

## ***Work Plan 2010-2011***



*WORK PLAN APRIL 2010 – PROVINCIAL PAEDIATRIC THERAPY RECRUITMENT  
AND RETENTION COORDINATOR*

***Vision for the Office of the Provincial Paediatric Therapy Recruitment and Retention Coordinator (PPTRRC)***

- *BC will be the province of choice for paediatric therapists*
- *Paediatrics will be a desirable practice area for Occupational Therapists, Physical Therapists and Speech Language Pathologists*

***Guiding Principles for the Office of the PPTRRC***

*The emphasis of objectives and activities of the Office of the PPTRRC is the recruitment and retention of therapists in paediatric settings, in order to:*

- *Support timely access to therapy services for children in BC*
- *Support the delivery of comprehensive, co-coordinated, and effective paediatric therapy services in all communities of BC*
- *Support the delivery of therapy services that are responsive to the unique needs of children, families, and their communities, including the potential influences of cultural, ethnic, socioeconomic, geographic and linguistic factors*
- *Strengthen publicly funded (non-profit) paediatric therapy programs*

Page	<b><u>I. Work plan Objectives 2010-2011 Summary</u></b>
	1. Increase the awareness of the value of therapy services for children, and the impact recruitment and retention of rehabilitation professionals has on service delivery. Ensure input from paediatric therapy services are being represented in provincial initiatives sponsored by public sector organizations such as the BC Academic Health Council, HealthMatch BC, and the BC Rehab Leader's Group.
	2. Promote recruitment initiatives within physical therapy, occupational therapy and speech language pathology disciplines, and explore innovations to engage students in paediatric settings
	3. Support initiatives that foster retention of therapists working in paediatric settings. Facilitate communication and networking opportunities throughout BC for therapists working in paediatrics.
	4. Promoting Manageable Workloads: - disseminate availability of the new eLibrary resource to all BC stakeholders in paediatric therapy services. Collect feedback from therapists and employers, and review this feedback with the SC on a quarterly basis. Update resource accordingly as budget allows. Keep abreast of developments with the Interprofessional Caseload Management Tool Project being created by CPA, CAOT, and CASLPA.
	5. Improve the ability of the Office of the PPTRRC to facilitate the immigration of internationally trained therapists to BC paediatric work settings.
	6. Support a comprehensive provincial mentoring strategy for therapists by utilizing professional expertise within this province. Investigate why the eMentoring project has not had much uptake and address these issues with employers, Sunny Hill, and the eMentor coordinator.

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	7. Link with Aboriginal resources to enhance the delivery of service to First Nations communities
	8. Improve therapybc employer network.
	9. Ensure timely communication of information between the PPTRRC and the Provincial Steering Committee, and other relevant parties

**II. Background**

The Provincial Paediatric Therapy Recruitment and Retention Coordinator (PPTRRC) will work under the direction of a Provincial Steering Committee comprised of paediatric therapists and government representation. This position is part of an interdisciplinary approach to address issues in therapy services for children in British Columbia, particularly recruitment and retention of paediatric therapists. The PPTRRC will work with therapists, provincial therapy councils, service providers and stakeholders, consumers, and the Ministry of Children and Family Development, using a collaborative consultation approach. The vision for this position is to make *British Columbia the province of choice for paediatric therapists* so as to significantly enhance therapy services available to children and families in BC.

**III. Work Plan Objectives**

*Objective #1* - Increase the awareness of the value of paediatric therapy services, and the impact of recruitment and retention issues on children and families requiring therapy services.

**ACTIVITIES**

- Consult and collaborate with MCFD staff; Employers; Early Intervention and School-Age therapy service providers, and other community members. Attempt to formally provide update to MCFD regional staff via a quarterly teleconference to take place the month after the PPTRRC has formed a quarterly report.
- Ensure input from paediatric therapy services are being represented in provincial initiatives sponsored by public sector organizations such as the BC Academic Health Council, HealthMatch BC, and the BC Rehab Leader’s Group.
- Consult and collaborate with other provincial ministries regarding recruitment and retention initiatives for therapists working in paediatrics. Follow the strategy produced and promoted via the Cross-Ministry Framework for Action document- Supporting our people: Training, Recruitment, and Retention ([http://www.mcf.gov.bc.ca/spec\\_needs/pdf/CYSN\\_FrameWorkForAction\\_Comb\\_o\\_LR.pdf](http://www.mcf.gov.bc.ca/spec_needs/pdf/CYSN_FrameWorkForAction_Comb_o_LR.pdf))

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- Consult and collaborate with the paediatric therapy councils, the professional associations, and regulatory colleges
- Participate in therapy specific provincial initiatives
- Continued contact and communication with the UBC therapist training programs re: importance of paediatric curriculum and practicum opportunities
- Consult and collaborate with Ministry of Health Therapies Human Resource position, Susan Illmayer, regarding issues and concerns affecting recruitment and retention in the paediatric therapy sector
- Improve communications and collaboration with the BC Provincial Ministry of Education regarding therapist recruitment and retention strategies
- Presentations of the activities of the Office of the PPTRRC to relevant and interested audiences
- Connect with BC CASE and investigate the opportunity to present to this group to improve collaboration within the Education sector

**Objective #2** - Explore innovations to engage students in paediatric settings. Promote recruitment initiatives within physical therapy, occupational therapy and speech language pathology disciplines for therapists of all experience levels.

**ACTIVITIES**

- Maintain [www.therapybc.ca](http://www.therapybc.ca) website for posting vacancies and resumes
  - Continued development of site
  - Link site to other relevant sites related to paediatric therapy services
  - Improve resume posting service by limiting the time a resume can be posted, and by having a template to fill out so all applicant information is consistent
  - Consider new pictures for the site. Link pictures and projects/initiatives.
  - Implement a 'highlight' box/blurb that highlights a particular project or initiative. Have this box rotate through the various projects.
- Investigate methods of reaching students at other Canadian universities
  - Contact student representatives from national professional associations to raise awareness of the therapybc site
  - Investigate Eastern Canadian university program job fairs. Look into costs of attending and/or advertising at the job fairs
  - Link with university training program faculty that instruct the paediatric content to further the exposure of the website
- BC Loan Forgiveness Program
  - Have up to date link on the therapybc site to information regarding this program
- Promote a career in paediatric rehabilitation to therapy students
  - Continue presentations to UBC OT, PT, SLP students
  - Attend UBC OT/PT job fair

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Attend University of Alberta Health Sciences Career Fair

Place the “A Career in Paediatrics” power point on the website

- North region student practicum stipend fund  
Communication strategy for employers & students
- Attend UBC OT graduate projects conferences in the summer to target graduates involved in paediatric related projects
- Attendance at UBC and UofA therapy program job fairs. Attend Eastern Canada job fairs as budget allows.
- Advertise [www.therapybc.ca](http://www.therapybc.ca) in relevant journals and websites
- Facilitate collaboration between different funding sources when the opportunity presents to combine partial FTE positions to create a fuller FTE position
- Continue links with therapy program clinical coordinators to help encourage student placements in paediatric settings
- Place therapybc promotional keychain light in delegate kit bags at the 2010 CPA national conference, the 2010 CAOT national conference, and the 2010 CASLPA national conference
- Explore therapy education programs in the United States. Start with program closest to BC (e.g.- Washington State, Idaho)
- Initiate a therapybc You Tube Channel. Encourage employers to use this channel to help in their recruitment efforts by posting brief 3-5 minute videos about their agency and community

**Objective #3:** Support initiatives that foster retention of therapists working in paediatric settings. Facilitate communication and networking opportunities throughout BC for paediatric therapists.

**ACTIVITIES – supporting employers**

- Continue to provide periodic updates to employers regarding recruitment and retention initiatives through an eLetter on a quarterly basis
- Keep website information up to date regarding information and resources for employers hiring therapy assistants and foreign-trained therapists
- Inform employers of the potential impact of wage discrepancies on recruitment and retention
- Encourage support for professional development and inter-professional learning and networking
- Support burn-out prevention practices (e.g. creative solutions for LOA, flexible work schedules, PMW project, sabbaticals)
- Encourage provision of sufficient equipment, materials, and administrative support for therapists
- Present to BCACDI members on current initiatives and to receive input from employers

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- Educate employers in the Ministry of Education and Ministry of Health Services of the activities and resources available through the Office of the PPTRRC
- Convey to employers the importance of non-client specific work and the impact on retention if therapists don't have ample time for this type of work. Examples include program planning, research, forming knowledge brokering support/strategies, professional development, etc.
- Educate employers regarding job postings and the type of information applicants are looking for. Use technology such as Google Maps within job postings to help applicants locate position more effectively. Develop a webinar for employers to help distribute this information.

**ACTIVITIES – supporting therapists and service delivery**

- Keep experienced therapists involved and interested through opportunities that recognize the extra work they put into mentoring, accreditation, etc.
- Offer the support of the PPTRRC to experienced therapists interested in projects and/or research
- Explore funding options to support larger initiatives that promote therapist retention (e.g.- provincial/regional knowledge broker strategy, research projects)
- Facilitate the organization of paediatric communication and networking opportunities in each region of BC
- Continue planning for 2011 Update Symposium
- Improve the ability for therapists in all regions, particularly rural and remote locations, to utilize their computers more effectively in an effort to increase productivity/efficiency (e.g.- accessing webinars, web-conferencing, scheduling, searching for information, etc.). Consider an online learning module for this initiative.
- Knowledge brokering support/strategy
- Compile a list of tech-related service delivery models to share with therapists and employers across the province
- Create semi-annual awards to be awarded by the Office through a peer nomination process. The first awards to be presented at the 2011 Update Symposium

***Objective #4:*** Promoting Manageable Workloads: - disseminate availability of the

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new eLibrary resource to all BC stakeholders in paediatric therapy services. Collect feedback from therapists and employers, and review this feedback with the SC on a quarterly basis. Update resource accordingly as budget allows. Keep abreast of developments with the Interprofessional Caseload Management Tool Project being created by CPA, CAOT, and CASLPA.

**ACTIVITIES**

- Post eLibrary link on the therapybc website. Communicate its availability to BC stakeholders in paediatric therapy services.
- Monitor and collect eLibrary feedback
- Connect with CAOT regarding the Caseload Management Tool Project on a bi-monthly basis to keep up to date regarding progress

***Objective #5:*** Improve the ability of the Office of the PPTRRC to facilitate the immigration of internationally trained therapists to BC paediatric work settings.

**ACTIVITIES**

- Keep the 'International' page on the therapybc website up to date (e.g.- new SLP requirements developed by the College of Speech Health and Hearing Professionals of BC).
- Stay abreast of initiatives and projects being undertaken by agencies to help facilitate and support internationally trained therapists (e.g. - International Network of Physical Therapy Regulatory Authorities (INPTRA), the Internationally Educated Physiotherapists (IEP) program at UBC PT, the Internationally Educated OT project via McMaster).
- Keep current with initiatives offered through the Foreign Credentials Referral Office (FCRO) that help internationally trained individuals find the information and services they need to get their training and credentials assessed and recognized in Canada
- Keep connected with HealthMatch BC now that they have expanded their eligibility to include allied health
- Create profiles/documents for therapybc that describe the process of an internationally educated OT immigrating to work in a BC paediatric setting (follow the format of the PT and SLP documents currently on therapybc)
- Investigate whether the Colleges have existing language regarding English competency requirements for immigrating therapists. Link to such resources through therapybc.
- See if local therapists are going to any of the profession World Congresses. Investigate opportunities to provide therapybc exposure at these conferences

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**Objective #6:** Support a comprehensive provincial mentoring strategy for therapists by utilizing professional expertise within this province. Investigate why the eMentoring project has not had much uptake and address these issues with employers, Sunny Hill, and the eMentor coordinator.

**ACTIVITIES**

- Continue to communicate availability of the eMentoring program to BC agencies and regional MCFD offices
- Investigate why uptake of the program has been poor
- On-site mentoring: encourage employers to provide the time, recognition, and reward to experienced therapists providing mentoring to newer therapists within their own workplaces. Investigate the opportunity to use the online training modules developed by Sue Stewart and Sunny Hill Health Centre to be used as a training tool for on-site mentors as well

**Objective #7:** Support therapists, employers, and aboriginal communities in providing culturally safe delivery of paediatric therapy services to First Nations communities

**ACTIVITIES**

- Continue to liaise with Aboriginal communities, leaders, and health care providers in an effort to determine an education strategy to help aboriginal communities become more aware of the value of therapy services, and to determine a culturally safe and effective service delivery model to provide therapy services to this population
- Participate in job/career fairs with an aboriginal focus
- Keep the ‘Aboriginal Resources’ menu on the therapybc site up to date. Add relevant new resources and links
- Continue to investigate service delivery models that are effective at building capacity within aboriginal communities
- Link with the First Nations Speech Language Assistant Program to track where graduates are getting employment

**Objective #8:** Improve therapybc employer network.

**ACTIVITIES**

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- Start an ‘Employer’ database on the therapybc site. Encourage all employers/agencies delivering paediatric therapy services to ‘register’ with the site. Include school districts, health units, and agencies such as child development centres.
- Share with registered employers recruitment and retention resources

**Objective #9:** Ensure timely communication of information between the PPTRRC and the Provincial Steering Committee, and other relevant parties

- The Provincial Paediatric Recruitment and Retention Coordinator (PPTRRC), under the direction of the Provincial Steering Committee, will develop, implement and monitor a recruitment and retention work plan for British Columbia
- The PPTRRC shall facilitate and manage meeting activities of the Steering Committee
- The PPTRRC will post monthly reports and an annual report on the steering committee Sharepoint site
- The PPTRRC will also ensure the posting of the minutes of the regular meetings on the website
- The PPTRRC shall liaise with MCFD representative regularly on broad based issues and ensure collaborative approach to issues raised
- Continue to distribute a Quarterly report (January, April, July, October) on activities of the Office of the PPTRRC to be distributed to therapists, employers, professional associations, and funding sources