

# McGill Program Networks Creating Impacts

Presented by:

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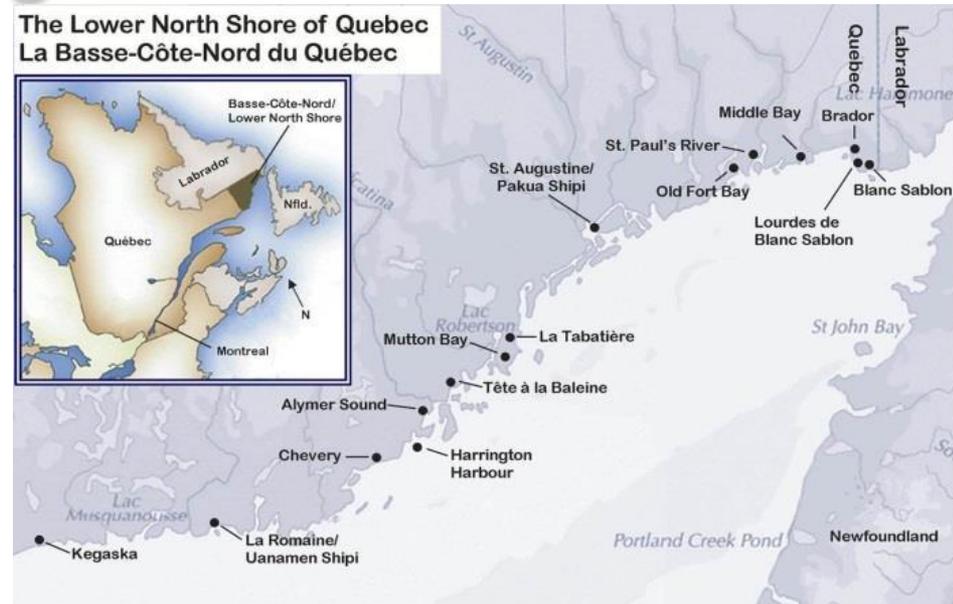
# Health Field Labour Force Development in the Lower North Shore Region

## YEAR 2004

The Coasters Association received funding from the CHSSN and developed its first Strategic Plan with its network table the Lower North Shore Coalition for Health.

## YEAR 2010

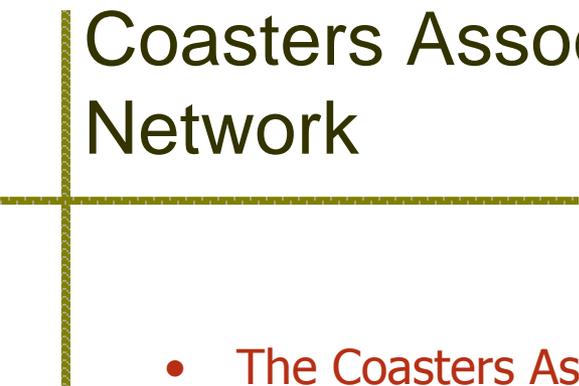
The Education network was established and a formal retention plan was established.



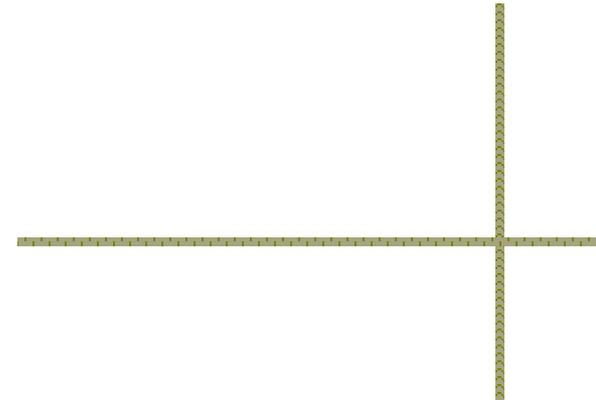
Land mass: 65, 148.50km<sup>2</sup>  
5 Municipalities  
14 Communities

Population: 5126  
70% Anglophone  
60% Unemployment rate

# Coasters Association and the Education Network



- The Coasters Association was formed in May of 1989 in St. Augustine and founded in La Tabatiere in February 1991.
- The Education Network is a network table of the CA made up of members from the Coasters Association, Centre integre de Sante et de Services Sociaux de la Basse Cote Nord, Commission Scolaire du Littoral, and CA Staff- Cornella Maurice, Executive Director and Kimberly Buffitt, Director of Programs



# The Strengths of the Network

1. The Education Network is made up of people that represent organizations and institutions and these delegates all have decision making capabilities within their respective bodies
2. Strong understanding of challenges in H & SS on the Lower North Shore
3. Believe that the partnerships created and nurtured through the Education Network will bring increased access to H & SS on the territory in English
4. All members of the Education Network have an open mind and like to think outside the box to find solutions
5. All Education Network members are committed to creating a sustainable Network and to improving access to H & SS on the territory

## Issues and concerns of health service professionals

In the first phase of the McGill project a survey was accomplished with all of the staff of the CSSSBCN in all the communities on the LNS, priorities were established based on the results:

Strategies were developed to answer to these priorities after traveling to all the communities to validate results . The final priorities were developed with the Coasters Association Board of Directors and the established partnership table, The Education Network , with support from McGill University



# Result area #1

**Maintain an Education Network**-to ensure the development and implementation of a retention plan

Local Education Network

Regional Education Network

Access Committee



# Result Area # 2

**Research and profile development-** Complete assessment of community organizations and services offered, Complete job forecast for Lower North Shore (future employment availability)

CSSSBCN Web Site

Community guide and maps

Packages for recruitment and new employees



# Result Area # 3

## **Implement strategies based on Education Network's regional retention plan**

- Guidance-Oriented Approach to Learning (GOAL)
- Personal Orientation Project (POP)
- Host bi-annual job fairs and employability forums with youth
- Scholarship program for health and social service vocational studies, technicians, cegep and university



# Result Area #3

- Internship model to host interns in region 09 and external regions
- Implement sustainable training program to allow professionals to maintain and develop their professional skills
- Create a system for “stage” (job) placement for training (i.e. one week),
- Municipalité Régionales de Compte (MRC) to develop favourable conditions and services to different milieu to aid in retention.



# The Retention Plan

The Retention Plan gave partners a path and answered

- Who are we, and who is in charge of certain initiatives undertaken ?
- What are we doing to improve recruitment and retention of H & SS professionals ?
- When will activities take place ?
- Where are we going, and where will initiatives take place ?
- Why are we here and, why are we undertaking certain activities ?

## Financing

Human resource and  
career development  
Distribution  
Training/Recruitment

Research and  
Development  
Financing

Labour Force  
Development  
Distribution  
Recruitment

Community  
support,  
communication,  
Research and  
Development

Marketing  
Internships  
Hiring of Candidates

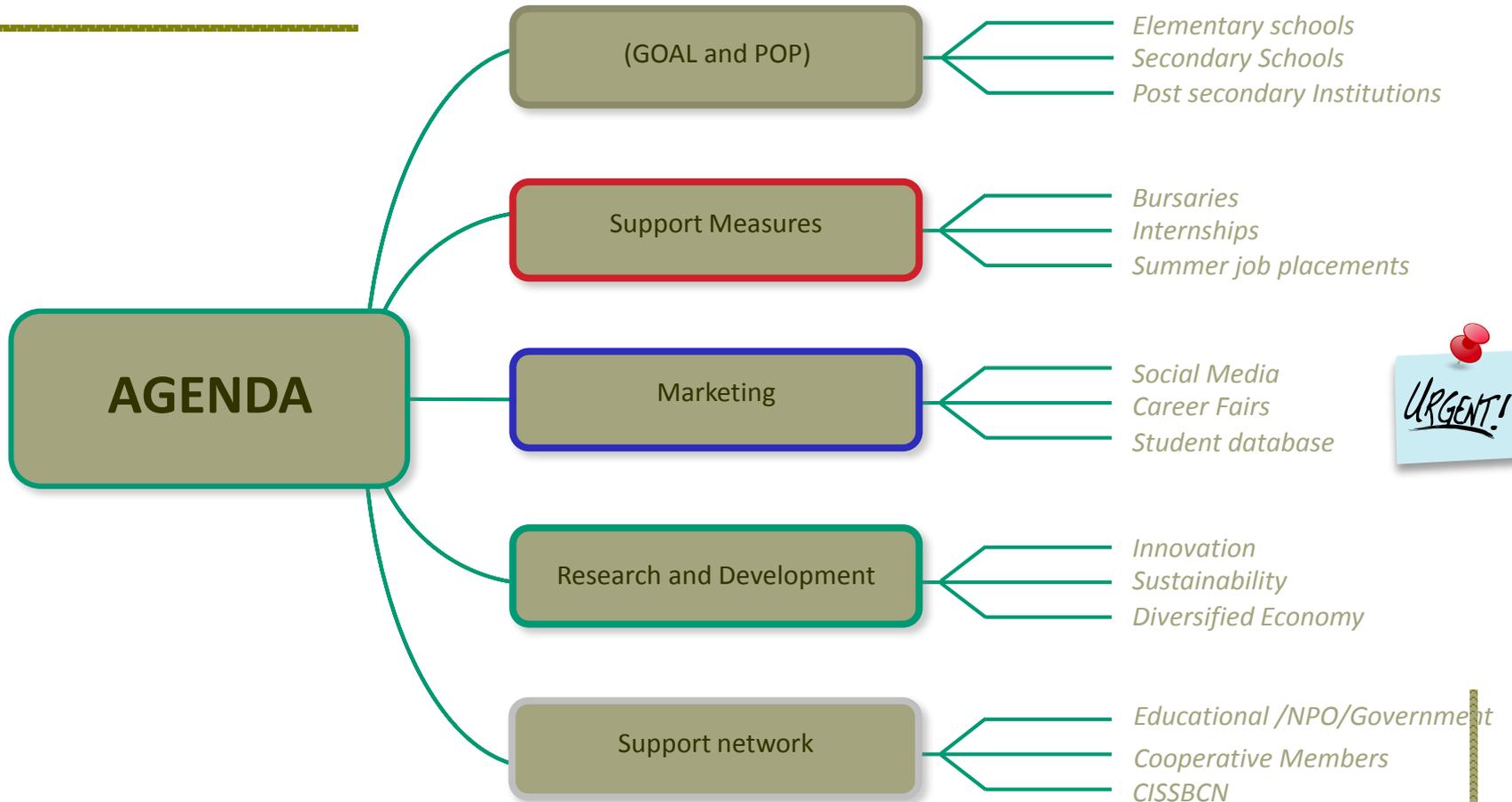
Labor Force



# Our Proposal for Development

# SWOT ANALYSIS





# Student database

- **Lower North Shore Post Secondary Student Database**
  - **Name**
  - **LNS Address**
  - **Current Address**
  - **Email**
  - **Phone Number**
  - **Education Progress**

# Transitioning to Career Placement

## Example:

Cooper, Caroline

Lourdes de Blanc Sablon,

University of Laval, Bachelors of Occupational Therapy, Completed,

Bursary recipient, internship, summer job placement, hired 2015

Smith, Amber

St. Paul's River

Gatineau Heritage College

Nursing Expected Completion: 2016

Bursary recipient, summer job placement



# For More Information

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Questions and comments

## The Lower North Shore of Quebec

