



Continuing Professional Development Directory

Click the headings below to find resources to help you learn more about these knowledge areas. The links within this document are not intended to be comprehensive or a complete list, and inclusion is not necessarily an endorsement by the College of their value.


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Knowledge Category	Practice Resources	Description
<p data-bbox="180 330 543 364">Anatomy and Physiology</p> 	<p data-bbox="935 310 1734 385">Anatomy & Physiology – A Therapist’s Refresher With Case Studies- First Line Education Inc.</p>	<p data-bbox="1768 310 2924 546">First Line Education Inc. is a team of health care professionals that offer in person and online courses in soft skills and business, assessment, movement, and soft tissue therapy. This one-day refresher will workshop how to apply collective anatomy and physiology knowledge in a functional way to resolve the case studies presented in the course. Join the First Line team for a fun and interactive way to double check your anatomy smarts!</p>
<p data-bbox="180 647 646 681">Ergonomics and Biomechanics</p> 	<p data-bbox="935 586 1463 620">Institute for Work & Health Website</p>	<p data-bbox="1768 586 2893 782">The Institute for Work & Health is an independent, not-for-profit research organization. Their goal is to protect and improve the health and safety of working people by providing useful, relevant research in areas of primary prevention and secondary prevention in the workplace through research in musculoskeletal disorder prevention.</p>
	<p data-bbox="935 788 1448 822">Workplace Disability Management</p>	<p data-bbox="1768 788 2909 1024">This document examines workplaces setting up accommodation and return-to-work (RTW) programs to help ensure employees with work-related and non-work related injuries and illnesses are able to remain at work or return to work as quickly as they are safely able to do so. It also examines system-level programs (i.e. those offered by workers’ compensation boards) that support workplaces in doing so.</p>
	<p data-bbox="935 1030 1603 1064">Clinical Treatment and Health Measurement</p>	<p data-bbox="1768 1030 2893 1145">The Institute for Work & Health looks at what treatments and rehabilitation programs are available to injured workers to ensure their full and speedy recovery.</p>
	<p data-bbox="935 1151 1268 1185">IWH Tools and Guides</p>	<p data-bbox="1768 1151 2893 1352">This tool is based on the Institute for Work & Health <i>Seven Principles for Successful Return to Work</i> and provides an evidence informed guide to be used by anyone in the workplace who supports workers with depression as they cope with their symptoms while working or when they are returning to work following an episode.</p>
	<p data-bbox="935 1358 1535 1393">Workplace OHS programs and practices</p>	<p data-bbox="1768 1358 2909 1473">This document provides information on how workplaces play a vital role in ensuring the well-being of workers and knowing what occupational health and safety (OHS) practices are most effective in preventing injury and illness.</p>
	<p data-bbox="935 1520 1650 1594">The Institut de Recherche Robert-Sauvé (IRSST) Website</p>	<p data-bbox="1768 1520 2909 1675">This is one of the leading occupational health and safety research centres in Canada. The Robert-Sauvé Institute funds research to eliminate health and safety risks for workers, as well as rehabilitation and return to work practices.</p>
	<p data-bbox="935 1681 1308 1715">Awareness-Raising Tools</p>	<p data-bbox="1768 1681 2878 1798">A publication provided by the Institut de Recherche Robert- Sauvé (IRSST) that lists the various guides and technical awareness tools by field in accessing information and reports.</p>




	Independent Medical Exam Care Centre- Functional Capacity Evaluation Guide	This document looks at the evaluation of an injured party that uses a third party, independent medical professional who provides unbiased medical evaluation for a specific case. In a Functional Capacity Evaluation, these are a series of tests used to evaluate a worker's physical abilities.
	Canadian Centre for Occupational Health and Safety- Health and Wellness	This legislation regulates each province's jurisdiction over its OHS outlining the rights and responsibilities of the employer, the supervisor and the worker. It provides numerous resources dedicated to the health and wellness of workers and employees.
	Centre of Research Expertise on Musculoskeletal Disorders	This organization, made up of 47 dedicated researchers across 13 different institutions in Ontario, conducts research to improve the understanding of musculoskeletal disorders and their impact on worker related absences.
	The International Seating Symposium	A conference designed to assist healthcare providers and others to improve seating and mobility for people with disabilities.
	WSIB- Musculoskeletal Disorders Prevention	A three-part musculoskeletal disorder prevention series aimed at controlling hazards in the workplace that could lead to MSD's.
	Safety Smart Magazine	Safety talks, safety training materials, and health and safety resources for workers and employers.
	National Ergonomics Conference (American)	This event, known as the ErgoExpo, has been providing professionals across various industries the tools, strategies and latest approaches to learn to build or enhance an existing ergonomic or safety program.
	Occupational Health and Safety Act	Ontario workplace safety legislation. The <i>Occupational and Safety Act</i> sets out the rights and duties of all parties in the workplace, as well as procedures for dealing with workplace hazards and for enforcement as needed.
	Government of Canada- Workplace Safety	Canadian policy for workplace safety and rights for Canadian employees. The Canada Labour Code gives workplace parties (employers and employees) a stronger role in identifying and resolving health and safety concerns.
Informed Consent 	Canadian Medical Protective Agency- Consent	Guide for Canadian physicians covers emergency treatment, types of consent, capacity, requirements for informed consent and a sample consent form.
	College of Nurses Practice Guideline - Consent	This guideline defines consent, how to obtain consent, substitute decision makers and explains how they can act to provide consent.
	Provincial Advocate for Children and Youth- Children's Health Rights	The Ombudsman's Office is responsible for advocating for the protection of children and youth, and provides a guide for young people on how to make their own healthcare decisions and navigate their rights.
	College of Audiologists and Speech Language Pathologists of Ontario- Consent and Capacity Module	This guide is intended to help members understand the necessary steps to obtaining consent. The module consists of four chapters that include resource information, types of consent, determining capacity and substitute




		decision makers.
<p>Assessment, Exercise Prescription, Treatment, and Therapy</p> 	Assessment From the Ground Up – Posture, Balance and Gait Basics- First Line Education Inc.	<p>First Line Education Inc. is a team of health care professionals that offer in-person and online courses in soft skills, business, assessment, movement and soft tissue therapy. This is a two-day course that explores the foot's connection to the fascial lines of the body, posture, balance and walking.</p>
	Clinical Assessment Of The Lower Body – Pelvis, L-Spine & Trunk- First Line Education Inc.	<p>This two-day course continues on from the <i>Assessment From The Ground Up</i> course. Learn how to evaluate fascial and muscle imbalances, identify the drivers of compensatory movement patterns, check muscle endurance, strength and develop early stage exercise therapy protocols.</p>
	Clinical Assessment For The Upper Body – T-Spine, Scapulae & C-Spine- First Line Education Inc.	<p>Continuing to the upper body, join First Line for this two-day investigation of the upper body's fascial lines, expected movement patterns, possible compensation patterns, and tests for muscle awareness, endurance and strength. Start to build out simple exercise therapy programs for all levels of client rehabilitation.</p>
	Annual International Conference on Kinesiology and Exercise Science	<p>The aim of the conference is to bring together scholars and students of all areas of applied and integrated health sciences, including physiology, assessment, health psychology, health promotion, epidemiology, biomechanics, sports medicine, training methods, nutrition and physical education.</p>
	Canadian Society for Exercise Physiology (CSEP)	<p>CSEP is a voluntary organization composed of professionals interested and involved in the scientific study of exercise physiology, exercise biochemistry, fitness and health. It was founded at the Pan-American Games, Winnipeg, Manitoba in 1967. A link to educational opportunities is provided by CSEP.</p>
	Introduction To Therapeutic Exercise- First Line Education Inc.	<p>First Line Education Inc. offers this two-day course either online or in-person. You will learn how to put together therapeutic exercises for clients, understanding the order of your programming, and creating basic programs to meet clinical and client expectations and modification of programs to accommodate client's limitations.</p>
	Building Therapeutic Exercise Progressions- First Line Education Inc.	<p>First Line Education Inc. offers this two-day course either online or in person. You've finished your assessment – now what? Learn how to choose what exercises to start your clients with and how to progress these basic exercises through to challenging patterns and complexity. Using the First Line FitKit you'll have access to a portable gym in a bag that you can use for a wide range of clients at home, in the gym, and outdoors.</p>
	Pereira Patterns: 36 Simple Movement Patterns For Better Motor Control- First Line Education Inc.	<p>First Line Education Inc. offers this one-day course either online or in-person. Experiment with a series of 36 different movement patterns for better motor control in any body. These short patterns of three to five movements can be strung together like LEGO blocks or plugged in separately as needed throughout your clients' exercise programs. The patterns are simple – but not always easy. Come have some fun!</p>

	<u>Yoga For Better Movement- First Line Education Inc.</u>	First Line Education Inc. offers this one-day course either online or in-person. Learn a variety of movement patterns as these sequences and patterns of yoga-type movements will allow you to incorporate these in your clients' exercise programs as well as transform your clients' thoughts about exercise.
	<u>Hip & Knee Replacement – Pre and Post-Surgical Protocols- First Line Education Inc.</u>	First Line Education Inc. offers this one-day course either online or in-person. Understand the various materials and techniques commonly used for joint replacement. Learn simple exercise therapy protocols for both hip and knee replacements – most of the exercises can begin the day of surgery! See how to get clients' homes ready for their return from hospital and keep a client comfortable as they get back on their feet.
	<u>Nutritional Considerations For Breathing & Movement- First Line Education Inc.</u>	First Line Education Inc. offers this one-day course either online or in-person. You will learn the main considerations in whole food nutrition, improved digestive function, mindfulness, physical activity, and self-care to feel better and be more productive.
	<u>Pelvic Floor Workshop- First Line Education Inc.</u>	First Line Education Inc. offers this one day course either online or in-person. Get to know the pelvic floor – how it is activated with breathing, greatly affected by the sympathetic nervous system, and critical for trunk and hip stability and strength. This is an active workshop designed so you can experiment with a wide range of foot, ankle, hip and pelvis exercises. Movement for the ribcage and various breathing techniques will also be explored.
	<u>Tensegrity Medicine Module 1- First Line Education Inc.</u>	This is a two-day course offered through First Line Education Inc. either online or in-person. It is the first of three modules on Tensegrity Medicine from the Clinical and Functional Assessment portion. Learn how to assess the health of your client's fascial system- not using the traditional biomechanical techniques!
	<u>Tensegrity Medicine Module 2- First Line Education Inc.</u>	This is a two-day course offered through First Line Education Inc. either online or in-person. It is the second of three modules on Tensegrity Medicine from the Clinical and Functional Assessment portion. A prerequisite from module 1 is required for this course. The goal of facilitating a targeted and effective whole-body treatment for your clients.
	<u>Tensegrity Medicine Module 3- First Line Education Inc.</u>	This is a two- day course offered through First Line Education Inc. either online or in-person. It is the last module of the series. You must complete Modules 1 & 2 before registering for this course. In this module you will learn to use light touch therapies with the fascial, nervous and ligament systems as a way to reset abnormal tension patterns. See the role of tensegrity in the body and how 3-D balancing of the entire body can affect long-term change in pathological patterns and the use of objective measures to accurately document, educate, and obtain reimbursement for acute and chronic pain conditions.


	The Benefits of Breathing, Meditation & Relaxation- First Line Education Inc.	<p>This is a two-day course offered through First Line Education Inc. either online or in-person. An extensive exploration of the physiology of breathing will examine the effect of the breath on heart rate, blood pressure, meditation, focus, concentration and learning. Understand the interaction between your breath, your organ function, the nervous systems, stress, and on drastically reducing or eliminating sleep issues like snoring and sleep apnea. This course is designed to give you the chance to experience a variety of meditation styles, breathing techniques and chanting.</p>
	Make Your Fascia Work For You- First Line Education Inc.	<p>This is a two-day course offered through First Line Education Inc. either online or in-person. This workshop introduces what fascia is and where the fascial lines are oriented in the body. We'll explore different techniques for guiding movement of the fascia under the skin, increasing the circulation of fluid and promoting a calmer nervous system. We'll talk about the effect of dehydration, trauma and exercise, too. Simple exercise programs to help fascial function are done for you.</p>
	Thai Foot Therapy- First Line Education Inc.	<p>This one -day course is offered through First Line Education Inc. either online or in-person. Explore ways to improve the sensitivity of the feet, a reset of fascial lines, better lymphatic drainage, enhanced immunity and greater respiratory function. Get a great foot massage (over and over) as you learn with the group!</p>
<p>Patient and Client-Centered Care</p> 	Registered Nurses Association Best Practice Guideline- Person and Family Centered Care	<p>This guideline is to be used by nurses and other members of the inter-professional healthcare team to enhance the quality of their partnership with individuals accessing care, ultimately improving clinical outcomes and the person and family's experience of care.</p>
	Health Expectations International Journal- Family Centered Care	<p>Article reports key findings on shift of family-centred care, management and advocacy responsibilities to families.</p>
	Ontario Medical Association Policy Paper- Client Centered Care	<p>In this paper, patient-centred care research is reviewed from both the system standpoint and the practitioner standing, including research and experience in other jurisdictions, and challenges to providing patient- centred care.</p>
	The College of Family Physicians of Canada- In Home Patient Centered Care	<p>The objective of this paper is to provide guidance to family physicians on implementing patient-centred care in family practice settings and involves actively engaging patients when helping them make care decisions.</p>

Patient Safety 	Canadian Patient Safety Institute- The Safety Competencies	<p>The Safety Competencies Framework is designed to help health providers build a safe, relevant health service for patients. Includes downloadable Safety Competencies PDF.</p>
	Canadian Patient Safety Institute- Shift to Safety	<p>Established and funded by Health Canada in 2003, the Canadian Patient Safety Institute works with governments, health organizations, leaders and healthcare providers to inspire extraordinary improvement in patient safety and quality.</p>
	Agency for Healthcare Research and Quality-Quality Improvement and Patient Safety	<p>Chapter on implementing quality improvement strategies and tools to emphasize patient safety.</p>
Professional Responsibilities 	Canadian Medical Protection Agency- The Canadian Medical Liability System	<p>Article outlining the Canadian medical liability system and what makes it work, and how it is evolving to respond to the changing needs of the system.</p>
Record Keeping 	College of Physiotherapists- The Purpose of Record Keeping	<p>A module that outlines the responsibilities and accountabilities physiotherapists have when record keeping.</p>
	College of Occupational Therapists-Record Keeping	<p>A module that outlines the importance of record keeping and the responsibilities and accountabilities that occupational therapists have to the public.</p>
Health Promotion 	Government of Canada- Health Promotion	<p>The Public Health Agency of Canada addresses such topics as healthy child development, active living, family violence prevention, obesity, physical activity, mental health, population, rural and senior's health.</p>
	Government of Canada- Canadian Best Practices Portal	<p>The Portal was developed as a guide to plan programs for promoting health and prevention of chronic disease geared towards specific populations and communities.</p>
	Ontario Public Health Association- Nutrition Resource Centre	<p>The Nutrition Resource Centre strengthens the knowledge of healthcare providers by providing resources to those who wish to learn and educate others about healthy eating and nutrition.</p>
	Canadian Kinesiology Alliance Conference	<p>This is a national event to raise awareness of the profession by aligning</p>

		organizations such as CLHIA with CKA goals. Speakers at this conference will target areas such as: rehabilitation, physical fitness, health at work and promotion of healthy lifestyles.
	Research Institute for Aging-Cultural Diversity in Long Term Care	The report summarizes the findings from a needs assessment to explore strategies to better support cultural diversity in long-term care homes.
	Aboriginal Sexual Health-Health Professionals Working with First Nations, Metis women and their Families	An innovative guideline to give healthcare practitioners a better understanding of how to provide culturally-safe care to Aboriginal Peoples throughout Canada.
Program Evaluation  	Public Health Ontario- Program Evaluation	A document that is designed to provide an overview of key concepts and strategies used to conduct program evaluation through a 10-step model.
	Journal of Preventing Chronic Disease- Six Steps for Program Evaluation	A framework that recommends six steps for an effective program evaluation.
	Centre for Disease Control- Framework for Program Evaluation	This guideline is designed to summarize and organize essential elements of program evaluation, and encourages an approach to evaluation that is integrated with routine program operations.
Leading Research Initiatives 	Sick Kids Hospital- Research Ethics Board	Core principles of research ethics (process of initial and ongoing review and monitoring of research involving human participants to ensure ethical acceptability), and working with a Research Ethics Board (independent committee of people with varied backgrounds who use their knowledge and expertise to examine the research study from the perspective of prospective participants).
	John Creswell- Research Design	John Creswell was previously a professor in educational psychology and has published many articles and books. In this book he discusses key elements of the research process, review of theory and use of ethics in research.
	What researchers mean by...	Institute for Work & Health index of common research terms used in the health and social sciences are explained for readers in simple language using everyday examples.

<p>Code of Ethics and Practice Standards</p> 	<p>Health Canada- Good Clinical Practice</p>	<p>Clinical guidelines adopted by Health Canada for use by healthcare professionals. Health Canada has the responsibility for the inspection and investigation of clinical trials that were adopted in January 2000 which later provided a clear framework for the performance of clinical trials in Canada. The main objective is to reduce risks to subjects and for inspections to be used in the evaluation of submissions.</p>
<p>Privacy and Confidentiality</p> 	<p>Information and Privacy Commissioner (IPC) of Ontario</p>	<p>The IPC upholds and protects access to information and privacy rights in Ontario. Includes information on collection, use and disclosure of personal health information; safeguarding personal health information; lock boxes and reporting privacy breaches, etc.</p>
<p>Professional Boundaries</p> 	<p>Prevention of Sexual Abuse e-Learning Module</p>	<p>The College of Kinesiologists of Ontario's e-learning module will help you better understand what constitutes a boundary violation and sexual abuse, how to recognize warning signs and how to act on them to protect the client; and what to do if boundary violations occur. The module will also help you understand your mandatory reporting obligations and how to respond to concerns of sexual abuse appropriately.</p>
	<p>Professional boundaries webinar</p>	<p>The College of Kinesiologists of Ontario's webinar on professional boundaries.</p>
	<p>Article- Social media use by R.Kins</p>	<p>The College of Kinesiologists of Ontario's article on social media use.</p>
	<p>Article- Giving and receiving gifts</p>	<p>The College of Kinesiologists of Ontario's article on giving and receiving gifts.</p>
	<p>College of Psychologists- Professional Boundaries</p>	<p>Document outlining the framework within which the therapist/client relationship occurs and defines the characteristics of professional boundaries within healthcare relationships.</p>

<p>Business Development, Financial Stewardship and Management and Soft Skills/Administration</p> 	<p><u>90 Day Clinical Practice Mentorship- First Line Education Inc.</u></p>	<p>Just starting your practice? Shifting from employee to entrepreneur? Interested in getting a side hustle going? The First Line team will walk you through 90-days of online videos, weekly group calls and weekly one-on-one support calls. Nine practice-specific modules each contain four lessons. Three spaced out “Implementation Weeks” will help you get the most from the program materials and experiences. Get downloadable swipe files, worksheets, assessment and exercise therapy templates, and done for you client forms. It’s all here!</p>
	<p><u>Jump Start Your Practice – An Intro For Movement Therapists- First Line Education Inc.</u></p>	<p>This one-day workshop is available either online or in-person. Want to set up your own business? Learn how to name and register your business, get your tax accounts set up, organize your office, select your record keeping system, plug into a network and organize your promotional materials.</p>
	<p><u>Soft Skills – How To Find & Keep Your Ideal Clients- First Line Education Inc.</u></p>	<p>This one day workshop with First Line Education Inc. is offered either online or in-person. Get clear on your practice vision, learn about how to identify your ideal client, see where to find the best clients for you and how to look after your clients once you have them. Full of tips and tricks to build your business – your way!</p>
	<p><u>College of Physiotherapists- Improving Care Delivery Through Communication</u></p>	<p>Talking and listening to patients is the most common procedure a clinician will employ. Learn the six keys to successful communication.</p>
<p>Communication</p> 	<p><u>Health Canada: Talking Tools II Putting Communication Skills to Work- Interactive Course for Practising Physicians</u></p>	<p>Resource booklet on communication skills.</p>
	<p><u>College of Physiotherapists- Improving Care Delivery Through Communication</u></p>	<p>Learn key communication performance indicators.</p>
<p>Managing and Supervising Support Personnel and Students</p> 	<p><u>College of Audiologists and Speech Language Pathologists Position Statement- Supervision of Students</u></p>	<p>This position statement sets out supervision requirements for students.</p>
	<p><u>Statistics Canada- Adult Learning in Canada</u></p>	<p>Research on characteristics of adult learners in Canada. The government has provided research on the data that has been collected to publish comparable measures on adult learning in four skill domains: prose and document literacy, numeracy and problem solving. These lifelong principles take place from three basic categories of settings which include formal and</p>

		informal learning types.
Counselling and Coaching Strategies 	Ontario Government- Accessible Information and Communication	The Ontario Government has implemented strategies to make information and other forms of communication more accessible and easy to use for people with disabilities.
	Winnipeg Regional Health Authority- Health Behaviour Change	Workbook with theories, models and strategies designed to help healthcare providers have conversations with patients about behaviour change in healthcare settings.
	Canadian Association for Mental Health- Motivational Interviewing	Motivational interviewing is defined as a collaborative conversation style for strengthening a person's own motivation and commitment to change. This course explores the effectiveness of motivational interviewing, how it is used and how it works in improving the care of patients.