Occupational Therapy Australia

Operational Plan

OTA Workforce Development Project

Phase one

Enhance the preparation of OT students

- Deliver an annual webinar series to support 4th year student transition to practice
- Build web based resources that support transition to practice
- Strengthen existing relationships with universities

Enhance the graduate experience

- Develop early career practice principles
- Co-design an early career community of practice
- Promote existing guidelines and resources
- Build on resources in the Early Career Launchpad
- Strengthen and promote professional supervision
- Increase engagement with graduates in the public sector

Retain experienced OTs in the profession

- Advocate for the role and the full scope of OT practice across sectors and funding schemes
- Build learning and development offerings for OTs in non-clinical roles
- Provide accessible information on the OTA webpage to support OTs to regain registration after an extended break from practice
- Provide resources to support private practitioners

Support safe practicing environments

- Update OTA Supervision Framework (2019)
- Review OTA supervision program
- Develop a register of experienced supervisors
- Raise awareness of governance standards for private practitioners
- Build resources to support mentoring relationships

Recognise professional skills and achievements

- Develop guidelines for capability framework development
- Develop capability frameworks in areas of practice identified as a priority through workforce consultations
- Advocate for recognition of capability frameworks

Support viable OT careers

- Advocate concerning OT fee schedules
- Advocate for increased FTE in public systems
- Increase media presence to build the profile of the occupational therapy profession
- Promote rural and remote practice

Promote digital health capabilities

- Provide learning & development opportunities focused on digital health
- Build a webpage to raise awareness of digital health resources
- Review lessons from the expansion of telehealth
- Keep OTA members updated and informed on advancements in digital health relevant to OT practice

Phase two

- Expand reach of student resources
- Continue to maintain and strengthen university relationships through ongoing engagement with Academic staff and direct engagement with student cohorts

- Continue to build learning and development offerings for early career therapists
- Identify resources required to support public sector early career therapists
- Build recognition of early career practice principles with employers of early career therapists

- Host communities of practice
- Explore a process for recognition of advanced professional standing
- Advocate for senior practitioner roles and carer pathways that recognise OTs unique knowledge and skills

- Continue to build resources to support good governance in private practice
- Continue to strengthen and promote professional supervision
- Investigate partnership opportunities with EAP providers

- Prioritise and continue to build capability frameworks in new areas of practice
- Build learning & development offerings aligned to the capability frameworks
- Build resources that can be used to promote the OT role
- Consult with the profession around the need for a credentialing program

- Further investigate needs of rural and remote therapists
- Continue to build community understanding of occupational therapy

- Act on findings of research conducted in phase one
- Build and strengthen relationships with industry leaders
- Continue to provide resources and updates to the profession that are within OTA's scope

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