



Faculty of Arts

## Training and Retention of Health Professionals Project

**RETENTION PROGRAM – OVERALL PROFILE 2011-2013**

<http://www.mcgill.ca/hssaccess/m2intro>

June 30, 2013

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## FOREWORD

The McGill University Training and Retention of Health Professionals Project (McGill Project) adds to the initiatives of the Government of Québec to give English-speaking Quebecers access to the full range of health and social services in their own language. It is an additional tool for implementing and revising regional programs for access to services in English, as prescribed in the *Act respecting health services and social services*. The McGill Project addresses the recognized needs of English-speaking communities and the challenge that those needs pose for Quebec's health and social services system. Given this, the McGill Project set up various programs to train and promote the hiring and retention of sufficient professionals qualified to deliver health and social services in English. The McGill Project is funded by Health Canada in the amount of \$19 million over four years through its Official Languages Health Contribution Program (OLHCP).

This report is the second in a three-part series to present the data gathered through the McGill Project from 2009 to 2013. The series concerns the three measures of the McGill Project, namely, the Language Training Program, the Retention and Distance Professional and Community Support Program, and the Research Development Program.



## INTRODUCTION

The objectives of McGill University's Retention and Distance Professional and Community Support Program are to increase the participation in the Quebec health and social services system of technicians and professionals able to respond to the needs of English-speaking clients, in their own language, and increase the range of services offered in English to Quebec's English-speaking communities. The Retention and Distance Professional and Community Support Program is comprised of three components: Retention Incentives, Distance Professional Support and Distance Community Support.

The present report concerns primarily Component 1, Retention incentives 2011-2013. The objective of the Retention Incentives component is to increase the number of health and social services technicians and professionals able to meet the needs of the English-speaking people in Quebec's regions. It seeks to increase the institutions' capacity to hire these technicians and professionals by giving the institutions incentives to create internship placements and offering support for the supervisors. Its ultimate goal is to increase the number of new graduates capable of obtaining jobs in the different regions of Quebec in order to offer services to English-speaking clients.

The Retention Incentives component brings into play three categories of partners: the community networks, the educational institutions and the health and social services network. The call for project proposals for organisations was sent by McGill to MSSS on October 17, 2011. McGill launched the call for projects for educational institutions and community networks on December 20, 2010 and December 9, 2010, respectively.

Twenty-one of the projects submitted by the health and social services network for 2011-2013 were retained and received financial support. These projects are linked to one or more of the following dimensions:

- Dimension 1: Creation of Internship Environments: a Bridge to Hiring;
- Dimension 2: Measures to Support Internship Supervisors;
- Dimension 3: Measures to Support Interns;
- Dimension 4: Measures to Support Student Hiring;
- Dimension 5: Additional Support Measures.

Seven of the projects submitted by educational institutions for 2009-2013 were retained and received financial support. These projects are linked to one of the following dimensions, or both:

- Dimension 1: French Courses for Professional Purposes for Students of the Targeted Educational Institutions;
- Dimension 2: Support for Special Supervisory Needs.

Seventeen of the projects submitted by community networks to the Training and Retention of Health Professionals Project for 2009-2013 were retained and received financial support. These projects are linked to one or more of the following dimensions:

- Dimension 1: Promotional Activities with the Health and Social Services Network;
- Dimension 2: Promotional Activities with the Education Network;
- Dimension 3: Welcoming and Integrating Interns in the Region;
- Dimension 4: Collaboration with the Regional Partners to Support Employment of Young Graduates who Return to their Region;
- Dimension 5: Allocation of Bursaries Favouring Return to the Regions.

The description of each of these projects is accessible on the McGill Project website at the following addresses:

Health and social services networks: <http://www.mcgill.ca/hssaccess/trhpp/m2intro/retention/hssnetworks>

Educational institutions: <http://www.mcgill.ca/hssaccess/trhpp/m2intro/retention/institutions>

Community networks: <http://www.mcgill.ca/hssaccess/trhpp/m2intro/retention/orgs>

For more details on the structure of the Program, consult the prospectus of the Retention and Distance Professional and Community Support Program, Measure 2 at the following address:

<http://www.mcgill.ca/hssaccess/fr/documents/prospectum2>



## DOCUMENT CONTENTS

The present document reports statistical data of Component 1, Retention incentives of the Retention and Distance Professional and Community Support Program. More specifically, it reports on completed internships, allocated bursaries, hirings, as well as statistics related to support measures for intern supervisory support, measures of complementary support and promotional activities.

The data presented in this document are taken from different planning and accountability documents that the health and social services institutions, educational institutions, and community networks submitted to McGill from 2011 to 2013:

Presentation table of projects 2011-2013

Work plan and narrative report 2012-2013

Annual report on results 2011-2012

Annual report on results 2012-2013

Accounting forecast and statement of expenditure – Appendix D 2011-2012

Accounting forecast and statement of expenditure – Appendix D 2012-2013

Considering the uncertainty surrounding the prolongation of the McGill Project after March 31, 2013, it was agreed that for the year 2012-2013, the accountability period would extend from April 1, 2012 to December 31, 2012, or nine months.



## 1. CREATION OF INTERNSHIPS

In accordance with a process of call for proposals agreed upon with the MSSS, the agencies solicited project proposals from interested organizations that would lead to the overall creation of 220 internship positions for the period 2011-2013. The proposals had to consider regional mechanisms of management of the internship offer and application, such as round tables and the Health Sciences Placement Network. They concern the creation of internship positions as well as the reception and integration of interns in the organization and in the community. The selection of interns was made by specific educational institutions, including universities and cégeps as well as school boards where the language of teaching is English and technical and professional programs in the area of health and social services are offered.



## 1.1 INTERNSHIPS 2011-2012

The following tables report planned and completed internships during the year 2011-2012, as part of the projects completed by organizations of the health and social services network, community networks, and educational institutions. Within the tables, data is broken down into the following indicators: type of organization, number of days of the internship, educational level, type of educational institution, discipline.

The completed projects by health and social services institutions, educational institutions and community networks, as part of Component 1 of Measure 2, led to the creation of 48 internship positions in 2011-2012.

Addressing primarily students of university level (41/48 of which 39 are from McGill), the internships created occurred most often either in a school board (12), a rehabilitation centre (10) or a general hospital (9). Nearly half of the internships (21) were spread out over duration of 20 to 39 days and a third (16) were longer than 60 days.

It is worth noting that the projects submitted and completed by the health and social services network as part of the program "A Bridge to Hiring", specifically based on the creation of internship positions, began at the end of the year 2011-2012, and for this reason, during this first year of activity, generated only eight internship positions. However, these projects led to numerous promotional activities (recruitment activities, creation of brochures, etc.) and to supervisor training activities or intern supervisor support.





Table 1.1.1: Internships in health and social services institutions and related organizations by project and type of organization, 2011-2012

Projects by region	CSSS	CR	CJ	CHSLD	CH	School Board	Community organization or other	TOTAL
<b>Health and Social Services Institutions</b>								
(13) Agence SSS de Laval		8						8
<b>Community Networks</b>								
(06) The East Island Network for English Language Services (REISA)		2		1	4		4	11
(06) Catholic Community Services (CCS)						4		4
(06) Catholic Community Services (CCS) Special Project						1		1
(11) Council for anglophone Magdalen Islanders (CAMI)	1							1
(12) Megantic English-Speaking Community Development Corporation (MCDC)	1							1
(13) AGAPE						3		3
(13) AGAPE - Special Project 1	4				4	3		11
(16) Townshippers Association, Montérégie-East Network	1		2					3
<b>Educational Institutions</b>								
(03) Cégep Champlain - St.Lawrence					1			1
(06) McGill School of Communication Sciences and Disorders - School Project						1		1
(06) McGill School of Communication Sciences and Disorders - AQPA Project							3	3
<b>TOTAL</b>	<b>7</b>	<b>10</b>	<b>2</b>	<b>1</b>	<b>9</b>	<b>12</b>	<b>7</b>	<b>48</b>

CR: Centre de réadaptation

CJ: Centre jeunesse

CHSLD: Centre d'hébergement et de soins de longue durée

CH: Centre hospitalier



**Table 1.1.2: Internships in health and social services institutions and related organizations by project and number of days of internship, 2011-2012**

Projects by region	1 to 19 days	20 to 39 days	40 to 59 days	60+ days	TOTAL
<b>Health and Social Services Institutions</b>		8			<b>8</b>
(13) Agence SSS de Laval					
<b>Community Networks</b>					
(06) The East Island Network for English Language Services (REISA)		7	4		<b>11</b>
(06) Catholic Community Services (CCS)		2		2	<b>4</b>
(06) Catholic Community Services (CCS) Special Project				1	<b>1</b>
(11) Council for anglophone Magdalen Islanders (CAMI)				1	<b>1</b>
(12) Megantic English-Speaking Community Development Corporation (MCDC)		1			<b>1</b>
(13) AGAPE		1	1	1	<b>3</b>
(13) AGAPE - Special Project 1		1	2	8	<b>11</b>
(16) Townshippers Association, Montérégie-East Network	2			1	<b>3</b>
<b>Educational Institutions</b>					
(03) Cégep Champlain - St.Lawrence	1				<b>1</b>
(06) McGill School of Communication Sciences and Disorders - School Project		1	1	1	<b>3</b>
(06) McGill School of Communication Sciences and Disorders - AQPA Project				1	<b>1</b>
<b>TOTAL</b>	<b>3</b>	<b>21</b>	<b>8</b>	<b>16</b>	<b>48</b>

**Table 1.1.3: Internships in health and social services institutions and related organizations by project and level of education, 2011-2012**

Projects by region	University	DEC	Secondary	TOTAL
<b>Health and Social Services Institutions</b>				
(13) Agence SSS de Laval	3			3
<b>Community Networks</b>				
(06) The East Island Network for English Language Services (REISA)	4	5		9
(06) Catholic Community Services (CCS)	1			1
(06) Catholic Community Services (CCS) Special Project	3			3
(11) Council for anglophone Magdalen Islanders (CAMI)	1		1	2
(12) Megantic English-Speaking Community Development Corporation (MCDC)	3			3
(13) AGAPE	11			11
(13) AGAPE - Special Project 1	8			8
(16) Townshippers Association, Montérégie-East Network				
<b>Educational Institutions</b>				
(03) Cégep Champlain - St.Lawrence	6	1		7
(06) McGill School of Communication Sciences and Disorders - School Project	1			1
(06) McGill School of Communication Sciences and Disorders - AQPA Project				
<b>TOTAL</b>	<b>41</b>	<b>6</b>	<b>1</b>	<b>48</b>

**Table 1.1.4: Internships in health and social services institutions and related organizations by project and educational institution, 2011-2012**

Projects by region	McGill University	Other universities	Cégeps	Secondary schools	TOTAL
<b>Health and Social Services Institutions</b>					
(13) Agence SSS de Laval	8				8
<b>Community Networks</b>					
(06) The East Island Network for English Language Services (REISA)	5	1	5		11
(06) Catholic Community Services (CCS)	4				4
(06) Catholic Community Services (CCS) Special Project	1				1
(11) Council for anglophone Magdalen Islanders (CAMI)				1	1
(12) Megantic English-Speaking Community Development Corporation (MCDC)	1				1
(13) AGAPE	3				3
(13) AGAPE - Special Project 1	11				11
(16) Townshippers Association, Montérégie-East Network	2	1			3
<b>Educational Institutions</b>					
(03) Cégep Champlain - St.Lawrence			1		1
(06) McGill School of Communication Sciences and Disorders - School Project	3				3
(06) McGill School of Communication Sciences and Disorders - AQPA Project	1				1
<b>TOTAL</b>	<b>39</b>	<b>2</b>	<b>6</b>	<b>1</b>	<b>48</b>



Table 1.1.5: Internships in health and social services institutions and related organizations by project and discipline, 2011-2012

Projects by region	Dietetics/ Nutrition	Occ. Therapy	Nurse Assistant	Speech Therapy	Physical therapy	Nursing	Social Work	Other **	TOTAL
<b>Health and Social Services Institutions</b>									
(13) Agence SSS de Laval		4			4				8
<b>Community Networks</b>									
(06) The East Island Network for English Language Services (REISA)	2						3	6	11
(06) Catholic Community Services (CCS)							1	3	4
(06) Catholic Community Services (CCS) Special Project							1		1
(11) Council for anglophone Magdalen Islanders (CAMI)								1	1
(12) Megantic English-Speaking Community Development Corporation (MCDC)								1	1
(13) AGAPE								3	3
(13) AGAPE - Special Project 1		1	1	2	1	2	1	3	11
(16) Townshippers Association, Montérégie-East Network									
<b>Educational Institutions</b>							3		3
(03) Cégep Champlain - St.Lawrence								1	1
(06) McGill School of Communication Sciences and Disorders - School Project				1			1	1	3
(06) McGill School of Communication Sciences and Disorders - AQPA Project				1					1
<b>TOTAL</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>4</b>	<b>5</b>	<b>2</b>	<b>10</b>	<b>19</b>	<b>48</b>

\*\* Therapeutic recreation (4); Psychology of education (2); Psychoeducation (5); Orderlies (2); Medicine (1); Other (5)



**Table 1.1.6: Cancelled or non-completed internships by project, 2011-2012**

<b>Projects by region</b>	<b>Cancelled or non-completed internships</b>
<b>Health and Social Services Institutions</b>	
(13) Agence SSS de Laval	0
<b>Community Networks</b>	
(06) The East Island Network for English Language Services (REISA)	10
(06) Catholic Community Services (CCS)	2
(06) Catholic Community Services (CCS) Special Project	1
(11) Council for anglophone Magdalen Islanders (CAMI)	0
(12) Megantic English-Speaking Community Development Corporation (MCDC)	0
(13) AGAPE	1
(13) AGAPE - Special Project 1	3
(16) Townshippers Association, Montérégie-East Network	0
<b>Educational Institutions</b>	
(03) Cégep Champlain - St.Lawrence	0
(06) McGill School of Communication Sciences and Disorders - School Project	0
(06) McGill School of Communication Sciences and Disorders - AQPA Project	0
<b>TOTAL</b>	<b>17</b>



## 2.1 INTERNSHIPS 2012-2013

The following tables report planned and completed internships during the year 2012-2013, as part of the projects completed by health and social services institutions, community networks, and educational institutions. Within the tables, data is broken down into the following indicators: type of establishment, number of days of internship, level of education, type of educational institution, discipline, as well as the type of financing: central envelope, regional/local envelope, support for special supervision needs.

As previously mentioned, considering the uncertainty of the prolongation of the McGill Project after March 31, 2013, it was agreed that for the year 2012-2013, the accountability period would extend from April 1, 2012 to December 31, 2012, or nine months.

In total, the projects provided during the year by health and social services institutions, educational institutions, and community networks led to the creation of 105 internship positions. Primarily of university level (80), the interns were mostly from programs of occupational therapy (23), psychotherapy (16), nurse assistant (16), nursing (13) or dietetics/nutrition (12). Of these internships, nearly one third took place in a CSSS (34) and nearly another third (31) in a rehabilitation centre. Nearly half (51) exceeded a duration of 20 days (between 20 and 39 days).



**Table 1.2.1: Internships anticipated in workplan, completed internships between April 1 and December 31, 2012, completed internships between January 1 and March 31, 2013, 2012-2013**

Projects by region	Anticipated in workplan	Completed Apr. Dec. 2012	Completed Jan.-Mar. 2013* **
<b>Health and Social Services Institutions</b>			
(05) Agence SSS de l'Estrie			2
(06) CSSS de Dorval-Lachine-LaSalle	6	7	
(06) Institut de Cardiologie de Montréal	3	2	
(08) CSSS Les Eskers de l'Abitibi	1	1	
(09) CSSS de la Basse-Côte-Nord	3	2	
(09) CSSS de Sept-Îles	15	1	
(11) CSSS de la Baie-des-Chaleurs	5	4	
(11) CSSS de La Côte-de-Gaspé	3	3	
(13) Hôpital juif de réadaptation	66	29	
(13) CRDI Normand-Laramée	3	4	
(13) CSSS de Laval	7	4	3*
(15) CSSS du Lac-des-Deux-Montagnes		1	
(15) CSSS de Thérèse-De Blainville	3	3	
(16) CSSS La Pommeraie		1	
(16) Centre montréalais de réadaptation	1		1*
(16) Centre Jeunesse de la Montérégie			1*
Subtotal	<b>116</b>	<b>62</b>	<b>7</b>
<b>Community Networks</b>			
(05) Townshippers' Association		1	
(06) Catholic Community Services (CCS)		3	
(06) East Island Network for English Language Services (REISA)		4	
(09) Coasters Association		18	
(12) Megantic English-Speaking Community Development Corporation (MCDC)		1	
(13) AGAPE		2	
(16) Townshippers' Association, Montérégie-East Network		2	
Subtotal		<b>31</b>	<b>0</b>
<b>Educational Institutions</b>			
(06) McGill School of Communication Sciences and Disorders		3	
(06) McGill School of Dietetics and Human Nutrition		6	
(06) McGill School of Physical & Occupational Therapy		3	
Subtotal		12	0
<b>TOTAL</b>	<b>116</b>	<b>105</b>	<b>7</b>

\*The prolongation of the Project was announced in February 2013; four funded projects in the network of health and social services reported that seven additional internships were completed between January 1 and March 31, 2013. The discipline of the internships is mentioned below, but we do not have information regarding the number of days and the teaching institution.

\*\*Discipline of internships completed between January 1 and March 31, 2013:  
 Estrie (2): personal support worker.  
 CSSS de Laval (3): social work, leisure, occupational therapy.  
 Centre montréalais de réadaptation (1): speech therapy. Centre Jeunesse de la Montérégie (1): social work.





Table 1.2.2: Internships in health and social services institutions and related organizations by project and type of organization, 2012-2013

Projects by region	CSSS	CR	CJ	CHSLD	CH	School Board	Community organization or other	TOTAL
<b>Health and Social Services Institutions</b>								
(06) CSSS de Dorval-Lachine-LaSalle	7							7
(06) Institut de Cardiologie de Montréal					2			2
(08) CSSS Les Eskers de l'Abitibi	1							1
(09) CSSS de la Basse-Côte-Nord	2							2
(09) CSSS de Sept-Îles	1							1
(11) CSSS de la Baie-des-Chaleurs	4							4
(11) CSSS de La Côte-de-Gaspé	3							3
(13) Hôpital juif de réadaptation		29						29
(13) CRDI Normand-Laramée		4						4
(13) CSSS de Laval	4							4
(15) CSSS du Lac-des-Deux-Montagnes	1							1
(15) CSSS de Thérèse-De Blainville	3							3
(16) CSSS La Pommeraie	1							1
Subtotal	27	33			2			62
<b>Community Networks</b>								
(05) Townshippers' Association						1		1
(06) Catholic Community Services (CCS)							3	3
(06) East Island Network for English Language Services (REISA)							4	4
(09) Coasters Association	2						16	18
(12) Megantic English-Speaking Community Development Corporation (MCDC)	1							1
(13) AGAPE						2		2
(16) Townshippers' Association, Montérégie-East Network						2		2
Subtotal	3					5	23	31
<b>Educational Institutions</b>								
(06) McGill School of Communication Sciences and Disorders	1					2		3
(06) McGill School of Dietetics and Human Nutrition	3				3			6
(06) McGill School of Physical & Occupational Therapy					1		2	3
Subtotal	4				4	2	2	12
<b>TOTAL</b>	<b>34</b>	<b>33</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>25</b>	<b>105</b>

CR: Centre de réadaptation

CJ: Centre jeunesse

CHSLD: Centre d'hébergement et de soins de longue durée

CH: Centre hospitalier



**Table 1.2.3: Internships in health and social services institutions and related organizations by project and number of days of internship, 2012-2013**

Projects by region	1 to 19 days	20 to 39 days	40 to 59 days	60+ days	Unknown	TOTAL
<b>Health and Social Services Institutions</b>						
(06) CSSS de Dorval-Lachine-LaSalle		6	1			7
(06) Institut de Cardiologie de Montréal			2			2
(08) CSSS Les Eskers de l'Abitibi			1			1
(09) CSSS de la Basse-Côte-Nord		1	1			2
(09) CSSS de Sept-Îles			1			1
(11) CSSS de la Baie-des-Chaleurs	1	2		1		4
(11) CSSS de La Côte-de-Gaspé		3				3
(13) Hôpital juif de réadaptation		23	6			29
(13) CRDI Normand-Laramée	3	1				4
(13) CSSS de Laval	1	3				4
(15) CSSS du Lac-des-Deux-Montagnes	1					1
(15) CSSS de Thérèse-De Blainville		1	2			3
(16) CSSS La Pommeraie	1					1
Subtotal	<b>7</b>	<b>40</b>	<b>14</b>	<b>1</b>		<b>62</b>
<b>Community Networks</b>						
(05) Townshippers' Association		1				1
(06) Catholic Community Services (CCS)		2		1		3
(06) East Island Network for English Language Services		4				4
(09) Coasters Association	16	2				18
(12) Megantic English-Speaking Community Development				1		1
(13) AGAPE		1	1			2
(16) Townshippers' Association, Montérégie-East Network		1		1		2
Subtotal	<b>16</b>	<b>11</b>	<b>1</b>	<b>3</b>		<b>31</b>
<b>Educational Institutions</b>						
(06) McGill School of Communication Sciences and Disorders					3	3
(06) McGill School of Dietetics and Human Nutrition					6	6
(06) McGill School of Physical & Occupational Therapy					3	3
Subtotal					<b>12</b>	<b>12</b>
<b>TOTAL</b>	<b>23</b>	<b>51</b>	<b>15</b>	<b>4</b>	<b>12</b>	<b>105</b>

**Table 1.2.4: Internships in health and social services institutions and related organizations by project and level of education, 2012-2013**

Projects by region	University	DEC	Secondary	TOTAL
<b>Health and Social Services Institutions</b>				
(06) CSSS de Dorval-Lachine-LaSalle	7			7
(06) Institut de Cardiologie de Montréal	2			2
(08) CSSS Les Eskers de l'Abitibi	1			1
(09) CSSS de la Basse-Côte-Nord	1	1		2
(09) CSSS de Sept-Îles	1			1
(11) CSSS de la Baie-des-Chaleurs	1	2	1	4
(11) CSSS de La Côte-de-Gaspé	3			3
(13) Hôpital juif de réadaptation	29			29
(13) CRDI Normand-Laramée		4		4
(13) CSSS de Laval	4			4
(15) CSSS du Lac-des-Deux-Montagnes	1			1
(15) CSSS de Thérèse-De Blainville	3			3
(16) CSSS La Pommeraie	1			1
Subtotal	<b>54</b>	<b>7</b>	<b>1</b>	<b>62</b>
<b>Community Networks</b>				
(05) Townshippers' Association	1			1
(06) Catholic Community Services (CCS)	3			3
(06) East Island Network for English Language Services (REISA)	4			4
(09) Coasters Association	2		16	18
(12) Megantic English-Speaking Community Development Corporation (MCDC)		1		1
(13) AGAPE	2			2
(16) Townshippers' Association, Montérégie-East Network	2			2
Subtotal	<b>14</b>	<b>1</b>	<b>16</b>	<b>31</b>
<b>Educational Institutions</b>				
(06) McGill School of Communication Sciences and Disorders	3			3
(06) McGill School of Dietetics and Human Nutrition	6			6
(06) McGill School of Physical & Occupational Therapy	3			3
Subtotal	<b>12</b>			<b>12</b>
<b>TOTAL</b>	<b>80</b>	<b>8</b>	<b>17</b>	<b>105</b>



**Table 1.2.5: Internships in health and social services institutions and related organizations by project and educational institution, 2012-2013**

Projects by region	McGill University	Other universities	Cégeps	Secondary schools	TOTAL
<b>Health and Social Services Institutions</b>					
(06) CSSS de Dorval-Lachine-LaSalle	7				7
(06) Institut de Cardiologie de Montréal	2				2
(08) CSSS Les Eskers de l'Abitibi	1				1
(09) CSSS de la Basse-Côte-Nord		1	1		2
(09) CSSS de Sept-Îles		1			1
(11) CSSS de la Baie-des-Chaleurs		1	2	1	4
(11) CSSS de La Côte-de-Gaspé	1	2			3
(13) Hôpital juif de réadaptation	29				29
(13) CRDI Normand-Laramée			4		4
(13) CSSS de Laval	4				4
(15) CSSS du Lac-des-Deux-Montagnes	1				1
(15) CSSS de Thérèse-De Blainville	2	1			3
(16) CSSS La Pommeraie		1			1
Subtotal	<b>47</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>62</b>
<b>Community Networks</b>					
(05) Townshippers' Association	1				1
(06) Catholic Community Services (CCS)	3				3
(06) East Island Network for English Language Services (REISA)	4				4
(09) Coasters Association		2		16	18
(12) Megantic English-Speaking Community Development Corporation (MCDC)			1		1
(13) AGAPE	2				2
(16) Townshippers' Association, Montérégie-East Network	2				2
Subtotal	<b>12</b>	<b>2</b>	<b>1</b>	<b>16</b>	<b>31</b>
<b>Educational Institutions</b>					
(06) McGill School of Communication Sciences and Disorders	3				3
(06) McGill School of Dietetics and Human Nutrition	6				6
(06) McGill School of Physical & Occupational Therapy	3				3
Subtotal	<b>12</b>				<b>12</b>
<b>TOTAL</b>	<b>71</b>	<b>9</b>	<b>8</b>	<b>17</b>	<b>105</b>



**Table 1.2.6: Internships in health and social services institutions and related organizations by project and discipline, 2012-2013**

Projects by region	Dietetics/ Nutrition	Occ. Therapy	Nurse Assistant	Speech Therapy	Physical therapy	Nursing	Social Work	Other **	TOTAL
<b>Health and Social Services Institutions</b>									
(06) CSSS de Dorval-Lachine-LaSalle		1				6			7
(06) Institut de Cardiologie de Montréal						2			2
(08) CSSS Les Eskers de l'Abitibi	1								1
(09) CSSS de la Basse-Côte-Nord						1	1		2
(09) CSSS de Sept-Îles								1	1
(11) CSSS de la Baie-des-Chaleurs		1				2		1	4
(11) CSSS de La Côte-de-Gaspé		1			2				3
(13) Hôpital juif de réadaptation		15			14				29
(13) CRDI Normand-Laramée								4	4
(13) CSSS de Laval	2	1				1			4
(15) CSSS du Lac-des-Deux-Montagnes	1								1
(15) CSSS de Thérèse-De Blainville	1						2		3
(16) CSSS La Pommeraie				1					1
Subtotal	<b>5</b>	<b>19</b>		<b>1</b>	<b>16</b>	<b>12</b>	<b>3</b>	<b>6</b>	<b>62</b>
<b>Community Networks</b>									
(05) Townshippers' Association				1					1
(06) Catholic Community Services (CCS)				1				2	3
(06) East Island Network for English Language Services (REISA)	1						3		4
(09) Coasters Association		1	16				1		18
(12) Megantic English-Speaking Community Development Corporation (MCDC)						1			1
(13) AGAPE				1				1	2
(16) Townshippers' Association, Montérégie-East Network				2					2
Subtotal	<b>1</b>	<b>1</b>	<b>16</b>	<b>5</b>		<b>1</b>	<b>4</b>	<b>3</b>	<b>31</b>
<b>Educational Institutions</b>									
(06) McGill School of Communication Sciences and Disorders				3					3
(06) McGill School of Dietetics and Human Nutrition	6								6
(06) McGill School of Physical & Occupational Therapy		3							3
Subtotal	<b>6</b>	<b>3</b>		<b>3</b>					<b>12</b>
<b>TOTAL</b>	<b>12</b>	<b>23</b>	<b>16</b>	<b>9</b>	<b>16</b>	<b>13</b>	<b>7</b>	<b>9</b>	<b>105</b>

\*\* Audiology (1), Specialized education (4), Assistant nursing (1), Psychology (1) Health education (2)



**Table 1.2.7: Cancelled or non-completed internships by project, 2012-2013**

Projects by region	Cancelled or non-completed internships
<b>Community Networks</b>	
(06) East Island Network for English Language Services (REISA)	7
Subtotal	7
<b>TOTAL</b>	<b>7</b>

**Table 1.2.8: Distribution of internships funded through central envelope, 2012-2013**

<b>Educational Institution / Community Network</b>	<b>Number of students</b>	<b>Placement Institution</b>	<b>Region</b>	<b>Support \$</b>
(16) Townshippers' Association - East Montérégie	2	CSSS and School board	Montérégie	3665.59
(16) Townshippers' Association - East Montérégie	1	School board	Montérégie	4794.2
(06) McGill School of Dietetics and Human Nutrition	1	CSSS	Montérégie	1778
(06) McGill School of Dietetics and Human Nutrition	4	CSSS and CH	Abitibi-Témiscamingue, Montérégie, Estrie	4986.79
(06) McGill School of Dietetics and Human Nutrition	1	CH	Estrie	2518
(06) McGill School of Physical & Occupational Therapy	3	CH and Other	Nord-du-Québec	2381.15
<b>TOTAL</b>	<b>12</b>			<b>20123.73</b>

CH: Centre hospitalier

**Table 1.2.9: Distribution of internships funded through regional/local envelope, 2012-2013**

Projects by region	Organization	Discipline
<b>Health and Social Services Institutions</b>		
(09) CSSS de la Basse-Côte-Nord	2	Social Work and Nursing
(09) CSSS de Sept-Îles	1	Audiology
Subtotal	<b>3</b>	
<b>TOTAL</b>	<b>3</b>	





**Table 1.2.10: Distribution of internships funded through special supervisory needs support, 2012-2013**

Educational Institution	Number of Supervisors	Number of Students	Placement institution		Support \$
			School	Comm.	
<b>(06) McGill University</b>			<b>School</b>	<b>Comm.</b>	
School of Communication Sciences and Disorders	1	2	2(1)		5000
School of Communication Sciences and Disorders	1	2	2(1)		5000
School of Communication Sciences and Disorders	2	2		2(2)	4836
School of Physical & Occupational Therapy	2	2		2(2)	4636
School of Social Work	1	2		2(1)	4788
School of Social Work	1	1		1(1)	1500
School of Social Work	1	3		3(1)	4887.5
School of Social Work	1	2		2(1)	4875
<b>Total (3 McGill professional schools)</b>	10	16	4(2)	12(8)	35522.5



## 2. BURSARY PROGRAM

The McGill Retention Bursary Program is part of the Retention Incentives Component of the Retention and Distance Professional and Community Support Program.

The Bursary Program is divided into two (2) categories:

**Category 1** is intended to provide financial incentive to students from selected Quebec regions with English and French language skills pursuing full-time studies in the area of health and social services in a government recognized educational institution located outside of their region. Students who are awarded bursaries must commit to returning to a Quebec region following the successful completion of their studies to work for a minimum of one year in a public health and social services institution or related organization.

**Category 2** is intended to provide financial incentive to students from selected Quebec regions with English and French language skills pursuing full-time studies in the area of health and social services in a government recognized educational institution located within their region. Students who are awarded bursaries must commit to staying in Quebec region following the successful completion of their studies to work for a minimum of one year in a public health and social services institution or related organization.

Bursary amounts are fixed based on the student's level of study:

### **Category 1**

University: Up to \$10,000 per year per student registered in full-time studies during 2011 - 2012, 2012 - 2013 academic years.

Cégep / college: Up to \$5,000 per year per student registered in full-time studies during 2011 - 2012, 2012 - 2013 academic years.

Secondary school vocational training: Up to \$5,000 per year per student registered in full-time studies during 2011 - 2012, 2012 - 2013 academic years.

### **Category 2**

University: Up to \$5,000 per year per student registered in full-time studies during 2011 - 2012, 2012 - 2013 academic years.

Cégep / college: Up to \$2,500 per year per student registered in full-time studies during 2011 - 2012, 2012 - 2013 academic years.

Secondary school vocational training: Up to \$2,500 per year per student registered in full-time studies during 2011 - 2012, 2012 - 2013 academic years.

For more details on the Bursary Program, consult the McGill Project website at the following address: <http://www.mcgill.ca/hssaccess/trhpp/m2intro/financial/bursaries>



## 2.1 BURSARIES 2011-2012

The following tables report the distribution of allocated bursaries for the year 2011-2012. Within the tables, the data is broken down into the following indicators: bursary category, level of study, program of study and educational institution.

In total, 32 bursaries were allocated, of which 19 were to students who were committed to return to one of the regions intended by the Program after the end of their studies to work in a public health and social services institution or in a related organization for at least one year (Category 1) and 13 to students committed to stay in one of the regions intended by the Program following their studies to work in a public health and social services establishment or in a related organization for at least one year (Category 2).

More than one third of these students were originally from Gaspésie-Îles-de-la-Madeleine (13). Six are from Côte-Nord, four from Estrie, four from Montérégie, three from Outaouais and two from Chaudière-Appalaches.

Among these 32 students, 12 were of university level from six different universities, 12 of college level and 8 of secondary school level.



**Table 2.1.1: Distribution of internships by level (1 and 2 combined), 2011-2012**

<b>Region</b>	<b>University level</b>	<b>College level</b>	<b>Secondary level</b>	<b>TOTAL</b>
(05) Estrie	0	3	1	<b>4</b>
(07) Outaouais	0	1	2	<b>3</b>
(09) Côte-Nord	5	1	0	<b>6</b>
(11) Gaspésie–Îles-de-la-Madeleine	4	5	4	<b>13</b>
(12) Chaudière-Appalaches	1	1	0	<b>2</b>
(16) Montérégie	2	1	1	<b>4</b>
<b>TOTAL</b>	<b>12</b>	<b>12</b>	<b>8</b>	<b>32</b>

**Table 2.1.2: Distribution of category 1 internships by level, 2011-2012**

<b>Region</b>	<b>University level</b>	<b>College level</b>	<b>Secondary level</b>	<b>TOTAL</b>
(05) Estrie	0	0	0	<b>0</b>
(07) Outaouais	0	0	0	<b>0</b>
(09) Côte-Nord	5	1	0	<b>6</b>
(11) Gaspésie–Îles-de-la-Madeleine	4	3	0	<b>7</b>
(12) Chaudière-Appalaches	1	1	0	<b>2</b>
(16) Montérégie	2	1	1	<b>4</b>
<b>TOTAL</b>	<b>12</b>	<b>6</b>	<b>1</b>	<b>19</b>

**Table 2.1.3: Distribution of category 2 internships by level, 2011-2012**

<b>Region</b>	<b>University level</b>	<b>College level</b>	<b>Secondary level</b>	<b>TOTAL</b>
(05) Estrie	0	3	1	<b>4</b>
(07) Outaouais	0	1	2	<b>3</b>
(09) Côte-Nord	0	0	0	<b>0</b>
(11) Gaspésie–Îles-de-la-Madeleine	0	2	4	<b>6</b>
(12) Chaudière-Appalaches	0	0	0	<b>0</b>
(16) Montérégie	0	0	0	<b>0</b>
<b>TOTAL</b>	<b>0</b>	<b>6</b>	<b>7</b>	<b>13</b>

Table 2.1.4: Distribution of internships by university program, 2011-2012

Region	Occupational therapy	Medicine	Dental medicine	Neuroscience	Nutrition	Psychotherapy	Physical therapy	Biomedical science	Social service	Nursing	TOTAL
(05) Estrie	0	0	0	0	0	0	0	0	0	0	0
(07) Outaouais	0	0	0	0	0	0	0	0	0	0	0
(09) Côte-Nord	2	0	1	0	0	1	1	0	0	0	5
(11) Gaspésie-Îles-de-la-Madeleine	0	1	0	1	0	1	0	0	0	1	4
(12) Chaudière-Appalaches	0	0	0	0	0	0	0	1	0	0	1
(16) Montérégie	0	0	0	0	0	0	0	0	1	1	2
<b>TOTAL</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>12</b>

Table 2.1.5: Distribution of internships by college program, 2011-2012

Region	Social work technician	Emergency medical technician	Specialized education technician	Nursing	Biomedical analysis technician	Respiratory technician	TOTAL
(05) Estrie	0	0	0	3	0	0	6
(07) Outaouais	0	0	0	1	0	0	2
(09) Côte-Nord	0	0	0	1	0	0	2
(11) Gaspésie-Îles-de-la-Madeleine	2	0	1	1	1	0	10
(12) Chaudière-Appalaches	0	0	0	1	0	0	2
(16) Montérégie	0	0	0	1	0	0	2
<b>TOTAL</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>1</b>	<b>0</b>	<b>12</b>



**Table 2.1.6: Distribution of internships by secondary school program, 2011-2012**

Region	Personal support worker	Health, assistance and nursing	TOTAL
(05) Estrie	1	0	1
(07) Outaouais	0	2	2
(09) Côte-Nord	0	0	0
(11) Gaspésie-Îles-de-la-Madeleine	0	4	4
(12) Chaudière-Appalaches	0	0	0
(16) Montérégie	0	1	1
<b>TOTAL</b>	<b>1</b>	<b>7</b>	<b>8</b>

Table 2.1.7: Distribution of internships by university, 2011-2012

Region	Bishop's University	Laval University	McGill University	University of Montréal	University of New Brunswick	University of Sherbrooke	TOTAL
(05) Estrie	0	0	0	0	0	0	0
(07) Outaouais	0	0	0	0	0	0	0
(09) Côte-Nord	1	3	0	0	0	1	5
(11) Gaspésie–Îles-de-la-Madeleine	2	0	0	1	1	0	4
(12) Chaudière-Appalaches	0	1	0	0	0	0	1
(16) Montérégie	0	0	2	0	0	0	2
<b>TOTAL</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>12</b>

**Table 2.1.8: Distribution of internships by cégep, 2011-2012**

Region	Champlain College	Cégep de la Gaspésie et des Îles	Heritage College	Dawson College	Vanier College	Cégep de Ste-Foy	TOTAL
(05) Estrie	3	0	0	0	0	0	<b>3</b>
(07) Outaouais	0	0	1	0	0	0	<b>1</b>
(09) Côte-Nord	1	0	0	0	0	0	<b>1</b>
(11) Gaspésie-Îles-de-la-Madeleine	2	2	0	1	0	0	<b>5</b>
(12) Chaudière-Appalaches	1	0	0	0	0	0	<b>1</b>
(16) Montérégie	1	0	0	0	0	0	<b>1</b>
<b>TOTAL</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>12</b>

**Table 2.1.9: Distribution of internships by secondary school, 2011-2012**

<b>Region</b>	<b>Anchor Vocational Centre</b>	<b>Lennoxville Vocational Centre</b>	<b>Western Quebec Career Centre</b>	<b>TOTAL</b>
(05) Estrie	0	1	0	<b>1</b>
(07) Outaouais	0	0	2	<b>2</b>
(09) Côte-Nord	0	0	0	<b>0</b>
(11) Gaspésie–Îles-de-la-Madeleine	4	0	0	<b>4</b>
(12) Chaudière-Appalaches	0	0	0	<b>0</b>
(16) Montérégie	0	1	0	<b>1</b>
<b>TOTAL</b>	<b>4</b>	<b>2</b>	<b>2</b>	<b>8</b>

## 2.2 BURSARIES 2012-2013

The following tables report the distribution of allocated bursaries for the year 2012-2013. Within the tables, the data is broken down into the following indicators: bursary category, level of study, program of study and educational institution.

In total, 35 bursaries were allocated, of which 23 were to students who were committed to return to one of the regions intended by the Program following their studies to work in a public health and social services institution or in a related organization for at least one year (Category 1) and 12 to students committed to stay in one of the regions intended by the Program following their studies to work in a public health and social services establishment or in a related organization for at least one year (Category 2).

Nearly one third of these students are originally from Gaspésie-Îles-de-la-Madeleine (12). Seven are from Côte-Nord, six from Outaouais, four from Montérégie, three from Estrie and three from Chaudière-Appalaches.

Among these 35 students, 13 were of university level from six different universities, 16 of college level, and 8 of secondary school level.



**Table 2.2.1: Distribution of internships by level (1 and 2 combined), 2012-2013**

<b>Region</b>	<b>University level</b>	<b>College level</b>	<b>Secondary level</b>	<b>TOTAL</b>
(05) Estrie	1	2	0	<b>3</b>
(07) Outaouais	1	2	3	<b>6</b>
(09) Côte-Nord	4	3	0	<b>7</b>
(11) Gaspésie–Îles-de-la-Madeleine	4	6	2	<b>12</b>
(12) Chaudière-Appalaches	1	2	0	<b>3</b>
(16) Montérégie	2	1	1	<b>4</b>
<b>TOTAL</b>	<b>13</b>	<b>16</b>	<b>6</b>	<b>35</b>

**Table 2.2.2: Distribution of category 1 internships by level, 2012-2013**

<b>Region</b>	<b>University level</b>	<b>College level</b>	<b>Secondary level</b>	<b>TOTAL</b>
(05) Estrie	0	0	0	<b>0</b>
(07) Outaouais	1	0	0	<b>1</b>
(09) Côte-Nord	4	3	0	<b>7</b>
(11) Gaspésie–Îles-de-la-Madeleine	4	4	0	<b>8</b>
(12) Chaudière-Appalaches	1	2	0	<b>3</b>
(16) Montérégie	2	1	1	<b>4</b>
<b>TOTAL</b>	<b>12</b>	<b>10</b>	<b>1</b>	<b>23</b>

**Table 2.2.3: Distribution of category 2 internships by level, 2012-2013**

<b>Region</b>	<b>University level</b>	<b>College level</b>	<b>Secondary level</b>	<b>TOTAL</b>
(05) Estrie	1	2	0	<b>3</b>
(07) Outaouais	0	2	3	<b>5</b>
(09) Côte-Nord	0	0	0	<b>0</b>
(11) Gaspésie–Îles-de-la-Madeleine	0	2	2	<b>4</b>
(12) Chaudière-Appalaches	0	0	0	<b>0</b>
(16) Montérégie	0	0	0	<b>0</b>
<b>TOTAL</b>	<b>1</b>	<b>6</b>	<b>5</b>	<b>12</b>



Table 2.2.4: Distribution of internships by university program, 2012-2013

Region	Occupational therapy	Medicine	Dental medicine	Neuroscience	Nutrition	Psychotherapy	Physical therapy	Biomedical science	Social service	Nursing	TOTAL
(05) Estrie	0	1	0	0	0	0	0	0	0	0	1
(07) Outaouais	0	0	0	0	0	0	0	0	0	1	1
(09) Côte-Nord	0	0	0	0	1	1	1	0	1	0	4
(11) Gaspésie-Îles-de-la-Madeleine	0	1	0	0	0	2	0	0	0	1	4
(12) Chaudière-Appalaches	0	0	0	0	0	0	0	1	0	0	1
(16) Montérégie	0	0	0	0	0	0	0	0	1	1	2
<b>TOTAL</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>13</b>

Table 2.2.5: Distribution of internships by college program, 2012-2013

Region	Social work technician	Emergency medical technician	Specialized education technician	Nursing	Biomedical analysis technician	Respiratory technician	TOTAL
(05) Estrie	0	0	0	2	0	0	2
(07) Outaouais	0	0	0	2	0	0	2
(09) Côte-Nord	0	0	0	2	0	1	3
(11) Gaspésie-Îles-de-la-Madeleine	2	0	1	1	2	0	6
(12) Chaudière-Appalaches	0	1	0	1	0	0	2
(16) Montérégie	0	0	0	1	0	0	1
<b>TOTAL</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>2</b>	<b>1</b>	<b>16</b>

Table 2.2.6: Distribution of internships by secondary school program, 2012-2013

Region	Personal support worker	Health, assistance and nursing	TOTAL
(05) Estrie	0	0	0
(07) Outaouais	0	3	3
(09) Côte-Nord	0	0	0
(11) Gaspésie-Îles-de-la-Madeleine	0	2	2
(12) Chaudière-Appalaches	0	0	0
(16) Montérégie	0	1	1
<b>TOTAL</b>	<b>0</b>	<b>6</b>	<b>6</b>

**Table 2.2.7: Distribution of internships by university, 2012-2013**

Region	Bishop's University	Laval University	McGill University	University of Montréal	University of New Brunswick	University of Sherbrooke	TOTAL
(05) Estrie	0	0	0	0	0	1	1
(07) Outaouais	0	0	1	0	0	0	1
(09) Côte-Nord	1	2	0	0	0	1	4
(11) Gaspésie-Îles-de-la-Madeleine	1	0	1	1	1	0	4
(12) Chaudière-Appalaches	0	1	0	0	0	0	1
(16) Montérégie	0	0	2	0	0	0	2
<b>TOTAL</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>13</b>

**Table 2.2.8: Distribution of internships by cégep, 2012-2013**

Region	Champlain College	Cégep de la Gaspésie et des Îles	Heritage College	Dawson College	Vanier College	Cégep de Sainte-Foy	TOTAL
(05) Estrie	2	0	0	0	0	0	2
(07) Outaouais	0	0	2	0	0	0	2
(09) Côte-Nord	2	0	0	0	1	0	3
(11) Gaspésie-Îles-de-la-Madeleine	2	2	0	2	0	0	6
(12) Chaudière-Appalaches	1	0	0	0	0	1	2
(16) Montérégie	1	0	0	0	0	0	1
<b>TOTAL</b>	<b>8</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>16</b>

**Table 2.2.9: Distribution of internships by secondary school level, 2012-2013**

<b>Region</b>	<b>Anchor Vocational Centre</b>	<b>Lennoxville Vocational Centre</b>	<b>Western Quebec Career Centre</b>	<b>TOTAL</b>
(05) Estrie	0	0	0	<b>0</b>
(07) Outaouais	0	0	3	<b>3</b>
(09) Côte-Nord	0	0	0	<b>0</b>
(11) Gaspésie–Îles-de-la-Madeleine	2	0	0	<b>2</b>
(12) Chaudière-Appalaches	0	0	0	<b>0</b>
(16) Montérégie	0	1	0	<b>1</b>
<b>TOTAL</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>6</b>

### 3. HIRINGS

The ultimate goal of the Retention Component of the Retention and Distance Professional and Community Support Program is to increase, in the different regions of Quebec, the hiring of new graduates ready to respond to the needs of English-speaking people in their own language.

The following table represents hirings that resulted from activities led by either health and social services organizations or community networks, as part of their respective projects. The data are broken down into discipline.

In total, the completed activities within the program created 38 hirings, of which 9 were summer jobs. Of the 29 regular jobs, 17 were created in the Côte-Nord region, 9 in the Gaspésie-Îles-de-la-Madeleine region, and 7 in the Laval region.

**Table 3.1: Hiring institutions and community networks, 2012-2013**

Projects by region	Speech therapy	Nurse Assistant	Physical Therapy	Nursing	Summer employment	Other	TOTAL
<b>Health and Social Services Institutions</b>							
(6) Institut de cardiologie de Montréal					3*		3
(9) CSSS de la Basse-Côte-Nord				3			3
(9) CSSS de Sept-Îles		1		4		5**	10
(11) CSSS de la Baie-des-Chaleurs				2	1*	5**	8
(13) Hôpital juif de réadaptation	5		1		1*		7
Subtotal	5	1	1	9	5	10	<b>31</b>
<b>Community Networks</b>							
(9) Coasters Association					4*		4
(11) Megantic English-Speaking Community Development Corporation (MCDC)						1**	1
(12) CASA						2**	2
Subtotal	0	0	0	0	4	3	<b>7</b>
<b>TOTAL</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>9</b>	<b>9</b>	<b>13</b>	<b>38</b>

**\*Summer employment:**

Institut de cardiologie de Montréal : 3 CEPI from McGill

CSSS de la Baie-des-Chaleurs : 1 nursing student worked as personal support worker

Hôpital juif de réadaptation: 1 occupational therapist

Coasters Association : 2 nursing, 2 nurse assistants

**\*\*Other:**

CSSS de Sept-Îles: 2 orderlies, 2 medical technicians, 1 dietetic technician

CSSS de la Baie-des-Chaleurs: 2 human resource officers, 2 administrative officers, 1 orderly

MCDC: 1 intern hired in May 2013 at CSSS de la région de Thetford

CASA: 2 grant holders hired at CSSS de La Côte-de-Gaspé





## 4. OTHER RESULTS

The following three tables report respectively the internship supervisory support measures, complementary measures, and promotional activities carried out within the projects. The tables provide a brief description of each measure and activities, specifying the number of supervisors or interns, discipline concerned, and number of participants.

Among other initiatives, in the case of supervisory support measures, Table 4.1 reports the creation of supervisory framework tools, procedures in case of difficulty related to an internship, a coaching session, and more specifically, training for internship supervision.

Regarding complementary support measures intended for interns (Table 4.2), they consist, among others, of material support (technical or other), the establishment of a reception structure or training sessions.

The implementation of promotional activities generally reports the creation of brochures, translation of existing documents, participation in recruitment activities or job shadowing.

**Table 4.1: List of support measures for internship supervisors, 2011-2013**

Projects by region	Title / Measure description	Number of supervisors affected	Discipline
<b>Health and Social Services Institutions</b>			
(06) CSSS de Dorval-Lachine-LaSalle	Task given to a member of management rather than to the supervisor. Welcome meeting with student, explanation of the project, presentation of CSSS.	8*	Speech therapy (2) and Nursing (6)
	Task given to a member of management rather than to the supervisor. Internship follow-up meeting with the McGill	6*	Nursing
	Task given to a member of management rather than to the supervisor. Follow-up of supervision needs of internship adjustment.	7*	Nursing (6) and Occupational therapy (1)
	Make-up day. Allocation of two days of make-up time for intern supervisors.	7*	Nursing (6) and Occupational therapy (1)
(07) CSSS de Gatineau	Release to participate in CNFS workshops.	25	N/A
	Production of a guide for supervisors.	N/A	N/A
(08) CSSS Les Eskers de l'Abitibi	Supervisor training for nutrition internships. One-day training with the objective of teaching basic techniques of communication in supervision and management of conflicts.	11	Clinical Nutrition
(11) CSSS de La Côte-de-Gaspé	Establishment of an online training system allowing for the creation, management, and diffusion of teaching material for interns.	N/A	N/A
(13) Hôpital juif de réadaptation	Support for supervisors. Support for the professional.	19	Occupational therapy
	Support for supervisors. Support for the professional.	15	Physical therapy
	Support for supervisors. Support for the teaching coordinator.	19*	Occupational therapy
	Support for supervisors. Support for the teaching coordinator.	15*	Physical therapy
	Coaching session by McGill University to try out teaching two interns.	14	Occupational therapy and Physical therapy
(13) CRDI Normand-Laramée	Tools allowing for intern supervisory support and orientation. Creation of a guide for intern supervisors.	6*	Éducation spécialisée
	Tools allowing for intern supervisory support and orientation. Revision of internship policy.	6*	Éducation spécialisée
	Tools allowing for intern supervisory support and orientation. Creation of a procedure to welcome interns.	6*	Éducation spécialisée
	Tools allowing for intern supervisory support and orientation. Creation of procedures in case of difficulty related to the internship (supervisory support by manager, internship director).	6*	Éducation spécialisée
	Tools allowing for intern supervisory support. Creation of communication material for one day of welcome for the intern.	6*	Éducation spécialisée

**Continued**

**Table 4.1: List of support measures for internship supervisors, 2011-2013**

Projects by region	Title / Measure description	Number of supervisors affected	Discipline
(13) CSSS de Laval	Period of internship supervision. Release of 3 hours/week to supervise the intern.	6*	Occupational therapy (2), Social work, Leisure, Nutrition, Nursing
	Supervisor meeting. Group and individual supervisor meetings.	6*	Occupational therapy (2), Social work, Leisure, Nutrition, Nursing
	Acquisition of two laptop computers. Intended specifically for internships that demand travel to various workplaces.	3*	Occupational therapy
	Internship supervisory training. Training given to supervisors to develop their competences in supervising students.	2*	Nursing (1), Nutrition (1)
(15) CSSS Thérèse-De Blainville	Supervisor orientation. Project manager intervention for the welcome and integration of interns (3 meetings).	3*	Social work (2), Nutrition (1)
	Training. Clinical supervision.	3*	Social work (2), Nutrition (1)
	Free time.	3*	Social work (2), Nutrition (1)
(16) Centre Jeunesse de la Montérégie	Establish the needs of supervisor interested in accompanying interns likely to respond to an English-speaking clientele. Exchange with interested supervisors in order to better evaluate their support needs.	11	Social work (6), Criminology (5)
(16) Centre montérégien de réadaptation	Formal training (4 days).	7	Physiotherapy (2), Speech Therapy (2), Neuropsychology (2), Prosthetic/orthotic technician (1)
<b>TOTAL</b>	<b>10</b>	<b>27</b>	<b>220</b>

\* 24 supervisory support measures were implemented in ten projects. The same supervisor could have participated in several measures and could have been calculated two or three times.

**Table 4.2: List of complementary support measures, 2011-2013**

Projects by region	Title / Measure description	Number of interns affected	Discipline
<b>Health and Social Services Institutions</b>			
(06) CSSS de Dorval-Lachine-LaSalle	Follow-up of the progression of the internship and of the learning process in the area of individual meetings with a member of the care management.	7*	Nursing (6), Occupational therapy (1)
(09) CSSS de Sept-Îles	Transportation allowance given to intern.	1	N/A
(11) CSSS de La Côte-de-Gaspé	Opening of a intern house as an incentive measure to encourage internships in establishments of the region.	3	Physical therapy (2), Occupational therapy (1)
(11) CSSS de la Baie-des-Chaleurs	Designation of an English-speaking mentor in nursing and psychosocial services. Intended to facilitate the integration of new arrivals (interns and employees).	N/A	Psychosocial care, Nursing
(13) CRDI Normand-Laramée	Physical structure: technical material. Purchase of 5 computers.	4*	Éducation spécialisée (4)
	Setup of a welcome structure for interns by one person dedicated to interns for 2 days per week: creation of welcome guides, understanding with the educational institution, creation of procedures and management of internships.	4*	Éducation spécialisée (4)
(13) Hôpital juif de réadaptation	Production of a welcome document for interns.	N/A	N/A
(13) CSSS de Laval	Meeting of intern with community partners of the region. Intended to assure a better integration of interns in their milieu.	1	Nursing (1)
	Acquisition of a desk to set up a workspace for interns in occupational therapy.	N/A	Occupational therapy
(15) CSSS Thérèse-De Blainville	Training. Community approach.	2	Social work (2)
	Training. Group animation.	1	Nutrition
	Training. Record keeping.	3	Social work (2), Nutrition (1)
<b>TOTAL</b>		<b>26</b>	

\* Twelve complementary support measures were implemented for eight projects. One intern could have participated in several measures and could have been calculated two or three times.

**Table 4.3: List of promotional activities, 2011-2013**

Projects by region	Title / Activity description
<b>Health and Social Services Institutions</b>	
(06) Agence SSS de Montréal	Jeunes Explorateurs d'un Jour. Translation and adaptation of website and various promotional tools of the organization.
(06) CSSS de Dorval-Lachine-LaSalle	Purchase of promotional objects related to internships (lunch bags, pencils).
	With the goal of promoting hiring, individual meetings with students to gauge their interest in working at the CSSS and to inform them of available positions.
(06) Institut de Cardiologie de Montréal	Recruitment activity. Participation in three career fairs, two at McGill University and one at Dawson College.
	Publication of an informational brochure on possibilities of internships and employment.
(07) Agence SSS de l'Outaouais	Job shadowing for secondary school students. Students observe professionals to learn about their work (1 to 6 days). Disciplines include: health, social service, medicine, pharmacy (53).
(07) CSSS de Gatineau	Promotion of CSSS de Gatineau at educational institutions offering training programs in English and French or only in English.
	Audiovisual promotion at CSSS de Gatineau as a francophone and anglophone internship milieu.
	Promotion of the welcome program at CSSS de Gatineau for interns capable of expressing themselves in English.
	Development of a welcome guide in French/English for interns.
(9) CSSS de la Basse-Côte-Nord	Visit from secondary school students from the Mgr-Scheffer school with the goal of informing youth about available jobs and to explain the training required and the tasks to complete in different hospital sectors.
(9) CSSS de Sept-Îles	Creation of a brochure.
	Information on the website.
	Promotion at educational institutions.
	Participation in recruitment activities.
	Participation at the career fair at University of Laval.
	Mass recruitment process at Saguenay.
	Installation of a "Scanlife" system allowing for access to websites with a smartphone.
	Production of various promotional tools (sticker, bookmark, keychain...)
(11) CSSS de la Baie-des-Chaleurs	Development of a new recruitment image for the gradual implementation of the following measures: restructuration of the career section of the website, creation of a Facebook page, translation of the new welcome document, development of animated memos intended for the promotion of new recruitment strategies.
(13) CSSS de Laval	With the goal of promoting hiring, development of a new form allowing for direct reference of the intern application to human resources.
	Organization by human resources of conferences specifically addressing interns, follow-up meetings with the grant team. This measure allowed for the collection of forty curriculum vitae, all internship sectors combined.
(13) CRDI Normand-Laramée	Writing and printing of promotional leaflets in the area of the changes in the intern welcome structure.
(13) Hôpital juif de réadaptation	Career day at McGill (physical and occupational therapy).
	Announcement on the McGill University website
	Presentation of physiotherapeutic work at the Centre de réadaptation

Continued

**Table 4.3: List of promotional activities, 2011-2013**

<b>Projects by region</b>	<b>Title / Activity description</b>
(15) CSSS du Lac-des-Deux-Montagnes	Participation in three career fairs at McGill University, in physical and occupational therapy, nursing, and social work.
	Participation at the Dawson College career fair.
	Production of a promotional poster, brochure and promotional objects, such as pens and anti-stress balls, distributed in five educational institutions or at career fairs.
	Adjustments to the recruitment section of the website to integrate a call specifically intended for students from English-speaking establishments.
(16) Agence SSS de la Montérégie	Production of brochures intended to promote, at career days, internships and available jobs in establishment of Montérégie.
	Participation at the career fair in social work organized by McGill University.
	Translation to English of the career section of the web homepage.
(16) Centre montérégien de réadaptation	Participation at the social work career fair at McGill University and production of promotional material.
(16) Centre Jeunesse de la Montérégie	Publication of a folder of documents to present the Centre.
	Participation at the career day organized by McGill University.
	Development of a new form allowing for direct reference of the intern application to human resources, with the goal of promoting hiring.
(16) CSSS La Pommeraiie	Preparation of internship offers in speech therapy (1 job shadowing in summer 2012; 1 intervention internship fall 2012-winter 2013). Posting of internship offers in the databases of four universities.
<b>Community Networks</b>	
(03) Jeffery Hale Community Partners	Adjustment and pre-test of a multipurpose tool with the direction of the Jeffery Hale-Saint-Brigid's Hospital.
	Agreement with Université Laval for the optimal usage of social media.
(05) Townshippers' Association	Presentation of the project at a Symposium on access held at Bishop's University.
	Information campaign concerning the Embauche Program. Led to contracts with the Agence de la santé et des services sociaux de l'Estrie.
	Production of a report on the input and information gathered at the Health Forum held in November.
	Information campaign towards advertisement of the new Bursary program.
	Information session held at Richmond regional high school. Led to career day.
	Contacts developed with Champlain college for nursing and special care counseling.
(06) Catholic Community Services (CCS)	Distribution of Montreal children's hospital pamphlets on health topics of interest to teenagers and Make Belief Comix.
	(Special Project) FRIENDS training (anxiety disorder training program). 7 participants from Lakeside Academy High School, 4 from The Center for Excellence for Mental Health - LBSPSB, and 2 from CSSS de Dorval-Lachine-LaSalle were certified to implement the training.
(06) East Island Network for English-Speaking Community Development Corporation (REISA)	Visits to community groups for assessment and evaluation of the resources.
	Ongoing contacts established and maintained with educational institutions; resulted in the development of new clinical placement sites.
	Participation in English Montreal School Board-EMSB Annual Career Fair, October 24, 25, 2012. REISA's kiosk informed about career possibilities in the field of HSS. 2000 secondary 5 students and adult education students, as well as parents and general public attended the career fair.

**Continued**



**Table 4.3: List of promotional activities, 2011-2013**

Projects by region	Title / Activity description
(07) English Network Resources in Community Health (ENRICH)	Contact with school board administrators and guidance counselor.
	Dissemination of information of the McGill Bursary Program with production of a poster (25 copies).
	Translation of sections of the Jeunes Explorateurs d'un Jour website to facilitate the implementation in English in 2012-2013.
	Development of a career wheel and accompanying activity booklet.
	Presentation of the project to Western Quebec School Board, Heritage College and Agence de la santé et des services sociaux de l'Outaouais
	Resources developed and collected for kiosk: Handout with list of Web resources on HSS careers, employment site and information on Quebec HSS educational programs (University, CEGEP and vocational). Resources collected from Place aux jeunes, Centre Jeunes
	Outaouais Health Professional Attraction and Retention Project website launched in June 2012: <a href="http://www.ohssn.org/OHPARP/OHPARP_intro.html">http://www.ohssn.org/OHPARP/OHPARP_intro.html</a>
	Production and electronic dissemination of questionnaire to 35 Heritage nursing alumni in June 2012 to gather information on number of English-speaking graduates employed in HSS institutions in Outaouais. No reply received.
	Production and electronic dissemination of questionnaire to 17 recent nursing graduates. Received 10 replies: 4 working in Outaouais HSS institutions, 4 pursuing a BA at McGill, 2 working in HSS institutions in Montreal.
	Participation in Heritage first nursing alumni event (September 6, 2012). 6 responses to the questionnaire, graduated from 1977 to 1988, none working in Outaouais.
	Evaluation forms collected from 2 schools who participated to pilot project.
	Participation in Health and wellness Forum West Quebecers School Board Adult Education Centre, October 16, 2012. 125 students received information on Health and Social Services careers.
(09) North Shore Community Association (NSCA)	Organization of 2 kiosks information sessions for youth at local high schools.
	Creation of contact link with CSSS de Sept-Îles on retention Project objectives and actions.
	Printing of 1000 promotional folders (500 for region and 500 for out-region).
	Creation of promotional HSS career profile binders, posters and Power Point presentation.
	Development and production of tools that focus on recruitment to encourage working in the Côte-Nord region.
	Creation and distribution documentation: 80 USB keys (listing of 19 programs available).
	Development and printing of 150 Career wheels Resource binder for future activities.
	Creation of a bilingual promotional brochure.
	Implementation of communication plan and contacts established. Target sites: McGill University, Concordia University, Dawson College, John Abbott College, Vanier College, YES Montreal.
Dissemination of promotional material amongst in the region youth and out of the region youth. Promotional folders forwarded to post-secondary institutions and Career Placement Agency.	

**Continued**



**Table 4.3: List of promotional activities, 2011-2013**

Projects by region	Title / Activity description
(11) Council for Anglophone Magdalen Islanders (CAMI)	Participation in local job fairs related to HSS professions.
	Organization of day stages in collaboration with the CSSS des Îles for 3 English-speaking high school students.
	Development, production and distribution of health career promotional bags.
	Updating and completion of contact list and database.
	Publication of an advertisement in newspapers announcing the bursary recipients.
	Production of a new promotional tool.
	Distribution and compilation of results of surveys for past and future interns.
	Intern Integration Plan developed, completed, and ready to implement, and distributed to be used by partners. Will continue to be used by CAMI and Place aux jeunes after McGill Project. Production of profile of CSSS employees that immigrated to the region and distribution to ASSSGIM for future recruitment purposes.
(11) Committee for Anglophone Social Action (CASA)	Participation in local job fairs related to health professions.
	Participation in “Salon de Kiosk” youth conference for Secondary IV-V students from 8 English High Schools in Eastern Quebec. Over 100 youths targeted.
	Organization of future preparedness sessions in 3 high schools.
	Organization of videoconference between students from a local high school, another community network and a health professional. Maintenance of the database of students and where they are studying. Promotion of category 1 and 2 bursaries.
	Maintenance of committee partners’ knowledge of needs within youth sector of promotional methodology: acknowledge that youth favour accessing information on line.
	Posting on COMPASS Facebook Group of over 30 health sector job. 3 youths from Montreal and Quebec City areas were referred directly to bilingual recruitment officer at the Agence de la santé et des services sociaux de la Gaspésie – Îles-de-la-Madeleine.
	Checking that all employability workshops, slideshows or future preparedness programming includes HSS sector as realistic and rewarding career path and includes prerequisite information.
	Career promotion within the following establishments: The Anchor Academic and Vocational Centre, Wakeham Adult Education Centre.
(11) Vision Gaspé-Percé Now (VGPN)	Organization of job fairs at two Elementary schools.
	Presentation of career to Secondary 1 students.
	Co-hosting with CEGEP de la Gaspésie et des Îles of a career day activity in May 2012. 9 health professionals participated. Actively engaged them in creating a project proposal
	Creation of a list of bursary programs available in the area and distribution to CEGEP students.
	Within the Network’s Career Coaching Project, integration of promotion of HSS careers to the POP course. 5 health professionals spoke in the POP class in November.

**Continued**





**Table 4.3: List of promotional activities, 2011-2013**

Projects by region	Title / Activity description
(12) Megantic English-Speaking Community Development Corporation (MCDC)	Participation in local job fairs related to HSS professions.
	Organization of a "Career Exploration Seminar" for Sec. III, IV and V students at the local English High School.
	Distribution of Bursary Program informational flyer.
	Visit of CSSS de la region de Thetford with 5 students.
	Compilation of "feed-back on activities" survey distributed through the year.
	Continuous link with HSS network partners to keep them informed of their activities.
	Transmission to CSSS de la region de Thetford of a list of high school graduated studying in health sector. One intern was offered an internship (11 weeks from May to August).
	Welcome package given to one intern at CSSS de la region de Thetford, May 2012, and follow-up call half-way through the internship.
	Inclusion of an article about intern in Newsletter distributed to 350 households in region and to 50 down homers on membership list.
	Distribution of promotional tools (career wheel, career flip chart... ) throughout the year to students at specific activities (videoconferences, meetings with HSS professionals... ).
	Promotion of the career wheel to 18 community organizations in other regions at CHSSN's Health Network retreat in September 2012.
	Development and printing of a new promotional booklet called "This is your future calling", completed in September 2012. Inspired by the Career Wheel.
	Surveys: 96% stated that the promotional material provided was informative.
	Organization of 4 videoconferences/luncheons (students meeting health professionals) in collaboration with health professionals from Jeffery Hale Community Services in Quebec. Survey revealed that 94% of students felt the activities were useful.
Organization of a Career Exploration Seminar at A.S. Johnson High School.	
(15) 4Korners	Development and distribution of a promotional pamphlet (French and English) at the local high school, Kanesatake Education Center, Kanesatake Human Resources Office (KHRO).
	Promotion of material and website at a HSS event in Deux-Montagnes.
(16) Townshippers' Association, Montérégie East Network	Information campaign concerning the Embauche Program led to contracts with Centre Jeunesse de la Montérégie and CSSS La Pommeraiè.
	Production of a report on the input and information gathered at the Health Forum held in November.
	Information campaign towards advertisement of the new Bursary program.
	Contacts were developed with Champlain college for nursing and special care counseling. Production of video tool to promote HSS careers. Will be distributed to guidance counselors and Place aux Jeunes and region agents.

## 5. FINANCIAL ASPECT

As stated in the Prospectus detailing the modalities and components of Measure 2 – Retention and Distance Professional and Community Support Program, the planned budget for all program activities (see Table 1, page 3 of the Prospectus) was \$994,868 for 2011-2012 and 2012-2013, a total of \$1,969,736 for the two years, to divide between the different McGill Project partners: health and social service establishments, educational institutions, and community networks.

The next table (Table 5.1) indicates the total actual expenditures for each of these two years: \$1,050,448 in 2011-2012 and \$1,112,183 in 2012-2013, which is respectively 105.6% and 111.8% of the planned annual budget, for a total of \$2,162,631 for both years combined, representing in terms of percentage 108.7% of the planned budget.



**Table 5.1: Distribution of budget and actual expenditures, 2011-2012 / 2012-2013**

<b>Year</b>	<b>Budget \$</b>	<b>Actual expenditure</b>	<b>Actual expenditure</b>
<b>2011-2012</b>	994 868	1 050 448	105.6%
<b>2012-2013</b>	994 868	1 112 183	111.8%
<b>2011-2013</b>	1 989 736	2 162 631	108.7%

