

# OHT IMPACT FELLOWS PROGRAM

Information Session

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Ross Baker, Patrick Feng, Meghan McMahon,  
Angela Del Monte  
University of Toronto

# OHT IMPACT FELLOWS

## Goal

To support evaluation  
and learning across  
Ontario Health Teams

In order to  
succeed, OHTs  
require support  
tailored to their  
local context

Impact Fellows  
provide timely,  
hands-on support  
to OHTs based  
on local needs

# PROGRAM OVERVIEW

Modelled on CIHR's *Health System Impact Fellowship* program

Up to 12 fellows placed in Ontario Health Teams (OHTs) each year

Fellows work on projects of high priority to their host OHT and support local implementation and evaluation

The fellowship cohort supports learning across OHTs and receives ongoing training and mentorship

# BENEFITS

## Benefits for Fellows

- Embedded fellowship within an Ontario Health Team (OHT).
- Advanced training in evaluation, implementation science, and related topics.
- Mentorship and networking opportunities with health system leaders.

## Benefits for Host OHTs

- Access to a fully-funded research fellow.
- Hands-on support for local implementation and evaluation.
- Develop local capacity for research and data analytics.
- Share learnings with other OHTs and contribute to a community of practice.

# PROGRAM COMPONENTS

Matchmaking

Training

Embedded  
Research

# Matchmaking

Applicants are matched with host OHTs based on skills and need

## Applicants

PhD-trained  
or Master's + professional degree

Identify areas in which they would like  
to work

Applicants are vetted to form a  
candidate pool

## OHTs

Interest and capacity to host a Fellow

Identify a project that aligns with OHT  
priorities and goals

Hosts are reviewed to determine  
readiness for program

# Training

Each Fellow is paired with a host mentor and an academic mentor

## Impact Fellow

Fellowship trainee

Supports implementation of a local priority project

+

Supports OHT-wide evaluation

## Host Mentor

Senior decision maker at host OHT

Identifies priority project

+

Connects Fellow with OHT staff

+

Oversees and supports uptake of Fellows' work

## Academic Mentor

Faculty member (any Ontario university)

Ensures rigorous research and evaluation

+

Mentors for competency & career development

# Embedded Research

Fellows support implementation and evaluation across OHTs

## Host OHT

Support local implementation

*Results in:*

Accelerated priority projects

+

Increased capacity for evaluation and evidence-informed decision-making

## OHT Network

Support OHT-wide evaluation

*Results in:*

Shared learning across OHT network

+

Insights to add to central evaluation



# FELLOWS & HOSTS

Role of Impact Fellows and  
Host OHTs

# MEET OUR FELLOWS!



Since its launch in 2021, the program has placed fellows in 23 OHTs across Ontario

These fellows have worked on a wide range of projects, on topics such as:

- Digital health
- Population health management
- Primary care
- Quality improvement

# WHO ARE OHT IMPACT FELLOWS?

- Highly skilled evaluators
- Combine rigorous academic training with real-world experience
- Apply evaluation, analytic and critical appraisal skills to health system challenges
- Build evaluation capacity and accelerate learning across health teams



Natalie Dimitra Montgomery, PhD  
*Frontenac Lennox & Addington OHT*



Mulugeta Bayisa Chala, PhD  
*Middlesex London OHT*

Priority given to  
OHTs that have not  
yet hosted a fellow

WHO CAN  
HOST?

Ontario Health Teams that have not yet hosted a fellow can apply this round

Interested OHTs should:

- Identify a project that:
  - Aligns with OHT goals and priorities
  - Would benefit from an Impact Fellow
  - Help advance the OHT as a whole
- Have the capacity to effectively host and mentor an Impact Fellow
- Be committed to using evaluation for continuous learning and improvement

## HOST PROJECT CHECKLIST

Does the proposed project:

- Align with the OHT's goals and priorities?
- Address one or more of the OHT's priority populations?
- Advance the OHT's current workplan?
- Benefit from skills in evaluation, analysis and/or critical appraisal?
- Have clear goals and outcomes?
- Allow for rapid feedback and learning?
- Support the OHT's goals and priorities in a meaningful and impactful way?
- Link to one or more OHT building blocks?

# HOW TO APPLY

Application process for  
Fellows and Host OHTs

## APPLICATION PROCESS: ONTARIO HEALTH TEAMS

- OHT submits an Expression of Interest by Feb 24
- Eligibility:
  - OHTs who have not yet hosted a fellow can apply
- Prospective OHT hosts must:
  - Identify a priority project and host mentor
  - Show how project aligns with OHT priorities and building blocks, and show how it would benefit from an Impact Fellow
  - Demonstrate capacity to host and mentor an Impact Fellow

# APPLICATION PROCESS: FELLOWS

## Three-staged process

- Candidate applications due March 10
- Invited interview
- Matched with OHT

## Eligibility

- PhD completed within last six years
- OR
- Graduate degree AND professional degree or 5+ years of relevant professional experience

## Applicants

- Must demonstrate interest in embedded training experience and conducting rigorous applied research within OHT environment
- Northern or rural experience are esp. encouraged to apply



# MATCHMAKING PROCESS

Applicant files screened and reviewed to form candidate pool

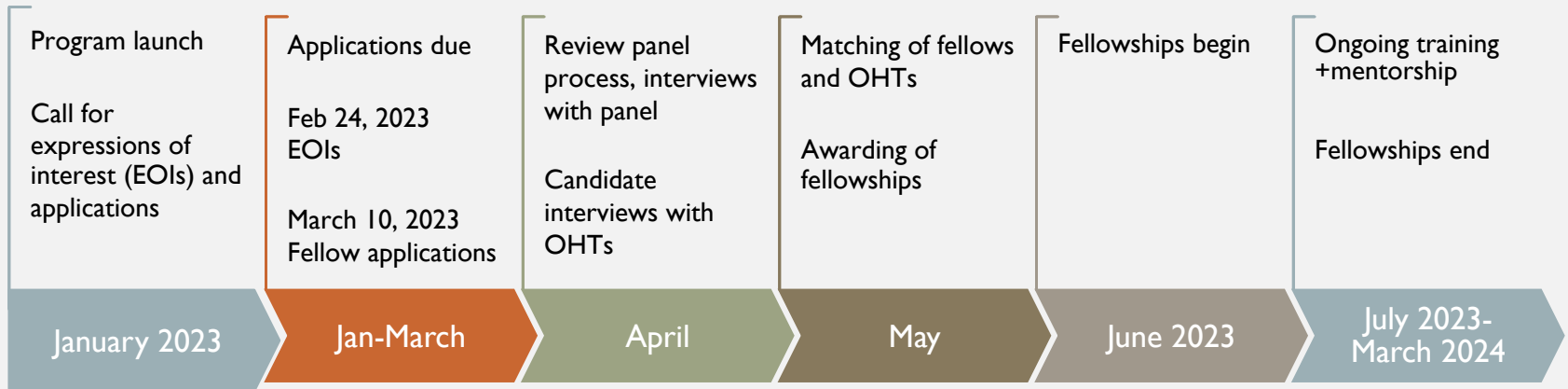
Shortlisted candidates interviewed by review panel

Top candidates meet with potential host OHTs

Input from candidates and OHTs reviewed and matches generated

# TIMELINE

## ROUND 3



# RESOURCES

- Website: <https://ohtfellows.ca>
- Email: [ohtfellows@utoronto.ca](mailto:ohtfellows@utoronto.ca)
- Contacts:
  - Angela Del Monte, Program Manager
  - Ross Baker, Program Co-lead
  - Patrick Feng, Program Co-lead
  - Meghan McMahon, Program Co-lead

# Q&A