GOOD HEALTH
in a place called Rural

www.child-youth-health.net

Human Resources

People are attracted to live and work in rural communities for a number of reasons: a sense of community, rural lifestyle, scope and variety of work, independence and autonomy. However, there are also a number of barriers that make recruiting and retaining a professional workforce an ongoing challenge for rural communities.[4] These challenges, in turn, impact the services and programs available to families.

....

Rural Reality: Rural communities experience significant challenges recruiting professionals due to things like fewer opportunities for professional development, continuing education, career advancement, or spousal employment. Social, cultural and recreational facilities may also be limited in rural communities.[5]

Impact on Families:

» Families may have to wait to receive services until a professional can be found to fill a vacant position.

» A lack of professionals may force families to look outside their home communities. Families may need to travel long distances for the support they need, increasing travel expenses and time away from work.

....

Rural Reality: Rural communities experience significant challenges retaining professionals for reasons such as professional isolation, lack of privacy, heavy workloads and limited access to support services and resources.[6]

Impact on Families:

» When organizations experience challenges retaining professionals, it threatens their ability to offer consistent programming and services.

» Families are impacted by frequent staff changes. When service providers leave, relationships and personal connections can disappear.

Rural communities are an important and vibrant part of Eastern Ontario.
In fact, 25% of us living in Eastern Ontario are living in rural areas.[2/3] To make decisions that work for our communities, we must take into account rural Ontario's unique strengths and challenges.

Population Split in Eastern Ontario[1]	Rural	Urban
Hastings	63%	37%
Lanark	62%	38%
Leedsand Grenville	68%	32%
Lennox and Addington	100%	0%
Ottawa	4%	96%
Prescott and Russell	82%	18%
Prince Edward	83%	17%
Renfrew	70%	30%
Stormont, Dundas, Glengarry and Akwesasne	59%	41%

Things to consider…

» What strategies are in place or being developed to recruit and retain qualified professionals to rural communities?

» How are your decisions improving the availability of health, community and service professionals in rural areas?

» How will you ensure the rural reality is taken into account when priorities are discussed and decisions are made?

Find more resources at www.child-youth-health.net

REFERENCES:
1 Kasdorff, D., and Erb, B. (January 2010). *Serving Victims of Violence in Rural Communities: Challenges and Best Practices.* Victim/Witness Assistance Program, East Region. Available online.
2 Community Information Database. *Community Profiles.* Available online.

3 Eastern Ontario Wardens Caucus. (2007). *A Profile of Eastern Ontario (Regional Data Set).* Available online.
4 Rural Ontario Municipal Association. (2011). *A Voice for Rural and Northern Ontario.* Available online.
5 Paliadelis, PS., Parmenter, G., Parker, V., et al.

(2012). *The challenges confronting clinicians in rural acute care settings: a participatory research project.* Rural and Remote Health 12: 2017. Available online.
6 Rural and Northern Health Care Panel. *Rural and Northern Health Care Framework/Plan.* Ministry of Health and Long-Term Care. Available online.