Ontario

2026

Physician Assistant (PA) Career Start

Application Form

Ministry of Health

About the program:
The Physician Assistant (PA) Career Start Program provides time-limited funding to eligible employers to facilitate the transition of PA graduates into the Ontario health care system to help address patient care needs. The program aims to encourage integration of the PA profession by connecting new PA graduates with employers who are committed to the funding and longer-term sustainability of the PA role in their organization.

Employer Eligibility:
Employers are required to demonstrate that they meet the eligibility requirements that are outlined in Section C of this application form. To be eligible for PA Career Start funding, your organization must demonstrate a commitment and plan for integrating and sustaining the PA position beyond the end date of the PA Career Start funding. Organizations that have not demonstrated this commitment in the past may not be approved for funding.

FAMILY HEALTH TEAMS (FHTs), COMMUNITY HEALTH CENTRES (CHCs), AND ABORIGINAL HEALTH ACCESS CENTRES (AHACs) are not eligible to apply for PA Career Start funding. FHTs may apply separately to the Ministry of Health ("the ministry") through the annual budget submission for base funding for PA salaries and benefits.

Funding:
The following time-limited funding to support PA employment may be provided for eligible employers who successfully recruit a 2026 Ontario PA graduate:

- One-year funding of up to $46,000;
- Two-year funding of up to $46,000 per year in communities with a Rurality Index for Ontario (RIO) score of 40+ or a Northern Urban Referral Centre (NURC) (Timmins, North Bay, Sudbury, Thunder Bay and Sault Ste. Marie); and
- An incentive of $10,000 to a PA who is employed in a community with a RIO score of 40+ or a NURC. (Note: the PA is eligible for the funding after completion of one year of service with employers who qualify for two years of funding.)

Application and Review Process:
Please complete all sections of this application form, being as specific and detailed as possible. Incomplete applications will not be considered. **ALL APPLICATIONS MUST BE TYPED.**

Please refer to the 2026 PA Career Start Program Guidelines and FAQs for detailed information by visiting the Ministry's PA homepage at**: https://www.ontario.ca/page/health-human-resources**

Submitting an application does not guarantee funding. All applications will undergo a review process. The ministry will communicate the status of your application once decisions have been finalized.

The deadline for submission is August 14, 2026.

Applications can be submitted by email to: pacareerstart@ontario.ca

PLEASE USE THE SPACE PROVIDED TO COMPLETE EACH QUESTION. SHOULD YOU REQUIRE MORE SPACE, INCLUDE INFORMATION ON SEPARATE, ADDTIONAL PAGES AND ATTACH TO YOUR APPLICATION.

A. EXECUTIVE SUMMARY:

In the section below, please provide a brief overview of the clinical area (Emergency Department, Primary Care, General Internal Medicine or other) where the PA will be employed, services the PA will provide, and a summary of the anticipated impact of integrating a PA into your organization:

EMPLOYER INFORMATION (PLEASE TYPE IN ALL FIELDS)

1. Legal Name of PA Employer/Organization:

2. Full Mailing Address of the organization where the PA will be hired (include unit number, city, postal code):

3. Phone Number (include extension if applicable):

4. Canada Revenue Agency Business Number (CRA BN):

5. How long has this organization been in operation?

6. Clinical Setting where PA will be providing services (please check one that best describes your setting):
   - ☐ Emergency Department
   - ☐ Specialty Care
   - ☐ Primary Care
   - ☐ Long-Term Care
   - ☐ General Internal Medicine
   - ☐ Other (please describe):

7. Type of Employer e.g., Physician group (FHN, FHG or FHO), Hospital, Solo practice (Medicine Professional Corporation), etc.?

8. Will the PA be employed in a Family Health Team (FHT), Community Health Centre (CHC) or Aboriginal Health Access Centre (AHAC)? ☐ Yes ☐ No
   (Please note that FHTs, CHCs, and AHACs are not eligible for funding in the PA Career Start program)

9. Have you been approved for funding under the PA Career Start program previously? ☐ Yes ☐ No
   If yes, which year(s)?

10. Is the PA(s) still employed at your organization? ☐ Yes ☐ No

If not, why?

_____

11. Description of where the PA will be employed:

a) Site Name:

b) Site address (include unit number, city, postal code):

c) List your team members (number and type of providers, etc.): _____

d) Patient Population Served:

e) Number of Patients/Admits: _____

f) Other Important characteristics, such as catchment area, mandate, etc. (please explain below): _____

Applicant Contact Details (who to contact in case of any questions):

Name: _____

Position: _____

Email: _____

Phone Number: _____

Website: _____

Contact for Recruiting Purposes (if not you):

Name: _____

Position: _____

Email: _____

Phone Number: _____

B. ELIGIBILITY

Employers must meet eligibility requirements to be considered. Please check the following to demonstrate you have reviewed and are eligible:

- ☐ The majority of the care that we provide is publicly funded (organizations providing non-publicly funded services may not be approved).
- ☐ We have established a viable role for the PA on our team and our team is supportive of employing a PA.
- ☐ Our organization's senior administration is supportive of employing a PA.
- ☐ We have adequate space and infrastructure to accommodate the PA.
- ☐ We have a plan that ensures adequate physician supervision for the PA.
- ☐ We have a plan to ensure the PA is oriented and that necessary enablers for PA practice are in place (e.g. assessment and training of the PA, medical directives where necessary, etc.).
- ☐ We have secured the necessary finances to match the funding for full-time employment – check one only:
  - ☐ One year for communities with RIO score of less than 40 OR
  - ☐ Two years for communities with RIO score of 40+ or a NURC (Timmins, North Bay, Sudbury, Thunder Bay and Sault Ste. Marie).
- ☐ We are committed to the PA role and have a plan for sustaining the PA position upon completion of the funding.
- ☐ We are committed to funding an additional six-week, full-time position for the PA if the PA is not bridged into full-time employment at the end of the funding.

RURALITY INDEX FOR ONTARIO (RIO)

All sites with a Rurality Index for Ontario (RIO) score of 40 or above and all Northern Urban Referral Centers (NURCs) (Timmins, North Bay, Sudbury, Thunder Bay and Sault Ste. Marie) are eligible to receive two (2) years of funding. Additionally, PAs who accept employment at these sites (RIO 40+ or NURC) are eligible to receive a recruitment and retention incentive of $10,000 after one year of service.

Please complete/check the following:

1. Our RIO score is: _____
2. We qualify for the incentive based on our RIO score (i.e. 40 or above) ☐ **Yes** ☐ **No**
3. We are a NURC (as identified above), therefore we qualify for the incentive ☐ **Yes** ☐ **No**

C. ASSESSMENT OF NEED

Please use the following section to demonstrate how the PA will help address existing health service gaps or pressures. Please be as detailed as possible in your responses.

1. Please describe any challenges your site has in providing care to patients (e.g., timely or need for better access to services in your area, unattached or underserviced patients, wait times, mandate to serve marginalized and/or high needs populations, etc.) and how the integration of a PA will help address these challenges?

2. Please describe any health human resources challenges at your site (e.g., chronic recruitment challenges) and how the integration of a PA will help address these challenges?

3. Please describe any additional factors that should be considered (e.g., programs offered by organizations that PAs might contribute to, lack of other services, urgent care centers, etc.)?

D. ROLE OF THE PA IN YOUR ORGANIZATION

Please use the following section to describe and explain the proposed role for the PA at your site and your plan for integrating and evaluating the PA role. Please be as specific as possible in your responses.

1. Describe how familiar you and your team members are with the PA role.

2. Describe how you plan to introduce/orient the PA (to your clinic, team, patients etc.).

3. Describe the proposed role of the PA in your organization/service (clinical services provided by PA, responsibilities, hours, team with which they will work, etc.) and how the PA will function within the clinical team.

4. Describe how the clinical team is supportive of the PA position and its long-term integration:

5. Describe your plan for providing adequate PA supervision:

6. What goals/outcomes does the organization plan to achieve by adding a PA to its clinical team?

7. How will you track/measure the impact of the PA role (quantitative/qualitative outcomes and measures)?

8. How will you assess whether or not the integration of a PA has helped your organization meet these goals?

E. COMMITMENT AND SUSTAINABILITY OF THE PA ROLE

To support the long-term integration of PAs into Ontario's health system, a key objective of the PA Carrer Start program is to ensure that PA graduates transition successfully into sustainable roles with employers who are committed to the profession beyond the duration of program funding. With this in mind, please answer the questions below providing as much detail as possible, as this will be a significant factor in the evaluation process and organizations must clearly demonstrate how the PA position will be sustained beyond the initial funding period.

1. Describe how your organization's leadership supports the PA position and its long-term integration.

2. Describe your organization's plan for matching funding for its portion of the PA position during the Career Start program. Please be as specific as possible and include details.

3. Describe your organization's sustainability plan for securing funding for the PA position once the PA Career Start funding ends. Please be as specific as possible and include details.

4. If sustainable funding depends on partnerships/commitment from other organizations, have these partnerships been secured? Provide details and evidence of this commitment if applicable.

5. What risks can your organization identify regarding funding stability? What will your organization do to mitigate these risks?

F. JOB POSTING

APPLICANTS MUST INCLUDE A JOB POSTING WITH THIS APPLICATION.

The job posting should include:

- A description of your organization and its location/address
- The clinical area/department where the PA will be employed
- A description of the PA role/job
- An anticipated start date
- Salary range
- Contact email of the employer/recruiter

A job posting template is included to assist you with completing the job posting (Appendix B). All categories in the job posting template are required in your job posting submission to the Ministry. Before submission, job postings must be reviewed using the required checklist, which must be completed and signed (Appendix C). Job postings that do not contain the information on the template **will be returned as incomplete** to the employer. You may add other details that are important in advertising your position.

Job postings will be provided to 2026 PA graduates only. Sites that are eligible for funding will be required to agree to the terms of this funding with the ministry before their job posting is circulated (Appendix A). Sites who do not meet eligibility criteria for funding will still be entitled to recruitment assistance through the ministry.

Please note that to receive supports, PA graduates from the McMaster University and the Consortium of PA Education programs must begin employment no later than **December 31, 2026**.

Please check the following to confirm that:

- ☐ We have attached a job posting for this position (please refer to Appendix B).
- ☐ We have completed and signed the job posting checklist (Appendix C).
- ☐ PA can start as early as (date):_____
- ☐ We may be interested in hiring a PA even if we are not selected to participate in the 2026 PA Career Start.

G. APPLICATION CHECKLIST:

- ☐ We have reviewed the **2026 PA Career Start Program Guidelines**.
- ☐ We have reviewed the following resources:
  - CAPA's CanMEDS-PA (formerly known as the National PA Competency Profile and Scope of Practice)
  - Information for Physicians Supervising PAs (Role of the Supervising Physician)
  - Understanding Liability Related to the Employment of PAs
  - CPSO Policy on Delegation of Controlled Acts
  - Resources re: Delegation and Medical Directives
- ☐ We have signed the attached Terms of Funding Acknowledgement **(Appendix A).**
- ☐ We have attached a 2026 PA Career Start job posting, or completed the template provided **(Appendix B).**
- ☐ We have completed and signed the job posting checklist **(Appendix C).**
- ☐ We agree to participate in any evaluation requirements.

H. AUTHORIZATION AND ACKNOWLEDGEMENTS

Please ensure that you have completed **all sections** of the application form. Incomplete applications will not be processed. The ministry will confirm receipt and communicate the status of your application once decisions have been finalized.

By signing this application, you are confirming that:

1. You have secured the necessary finances to match the funding;
2. You meet all eligibility requirements outlined in Section B; and
3. Parties understand that selection to participate in the 2026 PA Career Start Program does not guarantee success in recruiting a 2026 Ontario PA program graduate.
4. You have committed to funding an additional six-week, full-time position for the PA if the PA is not bridged into full-time employment at the end of the funding period.

#1 - Signing Authority from Organization:

Name: _____

Title: _____

Signature: _____

Date: _____

#2 - Signing Authority from Organization (Supervising Physician/Administrative Lead):

Name: _____

Title: _____

Signature: _____

Date: _____

APPENDIX A: TERMS OF FUNDING ACKNOWLEDGMENT

Approved Applications

Should your application be approved, you will be notified by the ministry. Approved organizations will be eligible to receive up to $46,000 per year for one or two years provided you are successful in recruiting a 2026 Ontario Physician Assistant (PA) graduate and subject to your entering into the standard form of transfer payment agreement with the ministry.

Transfer Payment Agreement

The transfer payment agreement will include financial, progress and evaluation reporting requirements. Payment agreements may commence from September 1, 2026 for a period of one year, or two years for communities with a Rurality Index for Ontario (RIO) score of 40+ or a Northern Urban Referral Centre (NURC) (Timmins, North Bay, Sudbury, Thunder Bay, Sault Ste. Marie).

Additionally, organizations will be required to commit to funding an additional six-week, full-time position for the PA if the PA is not bridged into permanent full-time employment at the end of the approved funding period.

Recruitment Process

The recruitment process is competitive, and all interviews should be offered to qualified candidates in a timely fashion.

All PAs must start working by December 31, 2026.

Job Posting

Your job posting will be accessible only to 2026 Ontario PA graduates. Interested candidates will apply directly to you by way of the contact information provided in your job posting. As the employer, you are responsible for contacting the candidates you wish to interview and to extend any job offers.

AFTER SUCCESSFULLY RECRUITING A PA, YOU MUST NOTIFY THE MINISTRY BY EMAIL AT pacareerstart@ontario.ca BY SUBMITTING YOUR CONTACT, RECRUITMENT AND FINANCIAL (CRF) FORM to initiate the process for payment of your funding. Once you engage the services of the PA, you will be solely responsible for complying with any legislative or other obligations that apply to employers including the withholding and payment of any taxes, premiums, contributions, and remittances of any nature required by any applicable governmental authority in respect of that PA. If these terms are agreeable to you and should your application be approved, please confirm by signing below.

Name: _____

Title: _____

Signature: _____

Date: _____

I have the authority to bind the Corporation.

APPENDIX B: JOB POSTING TEMPLATE

Name of Employer/Organization:

Address of Employer/Organization:

JOB TITLE:

CLINICAL AREA (Emergency Department/Primary Care/Internal Medicine/Other):

DURATION (Length of Position):

SALARY RANGE (Include Minimum to Maximum Salary):

DESCRIPTION OF ORGANIZATION, TOWN/CITY:

DESCRIPTION OF PRACTICE (Clinic, Hospital, Solo Practice etc.) AND THE CLINICAL AREA PA WILL BE EMPLOYED

POSITION SUMMARY (E.g. Direct Patient Care, Communication, Medical Documentation, etc.):

REPORTS TO:

EDUCATION AND QUALIFICATIONS:

- 2026 Graduate of the McMaster University or Consortium of PA Education program and must be eligible for certification through the Physician Assistant Certification Council of Canada.

CONTACT INFORMATION:

To apply for this position, please submit your CV and Cover Letter to:

Email address of employer:

APPENDIX C: JOB POSTING CHECKLIST

Applicants must ensure that all required sections of the job posting template are fully completed prior to submission. Incomplete postings will not be accepted.

1. Job Identification

- Name and Address of Employer/Organization
- Job Title — Clearly stated (e.g., Physician Assistant)
- Clinical Area — Emergency Department, Primary Care, Internal Medicine, or "Other" with specification
- Contract Duration — One year or two year contract indicated
- Salary Range — Minimum and maximum salary included

2. Organization and Location Information

- Organization and Town/City Description

3. Practice Setting

- Practice Description — Clinic, hospital, solo practice, or other setting
- Clinical Area of Employment — Description of the clinical environment in which the Physician Assistant will work

4. Position Summary

- Position Summary — Overview of key responsibilities

5. Reporting Structure

- Identification of the supervising physician, department lead, or administrative authority

6. Education and Qualifications

- Required Education — Degrees, certifications, and licensing requirements
- Required Qualifications — Skills, experience, and competencies necessary for the role

7. Contact Information

- Contact Person — Name or designated role
- Contact Method — Email address, telephone number, or application portal
- Additional Application Instructions — Any required documents or submission procedures

Before submission, confirm that:

- All required sections from the template are included
- Information is complete and accurate

The reviewer confirms the job posting includes all required elements listed above and complies with the approved template.

Reviewer Name: _____

Reviewer Title/Role: _____

Reviewer Signature: _____

Date of Review: _____