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Exploring the Role of Mentorship in Occupational Therapy Home Health

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Michelle Martin, OTR/L & Embrace Rehab Healthcare



(Mentoring chart with keywords and icons, 2016)

Introduction

Mentorship is an essential component in fostering growth of one's academic and professional career and provides a vehicle towards increasing job satisfaction, professional confidence, and increased self-efficacy and competence.

There are limited opportunities for mentorship, especially in isolated settings such as home health.

Site Description

Embrace Rehab Healthcare, LLC

- Home health outpatient rehabilitation company located in Bonita Springs, FL
- Target population: adults & older adults
- Services offered: physical, occupational, and speech therapies
- New healthcare company that recently launched services



(Embrace Rehab logo, 2023)

Summary of Needs Assessment

For both novice and experienced clinicians, practicing in an isolated setting such as home health may come with its challenges. The mentorship toolkit that I have created for Embrace Rehab Healthcare provides pertinent information for clinicians practicing in home health and starting with a new company. It includes beneficial information and guides for navigating several aspects of working in this setting.

Literature Review Summary

- Although the concept of mentorship has existed for many years, it has become increasingly popular in the last 20 years as a formal concept in a variety of health professional education and training (Burgess, 2018).
- Many health professionals in a new role face challenges that include unclear career pathways and varied work roles, and new graduates entering the health professions may become frustrated by this lack of clarity than their more experienced counterparts. For both new graduates and more experienced OTs, mentorship generates relationships that foster growth towards achieving set goals to aid in expanding one's professional competence (Lapointe et al., 2013).
- Mentoring is an integral part of the professional development of junior faculty and provides an important link between graduate education, postgraduate training, and clinical practice (Richert & Walker, 2022).
- The American Occupational Therapy Association and the Florida Occupational Therapy Association support the value of mentoring and label mentoring as a key professional development tool. Despite this, there is limited literature about mentorship for both entry-level and practicing OT clinicians, specifically in isolated settings such as home health, where limited interactions with other practitioners exist (Doyle et al., 2019; Schoen et al., 2021; Corcoran & Baist, 2018).



(Deoras, 2020)

Capstone Project Description

Focus areas for this capstone experience included Administration and Program Development. My goals for this project included:

- Gaining knowledge in and assisting with the various administrative aspects of outpatient home health and what beginning a new rehabilitation home health agency entails.
- Creating a mentorship toolkit for Embrace Rehab Healthcare to utilize with new hires that provides pertinent information for clinicians practicing in outpatient home health that included:
 - Employee handbook
 - Monthly employee survey for assessing job satisfaction and confidence levels
 - Information sheets for:
 - Navigating the EMR system (StrataPT)
 - Fall prevention physician resource
 - Low vision physician resource
 - Tips for communicating with those living with dementia
 - Billing and documentation under Medicare Part B

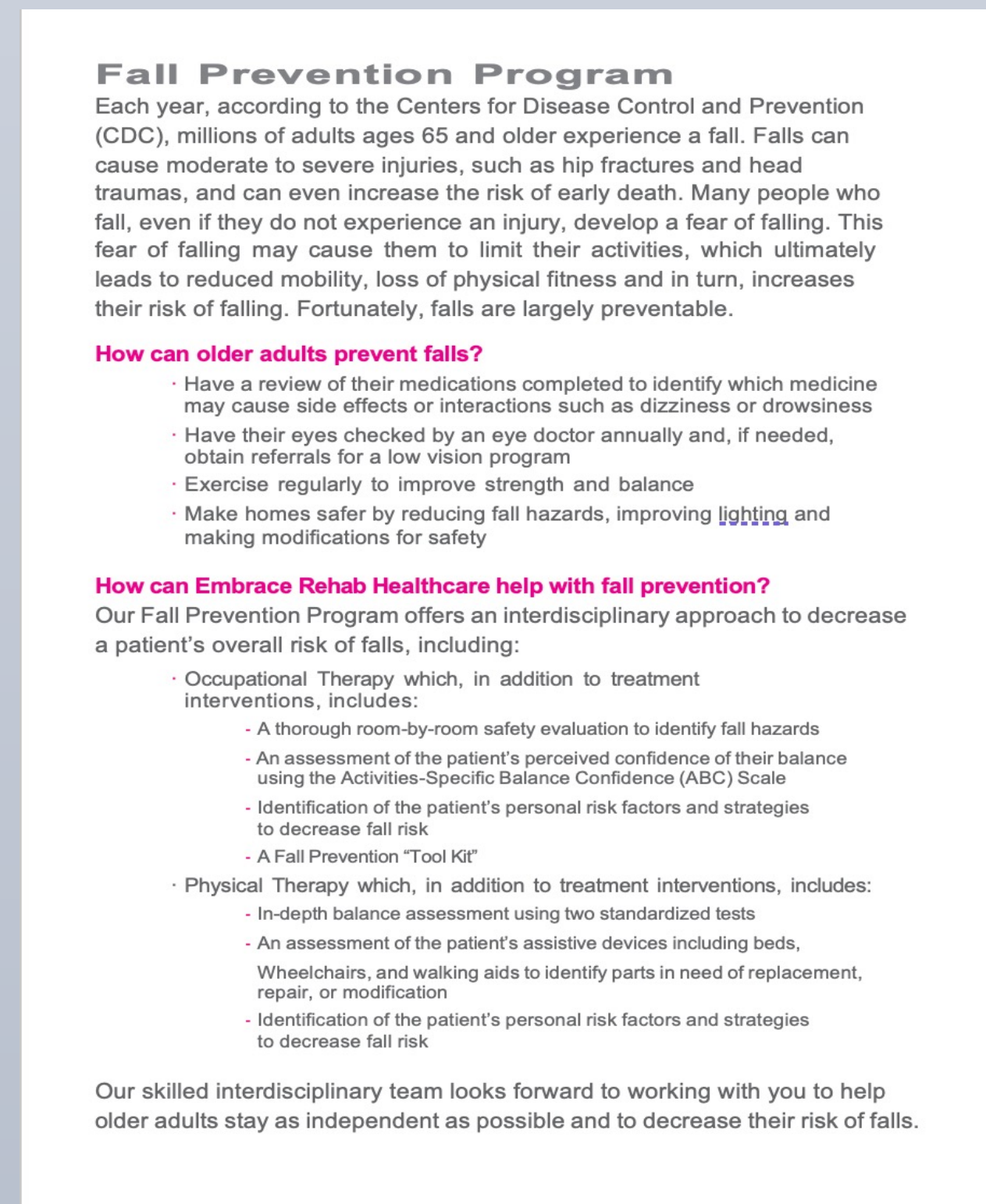
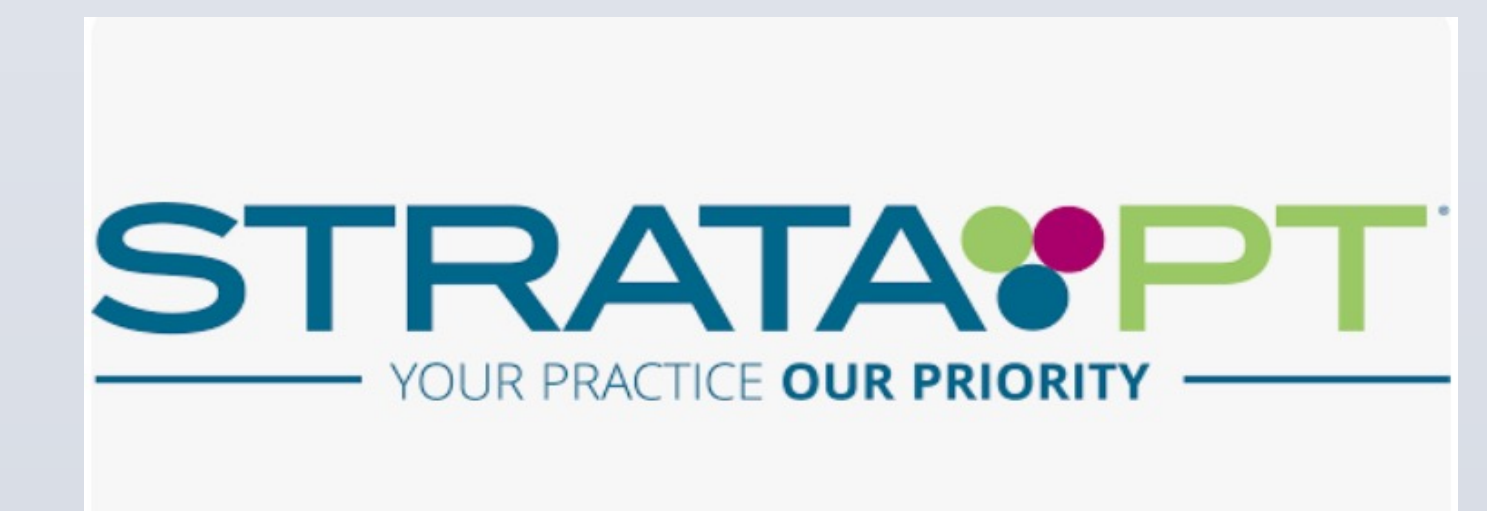


Figure 1. Fall prevention physician resource

Learning Objectives Achieved

- Created necessary documents that a new healthcare company requires for employees such as: employee handbook, quality assurance manual, and consent for treatment forms
- Obtained competency in utilizing a new EMR system (StrataPT)
- Developed an introductory understanding of several aspects and tasks involved in administration in OT
- Enhanced knowledge in outpatient home health
- Improved interprofessional skills through communication with other clinicians and professionals



(StrataPT logo, 2023)

Implications for OT Practice

- Continued use of the resources created will enhance the knowledge and skills of Embrace Rehab employees, leading to improved patient outcomes
- Facilitate collaborative efforts between novice and experienced clinicians in outpatient home health to promote mentorship and improve clinical competency
- Mentorship toolkits can be utilized with and adapted for other disciplines in this setting
- Identification of gaps in the literature on mentorship in OT

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