



# MAKING IT WORK

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RECRUIT & RETAIN

...a 7-year international partnership building investment recommendations and practical tools for administrators, supported by evidence and grounded in Northern, rural and remote experience



Northern Periphery and  
Arctic Programme  
2014-2020



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# A Strong Partnership



- A 7-year collaborative
- Working Groups Currently in 5 Northern Periphery Countries
  - Norway, Sweden, Canada, Iceland and Scotland
- All Working Groups consist of Northern, rural, remote residents with a range of expertise
  - Doctors and other Health Professionals
  - Hospital CEOs and other Health Care Administrators
  - Regional Health Services Authority Administrators
  - Academics with expertise in Rural Health, Health Services Reform, Rural and Remote Workforce Demographics

...with a deep understanding of the importance of ensuring local relevance of policies and practices to all stakeholders



# Current Implementation



- Case studies involving
  - Tailoring of the Framework to each participating community / region
  - Implementation of the seven elements as a suite of activities
  - Using evaluated tools
  - Evaluation using case study methodology, and analysis of return on investment
  - Sustainability planning for each community or region
- Development of knowledge transfer tools
  - Investment recommendations for international, regional, and municipal governments
  - Practical tools for administrators



# What's Next?



- Recruitment and Retention Forum
  - September 27, 2018
  - Concurrent 1-day conference in each partner country
    - Learning and knowledge transfer, nationally and internationally
    - Regional planning and dialogue
    - International web-based dialogue
- Release of Investment Recommendations and Practical Tools for Administrators
  - January 2019

# Thank you



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