

Human Health Resources Planning & Research



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Joining with others such as Dietitians of Canada and the Dietetic Education Leadership Forum of Ontario, we have worked to identify barriers and opportunities to increasing the number of people who enter the dietetics profession.

In 2008, the CDO Council formally approved an additional object in keeping with its duty to serve and protect the public interest:

- To engage in and facilitate, with appropriate partners, human health resources planning and research

The College has been very active in fulfilling this new object, especially in bringing attention to the shortage of Registered Dietitians in Ontario. Joining with others such as Dietitians of Canada (DC) and the *Dietetic Education Leadership Forum of Ontario*, we have worked to identify barriers and opportunities to increasing the number of people who enter the profession. Years of advocacy can be fruitless, but this has not been the case for dietetics in Ontario over the past year. I am so delighted to share with you exciting projects that will make a difference.

ONTARIO HEALTH HUMAN RESOURCES DATABASE

Having just completed your renewal, you are well aware of the information about your practice that is now collected on your renewal form. Annually, demographic information is culled from the renewal forms and is transferred anonymously to the Ministry of Health and Long-Term Care for a multi-professions database. In time, this multi-professions database will be available to people undertaking research, tracking trends and planning for a sufficient supply of health professionals in the right places to serve people in Ontario.

MAPPING THE SUPPLY OF RDs IN ONTARIO

The College and Dietitians of Canada are now engaged with the Ministry of Health and Long-Term Care to describe the supply of RDs in Ontario including the patterns of in-migration and out-migration at the various bridging points from education into practice and throughout practice years (e.g., number of students completing university programs and completing practicums, members registering from Ontario and other provinces, and numbers leaving Ontario and the profession). This data mapping is a first step to creating a health human resources model for planning. There is a potential of continuing the work to estimate and compare supply trends against future needs for Registered Dietitians in Ontario.

TASK FORCE ON DIETETIC EDUCATION

Most exciting, is the establishment of the *Task Force on Dietetic Education in Ontario* to address the long-standing problem of the bottleneck that exists as graduates of food and nutrition programs seek access to dietetic practical education (Masters practicums and internships). HealthForceOntario, reporting to the Ministry of Health and Long-Term Care, working with the Ministry of Training Colleges and Universities, has funded the Task Force

to develop models of education that would ensure that qualified students graduate from their programs meeting the education requirements for registration with the College. Educators, RDs, DC, and the College, as well as others with expertise in professions education will develop the models, consult with stakeholders and make recommendations for implementation. For more information go to:

<http://www.dietitians.ca/DownloadableContent/Public/Ontario-TaskForceCommunicationNov2010.aspx>

EXPANSION OF DIETETIC INTERNSHIP PROGRAMS

With funding from the *Ontario Diabetes Strategy*, the Ministry of Health and Long-Term Care has provided funds to expand six internship programs, creating 28 new internship positions, increasing the total internship positions to 100. Ontario's Masters programs and the *Internationally Educated Dietitians Pre-registration Program* provide approximately 40 additional practicum positions. The funding is planned for two years beginning this Fall. DC is administering the contract and all programs are collaborating to support the expansion and jointly develop tools to increase efficiency.

Did you know?

Health professions regulatory colleges in Ontario have 10 explicit objects under the *Regulated Health Professions Act* (RHPA), which relate to establishing, maintaining and enforcing dietetic practice standards and include:

- registration
- quality assurance in dietetic practice
- competence and continuing competence
- ethical conduct
- handling complaints and reports

Dietitians may be less familiar with the following objects added with the 2009 amendments to the RHPA:

- developing, establishing and maintaining standards and programs to promote the ability of members to respond to changes in their practice environments, advances in technology and other emerging issues;
- promoting and enhancing relations between the Colleges and its members, other health profession colleges, key stakeholders, and the public;
- Promoting inter-professional collaboration with other health professions colleges.

Practice Assessors Needed in Districts 5 and 6

The College of Dietitians of Ontario is looking for Assessors for the Peer and Practice Assessment (PPA) component of our Quality Assurance (QA) Program. We provide training, financial compensation and reimbursement of travel and expenses incurred as a result of the assessment.

You must:

- be a member in good standing in Districts 5 or 6;
- have 5-10 years experience and be currently working as a clinical dietitian, food service administrator, director of a department or in the public health sector either as a dietitian or public health nutritionist;
- have excellent communication skills (written and verbal);
- be a superior interviewer;
- be fluent in English or bilingual;
- have a driver's license and be willing to travel within your district or a nearby district; and
- be proficient at using the computer and common software such as word processing, spread sheets and calendars.

Responsibilities:

- Attend the College's training for assessors March 2011.
- Sign a confidentiality agreement with the College and adhere to the College's confidentiality policy.
- Adhere to the College's conflict of interest policy.
- Schedule and conduct a semi-structured interview with a member who is required to complete a practice assessment using the CDO guide.
- Report your findings using electronic forms and a laptop computer.
- Conduct on average five assessments from April to June 2011.
- Participate in the Colleges evaluation of the Peer & Practice Assessment.

If you are interested in an assessor position, submit a letter of application and your résumé by fax or email to:

Sue Behari McGinty, QA Program Manager,
Fax: (416) 598-0274
beharis@cdo.on.ca.