# Integrated primary care workforce planning in the City of Toronto:
## Co-development and operationalization of a fit-for-purpose planning toolkit

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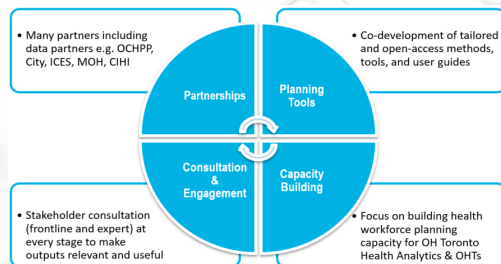
SCAN ME

## OBJECTIVES

To address disparities in access to integrated primary care in the City of Toronto, Ontario Health Toronto and the Canadian Health Workforce Network **co-developed a comprehensive regional-level workforce planning process.**

The goal was to design and operationalize an **evidence-informed toolkit for integrated, multi-professional, needs-based primary care workforce planning** tailored to Toronto's unique core needs and challenges of population mobility, population growth and physician retirement.

## APPROACH

**Phase 1 – Toolkit Development (2017-2018)**

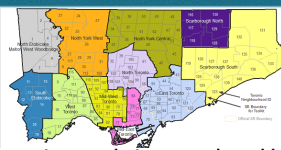| Targeted review and assessment of existing models | **+** | Environmental Scan and assessment of available data sources |

**Phase 2 – Toolkit Operationalization (2019-Present)**

Operationalizing a first cycle of integrated, interprofessional, needs-based primary care workforce planning
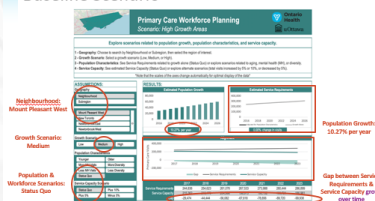
## TOOLKIT

- Modules
- Maps, Tables & Charts
- Neighbourhood Profiles
- Service Requirement Dashboard
- Service Capacity Dashboard
- Interactive Dashboards



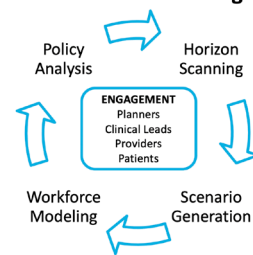SUB-REGION AND NEIGHBOURHOOD PROFILES



**Interactive Population Growth Dashboard**
*Baseline Scenario*

## METHODOLOGY

**Overview of the Planning Process**

Policy Analysis — Horizon Scanning

**ENGAGEMENT**
Planners
Clinical Leads
Providers
Patients

Workforce Modeling — Scenario Generation

Workforce modeling uses data from multiple sources to assess alignment of population health needs with workforce service capacity for each neighborhood from 2016 to 2026.

## FACILITATORS

- Many partners including data partners e.g. OCHPP, City, ICES, MOH, CIHI
- Co-development of tailored and open-access methods, tools, and user guides
- Stakeholder consultation (frontline and expert) at every stage to make outputs relevant and useful
- Focus on building health workforce planning capacity for OH Toronto Health Analytics & OHTs

Partnerships | Planning Tools
Consultation & Engagement | Capacity Building

Broad consultation and engagement with a focus on building partnerships and capacity

## IMPACT

The approach will help OHTs, providers, planners, stakeholders:

– Understand about the **patients they are serving, where they come from**, and their **primary care needs**

– Estimate the **primary care resources needed** for their patients

– Identify **future emerging needs that could be addressed by OHTs**, considering population growth, demographic shifts, provider retirement, and changing practice patterns

– **Inform strategies to transform care** by testing a range of relevant scenarios

– **Build capacity for primary care planning**

Ontario Health Toronto

RCPS — CHWN
Réseau canadien des personnels de santé
Canadian Health Workforce Network