Health System Impact Fellowships: Information Webinar

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1. Key Messages

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Key Messages
Key Messages: Details

✓ A NEW opportunity for post-docs designed to support stronger and broader career readiness and greater health system impact

✓ 37 Fellowships are available – it’s worth applying!

✓ A partner resource tool is available to help you find a “host” health system partner organization. Start engaging now. Many organizations have a March 27th contact date deadline.

✓ Final application to CIHR is due May 23rd, 2017 (NEW: note, deadline extended from May 9th to May 23rd)
Key Messages: Why apply?

- Contribute your skills to solving real world health system challenges on the ground – effect change!
- Contribute to advancing a culture and appetite for evidence-informed health system improvement and an affinity for research within health system organizations – build capacity!
- Develop professional experience and transferrable skills to elevate your career readiness
- Become part of a new national cohort of fellows and health system leaders - extend your professional networks and broaden your career horizons
- Experience a career outside the traditional academic environment
- Keep at the forefront of research developments by maintaining a portion of your time for academic research (up to 30%)
- Invest in your potential as a future health system leader
Background context
The Canadian Health Services and Policy Research Alliance (CHSPRA): training modernization is a top priority

**Mission**: Build and sustain an integrated pan-Canadian health services and policy research community that adds value to the health of Canadians and health services for Canadians.
The Case for Training Modernization

Our end goal: A learning health system that harnesses the full talents of highly-trained, PhD-trained individuals for continuous health system improvement

How do we get there?

Today’s trainees are tomorrow’s leaders. Let’s equip them with the competencies needed to make meaningful societal contributions and be at the forefront of scholarship, leadership and impact

Most PhD graduates (>80%) work outside of academia but very few PhD programs include competencies related to professional skills or experiential learning opportunities

Let’s modernize HSPR training programs to equip the next generation of leaders with the skills, competencies and experiences for broader career readiness and maximum health system impact
Growing interest in modernizing PhD programs for broader career readiness
“Health policy and services research in Canada is leading internationally on so many fronts and needs to continue to demonstrate that leadership in the training and development domain by broadening our skills and approach”

~ Consultation Informant (University)

“We need to carefully consider if we are building the supply and capacity that fits the market need or the labour market reality”

~ Consultation Informant (Employer)
The Strategy’s 7 Key Directions

1. Strategic Oversight, Engagement and Communication

2. Enriched Competencies

3. Pan-Canadian Curriculum and Course Materials

4. Experiential Learning Opportunities

5. New Grant Evaluation Criteria

6. Access to New Funding Linked to Curriculum and Competencies

7. Tracking and Social Media Marketplace

Modernized HSPR Doctoral & Post-Doc Education
Enriched Core Competencies

**Prof. Skills**
- Leadership, mentorship & collaboration

**Project Management**

**Interdisciplinary work**

**Networking**

**Negotiation**

**Analysis & Evaluation of health & health-related programs & policies**
- Analysis of data, evidence & critical thinking

**Research & Analytic Skills**
- Understanding & comparing health systems & the policy making process
- Knowledge translation, communication & brokerage
- Change management & implementation
Implementing the Strategy

- Training Modernization
- Start-Up Grants
- Health System Impact Fellowship Awards
- Health System Impact Doctoral Awards

Pan-Canadian Curriculum with enriched core competencies

Student-Led Data Platform: Tracking Career Trajectories
The Health System Impact Fellowship
Objectives

• Support impact-oriented career paths and elevate the career readiness of individuals with a PhD in HSPR or related fields through experiential learning and other program enhancements*.

• Expand and enrich the traditional post-doctoral training environment by engaging health system and related organizations in preparing a cadre of promising PhD graduates for successful careers.

• Provide health system and related organizations with direct opportunities to realize and harness the benefits that PhD-trained individuals can bring to such organizations.
*Program features: experiential learning in a health system organization and:

- National cohort of HSI Fellows and their health system and academic leaders
- Professional Training Program grounded in the Alliance’s enriched core competencies
- Networking and mentorship opportunities with health system and academic leaders from across the country
Duration and Amount

1 yr

$70,000 stipend

$10,000 allowance (professional development training & research)

2 yrs

$70,000 stipend per year ($140,000 total)

$15,000 allowance total ($10,000 yr 1 + $5,000 yr 2 professional development training & research)
Funds available: 37 Awards!!!

Total: $2,700,000 total (~37 fellowships).

1 yr awards

- **West**: $280K = 5 awards
- **Central**: $392K = 7 awards
- **East**: $112K = 2 awards

2 yr awards

- **West**: $217K = 2 awards
- **Central**: $434K = 4 awards
- **East**: $217K = 2 awards

**CIHR-IA** $224K = 4 awards
**CIHR-IAPH** $112K = 2 awards
**CIHR-ICRH** $112K = 2 awards
**CIHR-III** $112K = 2 awards
**CIHR-IPPH** $168K = 3 awards

**FRQS** $120K = co-fund up to $30K per year
**Mitacs** $200K = co-fund up to $26K per year
Funds available: partners (2/2)

- Partnered funding model → 70:30
- 70% comes from CIHR (IHSPR, IA, IAPH, ICRH, III, IPPH), FRQS & Mitacs
- 30% (min*) comes from the applicant’s host partner organization**

*organizations may contribute more than 30% to the fellow’s stipend if desired
**In NB, the NBHRF has partnered to cover the 30% contribution for public and NFP organizations, and half of this for private sector organizations
Eligibility

Am I eligible?
Applicant eligibility (1/3)

- PhD graduate in HSPR or related program (e.g., population & public health, health economics, political science, public policy, epidemiology, etc.)
- Completed PhD ≤ 5 years prior to application deadline (May 23, 2017) or will complete by start date of fellowship (Sept 1, 2017)
- Be affiliated with an eligible CIHR institution by start date of fellowship (Sept 1, 2017)
- Be a Canadian citizen, permanent resident or citizen of another country but undertaking fellowship at a host partner organization located in Canada
Eligibility (2/3)

✓ Applicant must have a Primary Supervisor that is a **senior-level decision maker from a health system or related employer organization*** in Canada (and who is a different individual than the academic supervisor) that has committed to:

✓ Provide the applicant with a 1 or 2 year experiential learning opportunity and specify the percentage of the fellow’s time that will be committed to the program (70 - 100%), as well as professional mentorship, training and supervision;

✓ Provide the minimum 30% host employer partner organization contribution;

✓ Attest that the applicant is not a current or past employee of the host employer partner organization.
Eligibility (3/3)

✓ Applicants must also have an **academic supervisor** who has a full academic appointment (not status only) with a university-based **graduate training program in Canada** and who specializes in HSPR or related fields (and who is a different individual than the senior-level decision maker supervisor) committed to:

   ✓ Protect at least 70-100% of the applicant’s time for experiential learning within the host partner organization;
   
   ✓ Provide academic supervision for the remaining percentage of time on research projects/programs, if applicable;
   
   ✓ Provide the fellow with access to the enriched pan-Canadian HSPR curriculum or equivalent training that aligns with the **enriched HSPR core competencies**.
What is a health system or related host partner organization?

• A public, private for-profit, or not-for-profit/charitable organization at the local, regional, provincial/territorial or federal/national level that is part of the system of organizations, institutions, services and resources that contribute to: direct service delivery; mandated quality monitoring; the development of policy that affects the health of individuals, populations and/or the health system; the development or provision of technologies/products; or consulting services aimed at improving health outcomes and/or health system effectiveness and efficiency.

• Non-exhaustive examples include national health or health-related organizations, Indigenous health organizations [community-based or other], ministries of health, hospitals, health authorities, quality councils, public health organizations, health charities, consulting firms undertaking health or health-related work, pharmaceutical companies, health-related professional associations, etc.
Host partner resource tool

- Health system and related organizations are enthusiastic to host fellows → 38 top notch organizations have expressed interest and are in our partner resource tool
- **Review their profiles and reach out to organizations of interest** (note key dates in profiles – often **March 27**) with your CV and professional goal statement → **START NOW!!!**
- Check back, as more organizations are joining (ICES, PHAC, NB Department of Health, OLTCA)
- **Tool is an optional resource** – applicants can alternatively reach out to their own self-identified organizations

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Engaging with organizations

**Identify** organizations of interest (think about your research interests and career goals)
- Review the profiles of the 38 organizations in the **partner resource tool** or self-identify an organization

**Contact** organizations of interest.* Contact more than one.
- If the organization is in the partner resource tool, contact information is included along with details of what to initially send and a deadline date for initial contact

**Discuss** details with the organizations: does their impact goal and identified need (proposed program of work) align with your interests, strengths and goals? If a mutual fit with an organization is established ….

**Develop** the application with substantive input from the organization. **Review the Evaluation Criteria and How to Apply sections** early and in detail.

**Apply** for the fellowship by May 23, 8pm EST
How and when to contact organizations

1. Pay attention to each organization’s “Important Dates” – initial contact for many is March 27 (some sooner)

2. What is “initial contact?” It’s simple! For organizations in the partner resource tool, send them 3 things by the contact date (along with your email expression of interest):
   - Your CV
   - 1 page description of your top professional and academic achievements relevant to the fellowship
   - 1 page professional goal statement

For other organizations, we have a backgrounder with program details you can share.

3. Contact multiple organizations, discuss, explore, move forward with one
An Example

• I’m completing my PhD and plan to defend in Spring 2017. My PhD is in health economics and my thesis looks at quality in long-term care (LTC).

• My career goals are to work within the system to effect evidence-informed policy and/or quality improvement, in LTC or home & community care more broadly.

• I review the partner resource tool and see that a LTC home in New Brunswick, York Care Centre (YCC), the Ontario Long Term Care Association (OLTCA), and Saint Elizabeth in Toronto are included. I also notice the Canadian Foundation for Healthcare Improvement (CFHI) specified the frail elderly as a priority area of interest. I see YCC, CFHI & Saint Elizabeth have a March 27 contact date and OLTCA has an April 5 date. I send them emails asap expressing my interest and requesting the opportunity to meet to discuss, and attach my CV, 1 page career goal statement, and 1 page of top professional & academic accomplishments relevant to the fellowship, emphasizing the value I believe I could bring to their organization.

• I think about other organizations of interest that are not on the list and approach them too. I really want this fellowship to help accelerate my career!

• I’m happy that I’ve already begun work on my application, as the goal statement and 1 page top accomplishments are required parts of my CIHR application! I’m also happy that I’ve established initial relationships with these organizations.
Upcoming timelines

HSIF comp. launches
Applicants & host partner orgs engage
Info webinars
App. deadline to CIHR
Notice of decision
Fellows start with host partner orgs
Fellows and their mentors attend first national cohort meeting


*Mar 27 date for contacting most of the organizations in the partner tool
Review Criteria
Review Process: Review Criteria

1. Achievement, abilities and potential of the fellow
   • Professional accomplishments & academic excellence

2. Strength, clarity, and relevance of fellow’s professional goal statement
   • Professional goals & expectations of HSI Fellowship

3. Program of work proposal
   • Extent to which it addresses a critical challenge/impact goal faced by the host partner organization and the clarity, scientific merit and potential for impact of the proposed plan & clear and feasible work plan

4. Strength, quality and clarity of learning environment and support
   • Host employer organization’s commitment to professional development and mentorship & academic supervisor’s commitment to training and support – both in alignment with CHSPRA’s enriched core (professional) competencies
How to Apply
(note: read the details in the funding opportunity!)

• 6 page application (excluding references, letters of support, etc)
• The application must be structured with the following headings (consistent with the review criteria):
  • Professional and Academic Accomplishments and Abilities (1 page max.)
  • Professional Goal Statement (1 page max.)
  • Proposed Program of Work (3 pages max.)
  • Environment and Support (1 page)
• The application must also include:
  • CIHR Academic CV for applicant and academic supervisor + Knowledge User CV for health system supervisor
  • 2 letters of support: 1 from supervisor from host partner organization & 1 from supervisor from academic institution
  • 2 letters of reference (“sponsor letters”) from individuals who can attest to your capabilities and potential and who are not your proposed health system and academic supervisors
  • Work plan table
  • ½ page relevance description of your PhD program
Contact the host partner organizations featured in partner resource page

Typically March 27, 2017 (some sooner, some later. Start now!!)

Application Deadline

May 23, 2017, 8 PM EST (extended from May 9)

Anticipated Notice of Decision

July 27, 2017

Funding Start Date

September 1, 2017
Key Resources

- **Training Modernization Strategy**

- **Training Modernization resource page**, including links to enriched core competencies and more: [http://www.cihr-irsc.gc.ca/e/50024.html](http://www.cihr-irsc.gc.ca/e/50024.html)

- **Health System Impact Fellowship funding opportunity**: [https://www.researchnet-recherchenet.ca/rnr16/vwOpprntntyDtls.do?prog=2630&view=currentOpps&type=EXACT&resultCount=25&sort=program&all=1&masterList=true](https://www.researchnet-recherchenet.ca/rnr16/vwOpprntntyDtls.do?prog=2630&view=currentOpps&type=EXACT&resultCount=25&sort=program&all=1&masterList=true)

- **Health System Impact Fellowship: Host Partner Organization Profiles** (resource page):
  - [http://cihr-irsc.gc.ca/e/50223.html](http://cihr-irsc.gc.ca/e/50223.html)

- **Frequently Asked Questions**: will be posted online soon. In meantime, email [support@cihr-irsc.gc.ca](mailto:support@cihr-irsc.gc.ca)
Thank you

Questions? Discussion?
Thank you

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