

HEALTH AND SOCIAL SERVICES COMMUNITY LEADERSHIP BURSARY
PROGRAM: BI-ANNUAL REPORT, FALL 2016

By

Marie-Pierre Gagnon

Faculty of Nursing, Université Laval

Amélie Lampron

CHU de Quebec-Université Laval Research Centre

October 2016

Project funded by Health Canada and administered by the McGill Training and Retention of Health
Professionals Project

HIGHLIGHTS

OUTCOMES OF DATA COLLECTED BETWEEN MAY AND SEPTEMBER 2016

13 community networks
involved

10 administrative regions

50 non-graduating recipients (2014-2017)

- 37 were awarded a Category 1 bursary
- 13 were awarded a Category 2 bursary
- 4 will graduate over the next six months

2 recipients who graduated six months ago

Both are working in a public health and social services institution or related organization in their home region.

2 recipients who graduated a year ago

- One is working full time in a health and social services organization in his home region.
- The other has decided to continue studying at a higher level.

TABLE OF CONTENTS

| | |
|--------------------------------|-----|
| Highlights | ii |
| Table of contents | iii |
| List of acronyms | iv |
| List of tables | v |
| Introduction | 6 |
| Methodology | 6 |
| Recruitment | 6 |
| Data collection | 6 |
| Data analysis | 7 |
| Main results | 7 |
| Discussion | 12 |
| Conclusion | 13 |

LIST OF ACRONYMS

| | |
|------|---|
| CAMI | Council for Anglophone Magdalen Islanders |
| CASA | Committee for Anglophone Social Action |
| ECOL | English Community Organization of Lanaudière |
| HLSL | Heritage Lower Saint Lawrence |
| JHCP | Jeffery Hale Community Partners |
| MCDC | Megantic English-speaking Community Development Corporation |
| NSCA | North Shore Community Association |
| VGPN | Vision Gaspé-Percé Now |

LIST OF TABLES

- Table 1: Distribution of 2014-2017 recipients by region according to their status - Fall semester 2016
- Table 2: Distribution of 2014-2017 bursaries by region according to category of bursary and level of education - Fall semester 2016
- Table 3: Distribution of 2014-2017 bursaries by region according to program of study - Fall semester 2016

** In this document, the masculine form is used to simplify the text.

INTRODUCTION

This document is the second biannual report on the monitoring mechanism of the McGill Health and Social Services Community Leadership Bursary Program.

The report aims to present data related to bursaries awarded to 2014-2017 recipients of the Bursary Program by drawing up a picture of the situation as of the first semester of the 2016-2017 academic year. Based on the data collected, we can outline the recipients' distribution by region, along with other variables such as level of education, program of study, and medium-term intentions. Since this is not a research or evaluation report, data presented in the report are merely descriptive.

METHODOLOGY

Data presented in this report were collected between May and September 2016. During this period, follow-ups targeted all non-graduating recipients from 2014 to 2017 for each of the thirteen¹ community networks involved in the Bursary Program as well as graduate recipients for whom the follow-up date of six months or one year after graduation was set during the above period.

RECRUITMENT

A list of new recipients for the 2016-2017 academic year was provided by the McGill team, and data were added to our bursary recipients' repertory, which now covers all bursary recipients from 2014 to 2017. The information that the repertory contains is derived from data collected for each follow-up conducted by the various community networks.

DATA COLLECTION

From May to September 2016, we collected information from fifty non-graduating recipients covering the 2014-2017 period and four graduate recipients, including two who graduated six months prior to being surveyed and two others who graduated a year prior.. Follow-ups with

¹ The Townshippers' Association covers two regions: Estrie and Montérégie. For Bursary Program purposes, this association is counted as two community networks: Townshippers Estrie (05) and Townshippers Montérégie Est (16).

graduate recipients scheduled between the months of October 2016 and March 2017 are included in the spring 2017 annual report.

DATA ANALYSIS

Upon receipt of the completed forms, data were exported to an Excel file from which descriptive statistics were generated for quantitative data. Meanwhile the qualitative data collected were used to document the section on the job search process for recipients whose graduation is expected in the next six months and, in some cases, to provide more details on the recipients' record.

MAIN RESULTS

As concerns the follow-up period from May to September 2016, we are focusing on 50 non-graduating recipients from the 2014 to 2017 cohorts.² Of these, a total of 20 are members of the 2014-2015 and/or 2015-2016 cohorts and 30 others were awarded a bursary for the 2016-2017 academic year. Among the 30 recipients of this new cohort, a total of 10 had already been awarded one or more bursaries³ as part of the Bursary Program in previous semesters. They were therefore already on the list of non-graduating recipients whose follow-up was required in fall 2016. As for the 20 other recipients from the 2016-2017 cohort, this was a first bursary. As their respective file had just been evaluated for the awarding of bursaries, these new recipients did not have to be monitored and therefore had no form to complete. For this reason, the only data recorded for the period covered in the current report pertain to program of study, educational institution, and category of bursary. However, these new recipients were slated to take part in the monitoring mechanism as of winter semester 2017. In addition to the 50 non-graduating recipients monitored between May and September 2016, four graduate recipients were monitored, including two who graduated six months prior to being surveyed and two who graduated one year prior to that date.

Figure 1. Profile of the distribution of non-graduating recipients as of October 2016⁴

² This covers the cohorts 2014-2015, 2015-2016 and 2016-2017 inclusively.

³ However, one of these recipients did not have to complete the monitoring form since at the time of the follow-up, the recipient was listed as a graduate recipient in our files. Hence, the data collected for the recipient in question were the same as those collected for the new recipients of 2016-2017.

⁴ The figure shows the number of non-graduating recipients as of October 2016 with bursaries awarded between 2014 and 2017.

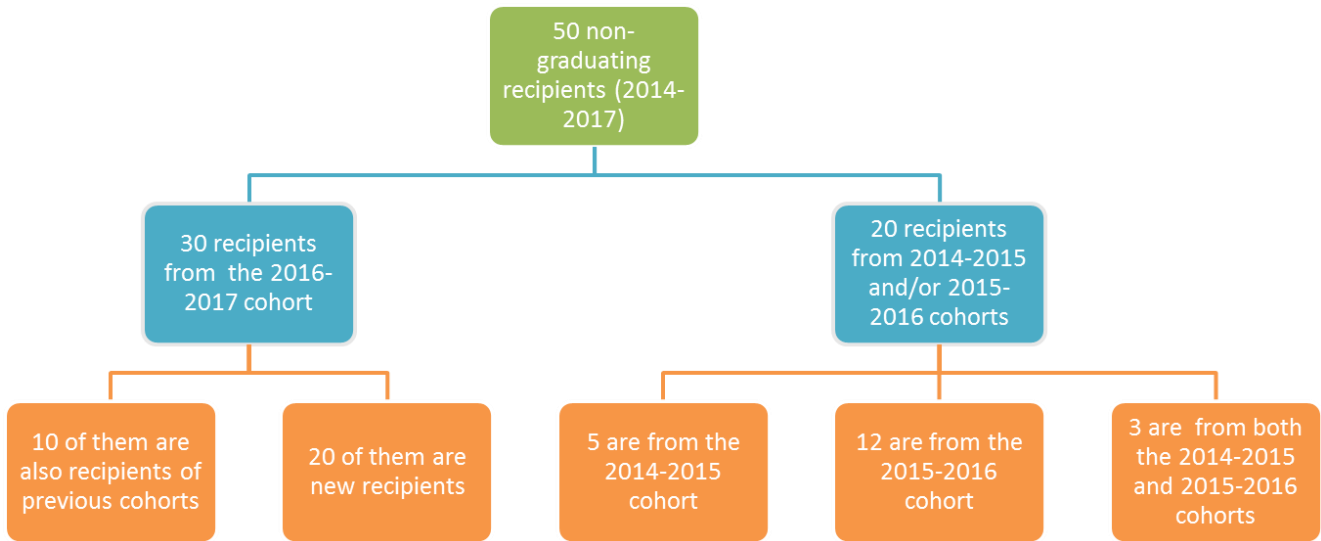


Table 1 below presents a profile of the distribution of bursaries according to the recipients' home region. We can observe that more than a quarter of recipients (26.4%) are from the Gaspésie-Îles-de-la-Madeleine region.

Table 1: Distribution of 2014-2017 recipients by region according to their status - Fall semester 2016

| Region | Community Network | Number of non-graduate recipients | Number of graduate recipients | | | | Total |
|----------------------------------|--|-----------------------------------|------------------------------------|--------------------------|----------------------------------|------------------------|-----------------------|
| | | | Graduated less than six months ago | Graduated six months ago | Graduated less than one year ago | Graduated one year ago | |
| 01 Lower Saint Lawrence | Heritage Lower Saint Lawrence (HLSL) | 6 | 0 | 0 | 0 | 0 | 6 |
| 03 Capitale-Nationale | Jeffery Hale Community Partners (JHCP) | 7 | 0 | 0 | 0 | 0 | 7 |
| 05 Estrie | Townshippers' Association | 5 | 0 | 0 | 0 | 0 | 5 |
| 07 Outaouais | Connexions Resource Center | 3 | 0 | 0 | 0 | 1 | 4 |
| 08 Abitibi-Témiscamingue | Neighbours Regional Association of Rouyn-Noranda | 4 | 1 | 0 | 0 | 0 | 5 |
| 09 North Shore | Coasters' Association Inc. | 4 | 2 | 1 | 0 | 0 | 7 |
| | North Shore Community Association (NSCA) | 3 | 0 | 0 | 0 | 0 | 3 |
| Subtotal | | 7 | 2 | 1 | 0 | 0 | 10 |
| 11 Gaspésie-Îles-de-la-Madeleine | Committee for Anglophone Social Action (CASA) | 6 | 1 | 0 | 0 | 1 | 8 |
| | Council for Anglophone Magdalen Islanders (CAMI) | 3 ¹ | 0 | 1 | 0 | 0 | 4 |
| | Vision Gaspé-Percé Now (VGPN) | 3 | 2 | 0 | 1 | 0 | 6 |
| Subtotal | | 12 | 3 | 1 | 1 | 1 | 18 |
| 12 Chaudière Appalaches | Megantic English-speaking Community Development Corporation (MCDC) | 3 | 3 | 0 | 0 | 0 | 3 |
| 14 Lanaudière | English Community Organization of Lanaudière (ECOL) | 1 | 0 | 0 | 0 | 0 | 1 |
| 16 Montérégie | Townshippers' Association | 2 | 1 | 0 | 0 | 0 | 3 |
| TOTAL | | 50 | 10 | 2 | 1 | 2 | 65² |

¹A recipient from the region dropped out of school and therefore was not included in the table.

²Of these, 11 recipients were not monitored in fall 2016 as they were between two categories of follow-up (i.e. less than six months or less than a year).

Table 2: Distribution of 2014-2017 bursaries by region according to category of bursary and level of study - Fall semester 2016*

| Region | Community network | Category 1 | Category 2 | University | CEGEP | Secondary ¹ |
|----------------------------------|--|------------|------------|------------|-----------|------------------------|
| 01 Lower Saint Lawrence | Heritage Lower Saint Lawrence (HLSL) | 4 | 2 | 5 | 1 | 0 |
| 03 Capitale-Nationale | Jeffery Hale Community Partners (JHCP) | 4 | 3 | 5 | 2 | 0 |
| 05 Estrie | Townshippers' Association | 1 | 4 | 1 | 3 | 1 |
| 07 Outaouais | Connexions Resource Center | 2 | 1 | 2 | 1 | 0 |
| 08 Abitibi-Témiscamingue | Neighbours Regional Association of Rouyn-Noranda | 3 | 1 | 2 | 2 | 0 |
| 09 North Shore | Coasters' Association Inc. | 4 | 0 | 4 | 0 | 0 |
| | North Shore Community Association (NSCA) | 1 | 2 | 1 | 1 | 1 |
| Subtotal | | 5 | 2 | 5 | 1 | 1 |
| 11 Gaspésie-Îles-de-la-Madeleine | Committee for Anglophone Social Action (CASA) | 6 | 0 | 3 | 3 | 0 |
| | Council for Anglophone Magdalen Islanders (CAMI) | 3 | 0 | 0 | 3 | 0 |
| | Vision Gaspé-Percé Now (VGPN) | 3 | 0 | 2 | 1 | 0 |
| Subtotal | | 12 | 0 | 5 | 7 | 0 |
| 12 Chaudière Appalaches | Megantic English-speaking Community Development Corporation (MCDC) | 3 | 0 | 1 | 2 | 0 |
| 14 Lanaudière | English Community Organization of Lanaudière (ECOL) | 1 | 0 | 1 | 0 | 0 |
| 16 Montérégie | Townshippers' Association | 2 | 0 | 1 | 1 | 0 |
| TOTAL | | 37 | 13 | 28 | 20 | 2 |

* Data in this table refer only to non-graduating recipients and do not take into account the recipient who dropped out of school.

¹ Vocational training (Diploma of Vocational Studies (DVS) or Attestation of Vocational Studies (AVS)).

Table 3: Distribution of 2014-2017 bursaries by region according to their program of study - Fall semester 2016*

| Region | Community network | Nursing | Medicine | Diagnostic Imaging | Psychology | Social Work | Other ** |
|----------------------------------|--|-----------|----------|--------------------|------------|-------------|-----------|
| 01 Lower Saint Lawrence | Heritage Lower Saint Lawrence (HLSL) | 1 | 3 | 0 | 0 | 2 | 0 |
| 03 Capitale-Nationale | Jeffery Hale Community Partners (JHCP) | 1 | 3 | 1 | 1 | 0 | 1 |
| 05 Estrie | Townshippers' Association | 3 | 0 | 1 | 0 | 0 | 1 |
| 07 Outaouais | Connexions Resource Center | 3 | 0 | 0 | 0 | 0 | 0 |
| 08 Abitibi-Témiscamingue | Neighbours Regional Association of Rouyn-Noranda | 2 | 0 | 1 | 0 | 0 | 1 |
| 09 North Shore | Coasters' Association Inc. | 1 | 0 | 0 | 0 | 1 | 2 |
| | North Shore Community Association (NSCA) | 0 | 1 | 0 | 0 | 0 | 2 |
| Subtotal | | 1 | 1 | 0 | 0 | 1 | 4 |
| 11 Gaspésie-Îles-de-la-Madeleine | Committee for Anglophone Social Action (CASA) | 1 | 0 | 0 | 2 | 0 | 3 |
| | Council for Anglophone Magdalen Islanders (CAMI) | 2 | 0 | 1 | 0 | 0 | 0 |
| | Vision Gaspé-Percé Now (VGPN) | 0 | 0 | 1 | 0 | 0 | 2 |
| Subtotal | | 3 | 0 | 2 | 2 | 0 | 5 |
| 12 Chaudière Appalaches | Megantic English-speaking Community Development Corporation (MCDC) | 0 | 0 | 1 | 1 | 1 | 0 |
| 14 Lanaudière | English Community Organization of Lanaudière (ECOL) | 1 | 0 | 0 | 0 | 0 | 0 |
| 16 Montérégie | Townshippers' Association | 2 | 0 | 0 | 0 | 0 | 0 |
| TOTAL | | 17 | 7 | 6 | 4 | 4 | 12 |

* Data in this table refer only to non-graduating recipients and do not take into account the recipient who dropped out of school.

**Occupational Therapy (2); Kinesiology (2); Dental Hygiene (1); Special Education (2); Homecare Assistance (2); Pharmacy (2); and Criminology (1).

Among the fifty non-graduating recipients presented in this report, four are slated to graduate over the next six months. A section of the form is reserved for these students to identify information about job search activities undertaken ahead of their graduation. Only one of them reported having started job search activities and also mentioned having already been employed. As for the others, data collected throughout the monitoring process did not yield any information about support needed or offered by community networks to assist recipients in their job search activities.

Between May and September 2016, only two recipients of the Bursary Program had graduated in the previous six months, one from the North Shore region and the other from the Gaspésie-Îles-de-la-Madeleine region. At the time of monitoring, both were working in a public health and social services institution or related organization in their respective home regions. According to their files, neither of them completed an internship in his home region during studies. One of them holds a full-time position as a community nutritionist at *Dispensaire Matimekush-Lac John* in Schefferville and plans to stay there, while the other graduate recipient holds a part-time position as a nurse at the *Centre intégré de santé et de services sociaux (CISSS) des Îles* but intends to return to school and complete a master's degree with the goal of becoming a nurse practitioner.

Two recipients who graduated a year prior to this report were also monitored in the last few months. They are respectively residents of Outaouais and Gaspésie-Îles-de-la-Madeleine, and only one of them holds a full-time position in his home region as an educator at the Walgwan Centre. As this person was awarded only one bursary under the McGill Bursary Program, he must complete another six months of full-time work before having fully respected the Bursary Program's commitments. The other graduate recipients decided to continue studies at a higher level so as to complete a master's degree in experimental medicine. Only the graduate recipient currently in a position completed an internship in his home region during his studies.

DISCUSSION

The participation of the community networks involved in the Bursary Program project is the essential element leading to the success of this project. By their own admission, some community networks have experienced difficulties in contacting their recipients in the past and this became a more significant barrier during the semester addressed by the current report. Hence certain

networks were given more time to complete their monitoring forms at the conclusion of the monitoring period.

CONCLUSION

Data presented in this report are intended to contribute to the annual performance report submitted to Health Canada for 2016-2017. If the McGill team wishes to obtain additional information concerning the data collected, we would be pleased to provide them with the information that they require. We remain sensitive to the needs of the community networks involved in the project as well as those of the McGill team. Thus any information that is deemed important to collect as concerns the monitoring process will be taken into consideration when it comes to developing tools used for subsequent monitoring.