

What is this Training Program?

Physician Quality Improvement (PQI) Cohort training is a professional development and education program for community-based and facility-based specialists, family physicians, nurse practitioners and midwives. *Island Health privileges are not required.* The PQI curriculum was specifically designed by Medical Staff for Medical Staff to give you tools you can apply in real time.

It is the only Quality Improvement (QI) education program that offers:

- In-person and virtual workshops across Vancouver Island
- The opportunity to practice the methodology by leading your own QI project with a team
- Dedicated support from experienced physician mentors, staff coordinators and data analysts
- Mainpro+ and Mainport section 1 CME accreditation for over 50 hours
- Up to 158 hours of JCC-rate funding (approx. \$27,000) for physicians licensed in B.C.

NB: There are many approaches to improving quality in healthcare (e.g., research, quality assurance, and quality improvement). QI is best applied to improve existing systems and processes where you have a great deal of flexibility in *how* a gap in care can be addressed. QI focuses on improvement without net new resources.

- If you already have a *solution* and are looking for support on how to implement it, or are looking for funding support for a capital project or new service, you may be better served by service design or project management methodologies that are outside of the mandate of this program

A few additional resources to review:

- [PQI Program](#) (video, 3mins)
- [Introduction to the PQI Program](#) (audio, 20mins)
- [An Illustrated Look at Quality Improvement in Health Care](#) (video, 8mins)

What are the Application Requirements and Commitments?

Requirement 1: Mandatory Attendance at Workshops and Graduation Events

- **6** in-person workshops (three 2-day events) – Workshop travel and accommodation costs are covered for travel greater than 50km
- **5** virtual workshops (Zoom)
- **2** evening graduation events (attending the Cohort 9 graduation in October 2025 and your own in 2026)

See [Appendix A: Cohort 10 Requirements: Dates, Workshops and Deliverables](#) for dates and locations.

Requirement 2: Dedicated QI Project Time

- You will spend an average of **3 hours of project work per week** in addition to the time at the workshops (with September, October and June generally being the busiest as your QI project launches and closes)
- In between workshops, you will have **coaching sessions with PQI team members** who will make sure you are on-track for meeting your learning objectives and project requirements

Requirement 3: Leading and Documenting a QI Project

In this training program, you will lead a QI project of your choosing, and commit to:

- Assembling a local QI team
- Applying QI tools to understand the gap in care and project aim
- Developing a QI Project Charter
- Using data and designing measurement plans
- Engaging with key partners and sponsors throughout the project
- Working alongside a patient partner
- Sharing your project by way of a graduation presentation and poster, and summary report

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Requirement 3: Leading a Quality Improvement Project continued...

- Championing QI within your community and department and sharing your knowledge and tools with your colleagues

Your physician colleagues **Drs. Alicia Power, Jason Wale, Lawrence Yang** and **Dana Hubler** discuss general principles of choosing a Quality Improvement project and how to choose one when entering the PQI program on the [Intro to PQI podcast: Choosing your project in Quality Improvement](#) (audio, 13mins).

Who is Eligible?

- All community-based and facility-based licensed physicians in the Island Health region
 - *Note:* Active privileges with Island Health are **not** required
- Island Health Nurse Practitioners (NPs) and Midwives
 - *Note:* **Neither** expenses **nor** sessional funding is provided for NPs or Midwives as funding for PQI comes from the Physician Master Agreement

How will Cohort 10 Learners be Selected?

An interdisciplinary Admissions Committee consisting of patients, Island Health administrators, Specialist Services representatives, clinically active physicians and PQI Program staff will select top applicants based on the following criteria:

Applicant (**70%** weight). Considerations include:

- Does the applicant demonstrate a passion and mindset that would contribute to a successful learning experience?
- Is there a focus on engaging and empowering patients as part of the application?
- Is there a demonstrated interest in learning about and applying Quality Improvement science to address a gap in care?
- What is the aptitude for building and participating in teams¹?
- Does the applicant bring a unique or diverse perspective to the program?

Area of Interest (**30%** weight). Considerations include:

- Does the applicant describe potential to improve healthcare quality in a measurable way?
- Is there a focus on improving dimension(s) of quality from a systems' perspective (as per the [BC Health Quality Matrix](#))?
- What is the level of readiness² in the program area or clinical context for a QI project?

¹ In the context of QI, team members can include, but are not limited to, Medical Staff, Medical Office Assistants, Nurses, Patient Partners, Unit Clerks

² Level of readiness can include, but is not limited to, other concurrent changes being implemented, staffing, workload, sphere of control

What is the Application Process?

If you can commit to the application requirements listed above, here are some key dates for you to know:

Date	Activity
February 3, 2025	Application period opens
March 7, 2025	Application deadline
April 7-25, 2025	Shortlisted applicant dialogue (30mins)
May 5, 2025	Offer letters sent to successful applicants
May 16, 2025	Offer letter acceptance deadline

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What is the Application Process? continued...

The application form is digital (administered through an online survey), and requires that you submit the following information:

- Applicant and contact details
- Previous QI experience or training
- Motivation and expectations for the program
- Details of the healthcare problem/gap in care that you hope to address with your QI project
- Level of engagement with key partners*

Based on the content in the application form, candidates will be shortlisted and booked for a 30-minute dialogue with PQI Leaders to discuss the PQI program and your area of interest for your QI project.

*Any QI projects that include Island Health staff or resources require that an Executive Sponsor³ and Operational Sponsor⁴ have been identified and preferably engaged prior to this application. This is to help identify any strategic alignment the PQI project may have with existing Island Health or Ministry of Health priorities, and to ensure you have support to engage with Island Health staff as part of your QI project team.

³ Executive Sponsors are individuals well positioned to ensure your PQI experience is successfully integrated into clinical operations. At Island Health this is usually an Executive Director (ED) or Executive Medical Director (EMD) of a geographical (local) health area (e.g., Nanaimo) or of a program (e.g., surgery); in a community clinic or individual practice this may be the Medical Lead of the practice, or where the project lead does not require an Executive Sponsor for successful integration, we suggest engaging with a colleague with a similar practice.

⁴ Operational Sponsors are typically those individuals who are directly responsible for the staff you need to involve in the QI project. At Island Health this is usually a Coordinator or Manager who can make local staffing and budget decisions; in a community clinic or individual practice, this can be an Office Manager or other similar roles.

If you'd like to speak to members of our team before submitting your application, we have 1:1 coaching support available. We can help you refine your project ideas and find sponsors. Email us at PQI@islandhealth.ca.

Ready to Apply?

If you can answer "YES!" to the 3 questions below, please complete the [Cohort 10 Application Form](#) by **March 7, 2025**.

1. Can you attend all **13** workshops and events?
2. Can you dedicate time each week (between Sept 2025-June 2026) to learning and applying QI?
3. Is Quality Improvement the right approach for you?

[Click here to apply](#)

The application form will take more than **30 minutes** to complete. For a copy of the questions in advance, see:




- [Application Form Question Summary: Community Based Specialist](#) (without privileges or active affiliations with Island Health)
- [Application Form Question Summary: Facility- or Community-Based Specialist or Family Physician](#) (with privileges and active affiliations with Island Health)

If you haven't already, check-out our [Physician Quality Improvement website](#), with information about our other training opportunities, our team, past cohort projects and more!

To learn more about the other training opportunities offered through PQI provincially, visit the Specialist Services Committee's website on the [Physician Quality Improvement Initiative](#).




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Appendix A | Cohort 10 Requirements: Dates, Workshops and Deliverables

BLOCK 1 ORIENTATION				August 1 – August 31, 2025	
	WORKSHOPS:			DELIVERABLES:	
	N/A			August 29, 2025 August 29, 2025	Submit Personal Bio and Photo Cohort 10 Workbook Block 1
BLOCK 2 FOUNDATIONS & UNDERSTANDING THE PROBLEM				September 1 – September 30, 2025	
	WORKSHOPS:			DELIVERABLES:	
	1. September 11, 2025	0900-1700	Parksville	September 10, 2025	Cohort 10 Workbook Block 2 Project Charter (Part 1 Drafted) <ul style="list-style-type: none"> • Project Details • Project Team • Key Partner (Stakeholder) Engagement Worksheet • Background/Rationale • Problem Statement • Project Scope
	2. September 12, 2025	0800-1500		September 26, 2025	
BLOCK 3 AIMS, MEASURES & CHANGE IDEAS				October 1, 2025 – January 22, 2026	
	WORKSHOPS:			DELIVERABLES:	
	3. October 16, 2025	0900-1600 + 1730-2100	Victoria	October 16, 2025	Attend Cohort 9 Grad Project Charter (Part 2 Drafted) <ul style="list-style-type: none"> • Aim Statement • Quality Dimensions • Resource Requirements • Project Ethics • Privacy and Data Stewardship • Measurement Plan • Driver Diagram
	4. October 17, 2025	0900-1400	Victoria	November 14, 2025	
	5. November 20, 2025	1300-1700	Virtual		
				December 19, 2025	Cohort 10 Workbook Block 3 Final Project Charter (Completed version) <ul style="list-style-type: none"> • Completed QI Ethics review

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BLOCK 4 TESTING CHANGES				January 22 – March 31, 2026	
	WORKSHOPS:			DELIVERABLES:	
	6. January 22, 2026	1300-1700	Virtual	February 27, 2026	Document PDSAs
	7. February 26, 2026	1300-1700	Virtual	March 27, 2026	<ul style="list-style-type: none"> Complete PDSA worksheets Initial project data submitted (for family of measures)
BLOCK 5 IMPLEMENTATION, MAINTENANCE, SUSTAINABILITY				April 1 – June 30, 2026	
	WORKSHOPS:			DELIVERABLES:	
	8. April 13, 2026	1300-1700	Virtual	June 10, 2026	Draft Run Chart (with annotations)
	9. June 11, 2026	0900-1700	<i>Mid-island</i>	June 26, 2026	Project Summary Report (Draft)
	10. June 12, 2026	0900-1500	<i>location TBD</i>		Project Poster (Draft)
					Final project data submitted (for visualization on poster and in summary)
BLOCK 6 PROJECT CLOSURE				July 1 – October 31, 2026	
	WORKSHOPS:			DELIVERABLES:	
	11. October 1, 2026	1300-1500	Virtual	September 4, 2026	Project Summary Report (Final)
	12. October 15, 2026	1730-2100	Victoria	October 1, 2026	Project Poster (Final)
				October 15, 2026	Grad Presentation Slides (Draft)
					Grad Presentation Slides (Final)
					Grad Speech and Poster Presentation