



OHT Impact Fellows Program

Please complete this form to indicate your OHT's interest in hosting an Impact Fellow. Refer to the [Call for Hosts](#) for instructions.

The deadline for EOIs is May 25, 2021.

Interested OHTs are encouraged to [reach out to program staff](#) early on to discuss potential ideas. OHTs may submit more than one 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.

1. OHT Name	Brampton Etobicoke (BE) OHT
OHT Location	Brampton, Bramalea, Malton, North Etobicoke, West Woodbridge
OHT Website (if applicable)	N/A
2. OHT Primary Contact	Saleem Chattergoon
Primary Contact Email	Saleem.chattergoon@williamoslerhs.ca
Are you willing to be contacted by prospective Fellows to discuss projects?	<input type="button" value="Yes"/>
3. Host Mentor	Saleem Chattergoon
Position / Title	Director of Integrated Health Systems / BE OHT Secretariat Lead

4. OHT Priority Areas

The BE OHT would benefit from an OHT Impact Fellow who can focus on the following priorities:

1. Population segmentation with an emphasis on equity
2. Designing and implementing an integrated care model
3. Program evaluation

Interest or skillset in health equity frameworks and data analysis to support the above three priorities would be of interest to the BE OHT.

5. OHT Goals

1. Define population segments for frail elderly patients/clients in the BE OHT, then design, implement and evaluate an integrated care model for the chosen population segment. The integrated care model should ensure the diverse population of the region is contemplated, measured and evaluated, including leveraging the OHT's Diversity Framework.

2. Develop an evaluation framework for existing integrated care projects that can be scaled and spread

to additional OHT projects as the OHT matures.

3. Define an additional priority population and its segments for the OHT to consider as the next population of focus.

6. Proposed Projects

The BE OHT proposes to utilize the OHT Impact Fellow for a two-fold purpose:

1. Conducting data analysis, research and making recommendations to inform the development, implementation and evaluation of an integrated care model for the frail elderly population. This would include identifying population segments within the frail elderly population, and understanding the social determinants of health for this population specific to the BE OHT's catchment area. While data around some social determinants of health (e.g. material deprivation) are available for the BE OHT, COVID-19 has demonstrated that there are further nuances to the drivers behind health outcomes (e.g. underemployment, etc.) that are less understood. For this reason, the BE OHT is creating an equity and diversity framework to ensure that the diverse population of the region is contemplated, measured and evaluated, starting with the frail elderly population. The BE OHT would benefit from the advanced knowledge and skillset of a fellow to analyze large, complex data sets from a variety of sources to generate key themes/drivers of health outcomes that will help support the development of an integrated care model and a corresponding framework for evaluation.

2. Create and implement an evaluation framework for current OHT initiatives that can be adapted for future OHT projects. In October 2020, the BE OHT launched the SCOPE Program (Seamless Care Optimizing the Patient Experience). Initially developed by Women's College Hospital, the SCOPE program is a hotline that provides primary care providers to access phone advice to various acute specialties and community supports for urgent patients (requiring intervention with 24-48 hours). Since program launch, basic metrics have been collected but a formal evaluation framework has not been created or implemented to understand the impact of the project on the Quadruple Aim. Understanding the types of data that need to be collected (e.g. qualitative and quantitative) and identifying appropriate indicators would enable the OHT to measure the impact of projects on the Quadruple Aim. The goal is to adapt the evaluation framework for future OHT projects/initiatives. Depending on the timeframe that the OHT Impact Fellow is available, the High Intensity Supports at Home Plus (HISH+) project, a project that provides long-term care supports at home, may also be evaluated.

Project Summary

The BE OHT is launching a population health management approach for the frail elderly population. You will have a unique opportunity to contribute to the BE OHT by:

1. Developing, implementing and evaluating integrated care models for a chosen population segment within the frail elderly population, which includes rapid learning and improvement during implementation. The integrated care model should ensure the diverse population of the region is contemplated, measured and evaluated, including leveraging the OHT's Diversity Framework.

2. Creating and implementing an evaluation framework for current integrated care projects that can be adapted to future OHT projects.

7. Desired Competencies

The types of competencies the BE OHT is seeking in an OHT Impact Fellow include:

1. Stakeholder engagement
2. Ability to analyze large data sets from a variety of data sources
3. Quality improvement / process improvement [e.g. PDSA cycles]
4. Understanding and interest in of health equity, diversity and inclusion
5. Project management

Does Your OHT Require a Fellow with Bilingual Proficiency?

No

8. OHT Environment

The BE OHT has fostered a strong, collaborative work environment with a commitment to equity, diversity and inclusion. Under the leadership of the BE OHT Collaboration Council (equivalent of a steering committee), the Secretariat is the core group that connects the work of the OHT. The OHT Impact Fellow would be integrated into the Secretariat Team for the duration of their tenure. While the Secretariat Lead would be the OHT Impact Fellow’s formal mentor, the collaborative nature of the BE OHT would allow the OHT Impact Fellow to work closely with all other members of the Collaboration Council. The Collaboration Council members hold executive level leadership roles in their respective organizations and they, in addition to the Secretariat, have extensive experience mentoring Master’s Students from IPHME, DeGroot and Rotman, and other staff in various capacities.

As noted previously, the OHT Impact Fellow has an opportunity to join dedicated leaders across the care continuum to design a population health management approach to integrated care from the early stages into implementation.

Preferred Work Arrangement for Fellow

Flexible depending on candidate needs

9. Opportunities for Professional Growth and Development

The BE OHT will support the professional growth and development of an OHT Impact Fellow in a number of ways, including:

1. Interact and foster connections with executive level leaders from across the care continuum
2. Learn how to translate specialized skills developed through their academic career to solve current, real-world problems in the industry
3. Seek opportunities to share their work with the BE OHT to various forums and learning collaboratives.