



IHWC 2019

October 21-24, 2019 - Ottawa, Canada

Scaling up Health Workforce Innovations to Promote Equity, Diversity and Inclusion

About the International Health Workforce Collaborative

The International Health Workforce Collaborative (IHWC) was initiated in 1996 as the International Medical Workforce Collaborative (IMWC) by an informal group of health economists, representatives of medical organizations and government officials from the United States, United Kingdom and Canada who agreed there would be value in organizing an international invitational conference to discuss physician workforce issues. Australia joined in 1997. The partners have met every 12 to 18 months since 1996. The conference in Brisbane Australia in 2011 marked the first as the broader International Health Workforce Collaborative.

The aims of the IHWC are to promote:

- The exchange of policy approaches across countries that address health workforce planning and that enhance the ability of each country to respond to workforce needs;
- An understanding of global trends that affect health workforce policies; and
- International collaboration in health workforce research, evaluation and forecasting.

The conferences have brought together 100-120 policy makers, academics, researchers and practitioners with responsibility for and interests in health workforce issues. Participation in the conferences has been by invitation only, with participants invited depending on the conference theme. The format of the conferences has been designed to generate as much interaction amongst the participants as possible. The topics to be discussed at an upcoming conference are generated at the previous conference through discussion amongst the International Planning Committee and with input from the participants at large. The approach taken seeks to be rigorous and evidence based. The composition of the conference Planning Committee has varied from year to year with a degree of stability of participation by a core of individuals from each country.

Publication of the papers prepared and presented at the conference in the peer-reviewed literature has been at the discretion of the authors. Initially, country-led panels included four papers presented by a pre-selected discussant as a prelude to opening up the discussion to the floor. Other formats have ensued in the subsequent years. Conference proceedings and publication of all papers on the [IHWC website](#) has been undertaken since the 1999 conference.

IHWC 2019 - Ottawa, Canada

The International Health Workforce Collaborative meeting in Ottawa is the IHWC's 18th conference and the 5th time the conference has been hosted in Canada. It is hosted by members of the Canadian Health Workforce Network (CHWN), a CIHR and Health Canada funded virtual network of national health workforce researchers, health professions and knowledge users.

Conference Theme: Scaling up Health Workforce Innovations to Promote Equity, Diversity & Inclusion

Equitable access to education, employment, and career advancement within the health sector is essential to promote the development of a more inclusive workforce and to improve the appropriateness of service provision. We propose to focus our 2019 International Health Workforce Collaborative (IHWC 2019) on "Scaling up Health Workforce Innovations to Promote Equity, Diversity and Inclusion."

We will bring together key players at the national and global level towards the development of an equitable, diverse and inclusive health workforce capable of providing high quality health care that meets the needs of diverse populations. These objectives are directly aligned with the Canadian Truth and Reconciliation Commission Calls to Action, which explicitly outline the need to 1) increase the number of Aboriginal professionals working in the health-care field, and 2) ensure the retention of Aboriginal health-care providers in Aboriginal communities.

We will build upon our close partnership with the World Health Organization and its Global Health Workforce Network towards advancing the recommendations from the Global Human Resources for Health Strategy as well as the UN High Level Commission for Health Employment and Economic Growth.

The objectives of the 2019 conference are to:

- Promote advancement and dissemination of high-quality action-oriented research and innovation in health workforce policy, planning and management;
- Foster knowledge translation and exchange across health workforce stakeholder groups through partnership development, bolstering both national and international capacity; and
- Enable collaborative cross-sectoral action that mobilizes all levers for change to build an equitable, diverse and inclusive health workforce capable of providing high quality health care that meets the needs of diverse populations

Conference Structure & Program

The conference is organized over three days, with a pre-conference day involving data challenges. We structure the conference around future-focused, action-oriented innovations and research of interest to a range of health workforce knowledge users. Sessions include panels discussing levers for change, breakout sessions applying these levers for change to health workforce scenarios, and feedback sessions to elaborate commitments to action. Dedicated sessions include:

- **Conference Primer:** A primer for new attendees and students provides an overview of 1) the history of the IHWC, 2) the health workforce context in the core countries involved in the collaborative, and 3) policy developments and tools offered by the WHO/PAHO.
- **Data Olympics:** The pre-conference “Data Olympics” affords participating countries the opportunity to showcase cutting edge innovation in health workforce data collection, analysis and dissemination. Presentations will focus on three thematic areas: 1) equity, diversity, and inclusion, 2) data visualization, and 3) integrated health workforce planning. A brief session that invites challenge winners from past conferences to provide progress updates on their winning projects has also been added to the Data Olympics program.
- **Country Updates:** Lead delegates from each country will participate in a moderated panel discussion highlighting key policy updates that have emerged since the last conference and country-level workforce trends that could influence the international labour market
- **Poster Pitches:** To better integrate poster presentations into the conference program, dedicated plenary sessions will allow select authors to provide two-minute highlights of key messages and invite participants to visit their physical poster during the viewing sessions.
- **Levers for Change:** In line with the conference’s theme, a series of plenary panels will present a suite of tools across four levers for change to mobilize scale-up of innovations.
 - **Education & Training:** This panel will underline the importance of developing levers within the education and training sector that support or otherwise enable the scaling of health workforce innovations to promote equity, diversity and inclusion. Panelists will present promising practices in education and training that: 1) foster greater equity diversity and inclusion within the workforce and 2) promote iterative alignment with diverse population health needs.
 - **Funding, Financing and Remuneration:** Systems must mobilize sufficient and reliable funding to enable scalable and sustainable implementation of innovations. The incentives generated by financing and remuneration mechanisms must also be conducive to the achievement of targeted

outcomes. This panel will present innovative means of financing health workforce interventions across privately and publicly funded system domains.

- **Governance and Regulation:** Scaling-up workforce innovations can present a number of challenges if there is a need to amend existing legal and regulatory frameworks, and to negotiate change within an environment with established social values and professional boundaries. This panel will discuss the value of “right-touch” forms of regulation in support of the implementation of innovative models of care.
- **Data & IT Infrastructure:** This panel will address the need for investment in the rigorous monitoring and evaluation of health workforce interventions through the use of comprehensive health workforce datasets of sufficient quality. This panel will present promising practices and emerging technologies that enable health workforce data collection, communication and consultation.
- **Applying Levers for Change to Scenarios:** Each participating country has developed a scenario for discussion over the course of five breakout sessions during the conference. In order to promote alignment with the conference theme, the scenarios all focus on promising practices and innovations to promote equity, diversity and inclusion within the health workforce. During breakout sessions, working groups will apply the tools presented in each of the “Levers for Change” panels to their scenario to progressively develop a slide deck and a policy brief on the scenario topic. Templates will be provided to each working group to guide this process. Each working group will present their policy brief during the final plenary session of the conference. Since the policy briefs will be finalized and circulated prior to the conference closing, knowledge users attending the conference will have materials to bring back to their home organizations for immediate consideration, fostering increased opportunities for knowledge translation and impact.
- **Country Caucuses and Networking:** The formal conference program ends before 4:00PM everyday to allow for Country Causes and informal meetings and networking between conference participants.

Knowledge Exchange and Dissemination

The conference proceedings – including abstracts and slide decks – will be available to all participants through the conference website, with the permission of the authors. In order to target a wide range of audiences, policy briefs will also be expanded into op-eds for submission to media outlets across all collaborating countries. *Human Resources for Health*, an open-access peer-reviewed journal, will be publishing a special issue with a collection of articles related to the conference proceedings. The special issue will include 1) a *Call to Action* introducing the history of the IHWC and describing the tools presented in the panels on levers for change, 2) an article on the scenarios explored during the breakout sessions, and 3) an overview of the Data Olympics.

Conference Principles

The International Health Workforce Collaborative strives to promote a welcoming environment at its conferences that is safe, collaborative, supportive, and productive for all involved. This includes coordinators, delegates, patient/community advisors, volunteers, exhibitors, invited speakers/stakeholders, members of the media and service providers. The IHWC values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among all attendees. We are committed to an engagement ethics that meets the needs of our meeting participants.

- We are dedicated to creating a safe space for conversation and information sharing;
- We are dedicated to fostering an anti-racist, anti-colonial, and feminist/womanist environment;
- We give attention and support to emerging as well as established participants;
- We recognize that systemic discrimination creates barriers for Indigenous people, people of colour and people living with visible and invisible disabilities;
- We take requests for privacy and anonymity seriously. Please let us know if we need to give special attention to cameras, recording, and sharing material on social media, such as Twitter;
- We welcome feedback to improve the trust of all conference participants.

In turn, all IHWC delegates and guests are expected to adhere to a Code of Conduct as outlined below.

Code of Conduct

The IHWC's mission is to foster respectful and collaborative dialogue. With discussions that may touch on a number of sensitive issues, certain topics may arouse debate, and strong disagreements may occur. We see this as an asset – it is our explicit mission to set up a space so that these discussions can happen. There can be a fine line between debate and disrespect – and if that line is crossed, the space is no longer safe nor productive. We value providing a safe, equitable, inspiring space for delegates from around the world. Our respectful dialogue policy asks that participants make every effort to maintain constructive discourse with other conference attendees at all times.

Expected Behavior

- Treat everyone with respect and consideration.
- Communicate openly and thoughtfully with others allowing all voices to be heard and be considerate of the multitude of views and opinions that are different than your own.
- Be respectful and mindful in your critique of ideas.
- Respect the rules and policies of the conference centre and all venues associated with IHWC.
- Be aware of your surroundings and of your fellow participants. Alert IHWC staff if you notice a disturbing situation or someone in distress.

Unacceptable Behavior

- Incivility, harassment and intimidation, including any verbal, written, or physical conduct designed to diminish, intimidate, threaten, or coerce another delegate, conference organizers, or staff;
- Discrimination including based on gender or gender identity, sexual orientation, age, disability, physical appearance, race, Indigeneity, religion, national origin, or culture;
- Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, IHWC staff member, service provider or other meeting guest;
- Examples of unacceptable behavior also include, but are not limited to: disrespectful disruption of presentations; inappropriate use of sexual innuendo and/or sexual images in public spaces or in presentations; threatening or stalking any IHWC participant; sexually harassing any CHWC participant.

Consequences

Anyone requested to stop unacceptable behavior is expected to comply immediately. IHWC staff may ask security to take any action deemed necessary and appropriate, including immediate removal from the meeting without warning and without refund. IHWC reserve the right to prohibit attendance at any future meeting.

Reporting of Unacceptable Behavior

If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify a IHWC staff member. For matters of immediate physical safety, you may also approach the onsite security guard. *Reporting should never be done via social media.*

Scenario Allocation

Check your nametag to identify the scenario to which you have been allocated. Given the iterative nature of the conference, we ask that you remain within this scenario for the duration of the conference.

Scenario Breakout Sessions

Details about the leads, students and room numbers pertaining to your scenario are provided below. The leads are happy to answer any questions pertaining to the content of the scenario and the students are happy to assist you with any questions pertaining to logistics and scheduling. Floor plans for each of the rooms are provided below, along with the dates/times these rooms are available.

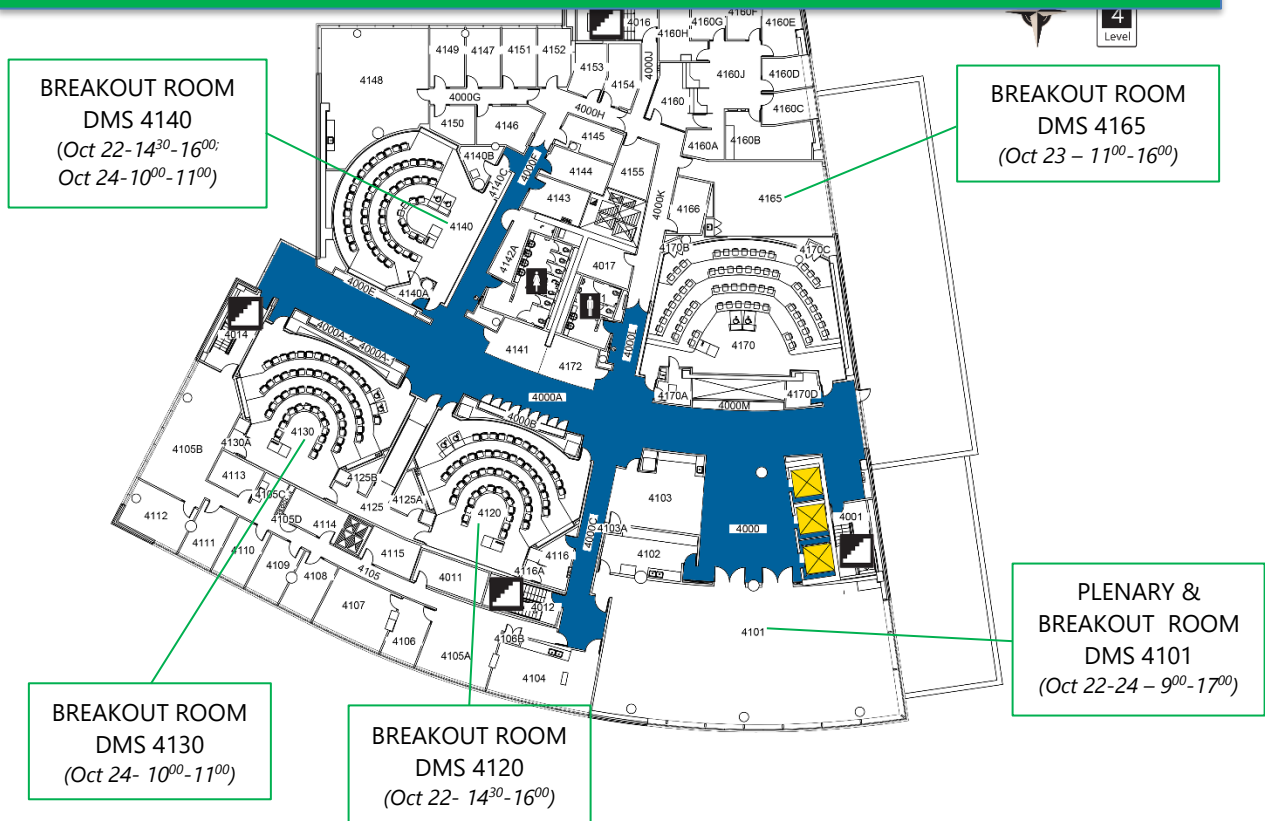
			Breakout 1 Oct 22 14 ⁴⁰ -15 ⁴⁰	Breakout 2 Oct 23 11 ⁰⁰ -12 ⁰⁰	Breakout 3 Oct 23 14 ²⁰ -15 ²⁰	Breakout 4 Oct 24 10 ⁰⁰ -11 ⁰⁰
Scenario	Lead	Student	Education	Funding	Governance	Data
<i>United States: Evaluating the Use of Apprenticeships in Healthcare</i>	<i>Susan Skillman</i>	<i>Billie-Jane Hermosura</i>	<i>Room: 7170</i>	<i>Room: 4165</i>	<i>Room: 4165</i>	<i>Room: 4101 (Left)</i>
<i>United Kingdom: Determining the Ideal Primary Care Workforce</i>	<i>Katherine Checkland</i>	<i>Caroline Chamberland- Rowe</i>	<i>Room: 4140</i>	<i>Room: 4101 (Left)</i>	<i>Room: 4101 (Left)</i>	<i>Room: 4101 (Right)</i>
<i>Canada: Strengthening Indigenous Health Workforce Representation</i>	<i>Karen Lawford</i>	<i>Chantal Demers</i>	<i>Room: 4120</i>	<i>Room: 4101 (Right)</i>	<i>Room: 4101 (Right)</i>	<i>Room: 4140</i>
<i>Australia/New Zealand: Securing & Sustaining an Adequate Rural Health Workforce</i>	<i>Richard Colbran</i>	<i>Alison Coates</i>	<i>Room: 4101</i>	<i>Room: 7170</i>	<i>Room: 7170</i>	<i>Room: 4130</i>

Need Help?

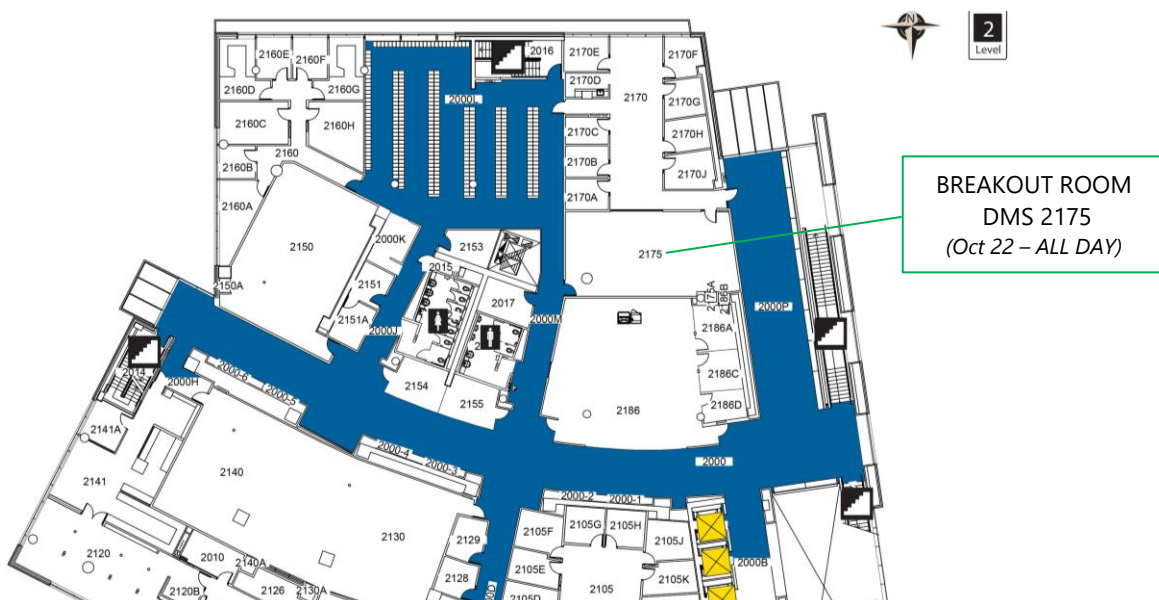
Speak with IHWC coordinators Chantal Demers or Caroline Chamberland-Rowe. They would be happy to assist you.

IHWC 2019 FLOOR PLANS

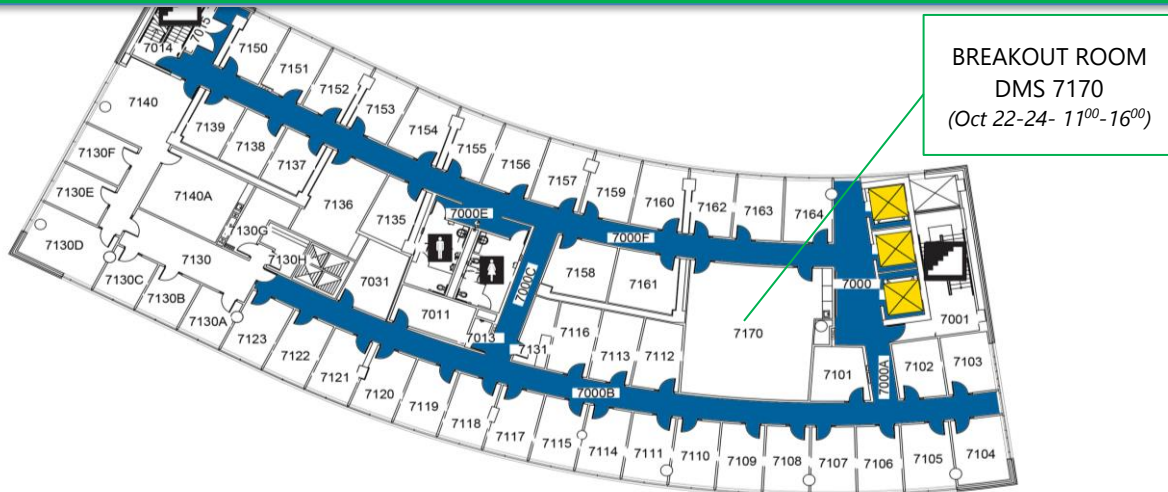
DESMARAIS BUILDING- FOURTH FLOOR



DESMARAIS BUILDING- SECOND FLOOR



DESMARAIS BUILDING- SEVENTH FLOOR



DESMARAIS BUILDING- TWELFTH FLOOR





Conference Program

October 21-24, 2019 - Ottawa, Canada

Scaling up Health Workforce Innovations to Promote Equity, Diversity and Inclusion

October 21, 2019 – Pre-Conference Day

Royal College of Physicians and Surgeons of Canada, 774 Echo Drive, Ottawa, Ontario

Leduc Shuttle Bus From Novotel Hotel (33 Nicholas Street) to Royal College (774 Echo Drive) Arrival at Novotel Hotel Entrance: 8:15 Departure from Novotel Hotel: 8:30	
8:15-8:30	
9:00-10:00	Conference Primer <i>Primer for new attendees, patients and students that provides an overview of 1) the history of the IHWC, 2) the health workforce context in the core countries involved in the collaborative, 3) policy developments and tools offered by the WHO/PAHO</i>
10:00-10:05	Welcome & Territory Acknowledgement <i>Danielle Fréchette, Royal College of Physicians and Surgeons of Canada</i>
10:05-10:15	Opening <i>Elder Vincent Kicknosway</i>
10:15-11:00	Data Olympics: Updates <i>Updates from “winners” of past challenges</i> Caroline Chamberland-Rowe & Sarah Simkin , Canadian Health Workforce Network - Integrated Primary Care Workforce Planning at the Regional Level Emmanuel Jo , Ministry of Health New Zealand, University of Auckland - Cost Benefit Analysis Based Voluntary Bonding Scheme Rob Smith , Health Education England - Update on Mental Health Modelling
11:00-11:15	Break
11:15-12:30	Data Olympics: Challenge 1 <i>Equity, Diversity & Inclusion</i> Bianca Frogner , University of Washington - What Can Public Data Tell Us About Health Workforce Diversity in the U.S.? Emmanuel Jo , Ministry of Health New Zealand, University of Auckland - Addressing Diversity in Health Workforce Planning in New Zealand Jon Kimball , Association of Faculties of Medicine of Canada - EDI in Canada’s MD Programs: Moving to a National Model

	<p>Andy Knapton, <i>General Medical Council</i> - Using Data to Form an Evidence Base of Differential Attainment in Post Graduate Medical Training</p> <p>Maureen McCarty, <i>Australian Government</i> - The Diversity Backgrounds of Practitioners in Australia</p>
12:30-13:30	Lunch
13:30-14:45	<p>Data Olympics: Challenge 2 <i>Data Visualization</i></p> <p>Erin Fraher, <i>University of North Carolina, Chapel Hill</i> - Developing Data Visualizations that Educate, Engage and Provoke</p> <p>Jon Gibson, <i>University of Manchester</i> - Skill Mix Changes in Primary Care in England</p> <p>Emmanuel Jo, <i>Ministry of Health New Zealand, University of Auckland</i>- Primary Care Needs Based Model</p> <p>Maureen McCarty, <i>Australian Government</i> - Development of GP Catchments in Australia</p> <p>Myuri Manogaran, <i>Royal College of Physicians and Surgeons of Canada</i> - The Medical Workforce Knowledgebase: Visualizing supply in a changing health system</p>
14:45-15:00	Break
15:00-16:15	<p>Data Olympics: Challenge 3 <i>Integrated Health Workforce Planning</i></p> <p>Adrian MacKenzie, <i>Government of Nova Scotia</i> - A Dynamic, Multi-Professional, Needs-Based Simulation Model to Inform Human Resources for Health Planning: Applications to Pediatric Mental Health in Nova Scotia</p> <p>Jennifer May, <i>University of Newcastle</i> - Accounting for GPs with Advanced Skills when Modelling Other Medical Specialty Workforces</p> <p>Joanne Spetz, <i>University of California, San Francisco</i> - Integrated Primary Care Supply and Demand Projections: Removing the Language of “Physician Shortage” to Advance a Policy Agenda</p> <p>Colin Tilley, <i>NHS Education Scotland</i> - Workforce Planning for Maternity Services in Scotland</p>
16:15-16:30	<p>Closing</p> <p>Danielle Fréchette, <i>Royal College of Physicians and Surgeons of Canada</i></p>
16:30-17:00	<p>Keynote</p> <p>Janet Davidson, <i>Chair of the Canadian Institute for Health Information Board of Directors & Interim CEO, Nova Scotia Health Authority</i></p>
17:00-19:00	<p>Welcome Reception</p> <p>Danielle Fréchette, <i>Royal College of Physicians and Surgeons of Canada</i></p>
19:00-19:30	<p>Leduc Shuttle Bus</p> <p>From Royal College (774 Echo Drive) to Novotel Hotel (33 Nicholas Street) Arrival at Royal College 19:00 Departure from Royal College: 19:30</p>

October 22, 2019 – Conference Day 1

Telfer School of Management, 55 Laurier Avenue East, Ottawa, Ontario

8:00-8:55
DMS 4101

Breakfast & Registration

8:55-9:00
DMS 4101

Welcome & Territory Acknowledgement
Ivy Bourgeault, University of Ottawa

9:00-9:20
DMS 4101

Opening
Elder Vincent Kicknosway

9:20-9:40
DMS 4101

Keynote
Khassoum Diallo, World Health Organization

9:40-10:40
DMS 4101

Country Updates
Lead delegates from each country participate in a moderated panel discussion highlighting key policy updates that have emerged since the last meeting and country-level workforce trends that could potentially influence the international labour market

Moderator:
Lianne Bellisario, Health Canada

Country Leads:
Michelle Washko, National Center for Health Workforce Analysis - United States
Des Gorman, University of Auckland - New Zealand
Chris Robertson, Australian Health Practitioner Regulatory Agency - Australia
Rob Smith, Health Education England - United Kingdom
Ivy Lynn Bourgeault, University of Ottawa - Canada

10:40-11:00

Break

11:00-12:00
DMS 4101

Introduction to Scenarios
Leads will present their scenario to all participants. Participants will find the scenario they have been allocated to on their name tags, noting the lead they will be working with for the duration of the conference.

Moderator:
Caroline Chamberland-Rowe, University of Ottawa

Panelists:
Karen Lawford, Queen's University - Canadian Scenario: Strengthening Indigenous Health Workforce Representation
Katherine Checkland, University of Manchester - United Kingdom Scenario: Determining the Ideal Primary Care Workforce
Richard Colbran, New South Wales Rural Doctors Network - Australia/New Zealand Scenario: Securing and Sustaining an Adequate Rural Health Workforce
Susan Skillman, University of Washington - United States Scenario: Evaluating the Use of Apprenticeships in Healthcare

<p>12:00-12:20 DMS 4101</p>	<p style="text-align: center;">Country Poster Pitches</p> <p>Moderator: Karen Lawford, <i>Queens University</i></p> <p>United Kingdom Poster Pitch Presenters:</p> <ul style="list-style-type: none"> • Jon Gibson, <i>University of Manchester</i> - An Investigation into the Career Intentions and Training Experiences of Newly Qualified General Practitioners in England • Sharon Spooner, <i>University of Manchester</i> - Are Portfolio Careers an Effective Way to Improve Recruitment and Retention of Early Career Family Practice Physicians? <p>United States Poster Pitch Presenters:</p> <ul style="list-style-type: none"> • Davis Patterson, <i>University of Washington</i> - Overeducated and Undervalued? An Exploratory Analysis of Educational Surplus, Income, and Immigration Status in Entry-Level Healthcare Jobs • Susan Chapman, <i>University of California, San Francisco</i> - Community Health Workers/Promotores: Unique Skills and Roles in Addressing Social Determinants of Health <p>Canadian Poster Pitch Presenters:</p> <ul style="list-style-type: none"> • Ivy Lynn Bourgeault, <i>University of Ottawa</i> - Empowering Women Leaders in Health Care, Health Sciences and Indigenous Health Contexts • Roger Strasser, <i>Northern Ontario School of Medicine</i> - Plan, Recruit, Retain: How to Achieve a Stable Remote Rural Workforce <p>Australian Poster Pitch Presenters:</p> <ul style="list-style-type: none"> • Sujata Stead, <i>Occupational English Test</i> - Communication Challenges Facing IQNs in the Multicultural Workplace: Implications for Improved English Tests and Training Materials • Jenny May, <i>University of Newcastle</i> - Towards an Equitable Health Workforce for Rural Australia
<p>12:20-13:20 DMS 4101</p>	<p style="text-align: center;">Lunch & Poster Viewing</p>
	<p>United Kingdom Poster Presenters:</p> <ul style="list-style-type: none"> • Catherine Marchand, <i>University of Kent</i> - What is the Impact of Different Workforce Configurations and Organizational Structures Upon Quality of Care, Staff Well-Being and Costs? Preliminary Findings From a Systematic Review <p>United States Poster Presenters:</p> <ul style="list-style-type: none"> • Kelley Withy, <i>University of Hawaii</i> - 471,000 Americans Isolated Without a Medical School. What Do They Do? • Susan Chapman, <i>University of California San Francisco</i> - Community Health Workers/ Promotores: Unique Skills and Roles in Addressing Social Determinants of Health • Lauren Byrne, <i>Accreditation Council for Graduate Medical Education</i> - Distribution of US Physicians in Residency Training by Race/Ethnicity and Gender • Joanne Spetz, <i>University of California, San Francisco</i> - Strengthening the Nursing Workforce to Care for People with Serious Illness: Recommendations from a National Summit • Susan Skillman, <i>University of Washington</i> - Routes to Rural Readiness: Enhancing Clinical Experiences for U.S. Nurse Practitioners Practice in Rural Primary Care

Canadian Poster Presenters:

- **Linda McGillis Hall**, *University of Toronto* - Equity and Language of Concerns with Implementation of the NCLEX for Entry to Practice for Canada's Nurses
- **Billie Jane Hermosura**, *University of Ottawa* - So You Think You Can Lead? A Pilot Study Exploring Experiences That Require Leadership in Entry-Level Dietetic Practice
- **Caroline Chamberland-Rowe**, *University of Ottawa* - Planning a Regional Maternal Health Workforce That Supports Equitable Access and Autonomy
- **Gail Tomblin Murphy**, *Nova Scotia Health Authority* - Advancing Toward Universal Health Coverage in the Caribbean: Building the Foundations for Health Workforce Planning
- **Adrian MacKenzie**, *Memorial University of Newfoundland/Dalhousie University* - Health Workforce Planning for Pediatric Mental Health Services in Nova Scotia, Canada
- **Ivy Lynn Bourgeault**, *University of Ottawa* - Healthy Professional Workers: A Gendered Analysis of Mental Health and Workplace Stressors
- **Maria Mathews**, *Western University* - The Retention of Trainees in Post-Graduate Fellowship Programs in Canada

<p>13:20-14:20 <i>DMS 4101</i></p>	<p style="text-align: center;">Levers for Change Panel 1 - Education & Training</p> <p><i>This panel will underline the importance of developing levers within an education and training sector that support or otherwise enable the scaling of health workforce innovations to promote equity, diversity and inclusion. Panelists will present promising practices in education and training that: 1) foster greater equity diversity and inclusion within the workforce and 2) promote iterative alignment with diverse population health needs.</i></p> <p>Moderator: Richard Murray, <i>James Cook University</i></p> <p>Panelists: Lisa Richardson, <i>University of Toronto</i> Jane Cannon, <i>General Medical Council</i> Daniel Bustillo, <i>Health Career Advancement Program</i></p>
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14:20-14:40 Break

<p>14:40-15:40 <i>Breakout rooms</i></p>	<p style="text-align: center;">Scenario Breakout 1: Education and Training Considerations</p> <p><i>Working groups apply the education & training considerations presented by the panel to their scenario</i></p>			
	<p>Canadian Scenario Working Group <i>DMS 4120</i></p>	<p>Australia & New Zealand Scenario Working Group <i>DMS 4101</i></p>	<p>United Kingdom Scenario Working Group <i>DMS 4140</i></p>	<p>United States Scenario Working Group <i>DMS 7170</i></p>

15:40-16:00 Refreshment & Poster Viewing Break

<p>16:00- 16:40 <i>DMS 4101</i></p>	<p style="text-align: center;">Country Caucuses</p> <p><i>Participants reconvene into their respective country delegations.</i></p>
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16:40-17:00 Networking & Free Time

<p>17:00-19:00 DMS 12102</p>	<p style="text-align: center;">Café Scientifique <i>Health Workforce Discourse in the Media</i></p> <p><i>The Café Scientifique brings together journalists to engage in a panel discussion on health workforce issues in the media. Discussions will highlight the value of effective media engagement to promote knowledge translation and uptake of evidence-informed health workforce innovations.</i></p> <p>Sponsor: Sujata Stead, Occupational English Test</p> <p>Moderator: Ivy Lynn Bourgeault, University of Ottawa</p> <p>Panelists: André Picard, The Globe and Mail Elizabeth Payne, Ottawa Citizen Maureen Taylor, Healthy Debate</p> <p style="text-align: center;"><i>This event is open to the public. Registration required by October 21st through cdemer2@uottawa.ca</i></p>
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October 23, 2019 – Conference Day 2

Telfer School of Management, 55 Laurier Avenue East, Ottawa, Ontario

8:00-8:55
DMS 4101

Breakfast & Registration

8:55-9:00
DMS 4101

Territory Acknowledgement
Ivy Bourgeault, University of Ottawa

9:00-9:20
DMS 4101

Feedback Session
Consultation on draft Commitments to Action that will be published as an output of the conference

9:20-10:20
DMS 4101

Levers for Change Panel 2 - Funding, Financing & Remuneration
Systems must mobilize sufficient and reliable funding to enable scalable and sustainable implementation of workforce innovations. The incentives generated by financing and remuneration mechanisms must also be conducive to the achievement of targeted outcomes. This panel will present innovative means of financing health workforce interventions across privately and publicly funded elements of health systems.

Moderator:
Catherine Marchand, University of Kent

Panelists:
Des Gorman, University of Auckland
Sue Birch, Washington State Health Authority
Neeru Gupta, University of New Brunswick

10:20-10:40

Break

10:40-11:00
DMS 4101

Country Poster Pitches

Moderator:
Karen Lawford, Queens University

Australian Poster Pitch Presenters:

- **Ando Kerlen**, James Cook University - A Research Proposal for the Implementation of a Task Shifting Innovation Using a Systems Engineering Approach
- **Richard Colbran**, New South Wales Rural Doctors Network - Enabling Health Workforce Capacity Through Organizational Performance: A Case for Change in the Non-Acute Health Charity Sector

United Kingdom Poster Pitch Presenters:

- **Catherine Marchand**, University of Kent - How General Practice Team Composition and Climate Relate to Quality, Effectiveness and Human Resource Costs: A Mixed Methods Study in England
- **Ellen Schafheutle**, University of Manchester - Pharmacy Integration Fund: Impact of Learning on Advancing Primary Care Pharmacy Professionals' Practice

Canadian Poster Pitch Presenters:

- **Josette Roussel**, Canadian Nurses Association - Nursing Intra-professional Collaboration: A Pan-Canadian Framework

	<ul style="list-style-type: none"> • Adrian MacKenzie, <i>Memorial University of Newfoundland/Dalhousie University</i> - How Do Health Workforce Planners Choose the Planning Models They Use? <p>United States Poster Pitch Presenters:</p> <ul style="list-style-type: none"> • Joanne Spetz, <i>University of California, San Francisco</i> - State-Level Scope of Practice Regulations and Expansion of the Opioid Treatment Workforce • Elizabeth Mertz, <i>University of California, San Francisco</i> - Dental Therapists in the United States: Health Equity, Advancing? 			
11:00-12:00 <i>Breakout rooms</i>	<p align="center">Scenario Breakout 2: Funding, Financing & Remuneration Considerations</p> <p align="center"><i>Working groups apply the funding, financing & remuneration considerations presented by the panel to their scenario.</i></p>			
	<p align="center">Canadian Scenario Working Group <i>DMS 4101 (Right)</i></p>	<p align="center">Australia & New Zealand Scenario Working Group <i>DMS 7170</i></p>	<p align="center">United Kingdom Scenario Working Group <i>DMS 4101 (Left)</i></p>	<p align="center">United States Scenario Working Group <i>DMS 4165</i></p>
12:00-13:00 Lunch & Poster Viewing				
<p>United States Poster Presenters:</p> <ul style="list-style-type: none"> • Christine Everett, <i>Duke University School of Medicine</i> - Primacy Care Clinician Interdependence and Continuity of Care • Hilary Barnes, <i>University of Delaware</i> - Nurse Practitioner Scope of Practice Regulations and Nurse Practitioner Supply • Lauren Byrne, <i>Accreditation Council for Graduate Medical Education</i> - Population Health and Graduate Medical Education: Updates to the ACGME's Common Program Requirements • Susan Chapman, <i>University of California, San Francisco</i> - State Regulatory and Economic Impacts on Psychiatric Mental Health Nurse Practitioner (PMHNP) Practice • Davis Patterson, <i>University of Washington</i> - Do U.S. Medical Schools Use Targeted Admissions to Increase the Number of Doctors in Rural and Remote Underserved Areas? <p>Canada Poster Presenters:</p> <ul style="list-style-type: none"> • Artem Safarov, <i>College of Family Physicians of Canada</i> - The Patient's Medical Home 2019 - A New Vision for Canada • Neeru Gupta, <i>University of New Brunswick</i> - Effects of Pay-For-Performance for Primary Care Physicians on Chronic Disease Outcomes in Contexts of Universal Health Coverage: Systematic Review Through a Gender Equity Lens • Ivy Lynn Bourgeault & Caroline Chamberland-Rowe, <i>Canadian Health Workforce Network</i> - Health Workforce Impact Assessments: A Framework of the Complex, Adaptive Canadian Health Workforce System • Ali Coates, <i>University of Ottawa</i> - In the Absence of Evidence: Thinking Differently About Rural Innovation • Gail Tomblin Murphy, <i>Nova Scotia Health Authority</i> - A Leadership and Managerial Capacity Building Intervention in Morogoro, Tanzania: An Example of Small Scale Promotion of Equity, Diversity and Leadership • Elmira Mirbahaeddin, <i>University of Ottawa</i> - Community Health Workers and Their Role in the Provision of Mental Healthcare in Canada: Case of Peer Support Workers in Ontario 				

13:00-14:00 <i>DMS 4101</i>	<p>Levers for Change Panel 3 - Governance & Regulation</p> <p><i>Scaling-up workforce innovations can present a number of challenges if there is a need to amend existing legal and regulatory frameworks, and to negotiate change within an environment with established social values and professional boundaries. This panel will discuss the value of “right-touch” forms of regulation in support of the implementation of innovative models of care.</i></p> <p>Moderator: Clese Erikson, George Washington University</p> <p>Panelists: Jean Moore, New York Centre for Health Workforce Studies Chris Robertson, Australian Health Practitioner Regulation Agency</p>			
14:00-14:20	Break			
14:20-15:20 <i>Breakout rooms</i>	<p>Scenario Breakout 3: Governance & Regulation</p> <p><i>Working groups apply the governance & regulation considerations presented by the panel to their scenario</i></p>			
	Canadian Scenario Working Group <i>DMS 4101 Right</i>	Australia & New Zealand Scenario Working Group <i>DMS 7170</i>	United Kingdom Scenario Working Group <i>DMS 4101 Left</i>	United States Scenario Working Group <i>DMS 4165</i>
15:20-15:40	Refreshment and Poster Viewing Break			
15:40-16:40	<p>Country Caucuses</p> <p><i>Participants reconvene into their respective country delegations.</i></p>			
16:40-17:15	Free Work Time			
17:15-17:30	<p>Leduc Shuttle Bus</p> <p>From Novotel Hotel (33 Nicholas Street) to Canadian Museum of History (100 Laurier Street, Gatineau) Arrival at Novotel Hotel Entrance: 17:15 Departure from Novotel Hotel: 17:30</p>			
18:00-21:00	<p>Conference Dinner at the Canadian Museum of History</p> <p><i>Reservations must be made by October 4th 2019.</i></p>			
21:00-21:30	<p>Leduc Shuttle Bus</p> <p>From Canadian Museum of History (100 Laurier Street, Gatineau) to Novotel Hotel (33 Nicholas Street) Arrival at Canadian Museum of History: 21:00 Departure from Canadian Museum of History: 21:30</p>			

October 24, 2019 – Conference Day 3

Telfer School of Management, 55 Laurier Avenue East, Ottawa, Ontario

8:00-8:55

Breakfast & Registration

8:55-9:00

DMS 4101

Territory Acknowledgement

Ivy Bourgeault, *University of Ottawa*

9:00-10:00

DMS 4101

Levers for Change Panel 4 – Data & IT Infrastructure

This panel will address the need for investment in the rigorous monitoring and evaluation of health workforce interventions through the use of comprehensive health workforce datasets of sufficient quality to inform the evaluation of workforce innovations. This panel will present promising practices and emerging technologies that enable health workforce data collection, communication and consultation.

Moderator:

Brent Diverty, *Canadian Institute for Health Information*

Panelists:

Christopher Wroath, *NHS Education of Scotland*

Maureen McCarty, *Australian Government*

Maria Mathews, *Western University*

10:00-11:00

*Breakout
rooms*

Scenario Breakout 4: Data & IT Infrastructure

Working groups apply the data & IT infrastructure considerations presented by the panel to their scenario

Canadian Scenario
Working Group
DMS 4140

Australia & New
Zealand Scenario
Working Group
DMS 4130

United Kingdom
Scenario Working
Group
DMS 4101 (Right)

United States
Scenario Working
Group
DMS 4101 (Left)

11:00-11:20

Scenario Prep & Break

11:20-12:00

DMS 4101

Scenario Presentations

Moderator:

Caroline Chamberland-Rowe, *University of Ottawa*

Panelists:

Katherine Checkland, *University of Manchester* - United Kingdom Scenario: Determining the Ideal Primary Care Workforce

Susan Skillman, *University of Washington* - United States Scenario: Evaluating the Use of Apprenticeships in Healthcare

Karen Lawford, *Queen's University* - Canadian Scenario: Strengthening Indigenous Health Workforce Representation

Richard Colbran, *New South Wales Rural Doctors Network* - Australian/New Zealand Scenario: Securing and Sustaining an Adequate Rural Health Workforce

12:00-12:50	Feedback & Lunch <i>Recommendations for the Next Organizing Committee</i>
12:50-13:00	Closing <i>Elder Vincent Kicknosway</i>

October 24, 2019 – Post Conference Writing Retreat <i>Telfer School of Management, 55 Laurier Avenue East, Ottawa, Ontario</i>			
13:00-13:30	Convert Slide Decks and Policy Briefs into Draft Op eds		
13:30-16:00	Outline HRH Articles & Elaborate Workplan		
	Manuscript 1: Policy Levers Working Group <i>DMS 4101 (Right)</i>	Manuscript 2: Scenarios Working Group <i>DMS 4101 (Left)</i>	Manuscript 3: Data Olympics Working Group <i>DMS 4101 (Center)</i>