



Know Your Resources: A Review of APIC Professional Development Resources

Provided by the Professional Development Committee

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PD Resources and Programs

IP Competency Model

Professional Practice Standards

Certification

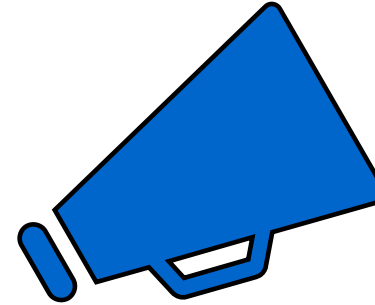
IP Career Development and Advancement Guide

- Novice Roadmap- ***under revision***
- Novice and Becoming Proficient Self-Assessment
- Proficient Practitioner Bridge

Toolkits

- Toolkit for Rural and Isolated Settings
- Research Toolkit

APIC Fellows Program



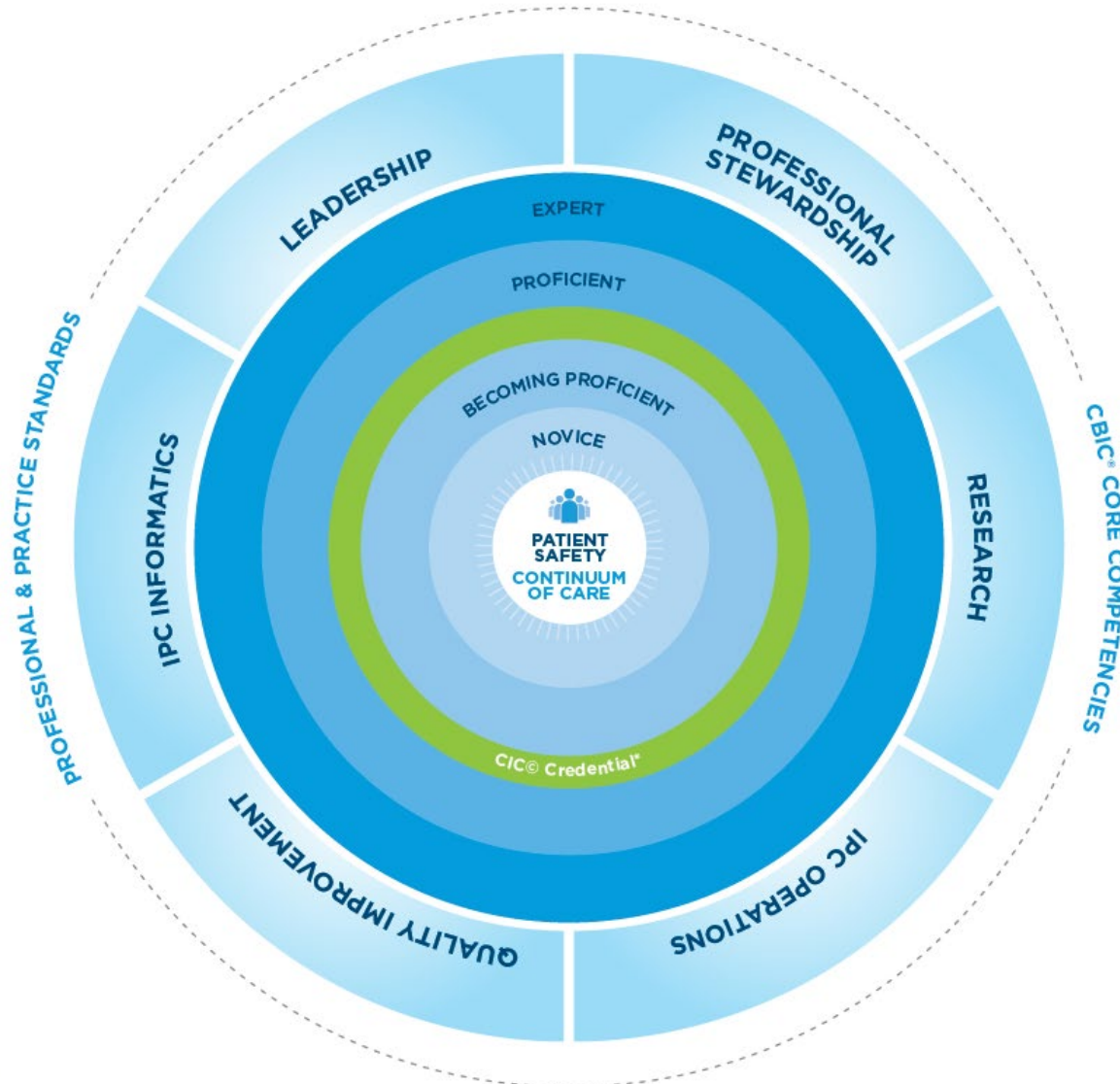
Coming Soon!

Updated IP Competency Model

Updated Professional Practice Standards

IP Academic Pathway

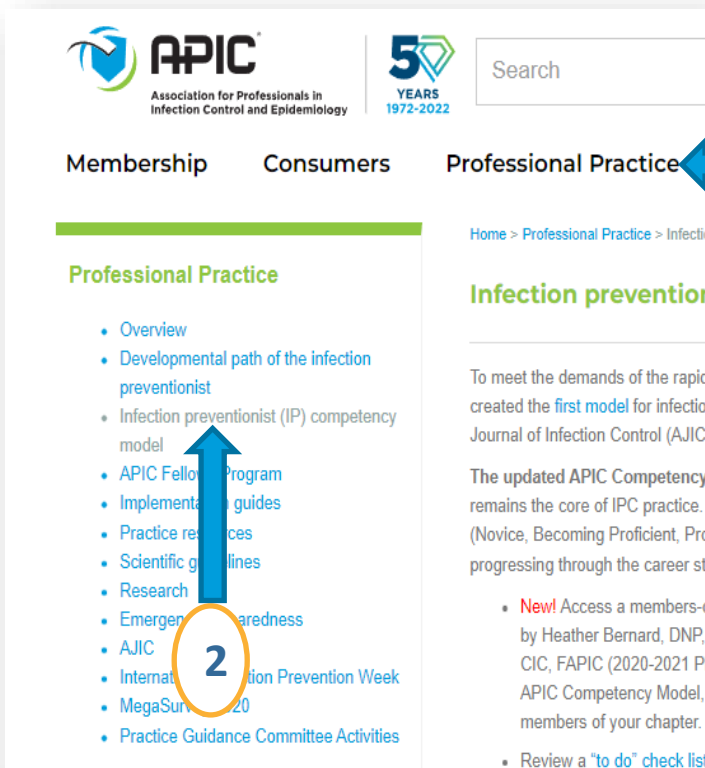
Advanced Leadership Certification



IP Professional Development

- Knowledge, skills and behaviors
- Encased by foundational elements
 - APIC Professional and Practice Standards
 - CBIC core competencies
- Patient safety core
- Continuum of care lens
- IP career stages (**UPDATED in IP CDA Guide**)
- Future oriented competency domains

APIC IP Competency Model – *Interactive!*



APIC 50 YEARS 1972-2022

Search

Membership Consumers Professional Practice

Professional Practice

- Overview
- Developmental path of the infection preventionist
- Infection preventionist (IP) competency model
- APIC Fellowship Program
- Implementation guides
- Practice resources
- Scientific guidelines
- Research
- Emergency preparedness
- AJIC
- International Infection Prevention Week
- MegaSurvey 2020
- Practice Guidance Committee Activities

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Infection preventionist

To meet the demands of the rapidly expanding field of infection prevention, and equip professionals for the challenges of the future, APIC created the **first model** for infection preventionist (IP) competency in 2012. Learn more about the **May 2012 white paper** in the American Journal of Infection Control (AJIC).

The updated APIC Competency Model for the IP (enclosed below) also reflects the dynamic nature of the IPC field. Patient safety remains the core of IPC practice. New to the updated model is a focus on the continuum of care. The updated model has four career stages (Novice, Becoming Proficient, Proficient, and Expert) and six future-oriented competency domains (each with subdomains) to guide IPs in progressing through the career stages and pursuing leadership roles.

- New!** Access a members-only presentation “The Future is Here: Applying APIC’s Updated Competency Model to Guide IPC Practice,” by Heather Bernard, DNP, RN, CIC, FAPIC (2020-2021 Professional Development Committee – PDC Chair) and Angel Mueller, MPH, CIC, FAPIC (2020-2021 PDC Vice Chair). This 27-minute presentation focuses on understanding, using, and applying the interactive APIC Competency Model, including in real-life situations. Use it for your own professional development, or with your teams or members of your chapter.
- Review a “to do” check list to guide your professional development/practice
- Access the **June 2019 AJIC white paper** introducing the updated model. It includes guidance on application and examples of competency statements across career stages.
- Access the **Summer 2019 Prevention Strategist** article featuring an interview with members of the Competency Model Revision Task Force.
- Novice or Becoming Proficient IP **self-assessment tool** for the CBIC core competencies and APIC Competency Model.
- Sample job description** for an IP developed by the Professional Development Committee.
- Explore the updated, interactive competency model below. To see a definition for each element in the model, including for each future-oriented competency domain and subdomain, click on the screen.



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Infection preventionist (IP) competency model

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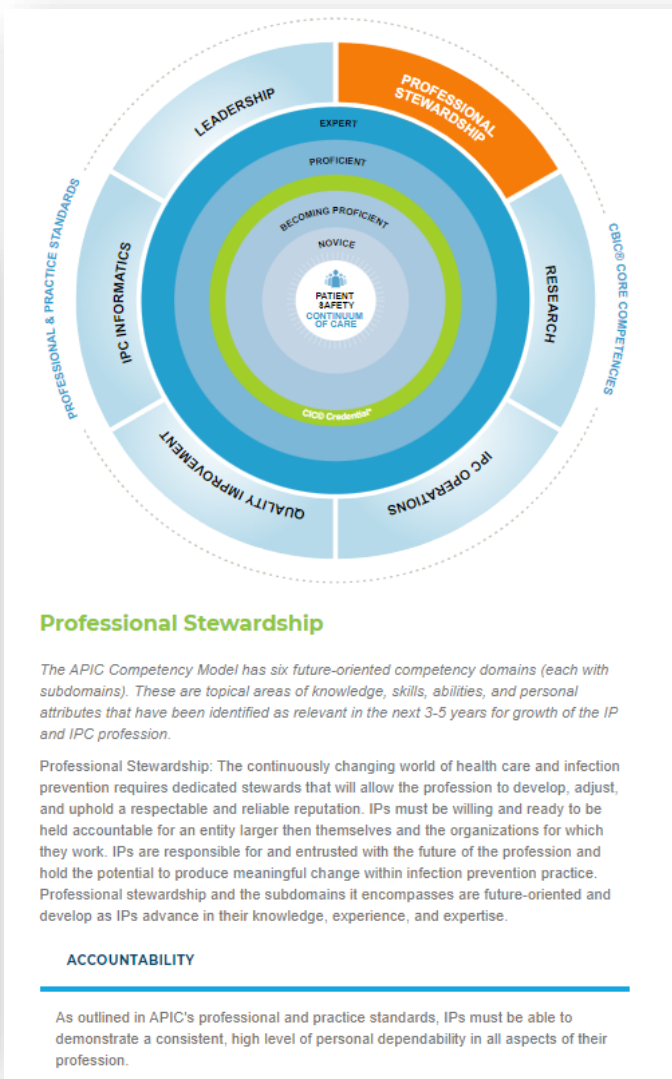
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Leadership Matters

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Standards of Professional Performance

Qualification, Skills & Attributes



Professional Accountability

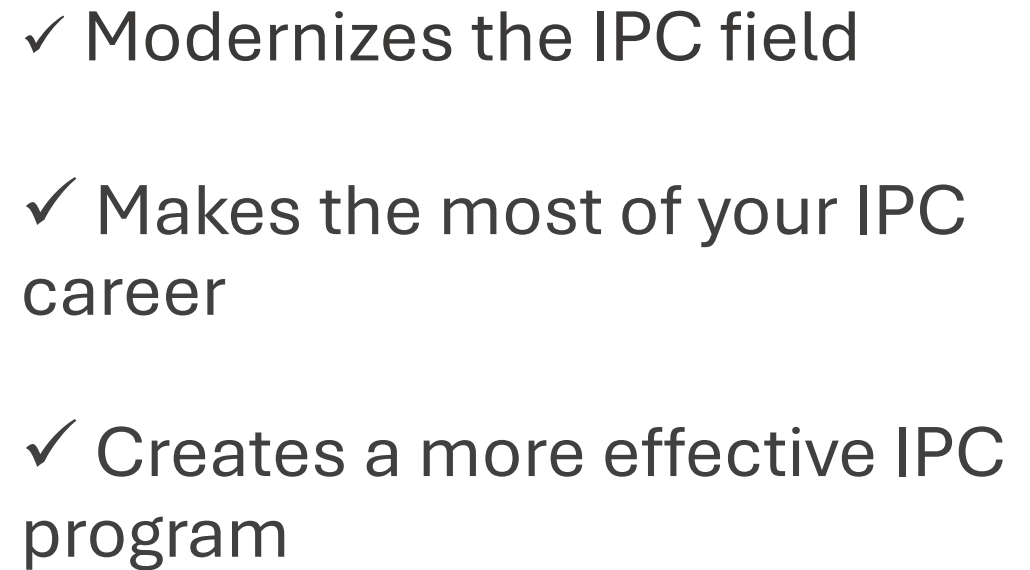


Professional Development



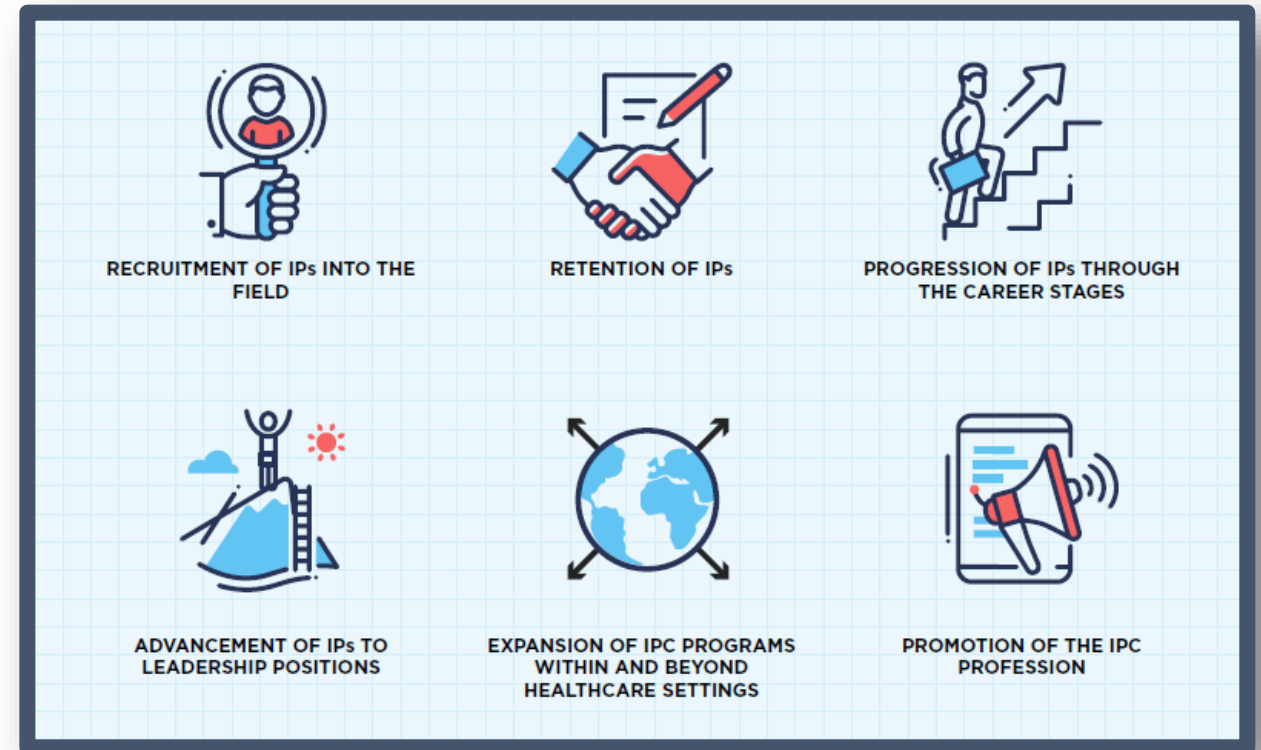
Ethics





Infection Preventionist Career Development and Advancement Guide

- Comprehensive resource to support:
 - ✓ Recruitment
 - ✓ Retention
 - ✓ Promotion
- Framework for implementation of the APIC IP Competency Model
- Direction for career entry and progression
 - ✓ Expanding career stages
 - ✓ Additional practice settings



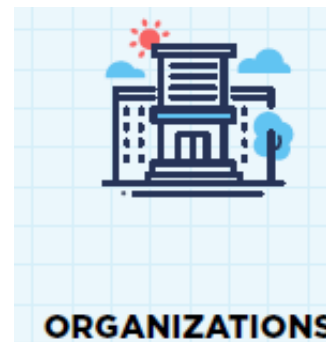
How to Use the Guide



- ✓ Planning education
- ✓ Planning IPC career



- ✓ Planning career paths
- ✓ Advancing through career stages
- ✓ Competency development

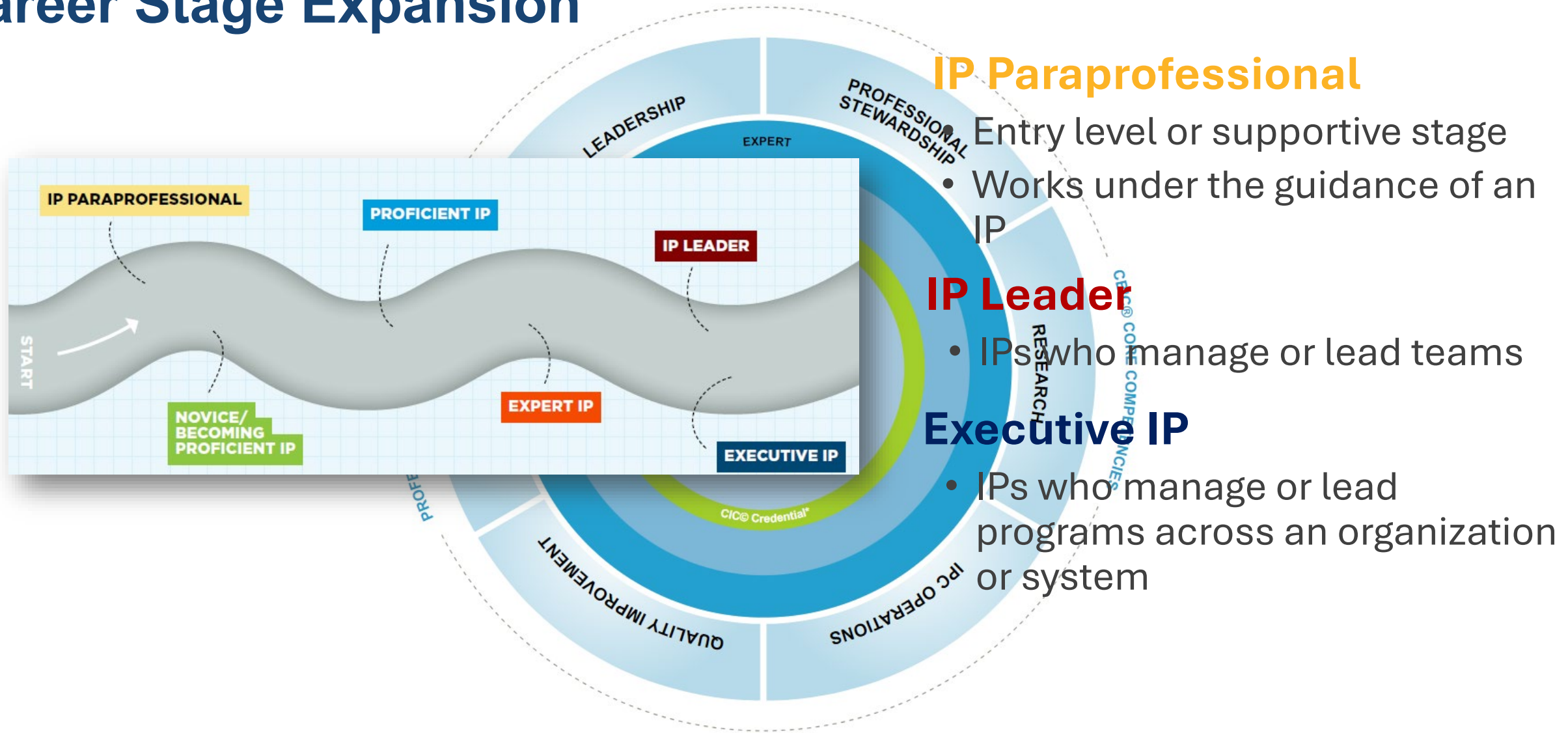


- ✓ IPC academic programs
- ✓ IPC programs and IP roles
- ✓ Career ladders
- ✓ Competency development for IPC programs



- ✓ Professional development plans
- ✓ Performance evaluations
- ✓ Competency development for IPs

Career Stage Expansion



Career Stage Recommendations

- Background
- Certification
- Knowledge, skills, abilities
- Level of leadership
- Example job titles
- Competency statements

IP Career Stage Recommendations Overview

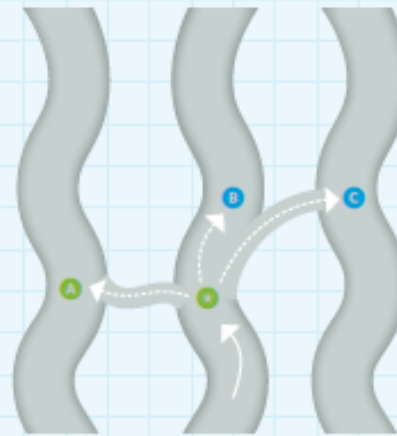
Career Stage	Recommended Background	Certification	Level of Leadership
All Stages	Degree in health science, healthcare delivery, public health, laboratory science, or related field		
IP Paraprofessional	Or diploma, certificate		Led by an IP
Novice & Becoming Proficient IP	And experience in a healthcare, public health, laboratory, or related field	a-IPC preferred	Leading yourself and influencing others
Proficient IP	And IPC experience	Certification in Infection Prevention and Control (CIC*) and/or	
Expert IP	And increasing IPC experience		
IP Leader	And increasing IPC experience	Long-term Care Certification in Infection Prevention (LTC-CIP)	Leading the Team
Executive IP	And leadership experience and significant IPC experience		Leading the Organization/ System

Infection Preventionist Career Development and Advancement Guide



CAREER STAGES

Infection preventionist career stages are the developmental phases through which an IP progresses as they gain knowledge and skills in competency domain content.



CAREER PATHS

Infection preventionist career paths are a series of positions, roles, and experiences the IP accumulates as they progress throughout their IP career.



CAREER LADDERS

IP career ladders represent a formal series of steps and advancement through the IP career stages.

Leveraged established evidence, resources, and interview insights collected from interviews with organizations.

Develop strategies for IPs to demonstrate competency concentrating on:

- documentation of onboarding processes for newly hired IPs
- documentation of competency during accreditation and regulatory surveys
- a process for continual professional development and advancement through career stages

<https://doi.org/10.1016/j.ajic.2024.10.034>

Sections

Defining Competency

- summary of IPC and healthcare literature
- focus on interprofessional collaboration – *the effectiveness of interprofessional healthcare teams has been shown to positively impact organizational and patient outcomes**

Updated definition:

The process of acquiring and demonstrating the observable and measurable knowledge, skills, abilities, and behaviors required for effective job performance.

Note: a single achievement or element does not define competency.

Continued competency assessment and documentation should be conducted throughout an IP's career, including but not limited to organization-defined intervals, when job duties expand or change, and when advancing through career stages.

Sections

Strategies for Successful Competency Assessment

- Onboarding and Orientation
- Ongoing Competency Assessment and Career Stage Development
- Documentation of Competency
- Assessing Competency: Who's Involved?

Competency Assessment Resources

- Career Stage Competency Assessment
- Professional Development Plan
- Professional Development Portfolio

Role Clarity and Working with Teams

- Team collaboration skills

Conclusion

- Competency is a process
- Accurately align job description and assessments with scope, responsibility and organizational policies
- Be able to articulate your process and provide documentation
- Understand role and scope with working with interprofessional teams

Access: <https://apic.org/resources/apic-toolkits/>

APIC/IPAC-Canada Ethical Infection
Prevention and Control (EIPAC)
Decision-Making Framework

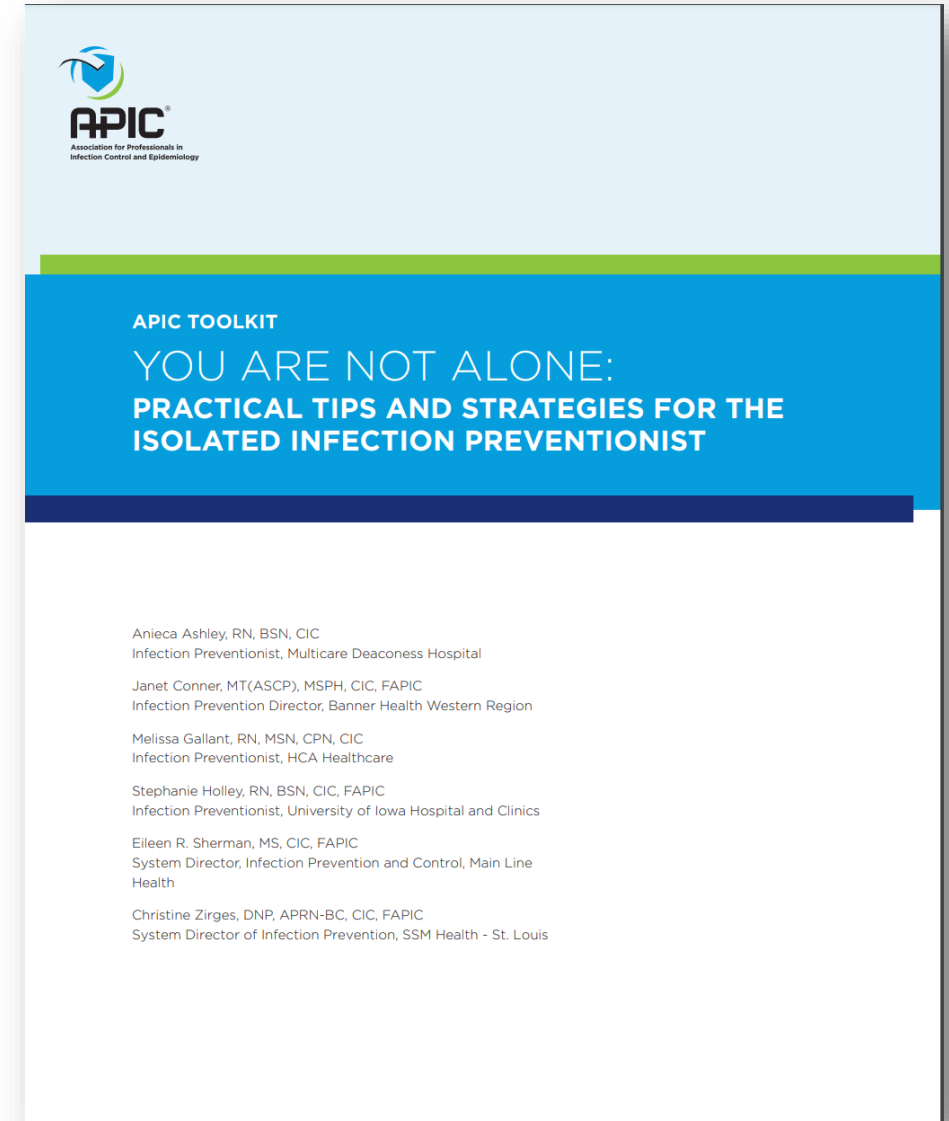
APIC Toolkit for Patient Hand Hygiene

APIC Chapter Research Toolkit

APIC Toolkit for Rural and Isolated
Settings

APIC Toolkit for Rural and Isolated Settings

Public access: <https://apic.org/wp-content/uploads/2022/05/Toolkit-for-Isolated-IPs.pdf>



12 sections:

✓ **Situation**



✓ **Advice**



✓ **Resource**



APIC Toolkit for Rural and Isolated Settings

Section 1: Introduction

Section 2: Get Connected

Section 3: Know Your Key Resources

Section 4: Prioritize Your Issues

Section 5: Understand IPC Essentials

Section 6: Decide When to Lead, Consult or Refer

Section 7: Build Your IP Team, Know Your Network

Section 8: Review Your Surveillance Plan

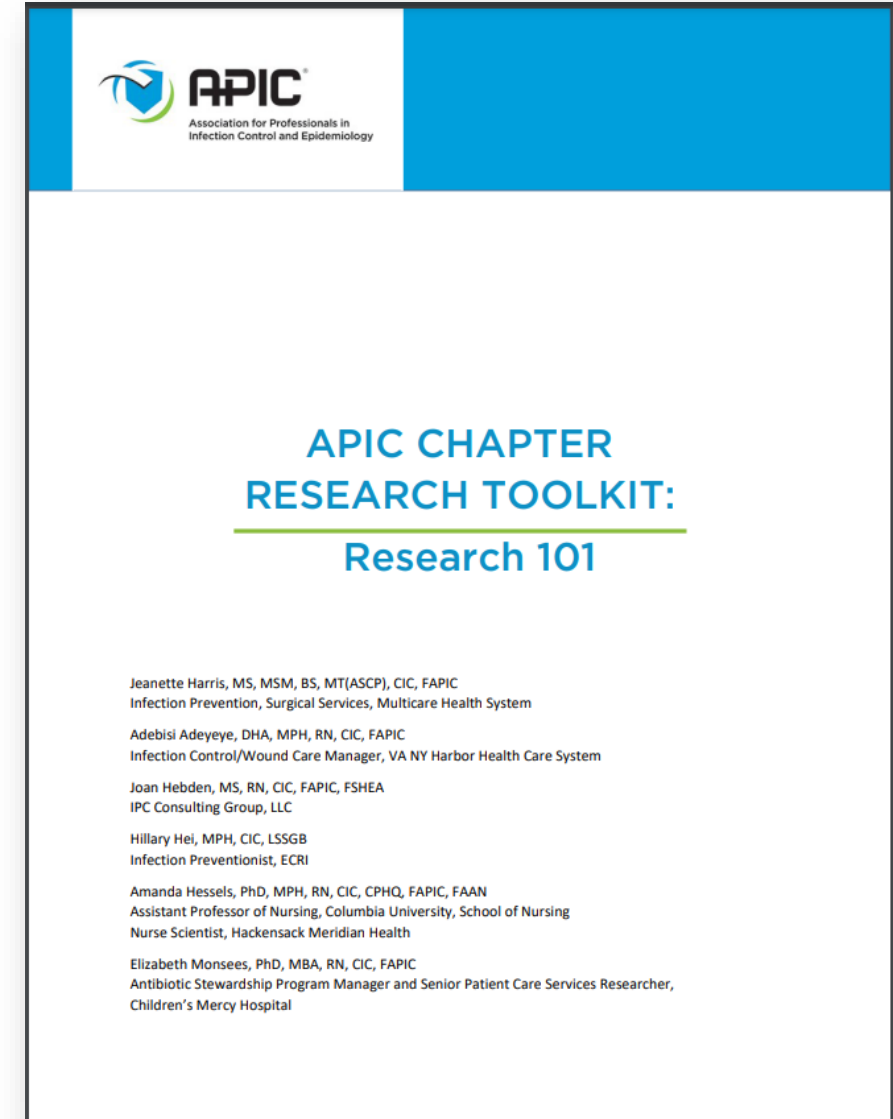
Section 9: Conduct a Risk Assessment

Section 10: Get to Know Program Key Drivers: Regulatory Requirements and the Survey Process

Section 11: Document Your Training for Competency Development and Validation

Section 12: Consider Making IPC Your Specialty/Career

Public access: <https://apic.org/apic-research-toolkit/>



IPs doing research every day

After reading up on the available literature (literature search), we are interested in reducing our infection rate using a new product “X” (**research question**).



We report our findings to the Infection Prevention Committee (publication) and discuss their implications, as well as pros and cons of local adoption of the product. Then, if the data indicate that product X is beneficial, we ask for approval to use product X in the units going forward (**implementation science**).

We analyze the data to see what happened (**data management and analysis**).

We recruit two units for a trial of new product X (**research proposal**).

Sections:

1: Intro

2: Five Tips for Getting Started

3: The Research Question

4: Building Your Research Team

5: Time to Search the Literature

6: Research Design for Infection
Prevention and Control

7: Data and Data Management

8: Writing the Proposal

9: To IRB or Not to IRB?

10: Research Project Management

11: Statistics and Calculators

12: How to Write Up Your Research



FELLOW OF THE ASSOCIATION FOR PROFESSIONALS IN INFECTION CONTROL AND EPIDEMIOLOGY

The Fellow of APIC designation is a distinction of honor for APIC members who have demonstrated advanced achievement and service in the field of infection prevention and control and epidemiology.

Program criteria

Membership: Five consecutive years

Certification: CIC[®], LTC-CIP, certification

Education: ≥ Master's degree

Experience: ≥ Seven years in IPC and/or epidemiology

Publication: Named author in a scientific peer-reviewed publication with content specific to infection prevention and control and epidemiology.

Achievement: Demonstration of excellence in three of four categories of IP competencies

Letters of Support: From two individuals who can attest to the applicant's professional contribution and achievement in the field of IPC and epidemiology.

2025 application period is Jan- April.



Questions

Thank You!

APIC PD Resources

- APIC Competency Model: <https://apic.org/professional-practice/infection-preventionist-ip-competency-model>
- APIC Professional and Practice Standards:
https://apic.org/Resource_/TinyMceFileManager/PDC/PPS.pdf
- APIC Infection Preventionist Career Development and Advancement Guide:
<https://apic.org/professional-practice/infection-preventionist-career-development-and-advancement-guide/>
- Association for Professionals in Infection Control and Epidemiology. You are Not Alone: Practical Tips and Strategies for the Isolated Infection Preventionist. Retrieved from:
<https://apic.org/wp-content>
- Association for Professionals in Infection Control and Epidemiology. APIC Chapter Research Toolkit. Retrieved from: <https://apic.org/apic-research-toolkit/>
- APIC Fellows: <https://apic.org/professional-practice/apic-fellows/>