2023 OHT Impact Fellows Program

Please complete this form to indicate your OHT's interest in hosting an Impact Fellow.

Interested OHTs are encouraged to reach out to program staff early on to discuss potential ideas. OHTs may submit more than one project idea in their EOI, but may only host one Impact Fellow at a time.
Please note that submitting an EOI does not guarantee that the OHT will be matched with a fellow. The Program Team will follow-up with OHTs once Expressions of Interest are submitted to confirm necessary details before sharing these with potential applicants via the program website.

1. OHT Name   Sarnia-Lambton OHT

OHT Location   Sarnia-Lambton

OHT Website (if applicable)   https://www.sarnialambtonoht.ca

2. OHT Primary Contact   Steve Pancino

Primary Contact Email   spancino@sarnialambtonoht.ca

Are you willing to be contacted by prospective Fellows to discuss projects?   Yes

3. Host Mentor   Steve Pancino

Host Position / Title   Executive Lead

4. OHT Priority Areas

The year one priority population for the OHT Impact Fellow is, "Over 55 with chronic conditions (COPD/CHF/Diabetes)". The intent for the first project is to apply a population health management approach to palliative care. This approach to patients with a life-limiting diagnosis (COPD/CHF/Diabetes) aligns with the framework developed by RISE and the Ontario Palliative Care Network around population health. Identifying metrics for a balanced scorecard and program evaluation will be required.

5. OHT Goals

As a mid-year cohort 2 OHT, Sarnia-Lambton is entering its first full year of our strategic and business plan priorities, having established working groups, advisory councils and administrative infrastructure (data/project management/digital) supports. The OHT partners and council have identified the importance of using evidence-based, data-driven methodology to identify projects, measure success, and evaluate impact. One goal will be to develop a balanced scorecard, which will include metrics around population health management, and include measurements on equity, diversity and inclusion.

6. Proposed Projects

At a high level, the aim of the Fellow will be to help lead a series of initiatives that contribute to the

maturation of the OHT project identification, selection, and performance evaluation framework. The Fellow will assist in establishing foundational decision support tools and processes, and also review how the OHT can begin to measure health equity initiatives that do not have traditional healthcare indicators. The Fellow will introduce guiding principles as it relates to the first identified project – applying a population health management approach to palliative care and concurrently, use this experience to develop datasets to lead the implementation of a balanced scorecard. This should include identifying a process through which partners will contribute to the scorecard as necessary. This will involve working with the Service Delivery Working Group(SDWG), the Data, Analytics and Performance Working Group and other OHT groups as necessary (Indigenous, patient and family, etc.). This scorecard will be used across the other OHT projects (CHF, Let's Go Home (LEGHO), Care Transitions, Age-Friendly, etc.). As the SDWG identifies subsequent projects, the Fellow will connect the initiatives of the OHT working groups to the metrics for the current year. Specifically, the Fellow will be instrumental in developing the method in which the OHT will implement priority actions in our business plan (see Appendix A), actions which support our overall strategic plan (see Appendix B). The Fellow will be supported by the Executive Lead, a project management office (PMO), decision support resources, and financial analyst supports already in place. Lastly, the Fellow will assist with establishing the longer term goals of the OHT, including selection of priorities in the Strategic Plan. It is anticipated the Fellow will establish a process for population segregation and identify data sources for information related to the future priority populations of the OHT.

Project Summary

The Fellow will help lead a series of initiatives that will support the adoption and maturation of a decision support and performance evaluation framework. The Fellow will work closely with, and be supported by, a number of OHT working group senior leaders, in establishing a balanced scorecard including equity and diversity measurements and a process for population segmentation to identify specific projects. Upon the end of the term, the Fellow will be responsible for sharing their learnings and will have developed a framework/template which can applied to future projects and initiatives.

7. Desired Competencies

The ideal Fellow is someone who can work both independently and in a team environment, is a self-starter, energetic, eager to learn and adaptable, as this is highly fluid environment. From a technical standpoint they should be familiar working with large health data sets, have knowledge of current best practices in health system performance measurement frameworks (eg. quadruple/quintuple aim), and have experience conducting best practice literature reviews and environmental scans in the relevant areas. The Fellow may be tasked with leading working groups, facilitating large groups of stakeholders and dealing with strong personalities, etc.

Does your OHT Require a Fellow with Bilingual Proficiency?

No

8. OHT Environment

As a mid-year cohort 2 OHT, the OHT was approved in the fall of 2020, however, due to COVID-19, activity did not 'ramp up' until the latter part of 2021 into 2022. Since that time however, the OHT has expanded rapidly, is in "growth mode" and is on target to meet its deliverables. The Fellow will have an opportunity to become involved at the ground level and contribute to the system transformation that is occurring in the OHT. They will have access to required tools, software, databases to complete their work; and, will attend and contribute to the meetings of the various working groups and internal and external stakeholders including the RISE population, health coach, and senior Ontario Health members, as required. The OHT will commit to providing the Fellow with a robust mentorship program working alongside the Executive Lead and senior leaders of the various OHT working groups and the Collaboration Council. The Collaboration Council membership includes the CEO of Bluewater Health (Co-), Executive Director of North Lambton Community Health Centre (Chair), Medical Officer of Health (Public Health), Vice-President of Home and Community Care Support Services (Homecare), General Manager of Long-Term Care, two Primary Care and one Specialist Care physician lead (Hospital and Community), CEO of the Alzheimer's Society (Community Services), CEO of Transform Shared Services

Organization (Digital Health Lead), and Acting CEO of CMHA, Lambton-Kent (Mental Health). The leadership of the OHT represents individuals with a broad range of skills and experiences which should provide the Fellow an opportunity for professional and personal growth, and contribute to a more fulsome understanding of career opportunities in the health system. This is a transformational period of time in the Ontario health landscape.

Preferred Work Arrangement for Fellow

> Flexible depending on candidate needs

9. Opportunities for Professional Growth and Development

The Sarnia-Lambton OHT partners will provide a positive and supportive environment forany Fellow to work in. The system transformation work that is underway is unprecedentedin its goals and aspirations and equally challenging in scope. All complicated by theCOVID-19 pandemic, this presents a unique challenge and opportunity to make meaningfulsystem change.

The Sarnia-Lambton region provides an environment that includes both urban and rural geographies, and a diverse population. The priority population makes the OHT a desirable choice for Fellows interested in chronic disease management, population health, aging, accessibility, and health equity. The nature of the Fellowship program will allow individuals to connect measurement frameworks and metrics to program delivery and collective impact.

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[PDF] APPENDIX B - Strategic Goals….pdf

[PDF] APPENDIX C - 2022-12-01 De… .pdf