



RECRUIT & RETAIN

The Canadian Recruit and Retain Conference

Thunder Bay, Ontario, Canada
January 15-17, 2014

Conference Partners



Northern Ontario School of Medicine
École de médecine du Nord de l'Ontario
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European Union
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Canadian Foundation for Healthcare Improvement
Fondation canadienne pour l'amélioration des services de santé

Canadian Recruit and Retain Conference Statement

Remote Rural Recruitment Retention Recommendations

The Canadian Recruit and Retain Conference brought together seven European partners from the Recruit and Retain Northern Periphery Programme project (funded from the Europe and Regional Development Fund) with Canadian colleagues to share experiences and initiatives focused on the recruitment and retention of health and other public sector workers in the remote rural parts of the far north of northern countries in Europe and in Canada. The Canadian Foundation for Healthcare Improvement (CFHI) joined the Northern Ontario School of Medicine (NOSM) in hosting the conference, which took place in Thunder Bay, Ontario, 15-17 January 2014.

Plenary presentations and parallel sessions explored key issues and identified important priorities for successful workforce retention and recruitment in remote rural areas. As a result, we, the conference participants, present the following observations and recommendations.

Observations:

- ACCESS to health care is THE remote rural health issue.
- Overproduction of health professionals in urban areas does not overflow into remote rural areas and does not resolve health workforce challenges or ensure that remote rural health services address community needs.
- The issues and opportunities for recruitment and retention for the broader public sector in remote rural areas are similar to the health sector.
- Remote rural areas across Canada and Northern Europe have more in common than differences.
- There is no single solution to resolve the inadequate workforce supply.
- The interplay of influencing factors vary over time and each factor requires a specific strategy. Multiple initiatives that each brings incremental improvements ensure an overall major impact.
- Distributed education and training initiatives in remote rural areas are necessary to achieve successful retention and recruitment but are not sufficient on their own.



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Improvement
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services de santé

Recommendations:

- Build partnerships and collaborations across remote rural areas to contribute to successful retention and recruitment in both the health and broader public sectors.
- Establish cross jurisdictional collaborations to enhance successful recruitment and retention initiatives.
- Create service models in remote rural communities that are developed locally to respond to community needs.
- Use robust data that are enhanced and interpreted by local knowledge in Human Resource planning.
- Engage communities, in the form of active community participation, to contribute to successful retention and recruitment, as well as to enhanced education and services.
- Develop initiatives that address both family and social issues, as well as personal and professional aspects of working in remote rural areas, to contribute to the successful retention and recruitment of health and public sector workers.
- Focus on responding to community needs, including opportunities for enhanced skills training and support systems for remote rural career development, in postgraduate education for remote rural health care.
- Provide mentoring for new recruits into remote rural health practice.
- Taylor enhanced skills training for established rural practitioners.
- Connect integrated networks of expertise across remote rural areas to add strength to postgraduate education and service delivery.
- Use communication technology to greatly enhance education, professional support, mentoring, networking and family support across and between remote rural areas, which strengthens both professional and social connectedness.

Conclusion:

The Canadian Recruit and Retain Conference created a network of individuals and organizations linked by a common purpose and commitment to success in recruitment and retention of health and other public sector workers in remote rural areas.

We commend these observations and recommendations to public sector agencies, governments and others with an interest in achieving a sustainable and high quality remote rural workforce.

Thunder Bay, Ontario, Canada
January 2014