

# **Impact and Results of the Health and Social Services Community Leadership Bursary Program at McGill**

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# BACKGROUND

- Quebec's English-speaking communities are facing a shortage of health professionals due to sociodemographic changes and the regionalization of health services.



- The McGill Training and Retention of Health Professionals Project launched an initiative in order to improve the retention of health professionals from these communities.

# BACKGROUND

- **Program's Conditions:**
  - Having English and French language skills;
  - Pursuing full-time studies in the area of health and social services;
  - Eligible to students from secondary school vocational training, CEGEP/college and universities;
  - Commitment to stay or return in one of the selected Quebec region for one-year period (for each bursary received) after graduation

# BACKGROUND

- **The primary objective of the Program:**

To encourage English-speaking professionals to work in the health and social services system and, ultimately, to increase the number of those professionals in Quebec's English-speaking communities.

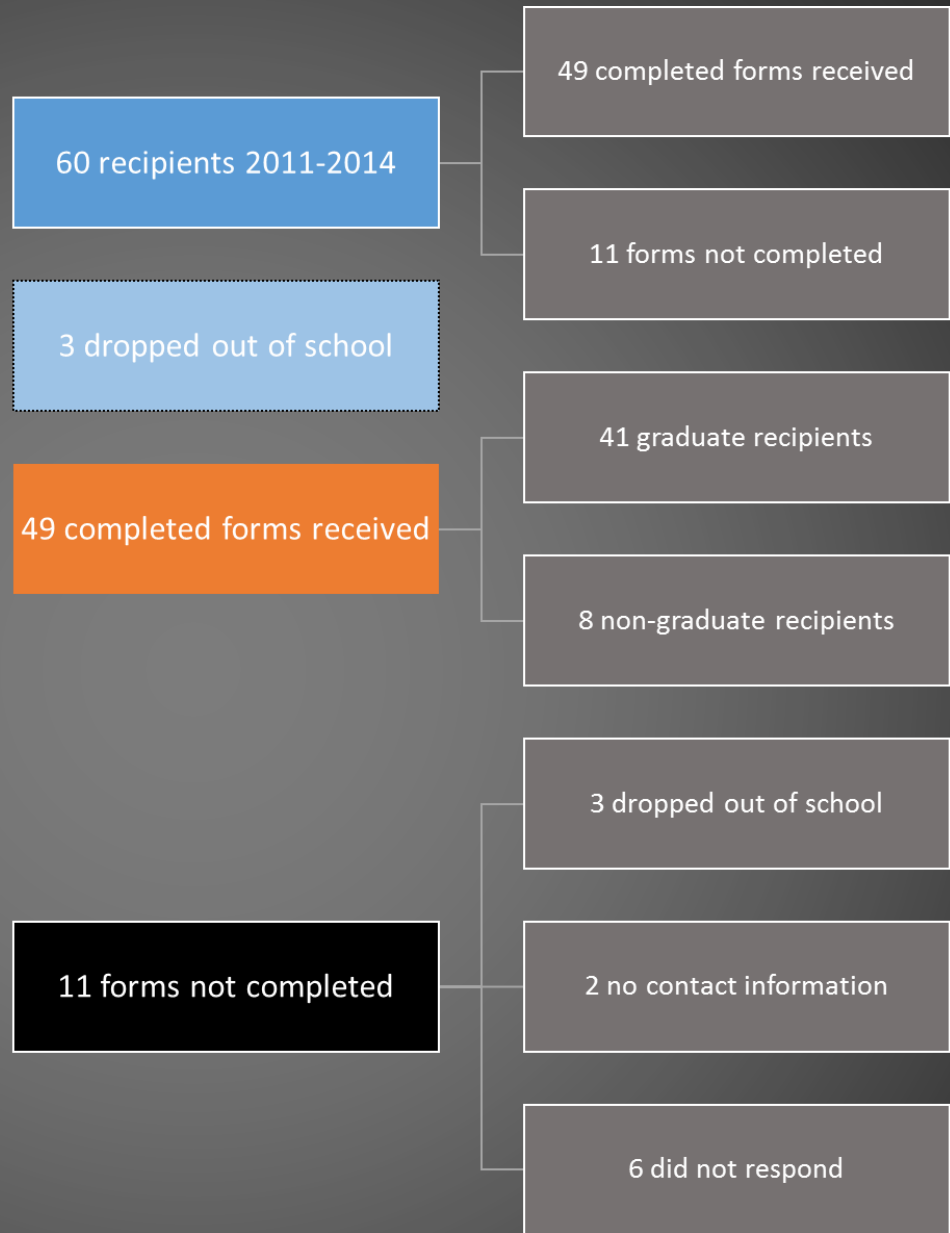
- **A first evaluation of the Bursary Program was conducted in 2014 which revealed:**

- a) A global efficiency (fulfilling commitments)
- b) A formal follow-up mechanism is lacking

# METHODS

- A follow-up mechanism was launched in 2015
- Second evaluation of the Bursary Program conducted in 2017 targeting all recipients from 2011 to 2014
- Data were collected between May and October 2017
- Regions and community networks represented:
  - Estrie (Townshippers' Association)
  - Outaouais (Connexions Resource Center)
  - North Shore (Coasters' Association Inc. and NSCA)
  - Gaspésie-Îles-de-la-Madeleine (CAMI, CASA and VGPN)
  - Chaudière-Appalaches (MCDRC)
  - Montérégie (Townshippers' Association)

# OVERVIEW 2011-2014



# DISTRIBUTION OF 2011-2014 RECIPIENTS ACCORDING TO THEIR STATUS

Region	Community network	Number of non-graduate recipients	Number of graduate recipients	TOTAL
(05) Estrie	Townshippers' Association	1	1	2
(07) Outaouais	Connexions Resource Center	1	7	8
(09) North Shore	Coasters' Association Inc.	3	8	11
	North Shore Community Association (NSCA)†	0	1	1
<b>Subtotal</b>		<b>3</b>	<b>9</b>	<b>12</b>
(11) Gaspésie-Îles-de-la-Madeleine	Committee for Anglophone Social Action (CASA)†	1	6	7
	Council for Anglophone Magdalen Islanders (CAMI)†	1	4	5
	Vision Gaspé-Percé Now (VGPN)	0	5	5
<b>Subtotal</b>		<b>2</b>	<b>15</b>	<b>17</b>
(12) Chaudière-Appalaches	Megantic English-speaking Community Development Corporation (MCDC)	1	5	6
(16) Montérégie	Townshippers' Association	0	4	4
<b>TOTAL</b>		<b>8</b>	<b>41</b>	<b>49</b>

# DISTRIBUTION OF 2011-2014 RECIPIENTS ACCORDING TO CATEGORY OF BURSARY AND LEVEL OF STUDY

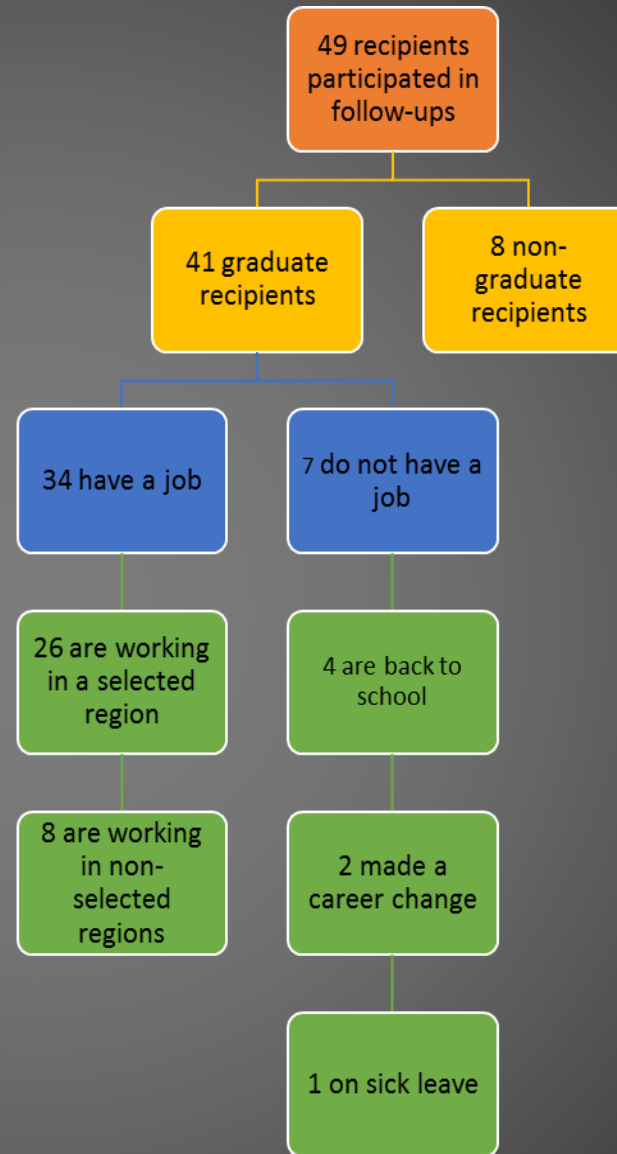
Region	Community network	Category 1	Category 2	University	CEGEP	Secondary <sup>1</sup>
(05) Estrie	Townshippers' Association	0	2	1	0	1
(07) Outaouais	Connexions Resource Center	5	3	5	1	2
(09) North Shore	Coasters' Association Inc.	11	0	9	2	0
	North Shore Community Association (NSCA) <sup>†</sup>	1	0	1	0	0
<b>Subtotal</b>		<b>12</b>	<b>0</b>	<b>10</b>	<b>2</b>	<b>0</b>
(11) Gaspésie-Îles-de-la-Madeleine	Committee for Anglophone Social Action (CASA) <sup>†</sup>	3	5	3	1	4
	Council for Anglophone Magdalen Islanders (CAMI) <sup>†</sup>	5	0	2	3	0
	Vision Gaspé-Percé Now (VGPN)	3	2	3	2	0
<b>Subtotal</b>		<b>11</b>	<b>7</b>	<b>8</b>	<b>6</b>	<b>4</b>
(12) Chaudière-Appalaches	Megantic English-speaking Community Development Corporation (MCDC)	5	0	2	3	0
(16) Montérégie	Townshippers' Association	4	0	3	0	1
<b>TOTAL</b>		<b>37</b>	<b>12</b>	<b>29</b>	<b>12</b>	<b>8</b>



# PROGRAM OF STUDY BY REGION: AN OVERVIEW

- 18 programs of study represented;
- 35% of the recipients were or are still enrolled in a nursing program at any level of study (University, CEGEP and Secondary)
  - Most of them were/are from Gaspésie-Îles-de-la-Madeleine and Outaouais
- Medicine and biomedical science were also popular programs with 7% of recipients enrolled in each.

DISTRIBUTION OF  
THE 2011-2014  
RECIPIENTS WHO  
PARTICIPATED IN  
THE FOLLOW-UP



# HIGHLIGHTS OF 2011-2014 GRADUATE RECIPIENTS HAVING A JOB IN THEIR FIELD OF STUDY

Among the 26  
recipients  
working in a  
selected region...

- 22 have a full-time job
- 21 are working in a public health institution
- 18 have already respected all conditions of the Bursary Program
- 9 performed an internship in their home region

Of the 8  
recipients  
working in non-  
selected regions...

- 2 have already worked in a selected region in the past and have respected all conditions of the Bursary Program.
- 6 were unable to find a job in their field of study in a selected region

# OVERVIEW OF THE 2011-2014 GRADUATE RECIPIENTS WORKING IN A SELECTED REGION BY REGION OF WORK AND EMPLOYMENT STATUS

- Only 19% are not working in their home region
- 50% are working in nursing

Recipient	Home region	Region of work	Employment status
1	(12) Chaudière-Appalaches	(12) Chaudière-Appalaches	Full-time
2	(11) Gaspésie-Îles-de-la-Madeleine	(11) Gaspésie-Îles-de-la-Madeleine	Full-time
3	(11) Gaspésie-Îles-de-la-Madeleine	(11) Gaspésie-Îles-de-la-Madeleine	Full-time
4	(11) Gaspésie-Îles-de-la-Madeleine	(11) Gaspésie-Îles-de-la-Madeleine	Full-time
5	(11) Gaspésie-Îles-de-la-Madeleine	(11) Gaspésie-Îles-de-la-Madeleine	Full-time
6	(11) Gaspésie-Îles-de-la-Madeleine	(03) Capitale-Nationale	Full-time
7	(12) Chaudière-Appalaches	(04) Maurie et Centre-du-Québec	Part-time
8	(16) Montérégie	(05) Estrie	Full-time
9	(07) Outaouais	(07) Outaouais	Full-time
10	(07) Outaouais	(07) Outaouais	Part-time
11	(11) Gaspésie-Îles-de-la-Madeleine	(11) Gaspésie-Îles-de-la-Madeleine	Full-time
12	(11) Gaspésie-Îles-de-la-Madeleine	(11) Gaspésie-Îles-de-la-Madeleine	Part-time
13	(16) Montérégie	(05) Estrie	Full-time
14	(07) Outaouais	(07) Outaouais	Full-time
15	(12) Chaudière-Appalaches	(12) Chaudière-Appalaches	Part-time
16	(16) Montérégie	(16) Montérégie	Full-time
17	(07) Outaouais	(07) Outaouais	Full-time
18	(07) Outaouais	(07) Outaouais	Full-time
19	(05) Estrie	(05) Estrie	Full-time
20	(07) Outaouais	(07) Outaouais	Full-time
21	(11) Gaspésie-Îles-de-la-Madeleine	(11) Gaspésie-Îles-de-la-Madeleine	Full-time
22	(09) North Shore	(09) North Shore	Full-time
23	(09) North Shore	(09) North Shore	Full-time
24	(09) North Shore	(09) North Shore	Full-time
25	(09) North Shore	(09) North Shore	Full-time
26	(09) North Shore	(03) Capitale-Nationale	Full-time

# OVERVIEW OF INTERNSHIP EXPERIENCE IN HOME REGION FOR THE 2011-2014 GRADUATE RECIPIENTS

Region	Community network	Internship in the home region	No internship	Total
(05) Estrie	Townshippers' Association	1	0	1
(07) Outaouais	Connexions Resource Center	0	7	7
(09) North Shore	Coasters' Association Inc.	3	5	8
	North Shore Community Association (NSCA)†	0	1	1
<b>Subtotal</b>		<b>3</b>	<b>6</b>	<b>9</b>
(11) Gaspésie-Îles-de-la-Madeleine	Committee for Anglophone Social Action (CASA)†	1	5	6
	Council for Anglophone Magdalen Islanders (CAMI)†	0	4	4
	Vision Gaspé-Percé Now (VGPN)	3	2	5
<b>Subtotal</b>		<b>4</b>	<b>11</b>	<b>15</b>
(12) Chaudière-Appalaches	Megantic English-speaking Community Development Corporation (MCDC)	2	3	5
(16) Montérégie	Townshippers' Association	2	2	4
<b>TOTAL</b>		<b>12</b>	<b>29</b>	<b>41</b>

# OVERVIEW OF AGREEMENT BETWEEN RECIPIENTS AND COMMUNITY NETWORK FOR THOSE WHO ARE NOT WORKING IN A SELECTED REGION

Recipient	Home region	Graduation date	Has already worked in a selected region	Agreement with community network
1	(11) Gaspésie-Îles-de-la-Madeleine	2017	non	Non
2	(11) Gaspésie-Îles-de-la-Madeleine	2016	non	None
3	(09) Côte-Nord	2014	non	Non
4	(09) Côte-Nord	2015	non	None
5	(09) Côte-Nord	2013	oui	No, all conditions already met
6	(11) Gaspésie-Îles-de-la-Madeleine	2016	Non	None
7	(11) Gaspésie-Îles-de-la-Madeleine	2012	Oui	No, all conditions already met
8	(11) Gaspésie-Îles-de-la-Madeleine	2015	Non	Educational support services to English language teachers of the local schools, as well as support services for Anglophone parents of the region.
9	(12) Chaudière-Appalaches	2016	Oui	No, back to school
10	(12) Chaudière-Appalaches	2013	Oui	No, all conditions already met
11	(11) Gaspésie-Îles-de-la-Madeleine	2015	Oui	No, back to school
12	(11) Gaspésie-Îles-de-la-Madeleine	2016	Non	No, back to school
13	(16) Montérégie	2011	Oui	No, all conditions already met
14	(09) Côte-Nord	2013	Oui	No, all conditions already met
15	(07) Outaouais	2013	Oui	No, back to school

# LAST CONCERNS TO HIGHLIGHT...

- Several unreachable recipients and contact information not up-to-date
  - Importance of keeping in touch frequently with recipients
- Grey area regarding the understanding of the commitments to be made for both parties (recipients and community network)
  - Some cases emerge from the last follow-ups

# QUESTIONS?

