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Health Human Resource Strategy & Internationally Educated Health Professionals Initiative

2008/09 Annual Report



Canada 

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Published by authority of the Minister of Health.

*Health Human Resource Strategy and
Internationally Educated Health Professionals Initiative
2008/09 Annual Report* is available on the Internet at the following address:
<http://www.hc-sc.gc.ca/hcs-sss/pubs/hhrhs/2009-ar-ra/index-eng.php>

Également disponible en français sous le titre :
<http://www.hc-sc.gc.ca/hcs-sss/pubs/hhrhs/2009-ar-ra/index-fra.php>

This publication can be made available on request on diskette, large print, audio-cassette and braille.

For further information or to obtain additional copies, please contact:

Publications
Health Canada
Ottawa, Ontario K1A 0K9
Tel.: (613) 954-5995
Fax: (613) 941-5366
E-Mail: info@hc-sc.gc.ca

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HC Pub.: 100377
Cat.: H1-9/19-2009E-PDF
ISBN: 978-1-100-16484-7

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Background

The Health Human Resource Strategy (HHRS) and Internationally Educated Health Professionals Initiative (IEHPI) are two components of the Health Care Policy Contribution Program (HCPCP). Through the Program, the federal government responds to emerging health policy priorities, establishes collaborative working arrangements with provincial and territorial governments to effect change on a pan-Canadian scale, and supports organizations with specifically related expertise to help achieve health policy goals.

As a national program that fosters strategic and evidence-based decision making, HCPCP also promotes innovation through pilot projects, evaluation, policy research and analysis, as well as policy development that contribute to improvements in accessibility, quality, sustainability and accountability of the health care system.

The goal of the HHRS is to aid in the establishment and maintenance of a stable and optimal health workforce. Closely linked, the goal of the IEHPI is to support the integration of internationally educated health professionals (IEHPs) into the Canadian health care workforce.

Health Canada funded the projects summarized in this report through contribution agreements with recipients, including non-profit, non-governmental organizations, professional associations, educational institutions, and provincial, territorial and local governments, in order to develop, implement and disseminate knowledge, best practices and strategies for innovative health care delivery.

This report summarizes projects that were initiated, continued or completed during fiscal year 2008/09.

For more information online consult:

Health Care Policy Contribution Program

Health Human Resource Strategy

Internationally Educated Health
Professionals Initiative



Pan-Canadian Health Human Resource Planning Projects Initiated/Continued in 2008/09

Health Human Resources Planning and Utilization: Capacity Building and Knowledge Exchange between Canada and Brazil

Amount/ Duration \$484,907 2008/09 to 2012/13

Recipient Dalhousie University: Pan American Health Organization / World Health Organization Collaborating Centre on Health Workforce Planning and Research

Objectives Enhance the primary health care (PHC) systems in Canada and Brazil by exchanging knowledge and building capacity for health human resources (HHR) planning based on PHC needs of their respective populations.

Expand knowledge and share expertise in the following areas: interprofessional education for collaborative patient-centred practice; providing evidence, based on population health needs, for adequate family medicine residency positions; planning for a workforce to care for vulnerable populations; approaches to increase indigenous health care providers; and recruitment and retention programs for rural/remote practice.

Activities **Needs Based Planning Initiatives**
A series of seminars and ongoing videoconferencing related to:

- Needs-based HHR planning and leadership;
- Graduate programs in HHR planning and research;
- Supporting activities in HHR planning;
- Capacity building and knowledge transfer (CB/KT); and
- Evaluation of CB/KT.

HHR Utilization Initiatives
A series of seminars and ongoing videoconferencing related to:

- Interprofessional education and collaborative practice (IECP) in PHC;
- Demonstration of PHC IECP projects to review experiences in Brazil and Canada;
- Determining best practices and advancing knowledge exchange; and
- Conducting situational analysis to determine key needs and priorities related to indigenous (Aboriginal) HHR.

Anticipated Results Output Production of policy and communication documents for decision makers.

Strengthened partnerships between Canadian and Brazilian PHC professions, researchers and government policy makers.

Enhanced knowledge and partnerships between stakeholders that reflect increased capacity for needs-based HHR planning and promotion of interprofessional collaborative practice.

Contact Information

Gail Tomblin Murphy | Dalhousie University |
5869 University Avenue | Halifax, NS | B3H 4H7 |
Telephone: 902-494-2228 | Website: <http://whocentre.dal.ca/>

PAHO/WHO Collaborating Centre on Health Workforce Planning and Research: International Consortium on Needs-Based Health Human Resources Planning

Amount/ Duration	\$649,970 2008/09 to 2009/10
Recipient	Dalhousie University: Pan American Health Organization / World Health Organization Collaborating Centre on Health Workforce Planning and Research
Objectives	To conduct needs-based HHR planning in Jamaica and Brazil and build capacity for such planning in these countries and in Canada.
Activities	<p>Determine health-need indicators and other data requirements using meetings, web-conferences, reports and statistics.</p> <p>Other activities will include:</p> <p>Training local staff on duties such as acquiring/analysing data and preparing reports.</p> <p>Running simulation models and testing policy scenarios with teams at meetings, teleconferences and workshops.</p>
Anticipated Results Output	<p>A planning tool for health human resources that will assist in forecasting for the right number of health professionals in Brazil and Jamaica and share lessons learned and techniques with Canadian decision-makers.</p> <p>Facilitated knowledge exchange and transfer activities for those involved in health system planning through workshops on lessons learned in applying the needs-based approach to HHR planning.</p> <p>Production of reports on domestic and international meetings, videoconferences and webcasts to be made available on the WHO Collaborative Center website, fact sheets and newsletters.</p>

Contact Information

Gail Tomblin Murphy | Dalhousie University |
5869 University Avenue | Halifax, NS | B3H 4H7 |
Telephone: 902-494-2228 | Website: <http://whocentre.dal.ca/>

An Interprofessional Caseload Management Planning Tool for Occupational Therapy, Physiotherapy and Speech-Language Pathology

Amount/ Duration \$250,000 2008/09 to 2010/11

Recipient Canadian Association of Occupational Therapists

Objectives Develop an evidence-based tool designed to assist professionals, organizations and policy makers in determining effective caseload management for occupational therapy (OT), physiotherapy (PT) and speech-language pathology (S-LP) in Canada, along with guidelines for its application.

Activities Identify the critical elements, issues and considerations involved in caseload management in different service delivery models.

Develop and validate a tool for OT, PT and S-LP services in Canada using informed best practices and competence-based profiles to assist professionals, administrators and policy makers with effective HHR planning and caseload management.

Implement the tool through pilot projects in each of the three professions identifying strengths, gaps and utility.

Promote ongoing use of the tool including updating and ongoing dialogue related to evolving trends and issues.

Anticipated Results
Output Strengthened evidence base and capacity to appropriately plan and utilize OT, PT, and S-LP human resources and improved recruitment and retention of these health providers.

Support for effective wait list management and improved access to these services.

Contact Information

Maureen Coulthard | Canadian Association of Occupational Therapists |
CTTC Building, Suite 3400 | 1125 Colonel By Dr | Ottawa, ON | K1S 5R1 |
Telephone: 1-800-434-2268 ext. 229 | Website: www.caot.ca

Canadian Health Leadership Network: Inventory Development Project

Amount/ Duration	\$100,000 2008/09 to 2009/10
Recipient	Canadian College of Health Service Executives
Objectives	<p>Develop an inventory of the foremost health leadership development/training activities across Canada.</p> <p>Determine the primary leadership development/training gaps and challenges.</p>
Activities	<p>Establish an inventory of leadership curriculum and training activities in various jurisdictions across Canada, including development activities from universities/colleges, national health associations, provincial health associations, regional health associations and stand-alone institutions.</p> <p>Identify leadership development best practices based on the established inventory.</p> <p>Compare and contrast the current and ongoing provincial/territorial leadership development initiatives with the Pan-Canadian Health Leadership Capability Framework's leadership capabilities.</p> <p>Identify leadership education/training gaps and challenges.</p> <p>Identify future leadership development pilot projects through which leadership development gaps could be addressed.</p>
Anticipated Results Output	<p>A national inventory of current curriculum, training activities, and best practices in leadership development across Canada.</p> <p>Enhanced health leadership capacity development in Canada.</p>

Contact Information

Ray J. Racette | Canadian College of Health Service Executives |
 292 Somerset Street West | Ottawa, ON | K2P 0J6 |
 Telephone: 613-235-7218 | Website: www.chlnet.ca

La Planification et le développement des ressources humaines francophones dans le domaine de la santé pour les communautés francophones en situation minoritaire 2007-2013

Amount/ Duration	\$1,200,000 2006/07 to 2011/12
Recipient	Consortium national de formation en santé (CNFS)
Project Description	CNFS will implement the CNFS/Société Santé en français (SSF) workplan to promote the development and planning of health human resources to meet the current and future needs of French-speaking minority communities in Canada.
Activities	<p>Hold meetings for: CNFS/SSF commission, regional, provincial and territorial consultations, including thematic meetings on data research and production.</p> <p>Promote national awareness and collaboration related to the development of data on current and emerging needs.</p> <p>Create an overview of the education system's active and future capacity.</p> <p>Host a national forum on the planning and development of francophone health human resources.</p> <p>Support CNFS and SSF projects that promote the recruitment and retention of human resources and their participation in government and intergovernmental activities.</p>
Anticipated Results Output	<p>Increased capacity to align HR planning with current and future needs; the production of data and increased capacity to assess HR needs; greater co-operation between the health system, the educational system and the research community; information exchange mechanisms and best practices; better understanding of the francophone educational system's capacity; an overview of how new francophone training programs will be adjusted to emerging needs and policies; and greater effectiveness in recruiting and using human resources.</p> <p>Success indicators include the number of partnerships and collaborative efforts, analyses and overviews completed, data produced, labour force plans that include francophone human resources, and implementation recommendations.</p>
Contact Information	<p>Consortium national de formation en santé </p> <p>400 Dalhousie Street, Suite 260 Ottawa, ON K1N 7E4 </p> <p>Telephone: 613-244-7837 Website: www.cnfs.net</p>

Health Human Resources Databases Development Project

Amount/ Duration \$8,250,000 2004/05 to 2009/10

Recipient Canadian Institute for Health Information (CIHI)

Objectives Develop national, supply-based databases and reporting systems for five regulated health professions: pharmacists, occupational therapists, physiotherapists, medical laboratory technologists, and medical radiation technologists.

Enhance health information systems.

Activities Assess information needs with stakeholders from each of the five groups to identify the level and type of information to be collected in the database.

Develop necessary documentation to support this process, to be followed by the development of a system to capture the information (database development).

Collect, process, analyze and publish data from professions during the production cycle.

Anticipated Results Output Improved information (quantity, scope and quality) to support HHR management for the five professions at the federal/provincial/territorial levels.

A national, supply-based database, and reporting systems for the five professions, which will enhance the capacity for evidence based HHR research and planning activities.

Production and dissemination of five new annual reports, summarizing the data collected (in line with CIHI communications policies).

Contact Information

Carol Brulé | Canadian Institute for Health Information |
495 Richmond Road, Suite 600 | Ottawa, ON | K2A 4H6 |
Telephone: 613- 694-6290 | Website: www.cihi.ca

Interprofessional Education for Collaborative
Patient-Centred Practice and Healthy Workplace
Initiative Projects Completed/Continued in 2008/09

NurseONE / INF-Fusion: The Canadian Nurses Portal

Amount/ Duration	\$2,450,000 2007/08 to 2009/10
Recipient	Canadian Nurses Association (Memorandum of understanding with First Nations and Inuit Health Branch)
Project Description	The NurseOne portal is a personalized, interactive web-based resource designed to support nursing practice by providing nurses with reliable information to support their decision-making, manage their careers and connect with colleagues and healthcare experts.
Activities	<p>Developing Nurse Connect/Virtual study groups and communities of practice networking sites.</p> <p>Improving and maintaining an online library.</p> <p>Posting online education modules, delivering online courses and testing nurses through the University of Saskatchewan.</p> <p>Developing generic tools for self-assessment and personalized learning plans.</p> <p>Evaluating and enhancing the portal, including strategic marketing to increase the number of registered and active users of NurseONE.</p>
Anticipated Results Output	NurseONE portal will provide access to: evidence-based research through online libraries; continuing educational resources and competency courses; an e-lexicon; communities of practice/virtual study groups and specialized information related to First Nations and Inuit health.
<p>Contact Information</p> <p>Nora Hammell Canadian Nurses Association </p> <p>50 Driveway Ottawa, ON K2P 1E2 </p> <p>Telephone: 613-237-2133 Website: www.nurseone.ca</p>	

Canadian Interprofessional Health Collaborative (CIHC)

Amount/ Duration	\$1,854,806 2006/07 to 2009/10
Recipient	University of British Columbia
Objectives	<p>Develop a pan-Canadian collaboration of Interprofessional Education for Collaborative Patient-Centred Practice (IECPCP) partners.</p> <p>The Collaborative will:</p> <ul style="list-style-type: none"> • Promote and demonstrate the benefits of IECPCP. • Stimulate networking and sharing of best practices. • Facilitate collaboration in both education and practice. • Establish areas for further research. • Facilitate knowledge translation in the receptor communities, such as government, to facilitate evidence-based decision making.
Activities	<p>Building the collaborative, best practice identification and sharing, and knowledge translation.</p> <p>Deliverables include: the creation of a CIHC, with a component to support interprofessional students' efforts across Canada; establish key research questions; develop and implement a best practice dissemination framework including a website, a blog and listserv; host two national IECPCP best practice workshops; and translate the knowledge to receptor communities, such as practice settings.</p>
Anticipated Results Output	<p>Improved collegial sharing and exchange in the area of IECPCP.</p> <p>More effective translation and uptake of the research findings emanating from <i>Cycle One</i> and <i>Two</i> IECPCP projects making the IECPCP initiative a pan-Canadian effort by increasing the reach of the federal government's investment in IECPCP.</p>

Contact Information

John Gilbert | University of British Columbia |
 400-2194 Health Sciences Mall | Vancouver, BC | V6T 1Z3 |
 Telephone: 604-562-1492 | Website: www.cihc.ca

Accreditation of Interprofessional Health Education

Amount/ Duration	\$384,742 2007/08 to 2008/09
Recipient	Association of Faculties of Medicine of Canada
Project Description	Developed common principles for the accreditation of interprofessional education (IE) in medicine, nursing, physiotherapy, occupational therapy, pharmaceutical, and social work professions and educated a wider audience about the value of IE. Through the development and promotion of IE accreditation guidelines, the project is expected to have a direct effect on accreditation standards and processes for the six core disciplines involved.
Key Results	<p>Joined core guidelines in formulating standards for Interprofessional Education.</p> <p>Developed a national forum to review and launch the Accreditation of Interprofessional Health Education (AIPHE) principles document as a resource for implementing change. The document was launched at the AIPHE National Forum in 2009 and is available on the CIHC website.</p> <p>Developed a toolkit to assist accrediting bodies in using the principles to support the development and implementation of Interprofessional Education accreditation standards.</p> <p>Developed a website as one of the main sources for communicating the project's progress.</p>
Outcomes	<p>Shared knowledge of the value of interprofessional health education and accreditation among a wider audience.</p> <p>Increased awareness by educators, health care providers, provincial/territorial governments and external stakeholders of the benefits of using interprofessional teams.</p>
Contact Information	
Sue Maskill Association of Faculties of Medicine of Canada	
265 Carling Avenue, Suite 800 Ottawa, ON K1S 2E1	
Telephone: 613-730-0687 Ext. 224 Website: www.afmc.ca	

Cultivating Communities of Practice for Collaborative Care

Amount/ Duration	\$926,595 2006/07 to 2008/09
Recipient	Cancer Care Nova Scotia
Project Description	Overall goal of the project was to cultivate a community of practice of health professionals in Nova Scotia and Prince Edward Island who handle the education of community-based practitioners, and to improve collaborative patient-centered practice in those who provide care to oncology patients and their families, including health professionals from First Nations Communities.
Key Results	<p>Developed, delivered and evaluated a competency-based facilitator training program.</p> <p>Developed shared knowledge, skills and attitudes among participants attending the Interprofessional Core Curriculum (ICC) modules.</p> <p>Cultivated a community of practice among those facilitators.</p> <p>Modified the existing oncology ICC to be culturally sensitive for First Nations groups.</p> <p>Engaged in knowledge transfer, dissemination and networking activities.</p> <p>Provided opportunities for nursing students to engage in collaborative patient-centered practice through incorporating core curriculum into the nursing undergraduate program.</p>
Outcomes	<p>Eight of ten ICC modules were improved to better emphasize interprofessional aspects in cancer care.</p> <p>Enhanced competencies for collaborative patient-centred practice among health professionals providing oncology care to patients and families.</p> <p>Improved curriculum for nursing students and improved patient satisfaction.</p> <p>The facilitator training program had 54 participants and over 1400 health care professionals are expected to complete the modules.</p>
Contact Information	<p>Anne Murray Cancer Care Nova Scotia </p> <p>1278 Tower Road, 5th Floor Bethune Building Halifax, NS B3H 2Y9 </p> <p>Telephone: 1-866-599-2267 Website: www.cancercare.ns.ca</p>

An Innovative National Distance Education Initiative for Interprofessional Practice in Psychosocial Oncology

Amount/ Duration	\$741,690 2006/07 to 2008/09
Recipient	Capital District Health Authority, Nova Scotia
Project Description	<p>Addressed gaps in formal education in interprofessional psychosocial oncology by developing a distance course using blended learning strategies for graduate students that will also be adapted and provided as a web-based professional development course for practicing professionals.</p> <p>Established a Canadian network of psychosocial oncology educators and researchers committed to enhancing the health of Canadians affected by cancer through collaborative and interprofessional initiatives.</p>
Key Results	Through an Advisory Committee, activities and deliverables included environmental scans and national-level focus groups to inform research; an interprofessional, blended learning, psychosocial oncology-focused course in French and English and a web-based professional development course in which 57 students and health professionals participated; local workshops; and a national educator/research network.
Outcomes	<p>Increased availability of qualified psychosocial oncology specialists.</p> <p>Increased access for patients and families to interprofessionally educated health care providers.</p>

Contact Information

Deborah McLeod | Capital District Health Authority |
5820 University Avenue | Halifax, NS | B3H 1V7 |
Telephone: 902-473-5757 | Website: www.cdha.nshealth.ca

Projet ECIP: Éducation à la Collaboration Interprofessionnelle centrée sur le Patient

Amount/ Duration	\$791,451 2006/07 to 2008/09
Recipient	Université de Montréal
Project Description	<p>Created model environments for training and practice in collaborative patient-centred care for patients affected by chronic diseases.</p> <p>Developed, among a group of university professors, health care professionals, students, patients and their families, the competencies necessary for collaborative patient-centred practice in chronic disease.</p> <p>Developed, established and evaluated communities of practice in a clinical setting.</p> <p>Identified and evaluated the key success factors in communities of practice before implementing them in other clinical teams for chronic disease management.</p>
Key Results	<p>Developed a curriculum and training activities relating to collaborative practice for chronic disease.</p> <p>Established two communities of practice that allow for learning and collaborative interprofessional care.</p> <p>Established and evaluated training activities in the communities of practice.</p> <p>Developed a community of practice clinical model based on collaborative practice.</p>
Outcomes	<p>Established practice settings with clinicians, teachers, students, and patients and their families linked together. This was attained by improved co-operation among the stakeholders, facilitating knowledge transfer and its application into practice.</p>

Contact Information

Hassan Soubhi / Robert Thivierge | Université de Montréal |
C.P. 6128, succursale Centre-ville | Montréal QC | H3C 3J7 |
Telephone: 514-340-2800 ext. 3147 | Website: www.umontreal.ca

A Process-Oriented Approach to Enhancing Interprofessional Education and Collaborative Relationship Centred Care (PIER)

Amount/ Duration	\$612,537 2006/07 to 2008/09
Recipient	McMaster University, Faculty of Health Sciences
Project Description	Developed and evaluated a process-oriented demonstration project that will enhance interprofessional team function and education from pre-licensure curricula to practice settings.
Key Results	<p>Created a Project Operations Group and a Project Steering Committee comprised of students, learners, and representatives from each of the three project sites: the McMaster Family Practice, Regina Gardens, and the Stonechurch Family Health Center.</p> <p>Launched a project website.</p> <p>Created two sub-projects that focus on enhancing patient care and interprofessional learning and facilitated two workshops for sharing experiences and best practices.</p> <p>Hosted an Immersion Conference to involve external participants.</p> <p>Enhanced faculty development through a team course provided by external consultants.</p> <p>Created learning narratives to map change.</p> <p>Developed several tools that will provide demographic scans and a qualitative evaluation of the entire project.</p>
Outcomes	<p>Enhanced understanding between team members of each other's roles and scopes of practice; increased learning opportunities at project sites; increased quality care; and recruitment of additional partners.</p> <p>Many of the clinical projects from PIER are continuing to evolve and are ongoing, providing unanticipated benefits.</p>

Contact Information

Susan Baptiste | McMaster University |
 1400 Main Street West, Room 412 | Hamilton, ON | L8S 1C7 |
 Telephone: 905-525-9140 ext. 27804 | Website: <http://fhs.mcmaster.ca>

Teaching Collaborative Patient-Centred Practice through the Humanities

Amount/ Duration	\$784,966 2006/07 to 2008/09
Recipient	Sisters of Charity Organization (SCO) Health Services - Élisabeth Bruyère Research Institute
Project Description	Development of a bilingual, sustainable, and replicable Interprofessional Patient-Centred Humanities (IPCH) Learning Module that will assist any level of health professional learner practising in similar clinical practice settings.
Key Results	Developed a bilingual, replicable IPCH Learning Module used by both students and educators on a local, provincial, national, and international level. A preceptor and professor training manual was also created.
Outcomes	<p>Increased understanding for preceptors and professors of humanities in health care, adult education and learning technologies through a bilingual IPCH learning module.</p> <p>Improved interprofessional patient-centred teamwork and understanding of collaborative patient-centred care in long-term care, complex continuing care, rehabilitation, and palliative care programs at SCO Health Service.</p> <p>Pre/post module surveys illustrated an increased understanding for learners at SCO Health Service of humanities in health care and interprofessional collaborative practice through McMaster's PIER. The module is being adapted from PDF modules to an interactive e-learning format by the University of Ottawa.</p>

Contact Information

Pippa Hall | Sisters of Charity Organization Health Services |
43 Bruyère Street | Ottawa, ON | K1N 5C8 |
Telephone: 613-562-4262 ext. 4013 |

Susan Brajtman | University of Ottawa |
451 Smyth Road, Room 3249C | Ottawa, ON | K1H 8M5 |
Telephone: 613-562-5800 ext. 8418 | Website: www.uottawa.ca

A University of Manitoba Initiative: Interprofessional Education for Collaborative Patient-Centred Practice

Amount/ Duration \$767,054 2006/07 to 2008/09

Recipient University of Manitoba

Project Description Established interprofessional groups comprised of faculty and students who value, understand, practice and promote collaborative patient-centred practices. The focus was to involve practice sites in northern and remote communities, particularly those with Inuit and Aboriginal populations as well as under-served populations in Winnipeg. Specific objectives were to affect a change in values, attitudes, skills, behaviour and culture that will improve the quality and safety of patient care while also improving collaboration and patient-centred practice. This project evaluated the effect of such change on patient and professional outcomes.

Key Results Developed awareness through presentations and engaging staff and students.

 Demonstrated effectiveness through electives and preceptors in four practice sites.

 Implemented core curricula into multiple, large- and small-group sessions.

 Developed a research platform to address the initiative's sustainability.

Outcomes Created a collaborative base of professionals as an academic resource for ongoing collaboration in education, practice, and research settings. The project included 51 pre-licensure student participants that engaged in setting their own expectations for interprofessional collaborative modes of practice at the post-licensure level.

Contact Information

Judy Anderson | University of Manitoba |
730 William Avenue | Winnipeg, MB | R3E 0W3 |
Telephone: 204-789-3559 | Website: <http://umanitoba.ca/faculties/medicine>

Education for Collaborative Patient-Centred Chronic Disease Care

Amount/ Duration	\$746,335 2006/07 to 2008/09
Recipient	University of New Brunswick
Project Description	<p>Used simulated care experiences in chronic disease to develop a model of health care education to equip students to work in interprofessional, patient-centred teams.</p> <p>Integrated literature, use case studies and simulated patient care situations into curricula for both pre and post-licensure students and in-practice professionals.</p> <p>Developed a faculty development package that supports the integration of the IECPCP model into curricula and workshops.</p> <p>Identified successful best practices for a sustained interprofessional education and faculty education programs.</p>
Key Results	<p>Developed an interprofessional workshop in which 38 health professionals participated.</p> <p>Created a faculty development program.</p> <p>Integrated interprofessional collaborative practice materials into curricula of core programs.</p> <p>Developed a post-licensure program for health professionals in or about to enter a collaborative patient-centred work environment.</p>
Outcomes	<p>Increased the number of professionals trained in collaborative patient-centred practice, while demonstrating and emphasizing its benefits on the continuum of care in chronic disease.</p>
Contact Information	
Keith De'Bell University of New Brunswick P.O. Box 5050 Saint John, NB E2L 4L5 Telephone: 506-648-5577 Website: http://unbsj.ca	

Interprofessional Disaster/Emergency Action Studies

Amount/ Duration	\$844,210 2006/07 to 2008/09
Recipient	Centennial College
Project Description	<p>Project simulations involved approximately 600 participants from various sectors in the health care system.</p> <p>Improved interprofessional team performance and efficiency in patient-centred practice by using disaster/emergency or pandemic simulated situations to train health care professionals.</p> <p>Developed a competency-based interprofessional curriculum for disaster/emergency preparedness.</p> <p>Implemented and assessed the curriculum's impact on the ability of health care and first responders to work collaboratively to deliver care.</p> <p>Assessed the effect of interprofessional collaboration curriculum on student learning, and whether the knowledge and skills obtained translate into sustained professional practice.</p>
Key Results	<p>Produced a competency-based curriculum to support pre-licensure students in interprofessional education.</p> <p>Established a web-based model to deliver and track integrated interprofessional education and disaster/emergency studies.</p> <p>Used a disaster/emergency simulation to assess team learning needs.</p> <p>Developed a high-fidelity disaster/emergency simulation to assess team performance.</p> <p>Provided faculty training in which 10 faculty members participated in a two day, face-to-face program.</p>
Outcomes	<p>Evaluation of post-course competencies and open ended student interviews demonstrated improved student readiness for interprofessional education and performance within a collaborative patient-centred team.</p> <p>Enhanced transferability and sustainability of interprofessional education skills in the practice setting.</p> <p>Improved perceived system efficiency through the integration of student teams in disaster/emergency preparedness plans.</p>

Contact Information

Renee Kenny | Centennial College |
P.O. Box 631, Station A | Scarborough, ON | M1K 5E9 |
Telephone: 416-289-5000 ext. 8070 | Website: www.centennialcollege.ca

Creating Interprofessional Collaborative Teams for Comprehensive Mental Health Services

Amount/ Duration	\$773,000 2006/07 to 2008/09
Recipient	University of Western Ontario
Project Description	<p>Facilitated interprofessional collaborative mental health care in both education and practice settings.</p> <p>Socialized faculty, students and practitioners in client-centred interprofessional collaborative practice focusing on mental health services to vulnerable populations by stimulating networking and sharing of best education approaches and increasing the number of educators and health professionals trained in interprofessional collaborative practice.</p>
Key Results	<p>Annual half-day retreat for student leaders, community partners, consumers, and faculty members.</p> <p>Organized and developed nine student and consumer workshops as well as five workplace professional development workshops. Eight simulation exercises for students were also developed with over 900 participants and 63 health practitioners.</p> <p>Developed online modules for self-directed problem-based learning available to students and professionals from across health care disciplines.</p> <p>Developed curriculum that teaches interprofessional collaborative care and team collaboration in community settings.</p>
Outcomes	<p>Created a sustainable infrastructure and curriculum to support interprofessional education and practice through training faculty, students and community partners, including providing services to the homeless and other disadvantaged groups.</p>

Contact Information

Cheryl Forchuk / Evelyn Vingilis | University of Western Ontario |
1151 Richmond Street, Suite 2 | London, ON | N6A 5B8 |
Telephone: 519-858-8500 ext. 77034 / 519-858-5063 | Website: <http://uwo.ca>

Recruitment and Retention Projects Initiated/Continued/Completed in 2008/09

Securing the Future of Canada's Academic Health Sciences Centres

Amount/ Duration	\$708,686 2007/08 to 2009/10
Recipient	Association of Canadian Academic Health Organizations
Objectives	Propose recommendations on the future roles, responsibilities and relationships of Academic Health Science Centres (AHSCs) and develop a blueprint for action.
Activities	<p>Establish a National Task Force to examine domestic and international experiences and make recommendations on new conceptual frameworks and typologies, such as structures for interdisciplinary patient care, non-traditional education in non-traditional settings, and mechanism to align AHSC research agendas with those of their major partner.</p> <p>Commission an environmental scan to identify the internal and external factors that need to be addressed to allow innovation in patient care and service delivery, education, training and research; as well as identify and understand the perspectives of AHSCs, governments and the public on the changing needs of AHSCs.</p> <p>Commission case studies of AHSCs to understand the models existing in Canada today and how they are evolving; describe interaction and interrelationships between university health professional faculties and schools, associated research enterprises and care delivery organizations; and identify the implications of changes to AHSCs.</p> <p>Organize a national consultation symposia to share the findings/recommendations of the National Task Force. The symposia will provide an opportunity for stakeholders to dialogue on areas of consensus and issues not addressed.</p>
Anticipated Results Output	Recommendations on the future roles, responsibilities, and relationships of Canada's Academic Health Science Centres and a blueprint for action.

Contact Information

Glenn Brimacombe | Association of Canadian Academic Healthcare Organizations |
780 Echo Drive | Ottawa, ON | K1S 5R7 |
Telephone: 613-730-5818 | Website: www.acaho.org

Simulation Enhanced Learning and Clinical Competence

Amount/ Duration	\$343,150 2007/08 to 2009/10
Recipient	Association of Canadian Community Colleges
Objective	Investigate whether a simulation-enhanced curriculum decreases the time and increases the potential to train more people in clinical competencies in radiological technology.
Activities	Assessment of the efficacy of simulation as an approach to learning that can be better integrated into clinical components of training and education programs of radiologists.
Anticipated Results Output	Analysis of data related to whether simulation is useful in clinical education and whether it shortens the time it takes to achieve competence. Project will also examine how simulation is applicable across disciplines and how it impacts clinical education in allied health programs.

Contact Information

Michèle Clarke | Association of Canadian Community Colleges |
200-1223 Michael Street | Ottawa, ON | K1J 7T2 |
Telephone: 613-746-2222 | Website: www.accc.ca

The Future of Medical Education

Amount/ Duration	\$1,127,250 2007/08 to 2009/10
Recipient	Association of Faculties of Medicine of Canada (AFMC)
Objectives	Conduct a thorough review of medical education in Canada based on current and future needs in order to promote excellence in patient care by reforming the medical education system, across the continuum, where necessary and essential.
Activities	<p>Conduct a thorough environmental scan and literature review, including the use of AFMC medical education databases, a review of peer reviewed literature, grey literature and key stakeholder interviews.</p> <p>Engage experts from a number of disciplines in a strategic consultation process leading to a collective vision of the medical education system and shared goals and objectives to achieve that vision.</p> <p>Consult with the Blue Ribbon Panel and Young Leaders Forum that represents a number of disciplines, both within and outside the health sector, contributing to the visioning and objective-setting aspects of the project.</p> <p>Consult with a Data Needs and Access Group (DNAG) representing data users and suppliers, to ensure that planners and decisions makers are supported by relevant information on an ongoing basis.</p> <p>Analyze trends and literature to produce recommendations through consultation with the Blue Ribbon Panel, Young Leaders Forum and DNAG.</p>
Anticipated Results Output	Drafting of recommendations to guide the modernization of undergraduate medical education at a national forum. Deliverables will be disseminated online and through presentations at meetings, conferences and other academic activities.

Contact Information

Nick Busing | Association of Faculties of Medicine of Canada |
265 Carling Avenue, Suite 800 | Ottawa, ON | K1S 2E1 |
Telephone: 613-730-0687 | Website: www.afmc.ca

Interprofessional Consultations on the Blueprint for Action for the Pharmacy Profession in Canada

Amount/ Duration	\$150,000 2007/08 to 2008/09
Recipient	Canadian Pharmacists Association
Project Description	Enhance interprofessional collaboration and respond to stresses on the health care system.
Key Results	Undertake an intensive interprofessional consultation process with pharmacists, physicians, nurses, and a number of other health care professionals on the future role of pharmacists and the changes required to strengthen the profession's alignment with the health care needs of Canadians.
Outcomes	Development of a Blueprint for Action, a strategic action plan for the pharmacy profession in Canada.

Contact Information

Brian Coburn | Canadian Pharmacists Association |
1785 Alta Vista Drive | Ottawa, ON | K1G 3Y6 |
Telephone: 613-523-7877 | Website: www.pharmacists.ca

Patient Simulation: An Educational Tool for Safety

Amount/ Duration	\$300,000 2007/08 to 2008/09
Recipient	Canadian Patient Safety Institute
Project Description	<p>Established a national coordinating/oversight group whose mandate will be to promote the use of patient simulation in Canada, and provide a means of communication and sharing of education and business resources for Canadian patient simulation centres.</p> <p>Partnered with the Royal College of Physicians and Surgeons of Canada to collaborate with health care colleges and other stakeholders to promote simulation in standard setting and the assessment of health care workers.</p>
Key Results	<p>Created a pan-Canadian framework to broker information and share best practices.</p> <p>Developed and maintained a website with web repository capabilities for information sharing.</p> <p>Collected simulation education scenarios and business simulation templates and guidelines for dissemination among health care professional colleges.</p> <p>Promoted simulation by bringing together interprofessional stakeholders, including regulatory authorities and certifying and accrediting bodies, to discuss the inclusion of simulation in educational standards of training.</p> <p>Developed an interprofessional training program for professional educators to utilize simulation in both academic and community settings.</p>
Outcomes	<p>Creation of a national coordinating body to facilitate knowledge exchange and share business resources.</p> <p>Improved education and training of clinicians.</p> <p>Identification of key benefits of patient simulation and how patient simulation has the capacity to improve patient safety in the Canadian health care system.</p>
Contact Information	<p>Joseph Grebran Canadian Patient Institute 10235, 101 Street Edmonton, AB T5J 3G1 Telephone: 1-866-421-6933 Website: www.patientsafetyinstitute.ca</p>

Strategies to Support Family Physicians in Primary Care and Collaborative Action on Intra-professionalism

Amount/ Duration	\$318,000 2007/08 to 2008/09
Recipient	College of Family Physicians of Canada
Project Description	<p>Identify ways to improve the mix of family physicians in primary care by providing support to family physicians that choose to take up special interests in their practices.</p> <p>Support the needs of family physicians for knowledge translation and change management in primary care.</p> <p>Develop sustainable action plans for improving how family practitioners and other specialists work together; identify barriers between family and specialty medicine and improve physician satisfaction by enhancing the understanding between family physicians and other specialists, respecting each other's roles in contributing to the best care for patients.</p>
Key Results	<p>Engaged family physicians and other stakeholders in exploring ways to evaluate the quality of new and existing family practice models.</p> <p>Held a session at the Family Medicine Forum on how to better understand current trends in primary care renewal and its relevance to family physicians and other providers in developing models.</p> <p>Organized a forum for family physicians with special interests to determine how well continuing medical education/continuing professional development courses, communication/networking, advocacy, governance and accreditation are being addressed.</p> <p>Supported meetings of the Collaborative Action Committee on Intra-Professionalism.</p>
Outcomes	<p>Developed a reference guide of measurable key principles that family physicians and primary care providers can use to improve outcomes in family practice and primary care settings.</p> <p>Integrated intra-professional core competencies into education, training and accreditation processes, including continuing medical education/continuing professional development.</p> <p>Developed and implemented recommendations related to promoting the roles and contributions of family physicians with special interests and focused practices as they deliver comprehensive care.</p>

Personne-ressource

John Maxted | Le Collège des médecins de famille du Canada |
 2630, avenue Skymark | Mississauga (Ontario) | L4W 5A4 |
 Téléphone : 905-629-0900 | Site Web : www.cfpc.ca

Collecting Data and Information Relative to Emergency Obstetrical Care to Support a National Birthing Strategy for Canada

Amount/ Duration	\$476 392 2006/07 to 2008/09
Recipient	Society of Obstetricians and Gynaecologists of Canada (SOGC)
Project Description	Establish a process for the compilation and analysis of quality, timely data on emergency obstetrical care and services in Canada.
Key Results	Conducted environmental scans, literature reviews, focus groups, surveys and interviews to answer key questions regarding supply and demand and trends that affect emergency obstetricians and other maternity care providers.
Outcomes	Data collected for long-term planning, as well as provide provincial and territorial governments with up-to-date information on the availability of emergency obstetrical care in their jurisdictions in order to assess and address emergency obstetrical / prenatal health human resource issues.

Contact Information

André B. Lalonde | Society of Obstetricians and Gynaecologists of Canada |
780 Echo Drive | Ottawa, ON | K1S 5R7 |
Telephone: 613-730-4192 | Website: www.sogc.ca

Increasing Support for Family Physicians in Primary Care and Promotional Strategies to Enhance the Image of Family Medicine to all Canadians

Amount/ Duration	\$1,155,468 2004/05 to 2008/09
Recipient	College of Family Physicians of Canada
Project Description	<p>Provided opportunities for family physician leaders from across the country to meet in order to enhance their leadership and advocacy skills.</p> <p>Developed a Primary Care Renewal Change Management Tool Kit.</p> <p>Created family medicine interest groups to promote family medicine as a specialty choice at all medical school campuses in Canada.</p> <p>Organized an international colloquium to share experiences and ideas to promote the renewal and transformation of family medicine/general practice/primary care.</p> <p>The project also included several promotional campaigns including posters, a declaration of commitment and a wall banner to promote/celebrate the history of family medicine in Canada.</p>
Key Results	Established a Primary Care Advisory Committee, developed a Primary Health Care Renewal Change Management Tool Kit, created a network of primary care leaders and fostered Family Medicine Interest Groups at each Canadian medical school to stimulate and support interest in family practice careers.
Outcomes	Enhanced image of family medicine, increased support for family physicians in primary care, and produced tools to increase undergraduate medical students' interest in family medicine.

Contact Information

College of Family Physicians of Canada |
 2630 Skymark Avenue | Mississauga, ON | L4W 5A4 |
 Telephone: 1 (800) 387-6197 ext. 237 | Website: www.cfpc.ca



Internationally Educated Health
Professionals Initiative (IEHPI) Projects
Continued/Initiated/Completed in 2008/09

Atlantic Integration Framework for Internationally Educated Health Professionals Initiatives

Amount/ Duration	\$1,340,448 2007/08 to 2009/10
Recipient	Nova Scotia Department of Health on behalf of the Internationally Educated Health Professionals Atlantic Connection, a regional consortium working to attract, integrate and retain internationally educated health professionals (IEHPs) in New Brunswick, Nova Scotia, Prince Edward Island and Newfoundland.
Objective	Create a continuum of integrated services throughout the Maritimes to attract, integrate, retain and increase the capacity of IEHPs throughout the Atlantic Region.
Activities	<p>Key activities undertaken by the Atlantic Integration Framework to support activities required to launch pilot projects in the region include:</p> <ul style="list-style-type: none"> • partnering with the western provinces and northern territories to develop and implement midwifery assessment tools, • developing and implementing an information portal for IEHPs who wish to enter and settle in Atlantic Canada, • expanding the successful IEHP portfolio development program and making it available online, • developing language and communication supports for nurses, and • developing a framework for a micro-credit system to assist IEHPs with financial barriers.
Anticipated Results Output	<p>Facilitate the socio-cultural and career integration of IEHPs and their families into the Atlantic Canadian health sector by:</p> <ul style="list-style-type: none"> • enhancing the infrastructure for, and increasing the provision of: self-assessment opportunities for IEHPs, timely skills and knowledge assessment processes, and structured educational and clinical pathways to fill gaps.

Contact Information

Jennifer Murdoch | Nova Scotia Department of Health |
 1690 Hollis Street | Halifax, NS | B3L 4H9 |
 Telephone: 902-424-2900 | Website: www.iehpatlanticconnection.com

Effective Integration of Internationally Educated Health Professionals to Yukon Health Care System

Amount/ Duration	\$546,180 2007/08 to 2009/10
Recipient	Yukon Ministry of Health and Social Services
Objective	<p>Develop effective approaches to integrating new professionals into the Yukon's health care system by:</p> <ul style="list-style-type: none"> • disseminating knowledge of the work environment in the Yukon to internationally educated health care professionals (IEHPs) to assist them make informed decisions about choosing to live and work in the Yukon, and • facilitating the process of assessment to prepare IEHPs for professional licensure and subsequent employment in the Yukon health care system.
Activities	Key activities directed at facilitating the training, licensure and integration of IEHPs into the Yukon health sector include developing and disseminating high quality promotional materials for recruiting a range of IEHPs to the Yukon, researching and establishing the best approach for the Ministry to assess the credentials of IEHPs for employment in the province, and delivering a range of integration activities, such as bridging programs and refresher courses, to ensure that IEHPs are well prepared to practice in the Yukon health care system.
Anticipated Results Output	Increase the capacity of the Yukon to successfully attract, train and retain IEHPs.

Contact Information

Yukon Ministry of Health and Social Services | Whitehorse, YK | Y1A 2N1 |
 Telephone: 867-667-3673 | Website: www.hss.gov.yk.ca

Establishing a National Assessment Collaboration

Amount/ Duration	\$330,000 2007/08 to 2009/10
Recipient	Medical Council of Canada (MCC)
Objective	Harmonize the tools used across the country for the assessment of international medical graduates (IMGs) to bring national consistency to the residency training assessment process.
Activities	<p>Key activities contributing to the harmonization of the IMG assessment process include:</p> <ul style="list-style-type: none">• developing standardized assessment tools for IMGs that will determine an IMG's readiness for residency training,• creating a national assessment that is centrally managed and regionally delivered through the existing IMG assessment programs (including procedure manuals and logistics guides for all assessors and IMG program directors, central support for scoring, decision standards, appeal procedures, national data and quality improvement programs), and• building support and consensus among stakeholders and creating a business case to outline the structure of a national assessment process for IMGs entering into first-year post-graduate training.
Anticipated Results Output	A fair, transparent and consistent approach to IMG assessment in all regions of the country.

Contact Information

Medical Council of Canada |
2283 St. Laurent Boulevard | P.O. Box 8234 - Station T | Ottawa, ON | K1G 3H7 |
Telephone: 613-521-6012 | Website: www.mcc.ca

Formation des professionnels francophones de la santé formés à l'étranger

Amount/ Duration	\$1,000,000 2006/07 to 2009/10
Recipient	Consortium national de formation en santé (CNFS)
Objectives	Increase the presence and contribution of francophone health professionals and promote research in health-related areas by providing support to meet the needs of minority French-speaking communities outside Québec.
Activities	<p>The CNFS is focused on three initiatives to facilitate the training, licensure and integration of francophone internationally educated health professionals (IEHPs). These initiatives include:</p> <ul style="list-style-type: none">• developing, in collaboration with the Collège universitaire de Saint-Boniface and La Cité collégiale, an inter-cultural training program that enables faculty, teachers and staff working with IEHPs in minority francophone communities to prepare themselves for work in these communities,• implementing a training program through La Cité collégiale and in partnership with the University of Ottawa, to promote the success of francophone internationally educated nurses (IENs) on the nursing licensing examinations, and• undertaking a series of consultation sessions to inform the development, and implementation, of an action plan that would promote the availability of French training, assessment and integration programs.
Anticipated Results Output	An increased number of health professionals available to deliver health services in minority francophone communities outside of Québec. In 2009, the IEN exam preparation training received official backing of the College of Nurses of Ontario. The training will continue to be delivered through the continuing education branch of La Cité collégiale and will be offered at the Collège Universitaire de Saint-Boniface in 2010.
Contact Information	Consortium national de formation en santé 260 Dalhousie Street, Suite 400 Ottawa, ON K1N 7E4 Telephone: 613-244-7837 Website: www.cnfs.net

Implementation Strategies for Faculty Development Program for Teachers of International Medical Graduates (IMGs)

Amount/ Duration	\$343,500 2006/07 to 2009/10
Recipient	Association of Faculties of Medicine of Canada (AFMC)
Objective	Invite Canada's 17 faculties of medicine, of which 16 participated over the last two years, to organize and provide training sessions for educators of international medical graduates (IMGs) using materials developed by the AFMC under the Faculty Development Program.
Activities	<p>Key activities to facilitate training, licensure and integration of IMGs include:</p> <ul style="list-style-type: none">• disseminating the six modules containing concepts, teaching/learning strategies and teaching tools, on topics such as: orientation, cultural awareness and working with IMGs, developed under the Faculty Development Program through training sessions, enabling faculty development leaders and educators to utilize and apply these materials effectively,• encouraging the faculties of medicine to submit proposals to organize training sessions; the faculties were also encouraged to invite the provincial IMG program in their area to attend the local sessions so they can pilot the Faculty Development Program for their IMGs, and• expanding the Faculty Development Program to offer multimedia resources to physicians and preceptors who work with IMGs.
Anticipated Results Output	Educators of IMGs are working effectively and collaboratively to prepare IMGs for Canadian practice. The program reached over 1000 educators in 16 faculties of medicine and one provincial IMG assessment program. The materials were used and adapted to the local context. Sessions will continue and program experts have already been invited to do more workshops.

Contact Information

Association of Faculties of Medicine of Canada | 265 Carling Avenue, Suite 800 | Ottawa, ON | K1S 2E1 |
Telephone: 613-730-0687 | Website: www.afmc.ca

Internationally Educated Health Professionals Centre and the Centre for the Evaluation of Health Professionals Educated Abroad

Amount/ Duration \$15,952,445 2006/07 to 2009/10

Recipient Government of Ontario, Ministry of Health and Long-Term Care

Objective Create an Internationally Educated Health Professionals Centre (Access Centre) and a Centre for the Evaluation of Health Professionals Educated Abroad (CEHPEA) in order to provide a single point of access to comprehensive information, resources, counseling and assessment for international medical graduates (IMGs) and other internationally educated health professionals (IEHPs). Together the centers will assist IEHPs, including IMGs, to access the information, assessment, education, and training required to practice in Ontario.

Activities The following activities will be undertaken to develop the two new linked centres:

- improving access to assessment services for IEHPs in a range of health professions as identified in an environmental scan and strategic planning undertaken by the province of Ontario in 2005/06, and
- establishing a "one-stop" centre where IEHPs can receive counseling, referrals and access to information and services.

Anticipated Results
Output Develop an innovative Access Centre for IEHPs which provides information, resources, counseling and other support services for IEHPs, including: profession-specific information sessions, referrals to upgrading courses and relevant regulatory bodies and resources to pursue alternative careers in health care.

Establish an examination and education centre (CEHPEA), located in downtown Toronto, to provide large-scale written and clinical exams on-site, as well as assessment and evaluation services for IMGs and other regulated health professions. Over 140 IMGs were enrolled in the Pre-Residency Program for medical specialties.

Contact Information

Ministry of Health and Long-Term Care | 12-56 Wellesley Street West | Toronto, ON | M5S 2S3 |
Telephone: 416-314-5518 | Website: www.healthforceontario.ca

Internationally Educated Health Professionals – Collaboration Development of Support Services and Products for Internationally Educated Health Professionals in the Western Provinces and Northern Territories

Amount/ Duration \$4,396,552 2005/06 to 2009/10

Recipient	British Columbia Ministry of Health, on behalf of the Western and Northern Health Human Resources Planning Forum, a regional forum working to advance the integration of internationally educated health professionals (IEHPs) in the Western and Northern jurisdictions of British Columbia, Alberta, Saskatchewan, Manitoba, Yukon, Northwest Territories and Nunavut.
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Objectives	Facilitate the development of a comprehensive range of essential tools, products and services for IEHPs, designed to improve their chances for attaining licensure and ultimately employment in health services.
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Activities	<p>Key activities to facilitate the training, licensure and integration of IEHPs include:</p> <ul style="list-style-type: none"> • providing support and capacity building for the jurisdictions participating in the Forum to ensure effective collaboration, including the identification of priority health professions in each jurisdiction, • creating a multi-jurisdictional midwifery bridging program accessible to geographically dispersed internationally-educated midwives (IEMs) which provides individual assessment and support to IEMs to enable participants to meet provincial/territorial registration requirements and to successfully complete registration examinations, • supporting the development of competency assessment services for internationally educated nurses (IENs) to accelerate their integration into the workforce, • developing a collaborative, strategic plan for the Forum with identified suitable projects and annual activity plans, and • creating, implementing and piloting a standardized process for the assessment and bridging of IENs.
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Anticipated Results Output	<p>To improve the integration of IEHPs in the health sector in Western and Northern Canadian jurisdictions by:</p> <ul style="list-style-type: none"> • strengthening the capacity of the Forum to function as an effective collaborative body among the ministries of health and advanced education across the Western provinces, the Northern Territories, and the rest of Canada.
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Contact Information

Western and Northern Health Human Resources Planning Forum |
 5-1, 1515 Blanshard Street | Victoria, BC | V8W 3C8 |
 Telephone: 250-952-3145 | Website: www.gov.bc.ca/health

Internationally Educated Health Professionals Initiative – British Columbia Projects

Amount/ Duration \$5,728,068 2005/06 to 2009/10

Recipient British Columbia (B.C.) Ministry of Health

Objectives Identify and assist internationally educated health professionals (IEHPs) to access assessment, education, registration and employment bridging supports to achieve employment commensurate with their pre-landing skills and qualifications while improving coordination and planning activities to support a sustainable, strategic approach to integrating IEHPs into B.C. workforce.

Activities Key activities to facilitate the training, licensure and integration of IEHPs include:

- identifying, assessing and employing methods to bridge IEHPs under the B.C. Skills Connect program's services for the health workforce,
- strengthening the capacity of health sector employers, post-secondary institutions, regulatory bodies and professional associations to provide services to IEHPs, and
- providing, in collaboration with partners, access to assessment, education, registration and employment bridging opportunities to prepare IEHPs for employment in the B.C. health care system.

Anticipated Results
Output Contribute to an increase in the number of IEHPs working in the health sector in professions that make maximum use of their skills by:

- providing greater access to related education and training and minimizing the time required to complete the assessment and licensing process required for IEHPs to enter the province's health workforce, and
- strengthening networks and online communities of practice for new IEHPs working in the B.C. health care system to support improved awareness and expectations of the Canadian healthcare system.

Contact Information

Government of British Columbia |
5th Floor, 1515 Blanshard Street | Victoria, BC | V8W 3C8 |
Telephone: 250-952-1286 | Website: www.gov.bc.ca/health

Internationally Educated Health Professionals Initiative – Manitoba Projects

Amount/ Duration \$1,666,133 2006/07 to 2009/10

Recipient Manitoba Health

Objective Contribute to an increase in the number of internationally educated health professionals (IEHPs) entering practice in Manitoba by:

- providing IEHPs with access to comprehensive information and orientation about the Canadian medical system, profession-specific assessment processes, registration requirements and employment opportunities, and
- increasing capacity to assess the credentials and experience of IEHPs and provide clinical training.

Activities Key activities undertaken to facilitate the training, licensure and integration of IEHPs include:

- reviewing and revising of the criteria for the international medical graduate (IMGs) program to make it more inclusive and enhance the success rate for completion of the program,
- implementing revisions to the IMG program, including a one year mentorship for each successful candidate from the program,
- developing and distributing a Manitoba-specific resource guide for IMGs with information on the licensing system (provincial, national bodies and their responsibilities), considerations for preparing for licensure, programs available, stakeholders' roles (educators, employers, regulators), alternate careers and support services,
- hiring and training nurse educators to complete the competency assessments for internationally educated nurses (IENs),
- developing and distributing comprehensive resource guides to improve information disseminated to IENs,
- implementing a bridging program to upgrade un- or under-employed internationally educated medical laboratory technicians to a level where they may be certified to practice as medical laboratory technologists,
- reviewing application processes for internationally educated occupational therapists to permit international applicants to fully access the Occupational Therapy Mutual Recognition Agreement, and
- establishing a secure, supported, peer-to-peer network.

Anticipated Results Output Contribute to an increased number of IEHPs entering practice in health professions in Manitoba by increasing the capacity of stakeholders to assess the credentials and experience of IEHPs and providing greater opportunities for clinical training. For example, 27 internationally educated nurses were assessed, five internationally educated medical technicians took the medical laboratory technologist bridging program, and four internationally educated midwives were assessed and are now certified to practice.

Contact Information

Manitoba Health | 1043-300 Carlton Street | Winnipeg, MB | R3B 3M9 |
Telephone: 204-945-3744 | Website: www.gov.mb.ca/health

Internationally Educated Health Professionals Initiative – Nova Scotia Projects

Amount/ Duration	\$4,449,000 2005/06 to 2009/10
Recipient	Nova Scotia Department of Health
Objectives	Provide information and supports to internationally educated health professionals (IEHPs) in order to recruit and retain IEHPs in the health workforce.
Activities	<p>Key activities to facilitate training, licensure and integration of IEHPs include:</p> <ul style="list-style-type: none"> • conducting an environmental scan and gap analysis to identify the needs of IEHPs in Nova Scotia and (NS) and Prince Edward Island (PEI) and develop a four-year action plan to address identified gaps, • establishing a web-portal to welcome and provide information to internationally educated registered nurses (RNs), • developing a process to assess internationally educated RNs who do not meet the criteria for writing the Canadian Registered Nurse Exam, • developing a program that allows internationally educated nurses (IENs) to acquire the skills and knowledge necessary to practice as an RN in Canada, • establishing a bridging program, screening applicants, identifying learning gaps, and providing academic support to internationally educated practical nurses (IEPNs) to allow them to acquire the skills and knowledge necessary to practice as a licensed practical nurse in Canada, • delivering a ten week orientation program to assist IEHPs navigate the process towards community integration and employment in NS and PEI, and • developing and providing program and training supports for career preparation for IEHPs, including specialized employment counselling, welcome packages for 10 professions, a 16 week English for IEHPs training program and an exam preparation program for international medical graduates.
Anticipated Results Output	<p>Promote the integration of IEHPs into the Nova Scotia health workforce by:</p> <ul style="list-style-type: none"> • developing a strategic plan for Nova Scotia investments in IEHPs which will support improved access to information and orientation for IENs, training and programs to prepare and promote IENs in obtaining licensure and integration into the workforce and improved orientation for IEHPs entering the Nova Scotia health sector.

Contact Information

Department of Health | Government of Nova Scotia |
 1690 Hollis Street | P.O. Box 488 | Halifax, NS | B3L 4H9 |
 Telephone: 902-424-2900 | Website: www.gov.ns.ca

Internationally Educated Health Professionals Initiative – Saskatchewan Projects

Amount/ Duration	\$2,188,157 2005/06 to 2009/10
Recipient	Saskatchewan Health
Objectives	<p>Improve internationally educated health professionals' (IEHPs) chances of attaining licensure in order to advance the integration of IEHPs into employment in Saskatchewan's health services by:</p> <ul style="list-style-type: none"> • facilitating the development of a comprehensive range of essential tools, products and services designed to build partnerships, improve credential assessment and increase the availability of information.
Activities	<p>Key activities to facilitate the training, licensure and integration of IEHPs in Saskatchewan include:</p> <ul style="list-style-type: none"> • undertaking a strategic planning exercise, • developing an online portal at that will facilitate the integration of IEHPs, • developing and implementing faculty development and career path programs in partnership with organizations such as the Saskatoon Health Region, University of Regina, Saskatchewan Institute of Applied Sciences and Technologies, and Saskatchewan Association of Health Organizations, • supporting capacity development among stakeholders, • increasing the availability of information on language training and assessment and encouraging partnerships between language training providers, employers and other stakeholders, and • undertaking research and analysis of the potential IMGs assessment capacity in Saskatchewan.
Anticipated Results Output	<p>Facilitate the preparedness and integration of IEHPs by:</p> <ul style="list-style-type: none"> • improving information and exchange of information between stakeholders through better communication tools, including an online portal to help IEHPs access information about their profession.

Contact Information

Saskatchewan Health |
T.C. Douglas Building | 3475 Albert Street | Regina, SK | S4S 6X6 |
Telephone: 306-787-3070 | Website: www.health.gov.sk.ca

Internationally Educated Health Professionals Initiative – Newfoundland and Labrador Projects

Amount/ Duration \$2,463,619 2005/06 to 2009/10

Recipient Government of Newfoundland and Labrador

Objectives Address the gaps in services that international medical graduates (IMGs) presently experience in the recruitment, assessment, orientation and retention process when relocating to Newfoundland and Labrador (NL) and other provinces in Atlantic Canada.

Activities Key activities undertaken to facilitate the training, licensure and integration of internationally educated health professionals (IEHPs) include:

- developing and implementing a hospitality program to provide timely information to all IMGs who initiate contact with NL to promote NL culture and assist IMGs and their families adapt to living and working in NL,
- creating a new assessment program for IMGs,
- developing, in consultation with stakeholders, a physician orientation and mentorship program that are based on best practice. Products associated with these programs will include an orientation handbook and an inventory of tools and resources and online training modules for mentors,
- developing and delivering a preceptor training program that will: develop, implement and evaluate accredited teacher-training courses and workshops (modules) and promote faculty development for preceptors who teach and supervise IMGs,
- developing a web portal for the Practice Based Preceptor Program, and
- developing and piloting a project between NL and Nova Scotia to introduce the blended physician learning approach of the College of Physicians and Surgeons of Newfoundland and Labrador to the College of Physicians and Surgeons of Nova Scotia.

Anticipated Results
Output Increase the number of IMGs who choose NL for practice and improve retention of IMGs in NL by:

- developing an assessment tool to increase IMGs' access to appropriate clinical training and assessment, creating a hospitality program and promoting faculty development for IMG educators.

Contact Information

Department of Community and Health Services | Government of Newfoundland and Labrador |
57 Margaret's Place | P.O. Box 8700 | St. John's, NL | A1B 4J6 |
Telephone: 709-729-3208 | Website: www.health.gov.nl.ca/health

Pour une meilleure intégration des diplômés internationaux en médecine (DIM) au Québec

Amount/ Duration	\$3,269,000 2008/09 to 2009/10
Recipient	Government of Québec, Ministère de la Santé et des Services sociaux
Objectives	Improve services, including orientation programs and access to assessments, for IMGs arriving in Québec in order to better prepare them to succeed in clinical entrance exams.
Activities	<p>Key activities to facilitate the training, licensure and integration of IMGs into the Quebec health workforce include:</p> <ul style="list-style-type: none">• expanding service delivery to include personalized career services and support for the cost of assessment by the Collège des Médecins du Québec,• creating an exam preparation course to prepare IMGs to succeed on the Objective Structured Clinical Exam (OSCE), thereby increasing their chances of obtaining a residency position, and• expanding and increasing delivery of an orientation program for IMGs in residency positions.
Anticipated Results Output	Improved services delivered by Recruitment Santé Québec, including services such as personalized career services, support for the cost of IMG assessment, exam preparation courses and expanded IMG orientation sessions through the College des Médecins du Québec. Over 40 residents in family medicine received orientation sessions by the universities, and over 80 candidates for restrictive licensure were assessed by the Collège des médecins du Québec.
<p>Contact Information</p> <p>Ministère de la Santé et des services sociaux 1005, chemin Sainte-Foy, 7th floor Québec, QC G1S 4N4 </p> <p>Telephone: 418-266-8740 Website: http://www.msss.gouv.qc.ca/en/</p>	

Understanding the Canadian Health Care System, Culture, and Context: An Orientation Program for Internationally Educated Health Professionals (IEHPs)

Amount/ Duration	\$1,283,465 2006/07 to 2009/10
Recipient	University of Toronto (U of T), Leslie Dan Faculty of Pharmacy
Objectives	Develop a pan-Canadian orientation program for internationally educated health professionals (IEHPs); development was led by the U of T in partnership with Health Canada, six professions and the provinces of Ontario, Saskatchewan, Nova Scotia, and Newfoundland and Labrador.
Activities	<p>Key activities undertaken by the U of T to facilitate training, licensure and integration of IEHPs include:</p> <ul style="list-style-type: none"> • collating and analyzing existing orientation programs for IEHPs to identify gaps and develop a comprehensive learning needs profile for IEHPs, • examining potential vehicles for the delivery of programming, (e.g., print, face-to-face, internet), to establish the most effective and efficient learning platform for teaching and learning, and • designing and developing the orientation program in a face-to-face classroom format and piloting delivery of the program in a range of settings across the country.
Anticipated Results Output	Analyze existing IEHP orientation programs and delivery mechanisms such as distance education to inform development of a structured and systematic pan-Canadian orientation program for IEHPs that is accessible to IEHPs across the country and focuses on the many dimensions of practicing as a health care provider in the Canadian health care system. The program is becoming a best practice given that it was developed with representatives from each profession as well as provincial and territorial governments, and includes materials such as a comprehensive facilitator's manual, video-clips, and an online course. These materials are available to educational institutions and settlement organizations across Canada.

Contact Information

University of Toronto | 144 College Street | Toronto, ON | M5S 3M2 |
 Telephone: 416-978-2889 | Website: www.utoronto.ca

Internationally Educated Health Professionals – Alberta Projects

Amount/ Duration	\$1,224,778 2006/07 to 2008/09
Recipient	Alberta Health and Wellness
Project Description	Expedited the licensure of internationally educated nurses (IENs) offshore, using the Mount Royal University assessment model and provided selected components of the Bridge to Canadian Nursing (BCN) program prior to immigration to Canada. A semi-permanent assessment site was piloted in London, England.
Key Results	<p>Key achievements that contributed to the training, licensure and integration of IENs included:</p> <ul style="list-style-type: none">● assessments of IENs competencies against the competencies of Canadian nurses ready to enter practice,● the provision of assistance to IEN candidates, including recommendations to help them prepare for integration into employment in the Canadian health care setting, workshops and study materials for assessment preparation, and● dissemination of information and support to other interested and appropriate agencies across Canada to support their plans and processes for the assessment of IENs.
Outcomes	A sustainable assessment program and IEN Assessment Centre at Mount Royal University in Calgary, Alberta, that has the capacity to assess the knowledge, skills and competencies of IENs.

Contact Information

Alberta Health and Wellness | 17th Floor Telus Plaza North, 10025 Jasper Avenue | Edmonton, AB | T5J 2N3 |
Telephone: 780-427-7164 | Website: www.health.alberta.ca

Internationally Educated Health Professionals Initiative – Nunavut Projects

Amount/ Duration	\$635,159 2005/06 to 2008/09
Recipient	Government of Nunavut, Health and Social Services
Project Description	Provided support to internationally educated nurses (IENs) to prepare them for success on the Canadian Registered Nurse Examination (CRNE) and supported an international medical graduate (IMG) studying family medicine in southern Canada to facilitate their successful integration in Nunavut.
Key Results	<p>Key achievements that contributed to the integration of internationally educated health professionals in Nunavut included:</p> <ul style="list-style-type: none"> • provided supports for the licensure of IENs and IMGs including four orientation sessions of five to six weeks in length; a five day CRNE exam review and preparation course, • the provision of study time and study groups, and • tutoring and mentoring services for participating IENs.
Outcomes	<p>Twenty three IENs successfully obtained license and began practicing in Nunavut and one IMG is now licensed and practicing in family medicine in Nunavut, all of which contribute to increased health human resources in the territory.</p> <p>Improved capacity to orient and support new IENs and increased ability to share experiences with other regions looking to build their capacity to integrate internationally educated health professionals in northern settings.</p>
Contact Information	<p>Department of Health and Social Services Government of Nunavut P.O. Box 1000 Station 1000 Iqaluit, NU X0A 0H0 Telephone: 867-982-7672 Website: www.gov.nu.ca/health</p>

Professional Development Program for Educators of Internationally Educated Nurses (IENs)

Amount/ Duration	\$370,000 2005/06 to 2008/09
Recipient	Canadian Association of Schools of Nursing (CASN).
Project Description	Using the faculty development model for educators of international medical graduates developed by Association of Faculties of Medicine of Canada, CASN developed a professional development program for a broad range of nurse educators working with internationally educated nurses (IENs), both as faculty in educational institutions and nurse educators in health care agencies.
Key Results	<p>Key achievements that contributed to development of the faculty program included:</p> <ul style="list-style-type: none">● created teaching modules that covered key content, teaching methods, information about constructive feedback and professional development strategies that would assist instructors of IENs teach topics such as cultural awareness, language and other nursing-relevant content,● developed audiovisual tools for teaching and learning with key references for further reading and reflection,● distributed materials in both written and electronic format,● demonstrated program components for 44 IEN instructors and provided a further 200 compact discs to educators,● created a toolbox, including teaching modules, for use in both secondary education institutions and service agencies that work with IENs,● developed a guideline manual supporting the modules for on-site implementation which was disseminated to 22 academics and 19 clinical educators, and● piloted a train the trainer approach in rural Manitoba and urban British Columbia for 46 participants.
Outcomes	Increased awareness among stakeholders and access to a professional development program for IEN instructors, which is available on the CASN website.

Contact Information

Canadian Association of Schools of Nursing |
Fifth Avenue Court Suite 15 | 99 Fifth Avenue | Ottawa, ON | K1S 5K4 |
Telephone: 613-235-3150 ext 25 | Website: www.casn.ca