



The Development of an Alberta Workforce Planning Strategy for Rehabilitation

Presenter: Joyce Vogelgesang

The starting point

The rehabilitation professions recognize that a shared vision and a collaborative approach to addressing workforce planning issues is the best way to achieve a positive outcome for the public, employers, educators and professions.



Workforce Planning Forum

- Inform stakeholders about the provincial planning framework
- Inform stakeholders about relevant work in other health professions
- Identify areas and recommendations for future work
- Identify next steps including roles and responsibilities



Forum Participants

- Regulators and professional associations
- Educators
- Employers
- Government
- Union
- School board
- Other professions



Forum Outcomes

- Identification of key areas
- Important discussion to continue
- Challenges
 - Priority items
 - Who best to champion further work?



Rehabilitation Workforce Planning Committee

- Rehabilitation colleges/associations
- Therapist assistant association/academic program
- Faculty
- Rehabilitation managers
- Private practice
- School board
- Government



Committee Purpose

Develop a strategic workforce plan for rehabilitation to promote inter-professional service-based planning that will facilitate the delivery of sustainable, accessible and quality rehabilitation services using the right provider, at the right time, in the right place.



Committee Objectives

- Guide the development of a strategic workforce plan
 - Align to the provincial health workforce plan framework
 - Identify existing workforce planning initiatives
 - Build on these initiatives
 - Understand factors that impact workforce planning
 - Identify best practices
 - Identify partners
 - Facilitate communication
 - Provide input on provincial/regional initiatives



Work Completed

- Environmental scan of current practices and initiatives in rehabilitation workforce planning in Alberta
 - Initiatives underway or systematic approaches to workforce planning
 - Current activities which address supply
 - Recruitment and/or retention strategies
 - Interest, capacity or need for long term planning
 - Key trends in rehabilitation service delivery that influence planning



Work Completed – con't

- Documentation of Alberta's rehabilitation workforce data
 - Supply
 - Demographics
 - Education
 - Employment
 - Migration patterns
- Identification of gaps in data



Conclusion

- Partnership model
- Connecting people with a common interest
- Opportunity to gather and document information about the rehabilitation workforce
- Unintended consequences
- Emerging Issues
- Together we can make a difference



Presenter

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