

HealthForceOntario

Practice Ontario Services Available to the University of Toronto

Presentation to PGME Medical
Education Staff

06.04.16

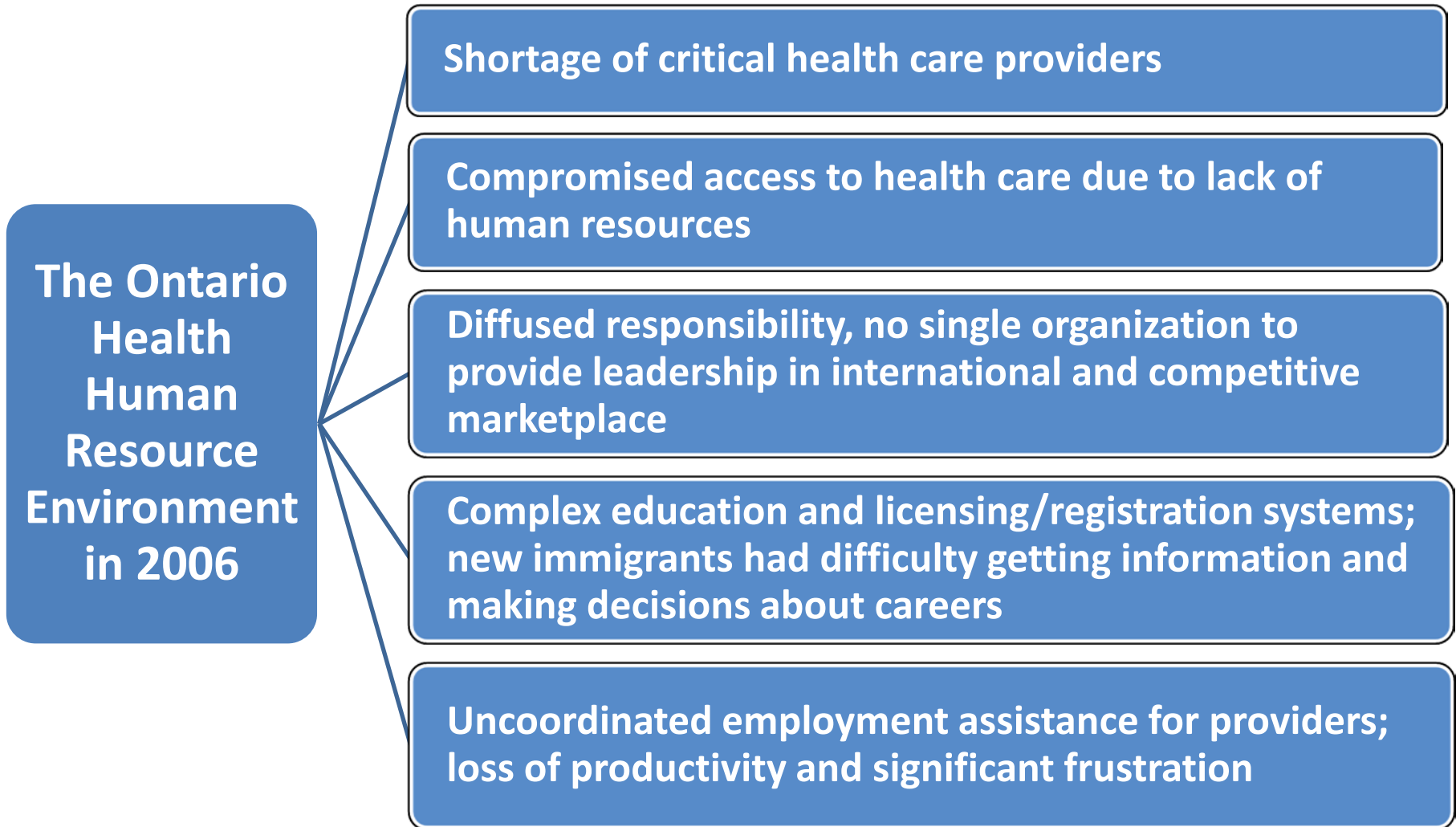
Matt Kirkham
Regional Advisor

Agenda

- ✓ HealthForceOntario Marketing and Recruitment Agency (HFO MRA)

- ✓ Career Services for Ontario Residents
 - *Regional Advisors*
 - *Practice Ontario*
 - *TiPS (Transition into Practice Services)*
 - *Opportunities for Enhanced Services*

Why We Were Established....



HealthForceOntario Marketing and Recruitment Agency

In May 2006, **HealthForceOntario (HFO)** was launched as a strategy—viewed as a broad umbrella over a series of Health Human Resource (HHR) strategies. Introduce you to locum opportunities across Ontario

HFO & HFO MRA Mandate:
Ensure that Ontarians have access to the right number and mix of qualified health care providers, when and where they are needed.

HealthForceOntario – Marketing & Recruitment Agency (HFO-MRA) Overview

To help ensure that Ontarians have access to the right number and mix of qualified health care providers when and where they are needed.

- ✓ **Retaining Ontario's domestically trained health care professionals**
- ✓ Facilitating the delivery of clinical care through the administration of three locum programs
- ✓ Assisting internationally educated health professionals living in Ontario to become qualified to practise here
- ✓ Repatriating and recruiting qualified healthcare professionals into Ontario



Practice Ontario

- Free career-planning service for postgraduate medical residents
- One-on-one career planning focused on your individual needs

Regional Advisors can help you to:

- Explore job opportunities throughout Ontario – from urban to rural settings; locum to permanent
- Assist with résumé & interview preparation
- Facilitate introductions to communities of interest
- Spousal & family support



Practice Ontario Services at the University of Toronto

- ✓ Free & flexible job search service for permanent and locum practice opportunities for both family and specialty Residents
- ✓ Provide personal career guidance to find jobs that match personal & professional interests and priorities
- ✓ Prepare Residents for a smooth transition to practice – **TIPS**



HFO MRA Regional Advisors Located Across the Province

Regional Advisors work with communities and local healthcare organizations within Ontario's 14 Local Health Integration Network (LHIN) regions.

Their role is to assist all areas in Ontario to reach their physician recruitment and retention goals, and to work closely with all medical schools in the province to provide personal job-search assistance and career advice to medical residents

RAs know where current practice openings are – and will be – because they work closely with hospitals, clinics and other physician employers across Ontario

Regional Advisors are located across Ontario



Regional Advisors:

1. Erie St. Clair	Laurie Nash
2. South West	Jane Tillmann
3. Waterloo Wellington	Kate Borthwick
4. Hamilton Niagara Haldimand Brant	Jill Cappa
5. Central West	Kim Wilhelm
6. Mississauga Halton	Kim Wilhelm
7. Toronto Central	Matt Kirkham
8. Central	Init Trivedi
9. Central East	James Draper
10. South East	Chris Farley Ratcliffe
11. Champlain	Chris Farley Ratcliffe
12. North Simcoe Muskoka	Kevin MacLeod
13. North East	Johanne Labonte
14. North West	Lucas Brady

Transition into Practice Services

[http://www.healthforceontario.ca/en/M4/Transition into Practice Service](http://www.healthforceontario.ca/en/M4/Transition%20into%20Practice%20Service)



TiPS Module - Finding Your Ideal Practice



Practice Ontario Activities at UofT: 2014-15

(30) Transition to Practice (TTP) talks facilitated by Regional Advisors - University of Toronto Team

Topics ranged from:

- Overview of Practice Ontario Services & Supports
- Countdown to Practice
- Labour Market & Career Planning
- CV Assistance & CV Panels (eg. OB/GYN, CIP)
- Locuming
- Return of Service

Practice Ontario - Program Specific Sessions: 2014-15

Anaesthesiology (2)	Clinical Immunology & Allergy	Clinical Investigation Program
Emergency Medicine	Endocrinology	Family Medicine (4)
Gastroenterology	Geriatrics	Internal Medicine (3)
Medical Genetics	Medical Oncology	Nephrology
Obstetrics & Gynaecology	Paediatrics (2)	Paeds - Endocrinology
Pathology	Physical & Rehabilitative Medicine	Plastic Surgery
Psychiatry		

Practice Ontario Activities at UofT: 2015-16

(31* *and counting*) Transition to Practice (TTP) talks facilitated by Regional Advisors - University of Toronto Team

Topics ranged from:

- Overview of Practice Ontario Services & Supports
- Countdown to Practice
- Labour Market & Career Planning
- Managed Entry, Primary Care Models & Focused Practice
- Specialist Led Clinics
- CV Assistance & CV Workshops (Academic vs. Community)
- Interviewing & Negotiations
- Locuming
- Return of Service

Practice Ontario - Program Specific Sessions: 2015-16

Anaesthesiology	Family Medicine (7)	Family Medicine - PG3 Enhanced Skills
Family Medicine - SEME	Gastroenterology	General Internal Medicine
General Surgery	Geriatrics	Medical Microbiology & Infectious Disease
Medical Oncology	Ophthalmology	Paediatrics
Paeds – Gastro	Paeds – Hematology /Oncology	Paeds – Infectious Disease
Paeds – Maternal Fetal Medicine	Pathology	Psychiatry
Vascular Surgery		

Opportunities for Enhanced PO Services

- ✓ Benefit of having Regional Advisor contact info on academic days agendas
- ✓ Booth/table set up at academic days
- ✓ Presentations to Residents on academic half days
- ✓ Panel discussions with Program Directors – discuss life after residency, work-life balance, etc.
- ✓ Practice Ontario presence during UofT CaRMS interviews
- ✓ Program specific custom tailored Transition to Practice presentations

Practice Ontario Enhanced Menu of Services 2015-16

PRACTICE ONTARIO DAILY SPECIALS ENHANCED MENU OF SERVICES AT THE UNIVERSITY OF TORONTO 2015-16

STARTERS:

- 1) The countdown to practice including licensing and billing information
- 2) Return of Service information
- 3) Finding your ideal practice
- 4) The locum experience

ENTRÉES:

- 1) One-on-one Regional Advisor career counselling
- 2) Job search assistance
- 3) Tips for writing CV's and Cover letters
- 4) Interview preparation
- 5) Program specific custom tailored Transition to Practice presentations
- 6) Business side of medicine
- 7) Family Practice compensation models
- 8) Specialist Physician practice
- 9) HFO MRA Locum Programs

DESSERT:

- 1) Healthcare Connect
- 2) Creating a new group practice
- 3) Specialist led clinics
- 4) Preceptorship & training

Next steps?

Please feel free to follow up with me to schedule a presentation for your learners or regarding ideas for additional TTP content



Matt Kirkham

Regional Advisor & Practice Ontario Lead
Toronto Central

m.kirkham@healthforceontario.ca

416-689-8261

practiceontario@healthforceontario.ca