



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	Western Ontario Health Team
OHT Location	London and Middlesex County, Ontario
OHT Website (if applicable)	https://lprimarycare.ca/ontario-health-teams/
2. OHT Primary Contact	Amber Alpaugh-Bishop
Primary Contact Email	Amber.Alpaugh-Bishop@westernoht.ca
Are you willing to be contacted by prospective Fellows to discuss projects?	Yes
3. Host Mentor	Matthew/Shannon Meyer/Sibbald
Position / Title	MEYER: Assistant professor in Epidemiology and Biostatistics at the Schulich School of Medicine and Dentistry, Adjunct professor in the Interfaculty Program in Public Health and at the Ivey Business School and SIBBALD: Associate Professor Health Sciences and Family Medicine; Associate Scientist Lawson Health Research Institute

4. OHT Priority Areas

WOHT is seeking a fellow to support the ongoing implementation and development of an evidence-based evaluation framework and associated performance measurement plan. One of the main foci of this evaluation will be supporting the development and application of a primary care access metric. WOHT is a strong interprofessional team committed to health equity, quality improvement, and population health, through a co-design approach. We use a health-equity driven quadruple aim as a guiding framework to develop our care pathways. The fellow will be heavily involved in primary care engagement as well as patient and family member engagement.

5. OHT Goals

The goal for the fellowship is to create an evidence-based performance measurement plan relevant to our local context. The framework should consider both process and outcome indicators and be adaptable as WOHT implements care pathways and moves to maturity. We want to embed rigorous

and systematic evaluation with an aim to improve patient and provider health system experience, patient health outcomes, health equity and value for per-capita cost. A key facilitator of this is enhancing communication, engagement and buy-in of our primary care sector. The fellow will support primary care sector engagement to support co-design and development of performance indicators.

6. Proposed Projects

The fellow will be engaged in a series of interrelated projects supporting the development of an evaluation framework and performance measurement plan with a focus on primary care engagement. The framework will include measures to assess process (e.g., system operation), formative (e.g., the growth of the OHT and related strategies) and outcomes (e.g., the impact of the WOHT in the five components of the health equity-driven quadruple aim). Emphasis will be given to measures that assess enhanced primary care access particularly to unattached patients as this was articulated as a priority area in our OHT application.

With the support of the WOHT team and local partners, the fellow will have the opportunity to participate in all aspects of the development and implementation of the evaluation framework and will lead a portion of the work (to be determined with the fellow, aligned with their interests, skills, and desired learning goals). The fellow will be integral in designing the project - which we anticipate will include both qualitative and quantitative methods (i.e, a blend of various methods such as interviews, focus groups and surveys).

The fellow will also lead a literature search and environmental scan to support framework development.

The fellow will be integral in supporting primary care engagement. Our experience has shown us that one of the main barriers to successful implementation of integrated care models has been a lack of primary care engagement. Within the WOHT environment, the primary care sector has come together to form a common voice through the forming of the London Middlesex Primary Care Alliance (LMPCA). The fellow will work directly with LMPCA both to understand current perceptions of engagement and to support continued engagement. The fellow will inform the development of a primary care engagement strategy that is expected to enhance primary care access in the coming years.

Throughout the entire year, the fellow will lead and support various knowledge translation activities including research briefs, presentation to working groups, and communicating with leadership.

Project Summary

The fellow will be engaged in the design of an evaluation framework and performance measurement plan with a focus on primary care engagement strategies that aligns with the WOHT's commitment to a Health Equity-Driven Quadruple Aim. Working with our OHT team, local stakeholders (including patients/clients, caregivers, and providers), and local researchers, the fellow will select an area of the Framework or Plan that aligns with their personal interests and goals; for which they will be responsible. The fellow will engage in integrated knowledge translation and co-design throughout the duration of the fellowship, with opportunities to present and publish work.

7. Desired Competencies

The ideal candidate should be comfortable navigating ambiguity and have experience in integrated care and/or health services research. Ideally, the fellow will have strong communication skills with experience in stakeholder engagement. The fellow will be expected to complete progress reports every 3 months and meet with supervisors regularly.

In addition, the fellow should have experience in, or interest to learn about:

- establishing relationships with a variety of stakeholders (including communication plans).
- healthcare quality improvement, performance measurement and/or evaluation
- theories of implementation and evaluation sciences
- qualitative, quantitative (survey design and analysis) and/or mixed methods approaches.

While having a clinical background would be an asset, it is not a requirement.

Other important characteristics:

- Adaptable, flexible, open to new challenges and manage multiple projects simultaneously.
- experience working in diverse and interdisciplinary teams
- passion for improving equitable access to high quality healthcare

Does Your OHT Require a Fellow with Bilingual Proficiency? No

8. OHT Environment

The WOHT is in the stage of implementation and early development, an excellent opportunity for a fellow to engage, advise and support our diverse team. WOHT partners have established a direction/vision on the practice side setting the stage for a fellow to provide academic knowledge and subject matter expertise to implementation and evaluation of the WOHT vision.

The WOHT has well-established clinical and administrative partnerships that will support the growth and development of a fellow. The fellow will also be supported by academic and research expertise which have underpinned WOHT development. The fellow will work closely with two supervisors: Dr. Meyer is an assistant professor in Epidemiology and Biostatistics at the Schulich School of Medicine and Dentistry as well as an adjunct professor in the Interfaculty Program in Public Health and at the Ivey Business School. Dr. Sibbald is an Associate Professor within the Faculty of Health Sciences and the Schulich School of Medicine & Dentistry. Dr. Meyer and Sibbald co-chair the local population health coalition, an interdisciplinary group that supports and advises WOHT on the inclusion of Population Health principles (including equity and diversity) within OHT development. The fellow will join the Coalition during the fellowship and have access to all members to support the proposed projects. The fellow will also work closely with Janet Dang, the Primary Care Transformation Lead of the London Middlesex Primary Care Alliance (LMPCA). Dang will provide access to primary care leaders within the region, as well as access to the Ontario Primary Care Council and informal South West primary care regional networks.

The fellow will also work closely with other program and project leads (notably Amber Alpaugh-Bishop). As the project develops, the Fellow will have the opportunity to work with these individuals to understand the challenges and opportunities within healthcare system transformation.

Preferred Work Arrangement for Fellow Flexible depending on candidate needs

9. Opportunities for Professional Growth and Development

The fellow will develop and apply communication, leadership, and teamwork skills within the context of a complex and adaptive system. This Fellowship is designed with flexibility to accommodate the growth and development goals of the successful candidate. The fellow will be an integral member of our team, learning first-hand important skills in health system transformation. The fellow will be supported by and integrated into existing leadership and planning committees including local, regional and provincial entities which will be a great opportunity to apply their academic experience and feel the impact of their work more closely. As a multi-organization/partner group, WOHT is an ideal environment to accelerate professional growth and career readiness. WOHT is committed to excellence in health systems transformation through an equity and quality lens offering the fellow a valuable learning environment. The fellow will be engaged with system stakeholders, developing critical connections and networking opportunities for network development.

10. Additional Information

Kindly find attached the Western Ontario Health Team Strategy, 101 orientation slides, Terms of References for the WOHT Coordinating Council and our Patient, Client, Care Partner Council.

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