

Work Plan 2009-2010



Vision for the Office of the Provincial Paediatric Therapy Consultant

- *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 Provincial Paediatric Therapy Consultant

The emphasis of objectives and activities of the Office of the PPTC 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	<u>I. Work plan Objectives 2009-2010 Summary</u>
	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
	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 paediatric therapists.
	4. Continue to Promote Manageable Workloads for BC's Paediatric Therapists by developing an online library of workload related resources. Support employers and therapists in accessing and utilizing these resources. Develop a plan to receive feedback from employers and therapists on the effectiveness of the resources offered through the Promoting Manageable Workloads project.
	5. Improve the ability of the Office of the PPTC 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.
	7. Link with Aboriginal resources to enhance the delivery of service to First Nations communities
	8. Ensure timely communication of information between the Provincial Consultant and the Provincial Steering Committee, and other relevant parties.

II. Background

The Provincial Paediatric Therapy Consultant 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 Provincial Consultant 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; Provincial Advisors for IDP, AIDP, SCDP, Children First; Employers; Early Intervention and School-Age therapy service providers, and other community members. Participate on teleconferences in MCFD regions that have bi-monthly teleconferences with MCFD staff and agencies (e.g. Interior, North)
- Consult and collaborate with other provincial ministries regarding recruitment and retention initiatives for paediatric therapists
- 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
- Presentations of the activities of the Office of the PPTC to relevant and interested audiences
- Increase connections with family/child advocacy stakeholder groups
- Liaise with Ministry of Education to promote paediatric therapy representation in the revision of the SAT guidelines and program logic model

Objective #2 - Promote recruitment initiatives within physical therapy, occupational therapy and speech language pathology disciplines, and explore innovations to engage students in paediatric settings

ACTIVITIES

- Maintain www.therapybc.ca website for posting vacancies and resumes
 - Post revised recruitment and retention guidelines
 - Continued development of site
 - Link site to other relevant sites related to paediatric therapy services
- Investigate methods of reaching students at other Canadian universities
 - Contact student representatives from national professional associations to raise awareness of the therapybc site
 - Investigate western Canada university program job fairs. Look into costs of attending and/or advertising at the job fairs
 - Investigate the potential of social networking sites for use as recruiting vehicles to the younger population (e.g. – facebook)
 - 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
- Continued presentations regarding a career in paediatrics to UBC OT, PT, SLP students
- 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
- Advertise www.therapybc.ca in relevant journals and websites
- Inform employers and funding sources of recruitment strategies such as combining partial FTE positions to create fuller FTE's
- Continue links with therapy program clinical coordinators to help encourage student placements in paediatric settings
- Consider developing a 'top 10' list of reasons experienced therapists should transfer to a paediatric work setting
- Consider the possibility of offering a free registration at a paediatric continuing education opportunity for a non-paediatric therapist to attend

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

- Provide periodic updates to employers regarding recruitment and retention initiatives through an eLetter on a quarterly basis
- Provide information and resources for employers regarding 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
- Educate employers in the Ministry of Education and Health of the activities and resources available through the Office of the PPTC
- Encourage employers to support non-clinical work

ACTIVITIES – supporting therapists and service delivery

- Keeping experienced therapists involved and interested through ‘laddering’ opportunities that recognize the extra work they put into mentoring, accreditation, etc.
- Explore the availability of provincial funds to support ‘senior’ therapist opportunities
- Facilitate the organization of paediatric communication and networking opportunities in each region of BC
- Encourage employers to support 'senior' therapist opportunities
- Initiate planning for 2011 Update Symposium

Objective #4: Continue to Promote Manageable Workloads for BC’s Paediatric Therapists by developing an online library of workload related resources. Support

employers and therapists in accessing and utilizing these resources. Develop a plan to receive feedback from employers and therapists on the effectiveness of the resources offered through the Promoting Manageable Workloads project.

ACTIVITIES

- Post phase 1 of the eLibrary project (referral management strategies) on the therapybc site, and promote it's availability
- Explore and initiate additional phases of the eLibrary project according to feedback received from stakeholders
- Devise a feedback system for eLibrary users that is user friendly and allows for timely feedback
- Develop and implement a strategy that allows for all stakeholders to provide feedback on the PMW Preferred Practice Guidelines document
- Continue to link with SIRF committee members to relay any SIRF related concerns expressed by therapists and employers to the PPTC

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

ACTIVITIES

- Make the 'International' information accessed on therapybc through it's own self-titled menu on the home page, and keep up to date on professional licensing body requirements for internationally trained therapists
- Stay abreast of initiatives and projects being performed 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).
- 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
- Lobby appropriate government departments with existing recruitment initiatives limited to specific professions to expand their criteria to include the 3 therapy disciplines (e.g. – Health Match BC)
- Create profiles/documents for therapybc that describe the process of an internationally educated OT and PT immigrating to work in a BC paediatric setting (follow the format of the SLP document currently on therapybc)
- Work with employers and professional licensing bodies to determine a role for the PPTC to help facilitate the provisional registration requirements of internationally trained therapists. Investigate the time line it takes to acquire a provisional license
- Encourage internationally educated therapists to not post their resumes on the website without having them proof-read or edited for English language grammar

- and spelling. Have a link on the website that acts as a resource for ESL therapists (e.g. – expected English competency?)
- Link with UBC Speech to investigate methods of facilitating the Audiology practicum component faced by most internationally trained SLP's

Objective #6: Support a comprehensive provincial mentoring strategy for therapists by utilizing professional expertise within this province

ACTIVITIES

- Partner with provincial and regional resources to develop a cost sharing structure to facilitate the implementation of the eMentoring project in BC
- Once established, communicate availability of the eMentoring program to BC agencies and regional MCFD offices
- Have links on therapybc site to other mentoring programs such as those developed by CAOT and CPA

Objective #7: Link with Aboriginal resources to enhance the delivery of service to First Nations communities

ACTIVITIES

- Liaise with Aboriginal communities, leaders, and health care providers in an effort to determine an education strategy to make aboriginal communities 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
- Establish links with aboriginal advisors at BC post-secondary education institutions to promote paediatric therapy as a career opportunity for aboriginals
- Participate in job/career fairs with an aboriginal focus
- Continue to develop the 'Aboriginal Resources' menu on the therapybc site to improve accessibility to aboriginal resources for employers and therapists
- Investigate service delivery models that are effective at building capacity within aboriginal communities
- Investigate the opportunity to utilize the Partnerships modules (if they have been developed in a culturally safe fashion) in helping to educate aboriginal resources regarding the work and benefits of the therapy disciplines
- Link with the First Nations Speech Assistant Program to track where graduates are getting employment

Objective #8: Ensure timely communication of information between the Provincial Consultant and the Provincial Steering Committee, and other relevant parties.

ACTIVITIES

- The Provincial Consultant, under the direction of the Provincial Steering Committee, will develop, implement and monitor a recruitment and retention workplan for British Columbia
- The Provincial Consultant shall facilitate and manage meeting activities of the Steering Committee
- The Provincial Consultant will post monthly reports and an annual report on the steering committee Sharepoint site
- The Consultant will also ensure the posting of the minutes of the regular meetings on the website
- The Provincial Consultant shall liaise with MCFD representative regularly on broad based issues and ensure collaborative approach to issues raised