

Ontario Health Teams Impact Fellowship Program: Information for Fellows

Timelines

Program launch	January 2023
Applications due	March 24, 2023
Application adjudication	April 2023
Notice of decision	May 2023
Fellowship start date	June 1, 2023
Placement in host OHTs	June 2023 – March 2024

Background

The Ontario Health Team (OHT) Impact Fellowship is a new program for trainees who wish hone their analytic skills while contributing to real-world impact and health systems change. Led by the Dalla Lana School of Public Health at the University of Toronto, the program provides Fellows with a unique opportunity to apply their evaluation and research skills to addressing critical challenges faced by OHTs. In the process, Fellows receive mentorship from health system executives and academic leaders, develop their professional competencies and networks, and contribute to OHT impact and learning across Ontario’s health system.

The OHT Impact Fellows program provides fellows with a ten-month paid experiential training opportunity, where they support the implementation and evaluation of priority projects within OHTs in order to contribute to improved performance, outcomes and system transformation. Each Fellow is paired with two mentors: a health system mentor from an OHT (the “host OHT”) and an academic mentor from an Ontario university.

- The health system mentor is an executive level decision-maker at the host OHT who supervises the Fellow’s embedded project(s), immerses the Fellow within the team, and ensures the necessary connections and enabling conditions are in place to support the Fellow’s success.
- The academic mentor is a faculty member of a graduate training program at an Ontario university with a strong connection to the host OHT and who co-supervises the Fellow and mentors them on matters such as research, interdisciplinary and intersectoral collaboration, publication, and career development.

Additionally, Fellows will receive ongoing training and support throughout their fellowship. Fellows and their supervisors are linked and supported through an OHT Impact Fellows Learning Collaborative, which provides online training, webinars and communities of practice designed to support OHT implementation, evaluation and rapid learning.

During their ten-month placement, Fellows will be exposed to how OHTs work, how health system decisions are made, the role of OHTs in improving health and health system performance, and how

their training and skills can contribute to health systems change. Most significantly, Fellows will directly support OHTs to implement, evaluate and rapidly learn in pursuit of their goal to deliver integrated care that improves population health.

The OHT Impact Fellows program builds on the experience and lessons learned from other embedded fellowship programs, including the [CIHR Health System Impact Fellowship](#) and features opportunities for cross-program learning and engagement for fellows and mentors.

About OHTs

OHTs are a new way of organizing and delivering health care in Ontario. OHTs have been tasked with creating a more connected system of care for patients with improved coordination and navigation across services. This will require transformative changes across the entire health care system. No formula exists for how to do this, so OHTs will need to experiment, adapt, and learn by doing. More information about OHTs can be found on the [Ontario Ministry of Health and Ministry of Long-Term Care website](#).

About OHT Impact Fellows

As OHTs experiment with new models of care, they will need research-trained individuals to help them innovate, implement, evaluate and learn from their own and each other's experiences. OHT Impact Fellows have expertise in cutting-edge evaluation and analytics that can be harnessed to help advance an OHT's goals and priorities, generate innovative solutions grounded in evidence, and help build in-house capacity for evaluation. Specifically, OHT Impact Fellows will support implementation and evaluation of priority projects within their host OHT and support rapid learning across OHTs to foster system adaptation and transformation.

About the Program

Through the ten-month placement within a host organization, OHT Impact Fellows will:

- Support implementation and evaluation of priority projects within OHTs;
- Support rapid learning for improvement across OHTs;
- Build capacity among OHTs for evaluation and the use of data and evidence to inform decisions.

Priority projects provide a focus for Fellow's work during their placement. They are identified by host OHTs based on the host's goals, priority populations, and learning objectives. Sample projects might include helping evaluate a new model of care for frail seniors, supporting rapid learning among integrated care initiatives, developing and testing new performance indicators, etc.

Fellows can expect to spend around 80% of their time embedded with the host OHT working on local priority projects. The remaining 20% of their time will be spent on activities that support learning across OHTs and build evaluative capacity.

Fellows' embedded positions are enriched with customized training components:

- **Pre-fellowship “springboard training”:** An intensive, multi-day workshop held prior to the start of fellowships to help to orient new fellows to the program and each other, to OHTs and their role in the Ontario health system, and to introduce the skills and concepts fellows will need to succeed in their positions (e.g., implementation science, patient engagement, learning health systems).
- **Cohort training:** Through cohort meetings and webinars involving all fellows, OHT Impact Fellows will have access to ongoing professional development and applied research skills training, mentorship and support and have regular opportunities to connect with and learn from each other and fellows from other embedded fellowship programs, such as the CIHR Health System Impact Fellowship.

Objectives

The OHT Impact Fellows program is expected to:

- Provide OHTs with highly trained personnel who can bolster health system research and evaluation capacity and support the implementation, evaluation and rapid learning within and across OHTs.
- Build capacity in OHTs for implementation, evaluation and evidence-informed decision-making, helping set the stage for a learning health system in Ontario.
- Provide trainees interested in transformative health system work with opportunities for advanced training, experiential learning, mentorship, and participation in a cohort of emerging leaders, thereby improving their career preparedness, leadership skills and impact potential.

Eligibility

Individuals with a doctoral degree completed within the last six years are encouraged to apply. The degree should be in health services and policy research or a related field such as epidemiology, health economics, population health, public health, or social studies of medicine.

Individuals with a graduate degree in health services and policy research or a related field AND who hold a professional degree (e.g., MD) or have at least five years of relevant professional experience in health and social service related settings are also encouraged to apply.

Funds available

The stipend for the fellowship is \$60,000 over the ten month fellowship. An additional \$7,500 professional development allowance is included for professional development, training and research. The number of fellowships is contingent on funding.

Conditions of Funding

- Proof of PhD completion: Official confirmation (via a letter from their Program Director or equivalent) that they have completed their PhD requirements (PhD graduation, PhD oral defense or will complete within the first six months of the fellowship (by December 2023).
- Alternatively, for applicants with a (research) graduate degree and a professional degree or at least five years of relevant professional experience, please provide:
 - Proof of graduate degree completion
 - Proof of professional degree completion, if applicable
 - Summary of relevant professional experience
- OHT Impact Fellows must participate in all program activities, including the orientation Bootcamp and other training and networking opportunities offered throughout the placement. A schedule of activities will be shared following the fellowship notice of decision.
- OHT Impact Fellows must participate in reporting requirements, including competency development tracking and a mid and final award report. Reporting details will be shared following the funding start date.
- Contribute to evaluative activities through the OHT Central Support Programs: Fellows must support the OHT Central Evaluation, by serving as liaisons for the Central Evaluation team to facilitate access and data collection. More information will be shared at the at the funding start date.

Review criteria

Achievements, potential and motivation of the applicant:

- Professional experience, achievements and leadership potential
- Academic achievements and activities, and relevance of these to OHT Impact Fellows objectives
- Strength, clarity and relevance of the applicant's statement of motivation for applying, including their interest in embedded training experience within an OHT and conducting rigorous applied evaluations and analyses within OHTs; preparation and qualifications for the OHT Impact Fellowship; and personal learning and career objectives and value-add of the fellowship to applicant's career objectives
- Quality of the writing sample
- Strength of the letters of recommendation

How to apply

Stage 1 – Application package

Applicants should provide the following:

- An up-to-date CV
- A personal statement (max 1000 words max) that addresses the applicant's:

- interest in embedded training experience specifically within the OHT context and conducting rigorous applied evaluations and analyses within OHTs;
- preparation and qualifications for the OHT Impact Fellowship, including the relevance of their PhD and other related training; and
- personal learning and career objectives and value-add of the fellowship to applicant's career objectives.
- A writing sample (max 1500 words). This can be an article, report excerpt, chapter from the applicant's thesis or dissertation, or other scholarly work. If there are co-authors, the applicant must clearly indicate which sections of the sample they wrote or were the lead author for.
- Two letters of recommendation (aligned to the review criteria), signed and on official letterhead.
- Up to three choices, rank ordered, for preferred OHT host and brief rationale for each selection (max 200 words per selection)

Stage 2 – Interviews

Applicant packages will be reviewed for completeness and alignment with the review criteria. Applicants that advance in the review process will be invited to participate in a series of interviews. These will be held virtually a few weeks after the deadline for applications.

More details will be provided to applicants who advance in the review process.

Application Instructions- OHT Impact Fellows Program

The application form for OHT Impact Fellows can be found by visiting:

<https://ohtfellows.ca/apply/be-a-fellow/>

Eligibility

- 1. Completion of a PhD in health services and policy research or a related field within the past 6 years.**

Include an official confirmation letter from the Program Director or equivalent that PhD requirements have been completed or will be completed by December 2023 (proof of PhD graduation, or scheduled PhD oral defense). OR

Completion of a relevant graduate degree AND a professional degree or have at least five years of relevant professional experience.

Include proof of graduate and professional degree and summary of relevant academic and professional experience.

2. Personal Statement (Maximum 1000 words)

The personal statement should address the applicant's interest in embedded training experience specifically within the OHT context conducting rigorous applied evaluations and analyses within OHTs; preparation and qualifications for the OHT Impact Fellowship, including relevance of their PhD and related training; and personal learning and career objectives and value-add of the fellowship to applicant's career objectives.

3. Applicant CV

Please upload in application form.

4. Writing sample (max 1500 words)

The writing sample can include an article, report, excerpt, or chapter from the applicant's thesis, dissertation, or other scholarly work. If there are co-authors, it must be clearly indicated which sections of the sample the applicant wrote or were the lead author for.

5. Letters of recommendation

Please include two letters of recommendation signed and on official letterhead. Referees should draw from specific experiences or interactions that they have had with you the applicant, describe your fit with the program, and outline your specific strengths and accomplishments."

6. Preferred Host OHT (if applicable)

Applicants may identify up to 3 OHTs with whom they wish to work. For each OHT, please include a brief rationale for why you would like to be hosted there.

7. Are you able to work in an OHT that is bilingual or primarily French-speaking?

Please indicate if you are bilingual in English and French

8. a. Are you interested or open to working in a Northern community?

While some Northern OHTs may be open to a virtual or hybrid working model, Candidates who are able to be based in or travel to Northern OHTs may be preferred by other Host OHTs.

b. Are you interested or open to working in a rural community?

While some rural OHTs may be open to a virtual or hybrid working model, Candidates who are able to be based in or travel to rural OHTs may be preferred by some Host OHTs.

9. Please describe any experiences and/or transferable skillsets that you could apply to working in or with Northern or rural communities.