

# USask Supporting the Health Human Resource (HHR) Expansions

Presentation to Senate  
November 4, 2023

# Provincial Health Human Resource Action Plan



## Expanded Programs

- Bachelor of Science in Nursing
- Nurse Practitioner
- Physical Therapy
- Clinical Psychology
- Undergraduate Medical Education

## New Programs Under Consideration

- Speech Language Pathology
- Occupational Therapy
- Physician Assistant

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- Cumulative impact to USask and health system are significant
- All proposals have considered resourcing needs at the unit and institutional level to ensure continued success of students and quality experience
- Each program has unique risks but some are common across all:
  - a) Recruiting & retaining highly specialized faculty; in some cases there is a limited hiring available to carry out the training
  - b) Increasing demand on healthcare system for clinical placements
  - c) Maintaining an eligible candidate pool of qualified applicants
  - d) Adequate space

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## Nursing – BSN and Nurse Practitioner

- *At full implementation adding:*

- 180 students
- 11 FTE faculty
- 12 FTE staff
- 73,000 hours of required clinical training time for students

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## Physical Therapy

- *At full implementation, adding:*
  - 30 students
  - 2 FTE faculty
  - 7 FTE staff
  - 15,800 hours of required clinical training time for students

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## Clinical Psychology

- *At full implementation, adding:*
  - 75 students
  - 8 FTE faculty
  - 3 FTE staff
  - 38,500 hours of clinical training time for students

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## Undergraduate Medical Education

- *At full implementation, adding:*

- 32 students
- 1 FTE faculty
- 12 FTE staff
- 29,000 hours of clinical training time for students

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## **\*Proposed\*** Physician Assistant Program

- *At full implementation, adding:*

- 40 students
- 4+ FTE Faculty
- 12 FTE staff
- 41,000 hours of clinical training time for students

\*\* October 31<sup>st</sup> – Government of Saskatchewan announces support



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## **\*Proposed\*** Speech Language Pathology and Occupational Therapy

- ***At full implementation, adding:***
  - 160 students (80 per program)
  - 24 FTE faculty
  - 16 FTE staff
  - 55,000 hours in clinical training time for students

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## Full Implementation: By the Numbers



**517** Additional Students

- 212 additional UG students
- 305 graduate students



**50** Additional faculty



**\$29.6M** incremental annual operating costs (EST)



**62** Additional staff



Over **250,000** incremental clinical training hours

# Critical Success Factors

- **Clinical Training**

- Estimating that added students will require more than 250,000 hours of clinical training time on campus and in the community

- **Faculty Recruitment & Retention**

- The significant growth in student numbers and clinical training hours requires commitment from in-house and community practitioners

- **Space**

- With more than 500 new students and 112 new faculty and staff, we will need space to accommodate their teaching, learning and collaboration

# Next Steps

- Expanded programs:

- Continued student recruitment
- Recruitment of faculty
- Development of additional training sites to grow opportunities for clinical placements
- Space development (where required)

- New Programs:

- Government approval –funding and timelines
- Stakeholder engagement
- Academic governance processes
- Student, faculty & staff recruitment
- Space development