

Connect Care Readiness Playbook Summary for Physician Leaders



Launch 7 Chapter 3: Training Readiness
April 10, 2023

Welcome to the Readiness Playbook Summary for Physicians

Connect Care will be rolled out across the province over nine [Launches](#). The Readiness Playbook will guide operational leaders in preparing for launch starting one year before launch. The six Readiness Playbook chapters will be released on a set schedule, based on the Prosci [ADKAR](#)® model that guides individual and organizational change. ADKAR is an acronym that represents the five tangible and concrete outcomes an individual must achieve for lasting change: **A**wareness, **D**esire, **K**nowledge, **A**bility and **R**einforcement.

The [Readiness Playbook](#) contains relevant information based on the Launch’s stages of launching Connect Care. Tasks within the Playbook are organized as work packages which could have impact on physician workflows and require physician input. If this is the case it will be identified in this summary.

We encourage you to team up with your operational leader dyad to learn more about the Playbook. Some of the operational resources from the Playbook might be of interest to you or your physician group which includes resources for coaching, change management, dealing with resistance and eHealth competency.

Awareness

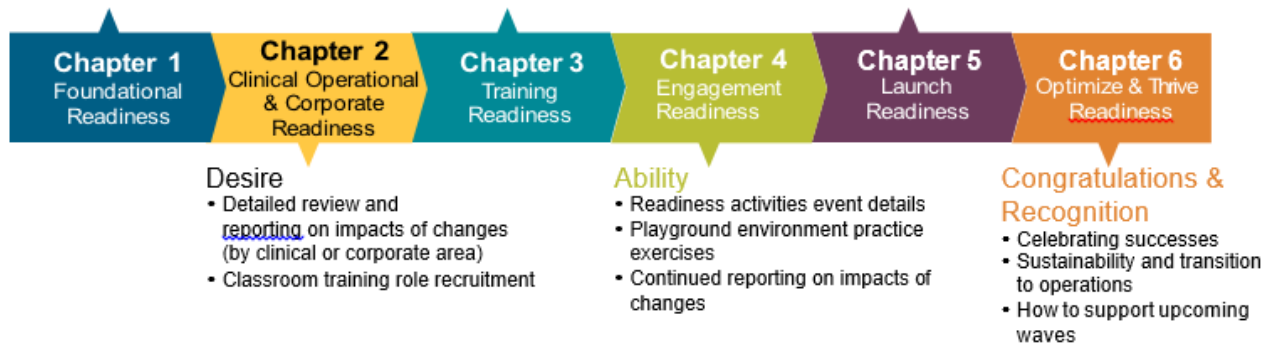
- Look ahead for the year
- Organizational changes and benefits
- Introduction to readiness reporting

Knowledge

- Detailed classroom training logistics
- Continued reporting on impacts of changes

Reinforcement

- What to expect at launch
- Support and escalation processes
- Activities to reinforce training



Information for Physicians

COVID-19 Precautions in Connect Care Classrooms

Virtual as well as in-person classes are available, with appropriate COVID-19 awareness and precautions. In-person classes have all the necessary measures in place to offer safe training. Contingency plans are in place in the event of facility-level outbreaks. If required, all in-person training can be converted to virtual training.



Readiness Survey

Physician leadership is being engaged to help identify areas where custom supports can be developed to help ensure physicians are ready for the launch of Connect Care at the sites where they work.

Two surveys will be circulated:

- **Survey 1** (Baseline), Week of June 5, 2023
- **Survey 2** (Readiness Assessment), Week of August 28, 2023

Physician Training Program

Training needs will reflect physician workflows, accommodate different learning styles and empower for personalization. The Connect Care physician training program serves these goals by having physicians train physicians, offering flexible pathways to competence, and supporting different learning styles.

Physician Training Pathways



Physician Training Delivery

Training occurs in phases. Basic training covers essential skills for logging on, navigating Hyperspace and using common functions safely. Personalization training teaches how to adapt the CIS environment for a more satisfying experience. Optimization training explores workflow improvement for productivity. Basic and personalization training occur pre-launch, while optimization training occurs post-launch.

Training also occurs in Launches, with cohorts of prescribers moved through basic, personalization and optimization training at times that befit their anticipated launch date for Connect Care adoption. Training usually starts within the 6 months prior to a launch. Prescribers can anticipate their Launch by checking when their clinic or facility is scheduled for launch in the Connect Care Launch sequence.

More Information related to physician training

- [Connect Care Training for Physicians – FAQs](#)

Just-in-time and Supplemental Training

Prescribers may experience last-minute clinical reassignments to serve on COVID-19 inpatient units, or to free up other specialists by covering other units. Some are new to Connect Care and others encounter Connect Care modules (e.g., inpatient) that are new to them.

The following steps are followed for prescribers needing just-in-time basic or supplemental Connect Care training:

- Zone Medical Affairs is informed of the clinical assignment, confirms that privileges are in place, clarifies training needs, provisions appropriate Connect Care access, and provides training instructions.
- The provider's name is added to a training list and an appropriate pathway is assigned for training and certification.



- Providers new to Connect Care will be contacted by the Zone ACMIO team (cmio@ahs.ca) to arrange virtual training.
- Prescribers who already have Connect Care training and need to cross-train in another track can access relevant Independent Learning on [MyLearningLink](#) by searching for "Independent". For example, those needing the inpatient tract would:
 - Search using "Independent" under "Courses & Registration."
 - Look for "Epic-CMIO Inpatient Admitting Consulting Independent Learning."
 - Use the "Register" button to access the course.
 - Course elements can be completed at the user's pace and in multiple sittings.

Independent learning is currently available for Critical Care, Inpatient, Emergency, Anesthesia, Pediatrics, Addictions and Mental Health, Ambulatory and Personalization. Further help with just-in-time training is available via help.cmio@ahs.ca.

Training for Non-AHS Medical Office Assistants

Zone Medical Affairs will collect the names of their Medical Office Assistants (MOAs) requiring Connect Care access. The Zone Medical Affairs team will assign a lead to liaise with leaders to collate this list and troubleshoot any questions or concerns.

Zone Medical Affairs will send out a brief survey to the MOAs to determine whether or not they are AHS employees. Only non-AHS identified MOAs will be required to continue the survey. Zone Medical Affairs will use the survey results to determine the training needs of the non-AHS MOAs and role assign them accordingly. Their Connect Care training will be delivered by Clinical Operations and the length of training will be based on their defined job tasks as indicated in their survey responses.

Connect Care Activity Management

Activity management refers to the decision to adjust clinic volumes and work schedules during the Connect Care launch. During the immediate period around launch, prescribers require more time to navigate the electronic system and to complete point of care documentation. Where possible, workloads and patient volumes should be adjusted to support prescribers through the transition to Connect Care while maintaining the highest standard of care while safely caring for patients.

Physician Super Users

Physician Super Users are critical to the success of Connect Care and will champion the initiative in their teams. Physician Super Users are being sought from each of the clinical departments with the goal to train one in every ten physicians in this role.

Physician Super Users will have three areas of focus:

- Provide in classroom support for colleagues who are going through Connect Care training
- Provide 'at the elbow' support during the two weeks around launch
- Support post-launch activities

Physician Super Users will be established physicians with a knowledge of clinical service delivery, who enjoy both clinical and technical challenges and are approachable with good people skills. To become a Super User, physicians take the training pathway for their practice area plus additional training to support them as change agents. Some clinical and administrative personnel will have the opportunity to become a Super User for physician workflows so that they can provide multidisciplinary Connect Care support.

Total time commitment to fulfill the Physician Super User role includes: standard Connect Care training (12 hours – 7 hours of classroom and 5 hours virtual), extra Super User training (12 hours – 7 hours of classroom and 5 hours virtual); classroom support (15 hours); launch support (75 hours), post-launch support (20 hours).

Physicians working in both fee for service or other contractual relationships including Academic Medicine and Health Services Program (AMHSP) are encouraged to apply. Physicians who are currently under a contracted



relationship will be required to fulfill duties within the constraints of their existing contracts, negotiated with the assistance of Medical Affairs and their relevant medical leader or Arrangement Head.

More Information:

- Central Zone: Contact cmio.cez@ahs.ca
- Calgary Zone: Contact cmio.caz@ahs.ca
- Cancer Care Alberta: Contact cmio.cca@ahs.ca

Technology Readiness

Non-Medical (End User) Devices

The Connect Care Non-Medical Devices (NMD) assessment team continues to work with managers and site readiness owners to define the types, numbers and locations of the shared non-medical devices that will be needed for Connect Care. These device services include:

- Computing devices ([fixed and mobile](#))
- eSignature pads
- Wristband printers
- Web cameras
- Barcode scanners
- Label printers

Third Party Applications

To meet the needs of clinicians and facilitate safe patient care the following 3rd Party applications will be available in addition to Connect Care.

1. Provincial Speech Recognition

- [Dragon Medical One](#) (DMO) is a provincial speech recognition solution that will provide physicians and other care providers an alternative or a supplement to the use of Connect Care tools for documentation, an alternative to traditional dictation and access to documentation tools for providers who are currently handwriting patient reports.
- An introduction to DMO will be provided during Connect Care CMIO training sessions.
- AHS DMO Trainers will provide one-hour optional training during Personalization Training for those who are looking for a more in-depth view of personalizing Dragon.
- Prescribing Providers and Lab users will have access to integrated e-learning and training tools available through the Dragon tool for those who have a passion for learning more!
- For more information or questions email: speechrecognition@ahs.ca

2. Barcoding

- The barcoding project will assist with the development of standards and support the integration of barcoding practice within various areas, including Pharmacy, Laboratory, Diagnostic Imaging, Transfusion Medicine, Children's Health, Women's Health, Cardiology, and Endoscopy.
- The barcoding process will be reviewed during Connect Care training for those workflows where barcoding is being used. Additional detailed information will be available on Insite regarding printing and scanning of barcodes.



MyAHS Connect

MyAHS Connect is the secure online portal that will provide patients with easy access to their Alberta Health Services' health information and allow for two-way communication and information sharing between patients and Connect Care providers. MyAHS Connect is Epic's "MyChart" software, customized to serve the needs of AHS and the patients and families it serves. It is a tool that enables patients to actively participate in their care before, during and between encounters. The portal is accessible by patients through their desktop or mobile devices (smartphone - iPhone and Android, tablet - iPod, iPad, Android).

Patients can view scheduled appointments, test results, and other information such as health history and medication list. Documents and images can be uploaded. They can view their After Visit Summaries (AVS) from inpatient, ambulatory and emergency visits.

Providers and Clinicians will be able to communicate with their patients using secure messaging for example to send questionnaires to be completed prior to an office visit.

Patients will access MyAHS Connect via a link from Alberta Health's MyHealth Records personal health portal (myhealth.alberta.ca). To access either of these portals for the first time, the sign-up process begins by first creating a MyAlberta Digital ID (MADI) account. MADI is a secure online account that gives a user seamless access to Alberta Government sites and services without having to go in-person to a specified site to access information. All users will need a MyAlberta Digital ID (MADI) account in order to access MyAHS Connect. MyAlberta Digital ID (MADI) <https://account.alberta.ca/>

Once the MADI sign-up process is completed, an Albertan can view some lab results, dispensed medication information and immunization record through the MyHealth Information tab. The MyAHS Connect tab will provide patients with access to their AHS healthcare information. MADI processes and technology helps to manage secure user access to MyAHS Connect.

Resources for Physicians

For the latest information pertinent to physicians please follow the Connect Care Bytes Blog and for a deeper dive into topics concerning physicians be sure to check out the Connect Care Clinician Handbook.

- Clinician Manual – [Connect Care Manual](#)
- Bytes Blog – bytesblog.ca
- Contact – cmio@ahs.ca
- Zone ACMIO Insite pages:
 - [North](#)
 - [Edmonton](#)
 - [Central](#)
 - [Calgary](#)
 - [South](#)

