

Special Task Force
Online Meeting October 23, 2018

Task Force Members Attending:

Karen Jacobs	Lynn Kilburg	Debra Young
Sara Androyana	Mark Kovic	Sherry Keramidas
Arameh Anvarizadeh	Alyson D. Stover	

Administrative Matters

- The Task Force reviewed and accepted the Statement of Purpose and the target completion date of March 18, 2019. This date was set to provide information to the RA in advance of their April meeting. (see attached)
- The Task Force will test using Google docs for document sharing/editing. In addition, AOTA will set up a DropBox folder for depositing background articles and other materials. (link to be provided)
- Proposed meeting dates:
 - 11/1, 11/8, 11/15, 11/29
 - 12/13, 12/20 & 12/27
 - 1/17 & 1/31
 - 2/12 & 2/21
 - 3/7 & 3/17

Meetings will be recorded for review by task force members who are unable to attend.

- The Task Force has a page on the AOTA website open to members and nonmembers. Updates on the TF work will be posted there. (Note: add Sherry Keramidas to the TF list and bios as staff liaison)
- TF members previously signed consent to serve and are aware of the policies and procedures related to volunteer roles with AOTA and related bodies. TF information will be regularly posted, from the TF as a group. TF members should not release information to any individual or group.

Review/Discussion of Key Questions

The following is a synthesis of key questions submitted before the meeting and the discussion related to these areas.

- What is the impact of entry-level point for the OT and the OTA on practice settings (e.g. school based practice, SNF, home health, mental health, rural and urban settings). How will changes in the entry level affect this in the future?
- What is the impact of entry-level point on diversity within the workforce, specifically recruitment and retention?
- What is the impact of entry-level point for the OT and the OTA in obtaining a job? (Job descriptions at Master's or higher level of education impacting Bachelor's trained OTs, etc.) *(this is also linked to issues of the future models of health care and reimbursement. Addressing this issue is likely to require data from external sources)*
- What are the outcomes and value of OTM vs OTD, and associates vs baccalaureate for the OTA? *(there is more information available today on entry level OTDs, the cost of OTM vs OTD today and projected costs for the future. It will also be useful to look at roles being assumed by entry level OTDs vs OTMs. Tina DiAngelis, incoming chair of Commission on Education is undertaking work in this area)*
- What is the impact of entry-level point for the OT and the OTA related to salary in the current and future healthcare climate? *(it will be important to examine this information relative to cost of education and student debt load. Note: ACOTE has some debt load data but this data is "messy" and may not be consistent as ways to capture these data is not yet defined)*
- How will projected changes in reimbursement, including quality initiatives (VBP, QRP) affect the profession and how does this tie to entry levels? *(this is closely linked with salaries and entry level outcome measures)*
 - What other economic factors will affect the OT profession and entry level?

- What is the impact of entry-level point for the OT and the OTA on consumer outcomes?
- What is the impact of entry-level point for the OT and the OTA on consumer perceptions? *(there is information from PT on both of these points following the transition to DPT. Also look for information from other health professions. For OT, this may require some research, ideally should be done outside the profession)*
- Will entry-level point impact a person's decision to pursue a research-based degree, such as a PhD? *(there may be data from other professions on this topic)*
- What are the perceptions, concerns of current and future students (parents) about entry level degree, cost of education, debt load? *(this information may need to be collected outside the profession. There are some ongoing studies of student/parent views cost/value of higher education and advanced degrees that is being undertaken)*
- What is the impact of entry-level point for the OT and the OTA on licensure laws? *(comment: entry level is a driver of licensure. Thus, licensure will need to adapt to the entry level and will require efforts to work at the state level. AOTA should have information on this issue.)*
- What is the impact of entry-level point for the internationally trained OT/OTA working in the United States? *(NBCOT information and licensing legal information is available. WFOT information. What happened when OT went to master's? NBCOT cross walk among educational standards? PT is currently experiencing issues on this front, as have other professions that transitioned to higher degrees)*

Methodology Considerations

The following are some perspectives on data sources and review approaches briefly discussed:

- What information/data/evidence is the same (comparable) and what information is different in 2018, as compared to the bulk of information/data/evidence examined in 2015? How much of previous data can be used? *(pull out questions from previously released AOTA and ACOTE data to better understand the usability of that information)*
- What approaches can be used in addition to survey data *(is there a methodology that might allow different analysis of existing data OR may be applied to a new set of data collection? Legislative analysis, literature review/analysis, economic analysis)*
- How can we include/capture input from OTs and OTAs who are not AOTA members? *(Note: AOTA survey in June 2018 and listening session held in 2018 were open to nonmembers)*
- Is there an opportunity to collect information from OT professionals who represent diversity within the profession?
- Review of the existent data yields somewhat of a “pro-con” or a “for/against” (list)— advantages/disadvantages— within current practice trends as well as hypotheticals. Has there been an attempt to analyze cost-benefit scenarios (with consideration for “intangibles”) in an attempt to better understand this complex discussion? A “middle ground” from which this analysis may occur? Is a SWOT or SOAR analysis indicated for a next step in the process? *(comment: the TF may consider summarizing some of their findings in a SWAT/SOAR format)*

Stakeholders: (this will be discussed at a future meeting)

- Consumers
- Clinicians
- Administrators and managers
- Payers
- Health policy officials
- Employers
- Regulatory Boards
- OT/OTA practitioners working in rural areas
- OT/OTA students
- International OT/OTAs