

# The North Star

AHS North Zone Recruitment Update

## Partnership spurs physician recruitment in Cold Lake

Municipalities, foundation and business team up to attract and retain doctors

When Mayor Craig Copeland says his community supports new physicians, he seriously means it. Recently, he told an incoming doctor to “call if you need anything”. What the doctor needed was a ride from Brooks, in southern Alberta, to Cold Lake — so Copeland drove down to fetch him.

“I could not imagine that Mayor Craig would drive seven hours to fetch me from Brooks where I completed my assessment to bring me to Cold Lake,” says Dr. Roger Katambua. “This is proof of his commitment to bring more physicians to the community.”

This level of dedication to creating a warm welcome has inspired an exciting new partnership in Cold Lake to attract and retain more doctors — and so far it’s brought eight new doctors to the community, with more on the horizon. Partners in the project include



Hearts for Healthcare, Imperial Cold Lake, the City of Cold Lake and the MD of Bonnyville.

“The whole community is a part of showing physicians what we have to offer — and helping them to make those connections to feel a part of things,” says Copeland. “If a physician is bringing their family, we’ll ask what kind of school they’ll looking for and we’ll make the introductions. Our schools take it from there and they do a great job welcoming new families.”

Working together to attract new physicians is proving a winning approach for Cold Lake and shows the value of thinking about healthcare professionals as people with families, interests and a need to feel part of their new community.

This recruitment and retention partnership, spearheaded by Hearts For Healthcare, also brings together funding for doctors who may need support to bridge the gap between their arrival in the community and the start of their practice.

We have created this Recruitment Update – *The North Star* – to share our efforts, our successes, our plans, and to collaborate with our communities in recruiting and retaining healthcare professionals.

### Resource: Websites

Rural healthcare positions, posted on the [AHS Careers Site](#)

[Student Work Experience](#)

[AHS Temporary Service Disruptions](#)

Rural Health Professions Action Plan ([RhPAP](#))

### Upcoming events

Feb. 8: Town Hall with Boyle & Area residents

May 29-Jun. 2: Alberta Rural Health Week



[More info HERE](#)

## Internationally Educated Nurses

AHS is focusing on recruiting Internationally Educated Nurses (IENs) to areas of greatest need, starting with communities across North and Central Zones. The first group of IENs are expected to arrive in Alberta by late spring 2023.

The aim is to support IENs as they adapt to new environments, which will be key to ensure they have meaningful experiences living and working in our communities. Our local partners can assist with welcoming these new faces and their families into the community.

AHS's priority is removing as many barriers as possible for IENs to work join its workforce. AHS teams are working with IENs every step of the way, from

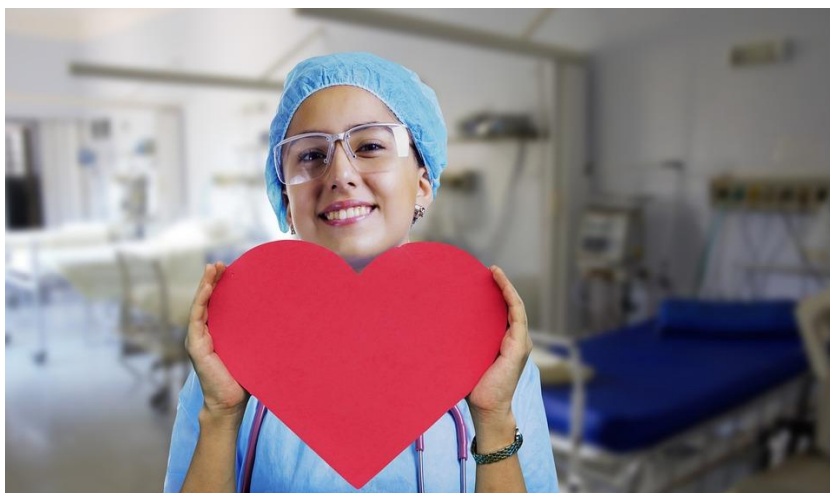
the moment they apply through to assessment, immigration and integrating them into our workforce and communities. We have identified multiple opportunities to expedite the process by removing barriers for IENs through interjurisdictional partnerships, rapid recruitment pathways and integration planning.

Overall, we anticipate the new process will reduce the time it takes to hire an IEN from two years to six months, placing Alberta at the forefront of IEN recruitment nation-wide.

Since launching recruitment campaigns in four countries in September and two more in January 2023, AHS has received over 1,400 IEN applications. We anticipate 15 to 20 per cent of these applicants will meet requirements to work as a RN in Alberta.

### AHS at Career Events & Info Sessions

- University of Manitoba 4<sup>th</sup> Year BScN Information Session
- Northwestern Polytechnic – Grande Prairie Campus Career Fair
- University of Western Ontario Rehabilitation Therapy Career Fair
- McMaster University Rehabilitation Therapy Career Fair
- MacEwan University 4<sup>th</sup> Year BScN Information Session
- Medicine Hat College 4<sup>th</sup> Year BScN Information Session
- Keyano College 4<sup>th</sup> Year BScN Information Session
- Queens University Rehabilitation Therapy Career Fair



### Employee Profile

#### Site Manager

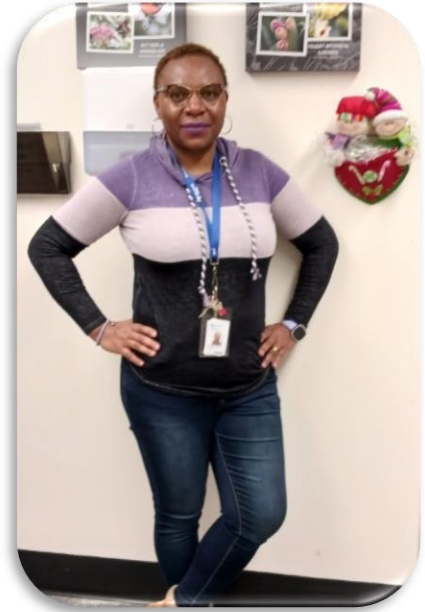
When Emmy Tabufor left Edmonton for Wabasca, in northern Alberta, she found that moving to a small town can be like joining a big family. “People reach out to you first, engage in friendly conversation, and even offer you food or invite you to their activities!”

Even more heartwarming was the experience her children had at their new school. “Their first impression brought tears of joy in my eyes. Their schoolmates asked if they wanted to be friends, wanted to meet up at the

swimming pool the next day—experiences they never had in the city before.”

Emmy has taken on the role of Site Manager at the Wabasca Healthcare Centre and is excited to be part of offering top-quality healthcare to her new community.

She says, “AHS provides patient-centered care with quality and safety being at the forefront of all they do. I find that, with AHS, no patient is left behind.



### Career Profile

#### Primary Care Paramedic

Primary care paramedics may treat patients by administering some medications, utilizing basic life support (BLS) airway

adjuncts, and engaging in semi-automated defibrillation. They may lead BLS crews in delivering clinical care during patient transport or at emergency scenes.

Primary care paramedics often work in highly stressful emergency situations. Their work is performed before patients reach a hospital, between health-care facilities and before they are seen by Emergency Department staff. At some sites, much of their time may be spent in ambulances,

transporting injured or ill people to hospitals, urgent care centres or other health facilities. In other locations, they provide care to patients in an emergency room setting.

Primary care paramedics play an important role as members of the inter-professional health care team. In the course of their work, they collaborate with other emergency medical personnel, physicians, nurses and other health professionals.

[!\[\]\(28f72b996fc97883dfd9d4e8b1b16b4e\_img.jpg\) More about becoming a primary care paramedic](#)



In AHS' North Zone



11,000+ Employees



500+ Physicians



22 Rural Students (Fall 2022)



353,000+ Emergency Dept visits/year



### Community Profile

#### Boyle

AHS operates the Boyle Healthcare Centre, a hospital and healthcare facility. Ambulance services for the County are located in Boyle and cover the communities of Athabasca, Lac La Biche, and Thorhild as well as the village itself.

Northeast of Edmonton, the prairie gives way to a multitude of varying-sized lakes and waterways. Here sits the peaceful village of Boyle, guarded to the east by a forest which thins out to the north, with grain fields and pasture land to the west.

Boyle offers a relaxed, rural lifestyle for people of all ages. This community has all the basic amenities, including shops, professional services, hospitality, restaurants, sports and recreation facilities. There is one school for kindergarten to grade 12, while nearby Athabasca offers a range of post-secondary courses through the Athabasca University and Northern Lakes College, or Portage College in Lac La Biche.

Boyle residents love to get outside. Several lakes are within about an hour's drive, and a few within fifteen minutes, making water activities like swimming, boating, water skiing, and fishing popular pastimes. There's also an extensive trail system within Athabasca County for hikers, bikers, and horseback riders, as well as quads, dirt bikes, or snowmobiles in the winter.

There are a variety of social, community, hobby and sports clubs including golf, baseball, hockey, and figure skating. The community also has kids clubs for boys and girls, including 4-H, Beavers, Cub Scouts and Scouts Canada, Brownies and Girl Guides. Events such as the annual rodeo, Canada Day celebrations, and local festivals bring street dances, show and shines, games and activities for children of all ages.

➤ You can learn more about this community by visiting the [village of Boyle](#) or the [Athabasca County websites](#).

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Recruitment Campaign: Global

## Live and play across Alberta

We are hiring U.S. nurses in communities across the province.

Apply Today



## Recruitment Campaign: Nursing New Grads

Nursing students and new graduates qualify for a range of positions.

Find your match below.



Undergraduate Nursing Employees

For students actively enrolled in an accredited nursing education program leading to initial entry to practice as a Registered Nurse or Registered Psychiatric Nurse. You must have completed a minimum of 450 hours of clinical practice in an accredited nursing education program.



Graduate Licensed Practical Nurses

Graduates who have completed an accredited Licensed Practical Nurse education program and are active or eligible for registration and practice permit with the College of Licensed Practical Nurses of Alberta (CLPNA).



Graduate RNs and RPNs

Open to those who have completed an accredited Registered Nurse/Registered Psychiatric Nurse program and are active or eligible for registration and practice permit with the College and Association of Registered Nurses of Alberta (CARNA) or the College of Registered Psychiatric Nurse of Alberta (CRPNA).

### Recruitment Campaign: AHS Website

A career in rural Alberta means working closely with interdisciplinary professionals, building a career that suits your lifestyle, and developing meaningful relationships with patients and the community. From mountain towns, to the agricultural hubs of the grasslands, you'll find unique stories and a rich history in each of these villages, towns, and cities.



### AHS Careers Video: Why Rural



#### Alberta Health Services (AHS) Careers – Why Rural?

Alberta Health Services • 216 views

Across the province AHS is providing care to patients and families. In small towns to our most northern small cities, rural healthcare providers are making a difference. Work to your full scope...

[Alberta Health Services \(AHS\) Careers – Why Rural? - YouTube](#)