# **Vision**

A resilient and sustainable health care system that can provide every Albertan with access to a "health home" that can deliver the care they need when and where they need it

PILLAR 1
Retain and Support



PILLAR 2

PILLAR 3

PILLAR 4 Strengthen PILLAR 5

Evolve



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#### Objectives

- Improve support for workforce well-being and safety
- 2. Support independent physician practices
- 3. Build a more diverse, equitable, and inclusive workforce
- 4. Create environments that help retain a skilled workforce

# Key Actions

- Strengthened programs to support employee safety and build more diverse, equitable and inclusive workplaces
- New supports for rural physicians to encourage practices in underserved regions
- Expanded supports for employee wellness, including increasing accessibility to mental health resources and identifying the signs of burnout in staff proactively

# Objectives

- Increase opportunities for internationally educated health care workers
- 2. Attract and recruit health care workers to rural, remote, and underserved areas
- 3. Provide fair and competitive compensation

# Key Actions

- Streamlined entry pathways for internationally trained health care professionals to supplement the Canadian trained workforce
- Focused recruitment strategies to address service gaps across the province, emphasizing consistent hiring practices for skilled and in-demand professionals

#### Objectives

- Grow the province's postsecondary capacity to educate future health care workers
- 2. Expand opportunities for existing health care workers to gain new education, skills, and credentials

# **Key Actions**

- New educational investments for nurses, health care aides, allied health professionals, and physicians
- Increased focus on mental health training programs to meet the growing needs for accessible mental health services

#### Objectives

- Refine roles, responsibilities, and processes for proactive health workforce planning
- Better leverage data and analytics to make evidenceinformed workforce planning decisions

#### Key Actions

- New capacity for provincial workforce planning, including data-driven forecasting, that will provide direction for provincial workforce strategies
- Long-term planning capacity for province-wide strategic planning and program implementation

#### Objectives

- Support and enable innovative, more sustainable models of care
- 2. Implement tools and processes to optimize the use of staff
- 3. Leverage digital tools to increase access to care

#### **Key Actions**

- Encouraging new care models that allow nurse practitioners, community pharmacists, and other professionals to support primary care teams
- New anesthesia care delivery models that will increase workforce capacity to deliver surgeries and manage waitlists
- New emergency medical services (EMS) models to improve service capacity and reduce response times

