



ALL NATIONS HEALTH PARTNERS

ONTARIO HEALTH TEAM

PARTNER TABLE MEETING SUMMARY – DECEMBER 2025

Strategic Workforce Planning Discussion

Partner organization leads from across the region received presentations on current human resource and workforce planning initiatives moving forward, developed by several providers:

- **Strategic Workforce Planning and Regional Collaboration** – Melanie Buffett and Megan Ward from Lake of the Woods District Hospital, and Stace Gander from the City of Kenora provided presentations and led discussion on workforce planning, highlighting past and ongoing initiatives, as well as the need for a coordinated regional strategy. The partners agreed to the formation of a working group in order to address critical health human resource shortages.
- **Health Human Resource Shortages and Immediate Needs** – Discussion around the table highlighted acute shortages specifically in nursing and allied health roles, emphasizing the need for immediate, actionable solutions, better recruitment strategies, and support for smaller organizations lacking HR capacity.
- **Broader Systemic Barriers: Housing, Childcare, and Community Integration** – The partner leads identified systemic barriers such as housing scarcity, lack of childcare, delays in vulnerable sector checks and challenges integrating newcomers into the community as major obstacles to workforce recruitment and retention.

Health Human Resources Strategy – Next Steps

- **Shared Services:** Discussion about creating a shared HR/back-of-house support model for smaller agencies, and an OHT “float pool” to cover short-term gaps (e.g., maternity leaves).
- **Recruitment Marketing:** Plans to develop a shared jobs landing page and leveraging City of Kenora’s marketing assets. OHT recruiters are encouraged to promote all partner postings, not just physician roles.
- **Collaboration & Data-Driven Planning:** Emphasis on working collectively to avoid duplication, identify top priorities, and use data to support funding applications and strategic planning.
- **Health Care Infusion:** Explore community initiatives to welcome and support incoming health care workers through local support networks.

Harm Reduction Supplies Distribution

- **Capacity Challenges:** The NWHU identified distribution challenges with shifts in availability of client kits. Further discussion to take place about collective distribution capacity, options and supports.

Next Meeting: January 7, 2025
Discussion Topic: Mental Health & Addictions