="1768 270 2893 465">First Line Education Inc. is a team of healthcare professionals that offer in-person and online courses in soft skills and in business, assessment, movement, and soft tissue therapy. This is a four-part fascial foundational series covering basics, your nervous system and fascia and how fascial health is influenced by food, lifestyle and injury.</p>
<p data-bbox="180 647 646 681">Ergonomics and Biomechanics</p> 	<p data-bbox="935 586 1463 620">Institute for Work & Health Website</p>	<p data-bbox="1768 586 2893 782">The Institute for Work & Health is an independent, not-for-profit research organization. Their goal is to protect and improve the health and safety of working people by providing useful, relevant research in areas of primary prevention and secondary prevention in the workplace through research in musculoskeletal disorder prevention.</p>
	<p data-bbox="935 788 1448 822">Workplace Disability Management</p>	<p data-bbox="1768 788 2893 1024">This document examines workplaces setting up accommodation and return-to-work (RTW) programs to help ensure employees with work-related and non-work related injuries and illnesses are able to remain at work or return to work as quickly as they are safely able to do so. It also examines system-level programs (i.e. those offered by workers' compensation boards) that support workplaces in doing so.</p>
	<p data-bbox="935 1030 1603 1064">Clinical Treatment and Health Measurement</p>	<p data-bbox="1768 1030 2893 1145">The Institute for Work & Health looks at what treatments and rehabilitation programs are available to injured workers to ensure their full and speedy recovery.</p>
	<p data-bbox="935 1151 1261 1185">IWH Tools and Guides</p>	<p data-bbox="1768 1151 2893 1346">This tool is based on the Institute for Work & Health <i>Seven Principles for Successful Return to Work</i> and provides an evidence informed guide to be used by anyone in the workplace who supports workers with depression as they cope with their symptoms while working or when they are returning to work following an episode.</p>
	<p data-bbox="935 1352 1532 1387">Workplace OHS programs and practices</p>	<p data-bbox="1768 1352 2893 1473">This document provides information on how workplaces play a vital role in ensuring the well-being of workers and knowing what occupational health and safety (OHS) practices are most effective in preventing injury and illness.</p>
	<p data-bbox="935 1514 1650 1588">The Institut de Recherche Robert-Sauvé (IRSST) Website</p>	<p data-bbox="1768 1514 2893 1675">This is one of the leading occupational health and safety research centres in Canada. The Robert-Sauvé Institute funds research to eliminate health and safety risks for workers, as well as rehabilitation and return to work practices.</p>
	<p data-bbox="935 1685 1308 1719">Awareness-Raising Tools</p>	<p data-bbox="1768 1685 2893 1798">A publication provided by the Institut de Recherche Robert- Sauvé (IRSST) that lists the various guides and technical awareness tools by field in accessing information and reports.</p>




	Independent Medical Exam Care Centre- Functional Capacity Evaluation Guide	This document looks at the evaluation of an injured party that uses a third party, independent medical professional who provides unbiased medical evaluation for a specific case. In a Functional Capacity Evaluation, these are a series of tests used to evaluate a worker's physical abilities.
	Canadian Centre for Occupational Health and Safety- Health and Wellness	This legislation regulates each province's jurisdiction over its OHS outlining the rights and responsibilities of the employer, the supervisor and the worker. It provides numerous resources dedicated to the health and wellness of workers and employees.
	Centre of Research Expertise on Musculoskeletal Disorders	This organization, made up of 47 dedicated researchers across 13 different institutions in Ontario, conducts research to improve the understanding of musculoskeletal disorders and their impact on worker related absences.
	The International Seating Symposium	A conference designed to assist healthcare providers and others to improve seating and mobility for people with disabilities.
	WSIB- Musculoskeletal Disorders Prevention	A three-part musculoskeletal disorder prevention series aimed at controlling hazards in the workplace that could lead to MSD's.
	Safety Smart Magazine	Safety talks, safety training materials, and health and safety resources for workers and employers.
	National Ergonomics Conference (American)	This event, known as the ErgoExpo, has been providing professionals across various industries the tools, strategies and latest approaches to learn to build or enhance an existing ergonomic or safety program.
	Occupational Health and Safety Act	Ontario workplace safety legislation. The <i>Occupational and Safety Act</i> sets out the rights and duties of all parties in the workplace, as well as procedures for dealing with workplace hazards and for enforcement as needed.
	Government of Canada- Workplace Safety	Canadian policy for workplace safety and rights for Canadian employees. The Canada Labour Code gives workplace parties (employers and employees) a stronger role in identifying and resolving health and safety concerns.
Informed Consent 	Canadian Medical Protective Agency- Consent	Guide for Canadian physicians covers emergency treatment, types of consent, capacity, requirements for informed consent and a sample consent form.
	College of Nurses Practice Guideline - Consent	This guideline defines consent, how to obtain consent, substitute decision makers and explains how they can act to provide consent.
	Provincial Advocate for Children and Youth- Children's Health Rights	The Ombudsman's Office is responsible for advocating for the protection of children and youth, and provides a guide for young people on how to make their own healthcare decisions and navigate their rights.
	College of Audiologists and Speech Language Pathologists of Ontario- Consent and Capacity Module	This guide is intended to help members understand the necessary steps to obtaining consent. The module consists of four chapters that include resource information, types of consent, determining capacity and substitute


		decision makers.
<p>Assessment, Exercise Prescription, Treatment, and Therapy</p> 	Clinical Assessment – Posture, Balance and Gait Basics - First Line Education Inc.	<p>First Line Education Inc. is a team of health care professionals that offer in-person and online courses in soft skills, business, assessment, movement and soft tissue therapy. This is a two-day course that explores the foot's connection to the fascial lines of the body, posture, balance and walking.</p>
	Functional Testing for the Upper & Lower body	<p>Join First Line to learn all about the history and research behind functional movement, application of testing protocol alongside insight into testing equipment, movement planning and therapeutic exercises for your clients.</p>
	Clinical Assessment for the Lower Body – Pelvis, L-Spine & Trunk - First Line Education Inc.	<p>This two-day course continues on from the Clinical Assessment – Posture, Balance & Gait Basics course. Learn how to evaluate fascial and muscle imbalances, identify the drivers of compensatory movement patterns, check muscle endurance, strength and develop early-stage exercise therapy protocols.</p>
	Clinical Assessment for The Upper Body – T-Spine, Scapulae & C-Spine- First Line Education Inc.	<p>Continuing to the upper body, join First Line for this two-day investigation of the upper body's fascial lines, expected movement patterns, possible compensation patterns, and tests for muscle awareness, endurance and strength. Start to build out simple exercise therapy programs for all levels of client rehabilitation.</p>
	Annual International Conference on Kinesiology and Exercise Science	<p>The aim of the conference is to bring together scholars and students of all areas of applied and integrated health sciences, including physiology, assessment, health psychology, health promotion, epidemiology, biomechanics, sports medicine, training methods, nutrition and physical education.</p>
	Canadian Society for Exercise Physiology (CSEP)	<p>CSEP is a voluntary organization composed of professionals interested and involved in the scientific study of exercise physiology, exercise biochemistry, fitness and health. It was founded at the Pan-American Games, Winnipeg, Manitoba in 1967. A link to educational opportunities is provided by CSEP.</p>
	Introduction To Therapeutic Exercise - First Line Education Inc.	<p>First Line Education Inc. offers this two-day course either online or in-person. You will learn how to put together therapeutic exercises for clients, understanding the order of your programming, and creating basic programs to meet clinical and client expectations and modification of programs to accommodate client's limitations.</p>
<p>Patient and Client-Centered Care</p>	Registered Nurses Association Best Practice Guideline- Person and Family Centered Care	<p>This guideline is to be used by nurses and other members of the inter-professional healthcare team to enhance the quality of their partnership with individuals accessing care, ultimately improving clinical outcomes and the person and family's experience of care.</p>
	Health Expectations International Journal- Family Centered Care	<p>Article reports key findings on shift of family-centred care, management and advocacy responsibilities to families.</p>

	Ontario Medical Association Policy Paper- Client Centered Care	<p>In this paper, patient-centred care research is reviewed from both the system standpoint and the practitioner standing, including research and experience in other jurisdictions, and challenges to providing patient-centred care.</p>
	The College of Family Physicians of Canada- In Home Patient Centered Care	<p>The objective of this paper is to provide guidance to family physicians on implementing patient-centred care in family practice settings and involves actively engaging patients when helping them make care decisions.</p>
<p>Patient Safety</p> 	Canadian Patient Safety Institute- The Safety Competencies	<p>The Safety Competencies Framework is designed to help health providers build a safe, relevant health service for patients. Includes downloadable Safety Competencies PDF.</p>
	Canadian Patient Safety Institute- Shift to Safety	<p>Established and funded by Health Canada in 2003, the Canadian Patient Safety Institute works with governments, health organizations, leaders and healthcare providers to inspire extraordinary improvement in patient safety and quality.</p>
	Agency for Healthcare Research and Quality-Quality Improvement and Patient Safety	<p>Chapter on implementing quality improvement strategies and tools to emphasize patient safety.</p>
<p>Professional Responsibilities</p> 	Canadian Medical Protection Agency- The Canadian Medical Liability System	<p>Article outlining the Canadian medical liability system and what makes it work, and how it is evolving to respond to the changing needs of the system.</p>
<p>Record Keeping</p> 	College of Physiotherapists- The Purpose of Record Keeping	<p>A module that outlines the responsibilities and accountabilities physiotherapists have when record keeping.</p>
	College of Occupational Therapists-Record Keeping	<p>A module that outlines the importance of record keeping and the responsibilities and accountabilities that occupational therapists have to the public.</p>

<p>Health Promotion</p> 	<p>Government of Canada- Health Promotion</p>	<p>The Public Health Agency of Canada addresses such topics as healthy child development, active living, family violence prevention, obesity, physical activity, mental health, population, rural and senior’s health.</p>
	<p>Government of Canada- Canadian Best Practices Portal</p>	<p>The Portal was developed as a guide to plan programs for promoting health and prevention of chronic disease geared towards specific populations and communities.</p>
	<p>Ontario Public Health Association- Nutrition Resource Centre</p>	<p>The Nutrition Resource Centre strengthens the knowledge of healthcare providers by providing resources to those who wish to learn and educate others about healthy eating and nutrition.</p>
	<p>Canadian Kinesiology Alliance Conference</p>	<p>This is a national event to raise awareness of the profession by aligning organizations such as CLHIA with CKA goals. Speakers at this conference will target areas such as: rehabilitation, physical fitness, health at work and promotion of healthy lifestyles.</p>
	<p>Research Institute for Aging-Cultural Diversity in Long Term Care</p>	<p>The report summarizes the findings from a needs assessment to explore strategies to better support cultural diversity in long-term care homes.</p>
	<p>Aboriginal Sexual Health-Health Professionals Working with First Nations, Metis women and their Families</p>	<p>An innovative guideline to give healthcare practitioners a better understanding of how to provide culturally-safe care to Aboriginal Peoples throughout Canada.</p>
	<p>Wellness Conversations – First Line Education Inc.</p>	<p>Join First Line Education, Inc. in exploring how to have and enhance client interactions and wellness conversations that support your clients using research-based tools to reach their health, fitness and wellness goals.</p>
<p>Program Evaluation</p> 	<p>Public Health Ontario- Program Evaluation</p>	<p>A document that is designed to provide an overview of key concepts and strategies used to conduct program evaluation through a 10-step model.</p>
	<p>Journal of Preventing Chronic Disease- Six Steps for Program Evaluation</p>	<p>A framework that recommends six steps for an effective program evaluation.</p>
	<p>Centre for Disease Control- Framework for Program Evaluation</p>	<p>This guideline is designed to summarize and organize essential elements of program evaluation, and encourages an approach to evaluation that is integrated with routine program operations.</p>
<p>Leading Research Initiatives</p> 	<p>Sick Kids Hospital- Research Ethics Board</p>	<p>Core principles of research ethics (process of initial and ongoing review and monitoring of research involving human participants to ensure ethical acceptability), and working with a Research Ethics Board (independent committee of people with varied backgrounds who use their knowledge and expertise to examine the research study from the perspective of prospective participants).</p>
	<p>John Creswell- Research Design</p>	<p>John Creswell was previously a professor in educational psychology and has published many articles and books. In this book he discusses key elements of the research process, review of theory and use of ethics in research.</p>

	What researchers mean by...	Institute for Work & Health index of common research terms used in the health and social sciences are explained for readers in simple language using everyday examples.
Code of Ethics and Practice Standards 	Health Canada- Good Clinical Practice	Clinical guidelines adopted by Health Canada for use by healthcare professionals. Health Canada has the responsibility for the inspection and investigation of clinical trials that were adopted in January 2000 which later provided a clear framework for the performance of clinical trials in Canada. The main objective is to reduce risks to subjects and for inspections to be used in the evaluation of submissions.
Privacy and Confidentiality 	Information and Privacy Commissioner (IPC) of Ontario	The IPC upholds and protects access to information and privacy rights in Ontario. Includes information on collection, use and disclosure of personal health information; safeguarding personal health information; lock boxes and reporting privacy breaches, etc.
	College of Physiotherapists- Privacy	Healthcare professionals must follow the rules of the <i>Personal Health Information Protection Act</i> (PHIPA), which governs the collection, use and disclosure of personal health information. Also provides information on what you may need to know about privacy breaches.
Professional Boundaries 	Prevention of Sexual Abuse e-Learning Module	The College of Kinesiologists of Ontario's e-learning module will help you better understand what constitutes a boundary violation and sexual abuse, how to recognize warning signs and how to act on them to protect the client; and what to do if boundary violations occur. The module will also help you understand your mandatory reporting obligations and how to respond to concerns of sexual abuse appropriately.
	Professional boundaries webinar	The College of Kinesiologists of Ontario's webinar on professional boundaries.
	Article- Social media use by R.Kins	The College of Kinesiologists of Ontario's article on social media use.
	Article- Giving and receiving gifts	The College of Kinesiologists of Ontario's article on giving and receiving gifts.
	College of Psychologists- Professional Boundaries	Document outlining the framework within which the therapist/client relationship occurs and defines the characteristics of professional boundaries within healthcare relationships.

Business Development, Financial Stewardship and Management and Soft Skills/Administration 	Jump Start Your Practice – An Intro For Movement Therapists- First Line Education Inc.	<p>This one-day workshop is available either online or in-person. Want to set up your own business? Learn how to name and register your business, get your tax accounts set up, organize your office, select your record keeping system, plug into a network and organize your promotional materials.</p>
	College of Physiotherapists- Improving Care Delivery Through Communication	<p>Talking and listening to patients is the most common procedure a clinician will employ. Learn the six keys to successful communication.</p>
	Health Canada: Talking Tools II Putting Communication Skills to Work- Interactive Course for Practising Physicians	<p>Resource booklet on communication skills.</p>
Communication 	College of Physiotherapists- Improving Care Delivery Through Communication	<p>Learn key communication performance indicators.</p>
	College of Audiologists and Speech Language Pathologists Position Statement- Supervision of Students	<p>This position statement sets out supervision requirements for students.</p>
Managing and Supervising Support Personnel and Students 	Statistics Canada- Adult Learning in Canada	<p>Research on characteristics of adult learners in Canada. The government has provided research on the data that has been collected to publish comparable measures on adult learning in four skill domains: prose and document literacy, numeracy and problem solving. These lifelong principles take place from three basic categories of settings which include formal and informal learning types.</p>
	Ontario Government- Accessible Information and Communication	<p>The Ontario Government has implemented strategies to make information and other forms of communication more accessible and easy to use for people with disabilities.</p>
	Winnipeg Regional Health Authority- Health Behaviour Change	<p>Workbook with theories, models and strategies designed to help healthcare providers have conversations with patients about behaviour change in healthcare settings.</p>

<p>Counselling and Coaching Strategies</p> 	<p><u>Canadian Association for Mental Health- Motivational Interviewing</u></p>	<p>Motivational interviewing is defined as a collaborative conversation style for strengthening a person’s own motivation and commitment to change. This course explores the effectiveness of motivational interviewing, how it is used and how it works in improving the care of patients.</p>
	<p><u>Nutritional Counselling for Kinesiologists – First Line Education Inc.</u></p>	<p>First Line Education Inc. offers this research based two-day live workshop on dietary advice and nutritional guidance within your scope of practice as a kinesiologist, and a highly structured nutrition plan to assist your clients in adopting and maintaining new habits.</p>