### Healthcare Practitioner Support Community Toolkit

Saskatchewan Healthcare Recruitment Agency



## Land Acknowledgment

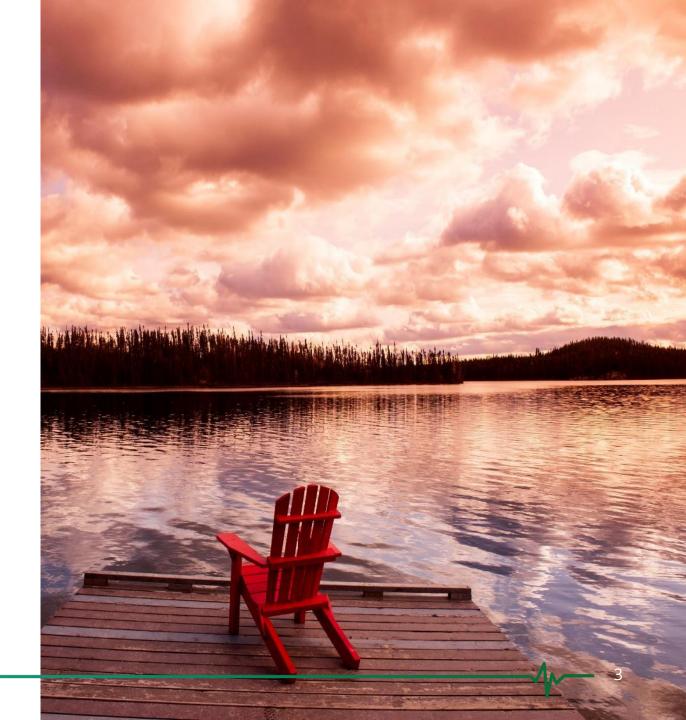
We recognize that our work takes place on the traditional territory of First Nations and Métis people, and includes Treaties 2, 4, 5, 6, 8, and 10.





### About us

- The Government of Saskatchewan established the Saskatchewan Healthcare Recruitment Agency to focus on the recruitment of health professionals.
- Our team helps connect qualified professionals with the Saskatchewan Health Authority, the Saskatchewan Cancer Agency and other health employers.
- The Agency assists with the settlement and retention of healthcare workers, working with stakeholders to support local efforts.





# **Our Core Activities**

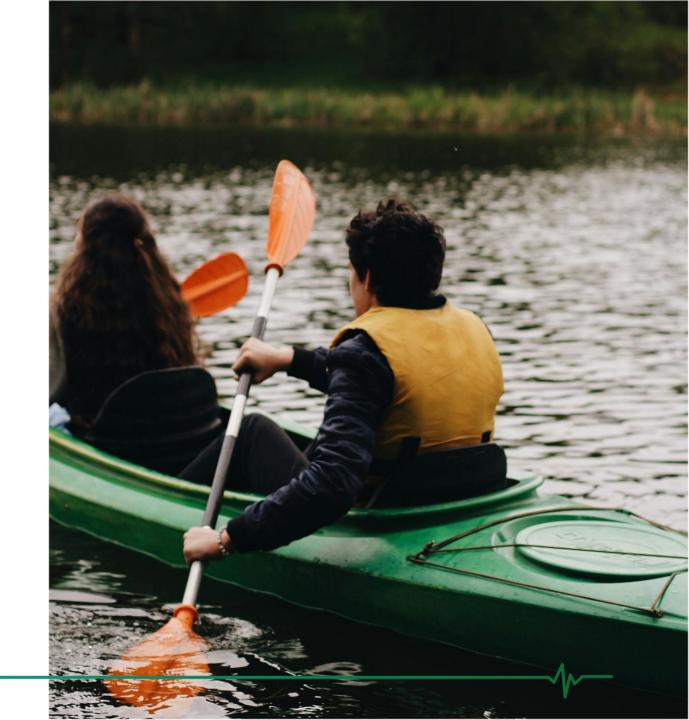
- Support employers by sourcing high priority health professionals for Saskatchewan's healthcare system needs, including hard-to-fill vacancies and support hiring needs for service expansion.
- Serve as a primary resource for health employees, students, job seekers, and international recruits seeking healthcare careers and job opportunities in the province.
- Analysis of key issues and opportunities, recruitment strategies, best practices, and innovative initiatives in sourcing and attracting a qualified workforce to the health care sector.
- Contributing to a positive experience for new health workers by working with all stakeholders on settlement and retention strategies.





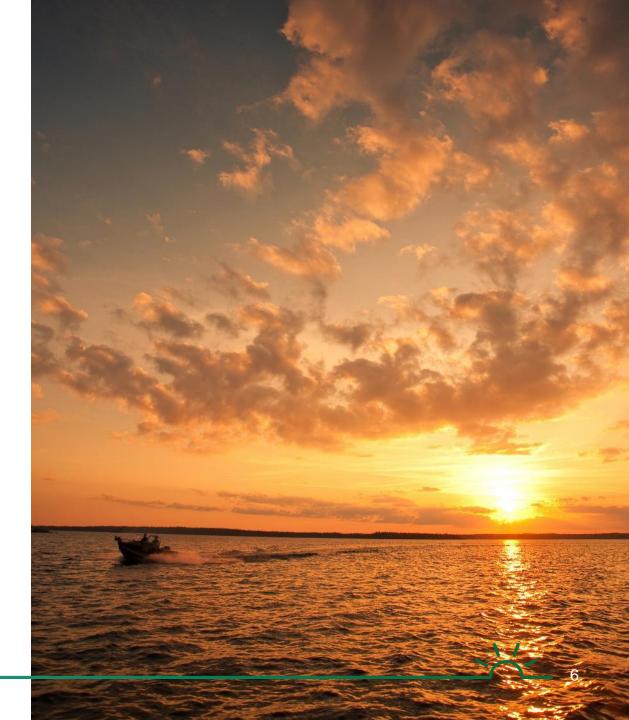
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## Engagement

- The Agency conducted an extensive literature review to learn best-practices and advance our understanding of successful retention and recruitment strategies for healthcare practitioners.
- Q Met with communities who are involved with supporting healthcare workers at the local level.
- $\bigcirc$  Incorporated feedback from stakeholders, such as SARM, to have diverse perspectives on the toolkit.
- Consulted with SARM and published callout in weekly/monthly editorials seeking feedback from communities to further support the toolkit.





### Learnings

#### HEALTHCARE TEAMS

Practitioners prefer to work in teams, where collaboration with colleagues and support can be obtained

#### WORK/LIFE BALANCE

Healthcare professionals are seeking to have a sustainable balance of employment responsibility and personal time

#### **APPRECIATION**

A feeling of being appreciated in the community is valued by health professionals and can help the retention of the practitioner

#### INTEGRATION

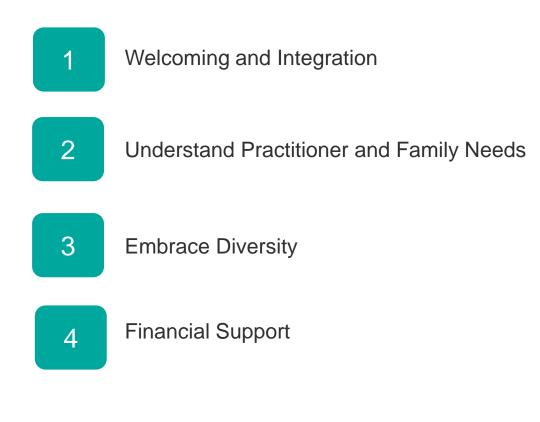
A welcoming and inclusive community is desired by healthcare providers and their family, where they can participate in community and create relationships

#### FAMILY

The family of the healthcare provider is looking to have enjoyment in the community they are joining, and be able to find employment, if desired



### **Considerations for Community Involvement**





Arcola Retention and Recruitment Committee





# **Community Spotlight**

Amund Otterson – Mayor of Shellbrook







### We want to hear from you!

Please get in touch with the Agency to share stories of your community, to provide input on the toolkit or to learn more.

Phone: (306) 933-5000 Toll free: 1 (888) 415-3627 Email: <u>info@saskhealthrecruitment.ca</u> Web: <u>http://saskhealthrecruitment.ca/</u>

FOLLOW US







# Thank you!

