

Inter-Professional Palliative Competency Framework Review of Educational Resources



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Acknowledgements

Project Sponsor

Dr. Doris Barwich, MD, CCFP (PC), Executive Director, BC Centre for Palliative Care

Project Leads

Kathleen Yue, RN, MN, CHPCN (C) and Carolyn Tayler, RN, BN, MSA, CON (C)

Project Manager

Chris Yue, BSc, MDiv, PMP

Methodology Consultant

Lynnelle Friesen, RN, BScN, MN

Project Assistants

- Eleanor Siden, BA
- Stephanie Stuerle, MA

Nurse and Health Care Assistant Resource Assessors

- Lynnelle Friesen, RN, BScN, MN
- Bridget Freeman, RN, BScN, MN student
- Colleen Deroache, RN, BSN, MN student
- Eva Rooney, BN
- Heidi Straessle, RN, BSN student

Physician / Nurse Practitioner Resource Assessors

- Dr. Siobhan Ma, MD
- Rebecca Shuck, BSc student
- Kathleen Yue, RN, MN, CHPCN (C)

Social Worker / Counsellor Resource Assessors

- Amelia Lowe, BA, M.C. student
- Mary Coleman, MSW, RSW, Palliative Care Social Worker
- Courtney Wright, MSW, RSW, Palliative Care Social Worker

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- Dr. Julia Ridley, BSc, MD, CCFP (PC), MEd
- Wendy Wainwright, BA, MEd
- Vicki Kennedy, RN, BN, MN, CRE



Purpose

The original intent of this resource review was to assess the current state of education resources available in British Columbia to address palliative competencies for nurses, health care assistants (HCAs), physicians, social workers and counsellors. Core and discipline-specific competencies have been described in the Inter-Professional Palliative Competency Framework (BC Centre for Palliative Care, 2018). These competencies outline recommended standards of practice for health care providers working in any B.C. care setting with people with life-limiting conditions.

The purpose of this current document is to share the results of the review with other Canadian provinces seeking to choose education resources for use with their competencies. Details about the methods of data collection, assessment and analysis are not included here but may be requested from the BC Centre for Palliative Care.

It should be noted that there may be other Canadian resources available that this project did not review. Also, the review was based on the B.C. competencies, which are similar but not identical to those adopted in other provinces. This review includes resources intended for the disciplines only. The intent is not to endorse or recommend individual resources; rather, it is to provide objective information to assist with decision making when choosing palliative education resources.

Objectives

1. Inform the decision process for policy – makers, educators, operational leaders and health care providers when choosing palliative education resources.
2. Identify gaps in the resources presently available to decide if additional resources are needed.
3. Create an assessment and analysis process that can be replicated in the future.

Review process

1. Data collection – compiling information such as cost, credits granted, and instructor requirements
2. Resource Assessment – identifying the presence of material addressing each competency
3. Resource Analysis – calculating the percentage of competencies addressed (Intensity Effect – IE) by each resource and identifying common gaps

Limitations of the review process

- The resources included in the review were
 - Canadian,
 - reviewed in their current state as of May 2018 (Nurses and HCAs) and May 2019 (Physicians / NPs, Social Workers / Counsellors)
 - anticipated to address all the competency domains and
 - available to any Nurse, HCA, Physician or Social Worker / Counsellor in B.C., which was defined by the fact that enrollment is not limited by region or organization.
- The content was assessed on a present/absent basis; the quality of content related to each competency was not assessed.
- The use of adult and on-line learning principles was not assessed. Utilization of these principles would likely be an area of distinction for some resources.



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- Some of the resources had a large volume of required readings, accompanying learning activities, videos and additional resources. Some of these were reviewed, but not all. Since time did not permit reviewing entire courses in as much depth as a learner or facilitator would, it is possible that relevant content may have been missed by the Assessors and Project Lead.
- The assessment focused on instructor's materials. An assumption was made that course facilitators include all content in the facilitator's notes.
- The achievement of stated learning objectives by the learners themselves was not assessed, but the process of learning assessment was noted.
- While every attempt was made to ensure consistency between Assessors, the nature of the analysis was still subjective.
- Course delivery issues such as preparation time for instructors, audiovisual or technical requirements were not assessed.

Results

As previously mentioned, the details of methods are not included. Further information may be requested from the BC Centre for Palliative Care. Results are presented by discipline and some resources which are intended for an inter-professional audience are repeated. The resource summary tables (Appendix A-D) may be used to compare resources not only by percentage of competencies addressed, but also by highly relevant factors such as inter-disciplinary team building, cost, and flexibility.

Resources for Nurses (RN, LPN, RPN, NP)

The resources are presented in alphabetical order by name of the publishing organization.

- **BC Institute of Technology:** Palliative Approach in Nursing³
- **de Souza Institute:** CNA Hospice Palliative Care Study Group^{**5}
- **de Souza Institute:** Interprofessional Education in Palliative and End-of-Life Care- Oncology (iEPEC-O)⁶
- **de Souza Institute:** Introduction to Hospice Palliative Care⁷
- **Life and Death Matters:** Essentials in hospice and palliative care: A practical resource for every nurse⁸
- **Pallium Canada:** Learning Essential Approaches in Palliative care (LEAP) -Core¹⁰
- **Pallium Canada:** Learning Essential Approaches in Palliative care (LEAP) - Mini¹²
- **Victoria Hospice:** Palliative Care: Medical Intensive¹³⁻¹⁴

** While the de Souza – CNA preparation was included originally in the assessment and analysis, it was removed after the initial review because of the large volume of required readings. The course content explicitly addresses each of the CNA certification exam competencies, which were included in our nurse-specific competency statements in the Specialist-FEW category. We therefore assume that the B.C. nurse-specific competencies are very likely addressed in this course for both the Enhanced practice-SOME and Specialist-FEW categories



Description of each resource for the Nurse audience (alphabetical order)

BCIT: Palliative Approach in Nursing³

The unique feature of this on-line course is the application to many settings of care. At the beginning, the learners decide on the setting most applicable to their work. Then, they can choose case studies relevant for their individual contexts throughout the rest of the course. Settings include medical wards, long term care homes, critical care, home and community, pediatrics and neonatal. There are numerous innovative self-reflection exercises and the learner keeps a journal throughout the course. The symptom management content is covered mainly by links to the RNAO (Registered Nurses Association of Ontario) and Fraser Health palliative symptom guidelines. This is the only nursing resource that scored high in both the Generalist-ALL and Enhanced practice-SOME categories.

de Souza: CNA Study Group⁵

This course is for registered nurses intending to take the Canadian Nurses Association (CNA) certification exam for hospice palliative care nursing. The content explicitly addresses each CNA competency in a methodical way. There are on-line discussion forums, webinars, a mock exam and optional in-person or video-linked review session. As previously mentioned, rather than reviewing this course, we have assumed that it covers all or most of the B.C competencies for Specialist-FEW and many of the Enhanced practice-SOME. The CNA is reviewing these competencies and will be releasing a new version within the next year to reflect current trends in policy, language and practice. de Souza will update their course content to reflect those changes.

de Souza: Introduction to Hospice Palliative Care⁷

This online course offers an introduction to palliative care and is open to many health disciplines. The course content covers all 8 domains of challenging issues associated with illness and bereavement highlighted by the Canadian Hospice Palliative Care Association (A Model to guide hospice palliative care, 2013). Because it is an introductory course, compared with other in-depth courses, it has relatively low scores for the Generalist-ALL category.

de Souza: Interprofessional Education in Palliative and End of Life Care (iEPEC-O)⁶

This course offers an on-line CME accredited inter-professional learning environment, with access to course materials anytime across all provinces. Learning experiences are enhanced by online graphic illustration, interactive learning activities and video demonstrations of palliative care best practices. Course participants are required to complete the core modules for competency relevant to all professions. Participants from medicine and nursing also complete optional modules on assessment and management of symptoms tailored to their specialized clinical practices. The course is based on the Education in Palliative and End-of-Life Care course funded by the National Cancer Institute in USA, and includes pre-and post- knowledge and confidence assessments and an exit exam.

Life and Death Matters: Essentials in Hospice and palliative care: A practical resource for every nurse⁸

This resource includes a textbook, facilitator's materials, participant workbook, PowerPoint presentations with learning activities and discussion points, as well as podcasts and videos. The text is thorough, colorfully illustrated and easy to read. There are "ethics touchstones" and self-reflective activities throughout, to provoke the learner to critically reflect on various clinical situation. Delivery of the content is guided by the PowerPoints to increase consistency between educators.



Pallium Canada: LEAP-Core¹⁰

Pallium Canada: LEAP-Core¹⁰ offers CME credits in an inter-professional learning environment, with pre-and post-knowledge and attitude assessments as well as a 4-month commitment for change. Courses are offered in many regions of Canada, facilitated by local educators who must be certified through Pallium. Time is allotted for discussion of local resources and policies. This course has the advantage of presenting all content during the in-person course, without requiring additional independent study.

Pallium Canada: LEAP-Mini¹²

Pallium Canada: LEAP-Mini¹² offers CME credits, pre and post evaluation of learning and an inter-professional environment. It is a single day course, so may be more manageable for participants to attend but does not cover as many of the competencies as longer courses.

Victoria Hospice: Palliative Care: Medical Intensive¹³⁻¹⁴

Victoria Hospice: Palliative Care: Medical Intensive¹³⁻¹⁴ is offered in an inter-professional environment with faculty that are largely practicing clinicians as well as educators. This is the only resource that scored high in both the Enhanced practice – SOME and Specialist-FEW categories. This is largely due to the very thorough accompanying textbook. The text was published in 2006, so some of the information may not reflect the most current knowledge. As with other courses' required readings, the responsibility lies with the learner to seek out some of the content, as it is not all presented during the in-person course.

Summary of findings for the Nurse-specific competencies

Generalist – ALL

- Pallium Canada: LEAP-Core¹⁰, Life and Death Matters: Essentials in palliative care: A practical resource for every nurse⁸, and BCIT Palliative Approach in Nursing³ are in the high range for every domain
- de Souza iEPEC-O⁶ is in the high range for every domain except Domain 7 – Professional and ethical practice (moderate range)
- de Souza CNA Study Group⁵ and Victoria Hospice: Medical Intensive¹³⁻¹⁴ were only reviewed for competencies in the Enhanced practice – SOME and Specialist – FEW, since they are not intended for audiences in the Generalist – ALL category.

Enhanced practice – SOME

- Victoria Hospice: Palliative Care: Medical Intensive¹³⁻¹⁴ is in the high range for every domain except Domain 7 – Professional and ethical practice (moderate range)
- BCIT Palliative Approach in Nursing's³ average is within the high range. However, it scored in the moderate or low range for some individual domains
- de Souza CNA Study Group⁵ is likely in the high range for every domain

Specialist – FEW

- de Souza CNA Study Group⁵ is assumed to be in the high range for every domain
- Victoria Hospice: Palliative Care: Medical Intensive¹³⁻¹⁴ is in the high range for half of the domains and has an average Intensity Effect (IE) of 69%
- None of the other resources are in the high range for average IE



Resources for Health Care Assistants

The resources are presented in alphabetical order by name of the publishing organization.

- **Canadian Hospice Palliative Care Association:** Training manual for home support workers⁴
- **Life and Death Matters:** Integrating a palliative approach: Essentials for personal support workers⁹
- **Pallium Canada:** Learning Essential Approaches in Palliative care (LEAP)-LTC¹¹

Description of each resource for the Health Care Assistant audience (alphabetical order)

Canadian Hospice Palliative Care Association: Training manual for home support workers⁴

This resource includes power point lecture slides with teaching tips and explanations for every slide as well as participant handouts of all slides. It includes suggestions for how to set up a comfortable learning environment and encouragement to share stories of the instructor's experience in palliative care. It is intended to be used with home support workers but is applicable for health care assistants working in many settings. There is emphasis on communicating with a supervising nurse, participating in care planning and independent problem-solving, when appropriate within the HCAs scope of practice. The curriculum is resourced with many academic and grey literature sources cited, the references however, are not current (almost all were published before 2011 and many were from the 1990s) and need to be updated to represent the recent research occurring in the field of palliative care.

Life and Death Matters: Integrating a palliative approach: Essentials for personal support workers⁹

The instructor guide equips the facilitator with many resources to present the material. Power Point presentations, videos, podcasts, and ideas for discussion, individual and group exercises are all explained thoroughly. The conversational tone of the textbook provides learners with foundational concepts for palliative care in a way that is easy to understand and interesting to read. The text is colorfully illustrated and includes many personal stories from patients, families and healthcare workers to bring the material to life. Self-reflection activities are threaded throughout the text, learning activities and participant workbook. This resource contains detailed interventions appropriate for an HCA, to support both the person and their family in a variety of care settings.

Pallium Canada: LEAP-LTC¹¹

This course is designed to be given as an interdisciplinary workshop for healthcare professionals within a long-term care setting. Some sessions are done as a group, and other sessions have two versions: one for HCAs and one for other care providers. There is a group section on leading organizational change, and this is the only resource which includes leadership competencies for HCAs. Due to the interdisciplinary nature of the course it includes more medical information and has a more clinical tone than the other two resources. Concepts related to psychosocial, spiritual and emotional needs are threaded throughout the content.



Summary of findings for the HCA-specific competencies

Generalist / ALL

- Pallium Canada: LEAP-LTC¹¹ rated high in every domain
- Life and Death Matters: Integrating a palliative approach: Essentials for personal support workers⁹ and Canadian Hospice Palliative Care Association: Training manual for home support workers⁴ rated high in every domain except for Domain 7 – Professional and ethical practice.

Enhanced practice – SOME

- Life and Death Matters: Integrating a palliative approach: Essentials for personal support workers⁹ and Pallium Canada: LEAP-LTC¹¹ were rated high on average
- Canadian Hospice Palliative Care Association: Training manual for home support workers⁴ was moderate on average

Specialist – FEW

- Domain 7 – Professional and ethical practice was the only domain with competencies for the Specialist-FEW. This group of competencies focused on leadership. Pallium Canada: LEAP-LTC¹¹ was the only resource that scored high for this group of competencies, at 100%.

Resources for Physicians and Nurse Practitioners

The resources are presented in alphabetical order by name of the publishing organization.
<ul style="list-style-type: none"> • Pallium Canada: Learning Essential Approaches in Palliative care (LEAP) -Core¹⁰ • Pallium Canada: Learning Essential Approaches in Palliative care (LEAP) - Mini¹² • Victoria Hospice: Palliative Care: Medical Intensive¹³⁻¹⁴ • General Practice Service Committee Practice Support Program: End-of-Life module ++ <p>++ a review of this resource was conducted, and the results significantly informed the development of a revised edition, which will be released in Fall 2019.</p>

Description of each resource for the Physician / NP audience (alphabetical order)

Pallium Canada: LEAP-Core¹⁰

Pallium Canada: LEAP-Core¹⁰ offers CME credits in an inter-professional learning environment, with pre-and post-knowledge and attitude assessments as well as a 4-month commitment for change. Courses are offered in many regions of B.C., facilitated by local educators who must be certified through Pallium. Time is allotted for discussion of local resources and policies. This course has the advantage of presenting all content during the in-person course, without requiring additional independent study.

Pallium Canada: LEAP-Mini¹²

Pallium Canada: LEAP-Mini¹² also offers CME credits, pre and post evaluation of learning and an inter-professional environment. It is a single day course, so may be more manageable for participants to attend but does not cover as many of the competencies as longer courses.



Victoria Hospice: Palliative Care: Medical Intensive ¹³⁻¹⁴

This course is intended for an Enhanced practice-SOME audience, with the understanding that participants already have competencies at the Generalist-ALL level. However, the committee chose to review it because it is a common choice for physicians and NPs in B.C. who are interested in palliative care. As well, until the last few years, it was offered to Generalist and Enhanced practice clinicians. It is presented to an inter-professional audience, with faculty that are largely practicing clinicians as well as educators. It is delivered as lectures with small group case study discussion. Many of the competencies were addressed in the accompanying textbook, so the responsibility lies with the learner to seek out some of the content, as it is not all presented during the in-person course. The text was published in 2006, so some of the information may not reflect the most current knowledge.

Summary of findings for the Physician / NP -specific competencies

Generalist / ALL

As previously noted, the resources were only reviewed for competencies in the Generalist-ALL category for physicians. The 3 courses had comparable results for most domains. For all courses, the highest scoring domains were:

- Domain 1: Principles of palliative care and palliative approach (Medical Expert, Scholar). All courses scored above 82%.
- Domain 3: Communication (Communicator). All courses scored above 93%
- Domain 7: Professional and ethical practice (Professional). All courses scored above 80%

The lowest scoring domain was:

- Domain 5: Care planning and collaborative practice (Collaborator, Leader). All courses scored below 63%.

The remaining domains all scored in the high range (65-100%).

Resources for Social Workers and Counsellors

The resources are presented in alphabetical order by name of the publishing organization.

- **de Souza:** Interprofessional Psychosocial Oncology: Introduction to Theory and Practice¹⁵
- **de Souza:** Relational Practices and Families in Oncology and Palliative Care¹⁶
- **Pallium Canada:** Learning Essential Approaches in Palliative care (LEAP) -Core¹⁰
- **Pallium Canada:** Learning Essential Approaches in Palliative care (LEAP) - Mini¹²
- **Victoria Hospice:** Psychosocial care of the dying^{17,19}

Description of each resource for the Social Worker / Counsellor audience (alphabetical order)

de Souza: Interprofessional Psychosocial Oncology: Introduction to Theory and Practice¹⁵

This web-based continuing education course provides an opportunity for practicing health professionals to explore common psychosocial issues that individuals and families experience when an adult family member is diagnosed with cancer. Primary emphases in the course include understanding the illness experience and assessing distress and coping from a family



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centered perspective. The course draws on a case-based, narrative format and provides opportunities to learn in small groups of interprofessional learners drawn from across Canada.

de Souza: Relational Practices and Families in Oncology and Palliative Care¹⁶

Emphasis is on exploring the interprofessional care of families experiencing cancer along the illness trajectory from diagnosis through to bereavement or long-term survivorship. Using case-based learning in small interprofessional groups; participants explore a variety of key learning themes relevant to the interprofessional care of families. Themes include family theory, models of family & couple counseling/ therapy, family assessment, therapeutic conversations and interventions. Case examples are drawn from the experience of families across the cancer illness trajectory, from diagnosis through to death and dying, bereavement and long term survivorship.

Pallium Canada: Learning Essential Approaches in Palliative care (LEAP) -Core¹⁰

Pallium Canada: LEAP-Core¹⁰ offers CME credits in an inter-professional learning environment, with pre-and post- knowledge and attitude assessments as well as a 4-month commitment for change. Courses are offered in many regions of B.C., facilitated by local educators who must be certified through Pallium. Time is allotted for discussion of local resources and policies. Many of the psychosocial competencies are mentioned in the course but covered in more detail in the Pallium Pocketbook.¹⁸

Pallium Canada: Learning Essential Approaches in Palliative care (LEAP) - Mini¹²

Pallium Canada: LEAP-Mini¹² also offers CME credits, pre and post evaluation of learning and an inter-professional environment. It is a single day course, so may be more manageable for participants to attend but does not cover as many of the competencies as longer courses.

Victoria Hospice: Psychosocial care of the dying^{17,19}

The resource assessors were able to view an updated version of this course, which was in development at the time of the review. It is offered in a combined on-line and in-person format and includes a text¹⁹. The course is interactive, both in the on-line and in-person sessions.

Summary of findings for the Social Worker / Counsellor -specific competencies

Generalist – ALL

- Victoria Hospice: Psychosocial care of the dying^{17,19} is in the high range for every domain, while de Souza: Relational Practices and Families in Oncology and Palliative Care¹⁶ is in the high range for every domain except Domain 7: Professional and ethical practice (moderate)
- LEAP-Core¹⁰ and LEAP-Mini¹² were moderate on average; high in Domain 5 and low in Domain 7.
- de Souza: Interprofessional Psychosocial Oncology: Introduction to Theory and Practice¹⁵ was in the high range for Domains 1-5 and 8, and moderate for Domains 6 and 7

Enhanced practice – SOME

- Victoria Hospice: Psychosocial care of the dying^{17,19} and de Souza: Relational Practices and Families in Oncology and Palliative Care¹⁶ are in the high range for every domain except Domain 7 (moderate), and de Souza: Relational Practices and Families in Oncology and Palliative Care¹⁶ is also in the moderate range for Domain 4.
- LEAP-Core¹⁰ and LEAP-Mini¹² were moderate on average; high in Domains 1 and 2 and low in Domain 7.



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- de Souza: Interprofessional Psychosocial Oncology: Introduction to Theory and Practice¹⁵ was high on average (68%)

Specialist – FEW

- The Pallium courses were not assessed in this category, as it is not included in their intended audience.
- de Souza: Relational Practices and Families in Oncology and Palliative Care¹⁶ and Victoria Hospice: Psychosocial care of the dying^{17,19} and are in the high range for every domain except Domain 7 (moderate), and the Victoria Hospice course is also in the moderate range for Domain 4.
- de Souza: Interprofessional Psychosocial Oncology: Introduction to Theory and Practice¹⁵ is high for Domains 1-4 and moderate in Domains 5-8.

Next steps for B.C.

1. Compile a registry of resources to address the identified gaps
2. Develop an education plan for health care professionals in all categories
3. Participate in a Pan-Canadian initiative to create national, inter-professional palliative competencies

Conclusion

This review has provided information to assist with the decision about which palliative education resource to choose and has identified gaps in current resources. The existing resources provide good coverage of competencies in general. We commend the diligence and creativity of all the resource developers and recognize their efforts to remain current, evidence-informed and flexible for today's adult learner.



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Appendix A – Summary of educational resources for Nurses

Information provided is accurate up to May 2018, please contact organizations directly to confirm. Results in the table below are provided only for the audience for which the resource was created (ALL, SOME and/or FEW)

< 30	31-64%	> 65%	BCIT Palliative Approach in Nursing ³			de Souza CNA Study Group ⁵	de Souza iEPEC-O ⁶			Life and Death Matters Essentials in Hospice and palliative care: A practical resource for every nurse ⁸		Pallium Canada: LEAP-Core ¹⁰		Pallium Canada: LEAP-Mini ¹²	Victoria Hospice Palliative Care: Medical Intensive ¹³⁻¹⁴		
			ALL	SOME	FEW	**Is assumed to include material addressing most, if not all of the competencies for the enhanced practice and specialist nurse.	ALL	SOME	FEW	ALL	SOME	ALL	SOME	ALL	SOME	FEW	
			83%	65%	35%		83%	58%	40%	81%	51%	81%	43%	71%	90%	69%	
% of nursing competencies addressed																	
Nurses																	
Cost per participant (may vary with host organization or bulk purchase)			\$827			\$399	\$699			\$130 - \$199 (depending on resources purchased) + facilitator time. Includes text and access to online resources (2017)		\$115 + facilitator time (\$1600 rec.) Includes Pallium pocketbook (2016)		95 + facilitator (\$800 rec.) includes Pallium pocketbook (2016)		\$715-\$1240 includes textbook (2006)	
Time			12 weeks - estimation of hours not provided			16.5 hours over 11 weeks	35 hours over 10 weeks			Flexible to meet the organizations' needs		2 days (14 hours)		1 day (8.5 hours)		5 days	
Facilitator training and cost			On-line, included in course cost			On-line, included in course cost	On-line, included in course cost			Instructors' package is free when student materials purchased. May use local educators in combination with staff of Life and Death Matters		Facilitators must be certified by Pallium (certified facilitators in most regions of B.C.) \$200 for facilitator training workshop.		Facilitators must be certified by Pallium (certified facilitators in most regions of B.C.) \$200 for facilitator training workshop.		Faculty are all practicing palliative care clinicians - included in course cost	
Credits			3 BCIT credits			None. Certificate awarded. (Must take CNA exam for CHPCN certification)	13 Mainpro+ /CME credits; 1 de Souza credit			None		26.5 Mainpro+ credits		16.5 Mainpro+ credits		Credits pending approval by the College of Family Physicians of Canada and the BC Chapter	
Assessment of learning			Baseline competency self-assessment and 3 assignments			Mock CNA exam - not a requirement for course completion	Baseline assessment. Case studies and learning activities for all required modules. Exam requiring an 80% pass.			Learning and self-reflective activities, quizzes, testing of knowledge and skills		Pre and post course: quizzes on comfort with palliative care, knowledge and attitudes. Post course: evaluation of the course, commitment to change. 4 months post course: Commitment to change reflection		Pre and post course: quizzes on comfort with palliative care, knowledge and attitudes. Post course: evaluation of the course, commitment to change. 4 months post course: Commitment to change reflection		Survey sent out 3 months post-course asking how they have incorporated learning into practice	
Delivery method			Online			Online and final workshop via webinar or in-person	Online			In-person, other delivery methods may be available		In-person, other delivery methods may be available		In-person, other delivery methods may be available		In-person, other delivery methods may be available	
Content features			The course offers case studies unique for a variety of care settings, including pediatrics, critical care, and medical wards. Many opportunities for self-reflection.			Explicit and thorough links to each CNA competency. Includes online group discussions, a mock exam and review session that can be attended in person or via webinar. The course will be updated when the new CNA competencies are released in the next year.	Although original course was for oncology, the content now includes other serious illnesses. Some competencies are contained in the optional modules.			Colorful illustrations. "Ethics touchstones" throughout offer space for critical reflection.		Inter-professional learning environment. Case studies. No required reading outside of in-person course time.		Inter-professional learning environment. Case studies. No required reading outside of in-person course time.		Inter-professional learning environment. Case studies are very interactive, breaking into small groups.	
Links			https://www.bcit.ca/study/courses/nssc7000			http://www.desouzainstitute.com/chpc	https://www.desouzainstitute.com/iepeco/ or http://iepeco.ca			https://www.lifeanddeathmatters.ca/palliative-care-practical-resource-for-nurses/		https://pallium.ca/equip-yourself/courses/		https://pallium.ca/equip-yourself/courses/		https://www.victoriahospice.org/courses/palliative-care-medical-intensive	

Appendix B – Summary of educational resources for Health Care Assistants

Information provided is accurate up to May 2018, please contact organizations directly to confirm. Results in the table below are provided only for the audience for which the resource was created (ALL, SOME and/or FEW)

% of competencies addressed	Canadian Hospice Palliative Care Association: Training manual for home support workers ⁴		Life and Death Matters: Integrating a palliative approach: Essentials for personal support workers ⁹		Pallium Canada: LEAP-LTC ¹¹			
	< 30	31-64%	> 65%	ALL	SOME	ALL	SOME	FEW
Health Care Assistants		83%	51%	91%	89%	90%	74%	100%
Cost per HCA (may vary with host organization or bulk purchase)	\$0 + cost of printing + facilitator time		\$80 - \$112 (depending on resources purchased) + facilitator time. Includes text (2016)		\$95 + facilitator time (\$1600 rec.)			
Time	6 -12 hours		Flexible to meet the organizations' needs		2 days (14 hours)			
Facilitator training and cost	\$50 for the manual with all training materials included (electronic- printing not included), unlimited participants covered for this price. Facilitator should be a clinician with palliative care experience		Instructors' package is free when student materials purchased. May use local educators in combination with staff of Life and Death Matters		Facilitators must be certified by Pallium (certified facilitators in most regions of B.C.) \$200 for facilitator training workshop.			
Credits	None		None		26 certified group learning credits (BCCFPC)			
Assessment of learning	Seeking feedback such as, "what did you learn today?" Self-reflective activities		Learning and self-reflective activities, quizzes, testing of knowledge and skills		Pre and post course: quizzes on comfort with palliative care, knowledge and attitudes. Post course: evaluation of the course, commitment to change. 4 months post course: Commitment to change reflection			
Delivery method	In-person		In-person, other delivery methods may be available		In-person, other delivery methods may be available			
Content features	Easy to pick up and deliver the course content. A second version is also available for First Nations communities. The references are very outdated, with only 2 of 121 references published after 2011.		Colorful illustrations, easy to read. Many self-reflection activities.		All features of LEAP-Core with content tailored for LTC environment. HCAs have separate break-out sessions for symptom management and leadership.			
Links	https://market-marche.chpca.net/training-manual-for-home-support-workers-online		https://www.lifeanddeathmatters.ca/integrating-a-palliative-approach-essentials-for-personal-support-workers/		https://pallium.ca/equip-yourself/courses/			

Appendix C – Summary of educational resources for Physicians and Nurse Practitioners

Information provided is accurate up to May 2019, please contact organizations directly to confirm. Results in the table below are provided only for the Generalist-ALL audience

< 30	31-64%	> 65%	Pallium Canada: LEAP-Core ¹⁰	Pallium Canada: LEAP-Mini ¹²	Victoria Hospice Palliative Care: Medical Intensive ¹³⁻¹⁴	GPSC PSP module - in development
% of Physician / NP – specific competencies addressed			80%	68%	82%	TBD
Cost per participant					\$715-\$1240	
Time			2 days	1 day	5 days	
Facilitator training and cost			Facilitators must be certified by Pallium (certified facilitators in most regions of B.C.) \$200 for facilitator training workshop.	Facilitators must be certified by Pallium (certified facilitators in most regions of B.C.) \$200 for facilitator training workshop.	Faculty are all practicing palliative care clinicians - included in course cost	
Credits			28 Mainpro+ credits	16.5 Mainpro+ credits		
Assessment of learning			Pre and post course: quizzes on comfort with palliative care, knowledge and attitudes. Post course: evaluation of the course, commitment to change. 4 months post course: Commitment to change reflection	Pre and post course: quizzes on comfort with palliative care, knowledge and attitudes. Post course: evaluation of the course, commitment to change. 4 months post course: Commitment to change reflection	Survey sent out 3 months post-course asking how they have incorporated learning into practice	
Delivery method			In-person, other delivery methods may be available	In-person, other delivery methods may be available	In-person, other delivery methods may be available	Combined on-line and in- person sessions
Content features			Inter-professional learning environment. Case studies. No required reading outside of in-person course time.	Inter-professional learning environment. Case studies. No required reading outside of in- person course time.	Inter-professional learning environment. Case studies are very interactive, breaking into small groups.	
Links			https://pallium.ca/equip- yourself/courses/	https://pallium.ca/equip- yourself/courses/	https://www.victoriahospice .org/courses/palliative- care- medical-intensive	

Appendix D – Summary of educational resources for Social Workers and Counsellors

Information provided is accurate up to May 2019, please contact organizations directly to confirm.

< 30 31-64% > 65%	de Souza: Interprofessional psychosocial oncology: Introduction to theory and practice ¹⁵			de Souza: Relational practices and families in oncology and palliative care ¹⁶			Pallium: LEAP-Core ¹⁰		Pallium: LEAP-Mini ¹²		Victoria Hospice: Psychosocial care of the dying ¹⁷		
	ALL	SOME	FEW	ALL	SOME	FEW	ALL	SOME	ALL	SOME	ALL	SOME	FEW
Average % of Social workers/ counsellor-specific competencies addressed	81%	74%	68%	87%	81%	74%	54%	57%	50%	47%	91%	86%	74%
Cost per participant (may vary with host organization or bulk purchase)	\$ 699			\$699			\$115 + facilitator time (\$1600 rec.) Includes Pallium pocketbook (2016)		\$95 + facilitator (\$800 rec.) includes Pallium pocketbook (2016)		\$525 - \$985		
Time	48 hours over 4 months (includes 13 X 1 hr. live sessions with faculty and other students in real time)			48 hours over 4 months (includes 13 X 1.5 hr. live sessions with faculty and other students in real time)			2 days		1 day		32.5 hours over 2.5 months (14 hours for 7 online modules and 18.5 hours in-person).		
Facilitator training and cost	Included in cost of the course			Included in cost of the course			Facilitators must be certified by Pallium (certified facilitators in most regions of B.C.) \$200 for facilitator training workshop.		Facilitators must be certified by Pallium (certified facilitators in most regions of B.C.) \$200 for facilitator training workshop.		Included in cost of the course		
Credits	1			1			28 Mainpro+ credits		16.5 Mainpro+ credits		None		
Assessment of learning	Baseline and post-course evaluation			Baseline and post-course evaluation			Pre and post course: quizzes on comfort with palliative care, knowledge and attitudes. Post course: evaluation of the course, commitment to change. 4 months post course: Commitment to change reflection		Pre and post course: quizzes on comfort with palliative care, knowledge and attitudes. Post course: evaluation of the course, commitment to change. 4 months post course: Commitment to change reflection		Baseline, post-course evaluation and 4-month follow-up		
Delivery method	On-line			On-line			In-person, other delivery methods may be available		In-person, other delivery methods may be available		Combined on-line and in-person sessions		
Content features	The course design is web-based and includes case study narratives, video-taped interviews, and dramatizations of individual, family and interprofessional situations. Cases provide opportunities for students to learn about diverse and marginalized communities. Online discussion boards are maintained to explore course topics.			Case based learning and small, interprofessional group work allows participants to develop a rich understanding of the cancer experience from the perspective of families and to build competency in family assessment, intervention, interprofessional collaboration, and cultural safety.			Inter-professional learning environment. Case studies. No required reading outside of in-person course time.		Inter-professional learning environment. Case studies. No required reading outside of in-person course time.		This introductory, intensive and experiential course is for professionals engaged in the psychosocial care of those facing death and bereavement. The online modules session including online course material, self-reflection, readings and forum participation form the foundations. The three-day in-person course includes theory and clinical practice delivered through a combination of didactic presentations, case studies, group discussion, experiential activities and personal reflection.		
Links	https://my.desouzainstitute.com/courseCodes/view/IPOI			https://my.desouzainstitute.com/courseCodes/view/IPOF			https://pallium.ca/equip-yourself/courses/		https://pallium.ca/equip-yourself/courses/		https://victoriahospice.org/courses/psychosocial-care-dying-and-bereaved-course		