

## **Transcript for the CMTBC Practice Development Program (PDP) Introductory Video**

The video includes seven scenes. This document includes a transcription of the video narration and a description of the images and text in each scene.

The video begins with the image of an unfolded map with forests, mountains, lakes, and three hikers at a place marked by a large “X”. The scene also includes the CMTBC and Career-Span Competence Collaborative logos. The text on the screen says, “Practice Development Program (PDP)”.

Narration for scene 1: Continuing Education for RMTs is changing. There are now two core aspects within the Quality Assurance program: required courses on professional standards, and the new Practice Development Program.

Images and text for scene 1: A hiker is seated on a large rock. She is dressed in a t-shirt, pants, and hiking boots. Her backpack is on the ground, and she has opened the largest compartment of the pack. The pack is labelled “RMT”. As text appears on the screen, stating, “there are now two core aspects of the Quality Assurance Program”, a bottle appears in the hiker’s hand, then a coiled rope lands on the ground next to the pack, and an axe slides into a pocket in the backpack. These three items, essential for the hiker, represent aspects of the Quality Assurance Program that will assist the RMT on her journey.

Narration for scene 2: CMTBC continues to require that all RMTs comply with Quality Assurance measures. Your personal career trajectory is supported by the Practice Development Program.

Images and text for scene 2: A map fills the screen. Trees, mountain ranges, and lakes are drawn on the map. The scene is inviting, with green expanses between forested areas, mountains, and lakes. On the bottom left-hand corner of the map, “X” marks a spot. A silhouetted figure of a person wearing a graduation cap, gown, and holding a diploma in the air in a celebratory gesture, stands on the “X”. The “X” is labelled “Entry to Practice”.

A dotted bright orange pathway starts at the figure of the graduate, and meanders through the grassy area to the upper right-hand corner of the map. Locator pins appear along the path, marking a spot near a lake, then by a small, wooded area, at the foot of a mountain, further along past a large lake, and toward a bright orange star in the upper right-hand corner. The path represents the RMT’s personal career trajectory.

Narration for scene 3: New RMTs all have very similar training, to establish foundational, entry-level skills. After entry to practice, each RMT begins their own journey. There are many possible areas of focus as your career evolves in new directions over time.

Images and text for scene 3: The map appears again on the screen, without a pathway and without people. The image zooms into the lower left-hand corner, where three hikers are standing on a spot marked with a large “X”, labelled “Entry to Practice”.

The text on the screen reads “Entry to Practice”.

This is followed by an image of the three hikers wearing backpacks, reminding viewers of the hiker who was putting items into her RMT-labelled backpack. These three hikers are looking ahead and pointing into the distance, exploring the terrain represented on the map.

A dotted pathway departs from each of the three hikers, with following text accompanying each pathway:

- Clinician
- Clinic Owner
- Educator

The dotted pathways wind over the entire map, each in a different direction. The images demonstrate that everyone starts at the same place (labelled “Entry to Practice”) and then follows their unique career trajectory.

Narration for scene 4: In the Practice Development Program, you will access the confidential PDP portal, to help you map out and achieve your career direction. Throughout your career span there may be learning curves, plateaus, new goals, sabbaticals. You will need to navigate these changes. The PDP portal helps you create a cohesive plan and stay accountable to it.

Images and text for scene 4: A compass fills the screen. The direction-needle in the compass is gently moving about, exploring. The text on the screen says, “PDP Support Portal”. Discussion bubbles pop up around the compass as the arrow seeks direction. The bubbles have the following text inside them:

- What direction do I want to take?
- Perhaps I need a mentor?
- What will help my patients?

Narration for scene 5: The Career-Span Competencies define observable professional behaviours. They provide a framework for career-long development. The PDP portal is confidential. CMTBC does not have access to your personal assessment and development records.

Images and text for scene 5: A computer screen appears. The back of a person’s head is shown, so it appears the person is looking at their computer screen. Their right hand is moving a computer mouse next to a keyboard. The person’s professional development plan is shown inside the PDP portal.

The image shows a coloured circle with the following three labelled sections:

1. MY PD PLAN REVIEW (arrow points to next section)
2. ASSESSMENT (arrow points to next section)
3. MY PD PLAN (arrow points to initial section to repeat the circle)

Inside the coloured circle is another circle, with four steps that read:

1. Performance (arrow points to next section)
2. Assessment (arrow points to next section)
3. Planning (arrow points to next section)
4. Learning (arrow points to initial section to repeat the circle)

The circle is a continuous learning cycle of assessing your professional development.

Narration for scene 6: However, they will be informed that you are participating in the Practice Development Program. You'll complete assessment tools, develop goals and activity plans, track your achievements. This will keep you moving forward.

Images and text for scene 6: The map reappears, with "X" marking the spot on the lower left-hand corner, and mountains, forests, and a lake, as before. The map is labelled "My Professional Development Plan".

Text appears that states the PDP Support Portal includes the following:

- Assessment tools
- Goal setting
- Activity planning
- Tracking progress
- Journaling

This is followed by the image including a silhouette-figure of a hiker appears on the "X" in the lower left-hand corner of the map. The hiker wears a backpack and is using a walking stick. A dotted pathway with locator pins starts at the "X" and goes through sections of the map. The hiker follows the pathway, walking from one locator pin to the next.

Narration for scene 7: The PDP gives you the freedom to create a learning plan that supports **your** journey.

Images for scene 7: The map flips over and flattens. Three pathways are marked with solid lines leading to where a hiker is standing on a locator pin on their path. Beyond each hiker, their pathway continues but as a dotted line. The hikers are celebrating – one has staked a pennant-style flag into the locator pin. One has both arms up in the air. The third is looking ahead through binoculars. Sparkling stars burst out from the pathways.

The video ends with the CMTBC logo. The text below the logo says, "Copyright © 2022 College of Massage Therapists of British Columbia. All Rights Reserved."