

*Priorities and Innovations  
in Health Human Resources*

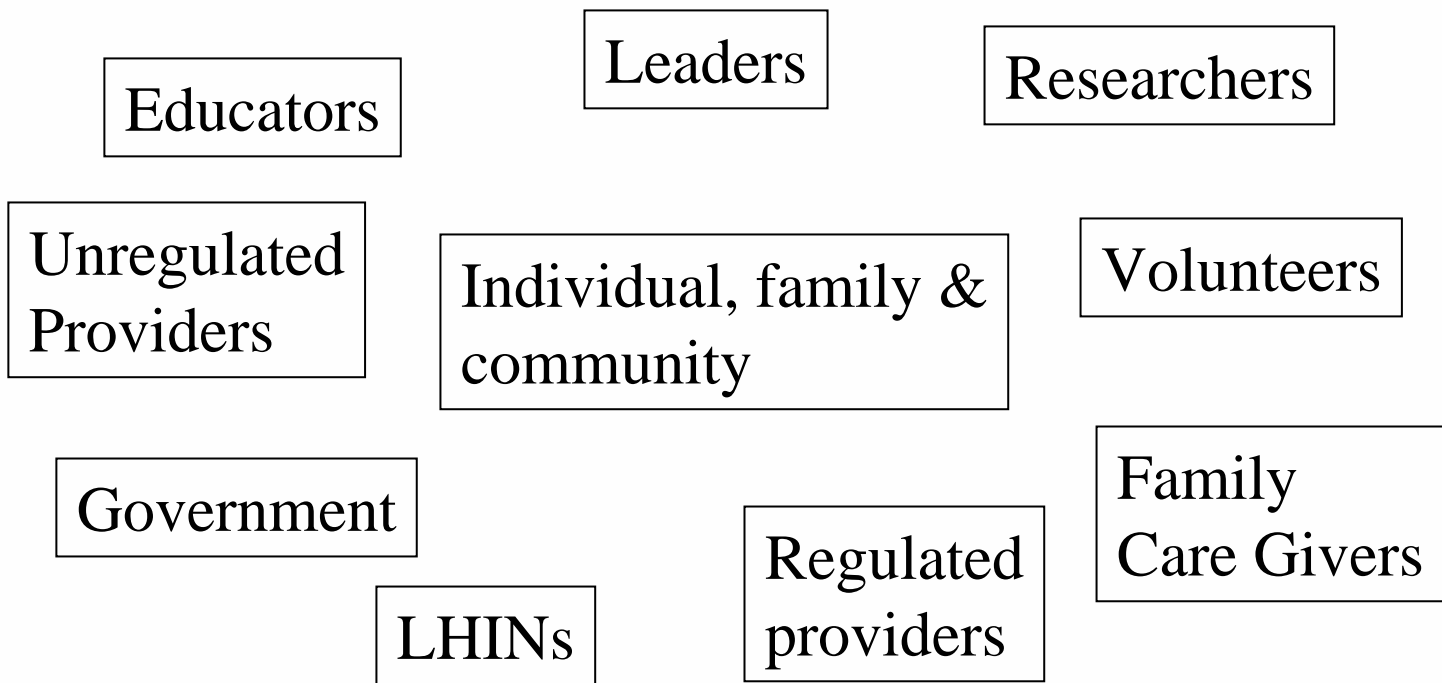
Health**Force**Ontario

## 5 Questions – 60 minutes

- Who is part of an HHR strategy?
- How does an HHR strategy fit with this government's priorities?
- What will the future of HHR look like and why?
- What are the key principles & pillars of Ontario's HFO strategy?
- What have we done and where are we going?

# Who is part of an HHR strategy?

You Are

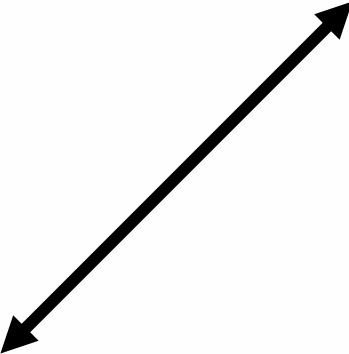


**How does an HHR strategy fit with this government's priorities?**

# HealthForceOntario In Context

Improved Structure &  
Process  
(LHINs)

Healthier Ontarians

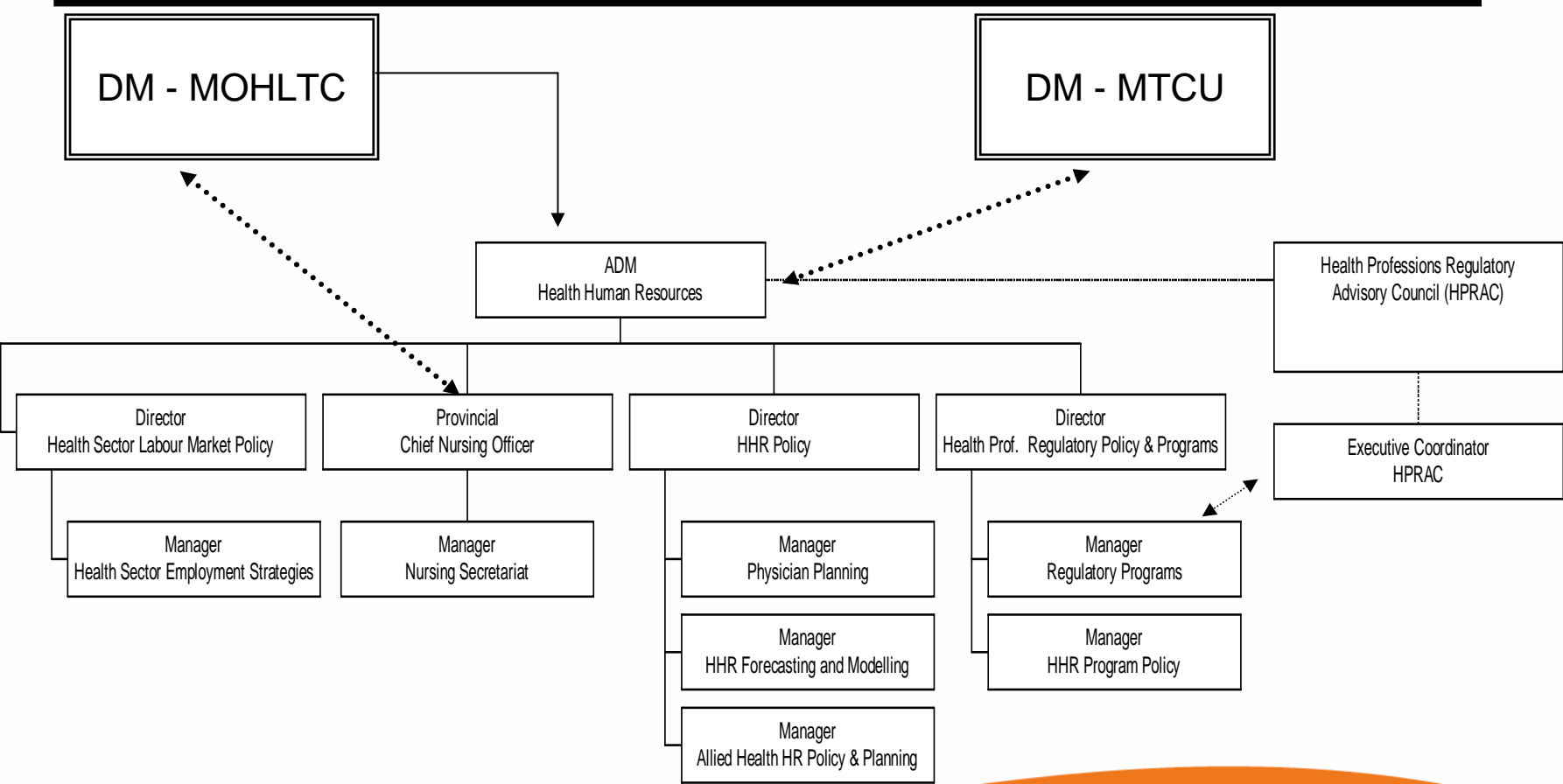


Increased Access  
(Health Results Team)

**Health Provider  
(HHR Strategy)**



# HHR Strategy Division

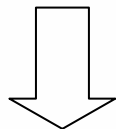


# What will the future of HHR look like?

## Tomorrow in Ontario...

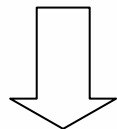
### People will:

- be more numerous and older
- be more culturally diverse
- have more chronic than acute diseases
- be increasingly involved, informed consumers
- seek complementary and alternative care
- focus on wellness and disease prevention



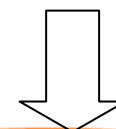
### Health services will:

- be increasingly based in the community setting
- be delivered by interprofessional teams
- focus on health promotion and disease prevention
- make greater use of new technology including tele-medicine, robotics and genetics/proteomics



### Health service providers will:

- be older and seeking career transition and retirement
- continue to come from a range of other nations
- want more balance and flexibility in their careers
- work in a mobile, international and opportunity-laden market
- demand healthy and stimulating workplaces
- need new educational models to deal with a rapidly evolving base of knowledge and technology



.... **New expectations, capacities and roles are demanded of our workforce**

# **We must act now!**

*More of the same...*

*the same practice models,  
the same educational systems,  
the same planning approaches...*

*will not prepare us*

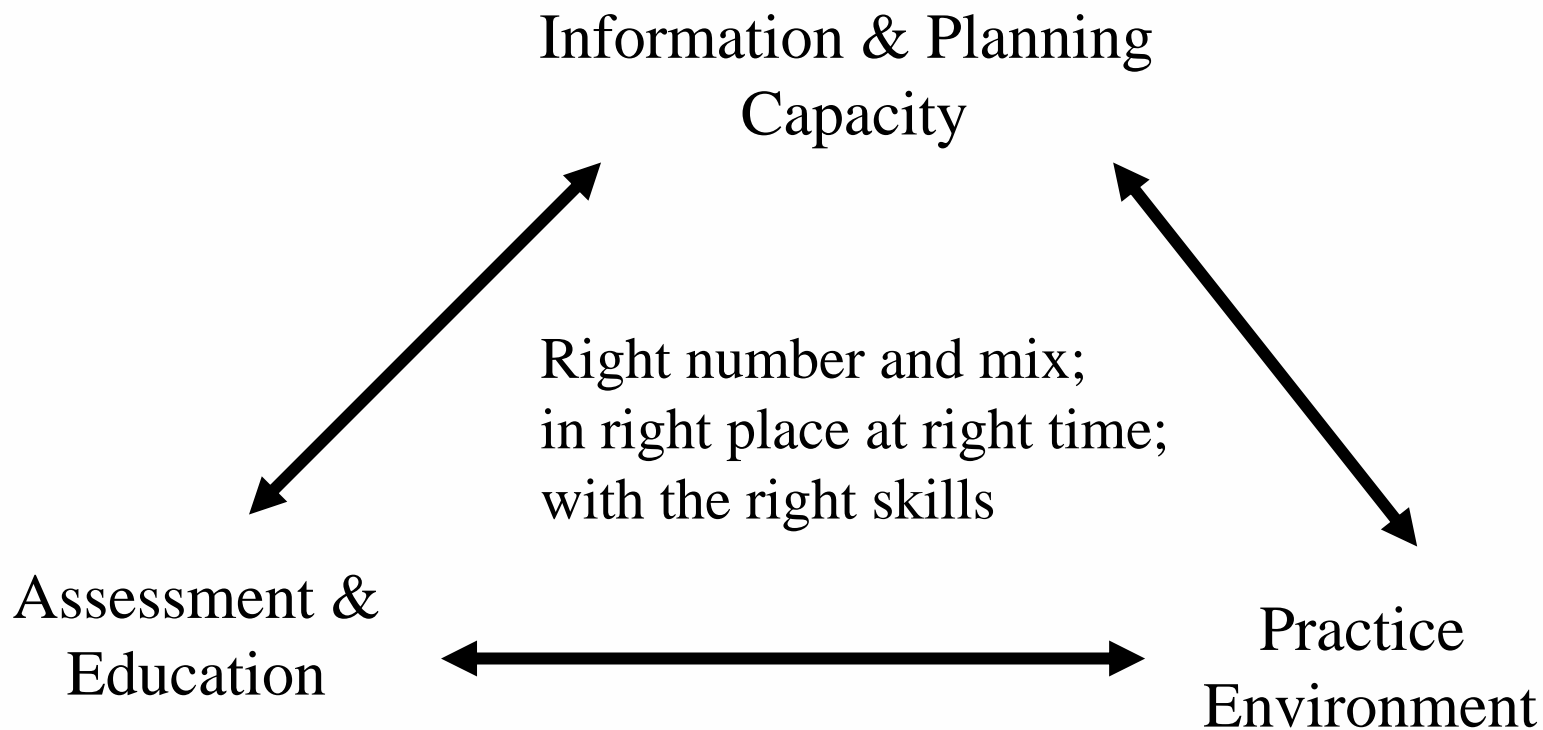
**High demand and system pressures  
creates motivation and opportunity  
for innovation**

# What are HFO principles & pillars?

# HealthForceOntario -- Principles

- Must include broad range of providers in the system
- Recognize educators, leaders, patients, family and community as key members of the strategy
- Align with government priorities
- Must engage government, providers, employers, planners, and the people who use the system
- Ensure safety and competency for patients and providers
- Encourage patient/client focused collaborative care
- Must recognize and treat health care providers as core assets, 'value centres', in the health care system
- Must be a 'package' for all sectors and players- short, medium and long term

# STRATEGIC FRAMEWORK



# **Where are we going and what have we already done?**

# Introducing HealthForceOntario

## What is HealthForceOntario?

- HealthForceOntario is Ontario's innovative, multi-year, plan to ensure that the right number and mix of appropriately educated professionals are available now and in the future to meet the needs of Ontarians
- Introduced May 3, 2006
- Created in partnership with MTCU and MCI

# HealthForceOntario -- Goals

- Make Ontario more competitive
- Maintain and develop a competitive work force
- Establish new roles in areas of high need

**Make Ontario the employer-of-choice in health care**

# HealthForceOntario – Steps to Date

## 1. New roles:

### Guiding Principles

- Proof of principle exists
- Local champions for demonstration
- Area of need
- Safety

# HealthForceOntario – Steps to Date

## 1. New roles and responsibilities:

- **Physician Assistant**
- **Nurse Endoscopist**
- **Surgical First Assist**
- **Clinical Specialist Radiation Therapist**
- **Anaesthesia Assistants**
- **Pharmacy Assistants**
- **Prescribing authority for Optometrists and RN-EC**
- **Enhanced roles for Physiotherapists**

## HealthForceOntario – Steps to date

### 2. One-stop shop for internationally educated health professionals

- A single point of access for comprehensive information and counseling to assist health professionals to work in Ontario faster
- Not about poaching
- Not about replacing
- Not about putting more barriers in place
- Work with Ministry of Citizenship and Immigration

## HealthForceOntario – Steps to date

3. Establishment of a coordinated marketing and recruitment centre with a comprehensive job portal

[www.healthforceontario.ca](http://www.healthforceontario.ca)

- Reaching out to repatriate
- Create a common brand and message
- Works within ethical framework
- Part of [www.healthforceontario.ca](http://www.healthforceontario.ca)
- LHIN resource

## HealthForceOntario – Steps to Date

4. Every new nursing graduate (RN and RPN) will have a full time job opportunity
  - Taskforce led by Mr. Tom Closson
  - Starts Spring/Summer 2007
  - Province wide approach – all regions and sectors
  - Link to [www.healthforceontario.ca](http://www.healthforceontario.ca) portal

# HealthForceOntario – Steps to Date

## 5. Recognize and Value Ontario’s health force

- Nursing Education Campaign – “part or your health care team”
- IMG recognition ceremony
- Future phases underway

## HealthForceOntario – Steps to date

### 6. Interprofessional Education and Care

- Provincial Summit – ‘developing a blueprint for interprofessional education and care’
- Mentorship and Coaching fund
- Innovation fund for interprofessional education

### 7. Allied Health Continuing Education Fund

### 8. Increased supply

## Future Steps

- HHR Planning Body
- HPRAC and advance discussion of scope of practice
- Improved data collection
- Healthy workplace initiative
- LHIN Support
- Engagement and collaboration

**Thank You**  
**HealthForceOntario**