

Dialogue McGill

2018–2021

HEALTH AND SOCIAL SERVICES BURSARY PROGRAM PORTRAIT

PREPARED BY
Dialogue McGill
March 2022



DIRECTOR'S STATEMENT



It is a pleasure for Dialogue McGill to be sharing this Bursary Program portrait with our partners and key stakeholders. Despite the challenges arising from the pandemic these past two years, the Community Networks have demonstrated their resilience and creativity by continuing to solicit high numbers of quality student applicants from their regions. This Bursary Program portrait highlights the strong commitment by our Community Network partners to increase the retention of health and social service professionals in Quebec by engaging our youth and higher education students.

The Dialogue McGill team is proud to share that we have allocated more student bursary funding in 2020 and 2021 than previous years. This increased funding has led to more students receiving financial support and committing to serve our Quebec community post-graduation.

We would like to also acknowledge our Community Network partners for providing their Bursary Program feedback in a recent survey. Their responses allowed us to enhance our 2022-2023 Bursary Program funding call and find ways our team could better address the needs of our English-speaking community across the Quebec regions.

Thank you for reading our report and we look forward to what the 2022-2023 Bursary Program funding call brings our way.

Sincerely,

A handwritten signature in black ink that reads "Carmen Loisel".

CARMEN G. LOISELLE, RN, PHD, FCAHS, FCAN

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DIALOGUE MCGILL

In 2004, McGill University received a financial contribution from Health Canada as part of their Official Languages Health Program, resulting in the launch of Dialogue McGill (formerly known as the Training and Retention of Health Professionals project).

Dialogue McGill's primary objective is to support activities that address health care and social services access through: (1) language training to increase health care providers' communication skills and retention rates, (2) innovative human resource initiatives aimed at increasing the number of health and social service providers capable of providing services in English, and (3) conducting program evaluation and research in the aforementioned areas. To accomplish this objective, the Dialogue McGill team collaborates with and financially supports community, educational, and health and social service institutions.

BURSARY PROGRAM

Created by Dialogue McGill in 2011 as a retention initiative, the Health and Social Services Bursary Program provides bursaries to students pursuing studies in health care and psychosocial services who have committed to practice in their field in their home region upon completion of their studies.

The bursaries are coordinated locally by the English-speaking Community Networks in different Quebec regions and are designed to respond to regional and local priorities for access to services in English by retention of these graduates in their region of origin.

BURSARY PROGRAM

At a Glance 2018–2021



148 Students Funded

182 Bursaries Awarded

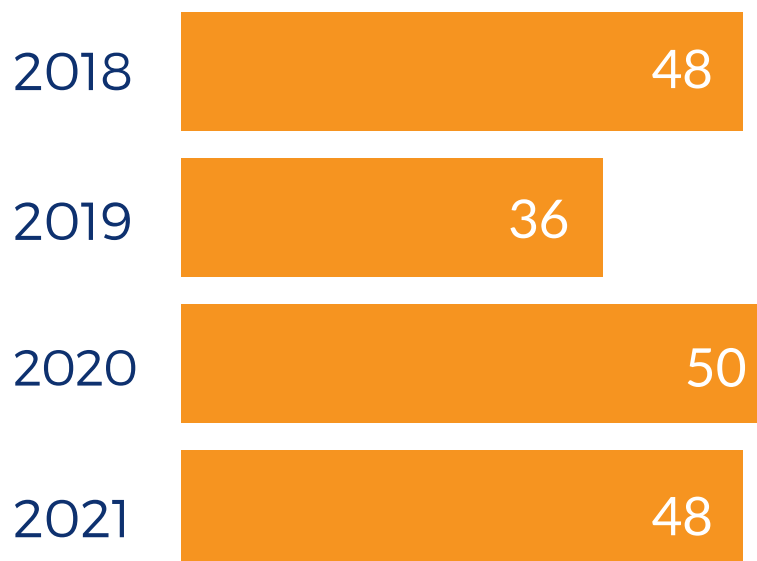
\$1,101,000

TOTAL FUNDING

182 bursaries were awarded to **148** different English-speaking students from **14** different regions of Quebec studying in an array of health and social services programs*.

These graduates will make an important contribution to the English-speaking community of their region.

BURSARY APPLICATIONS PER YEAR

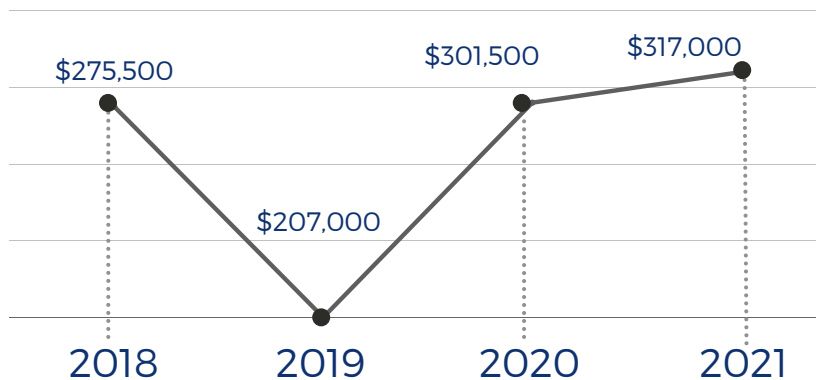


**Note that 26 students received multiple bursaries*

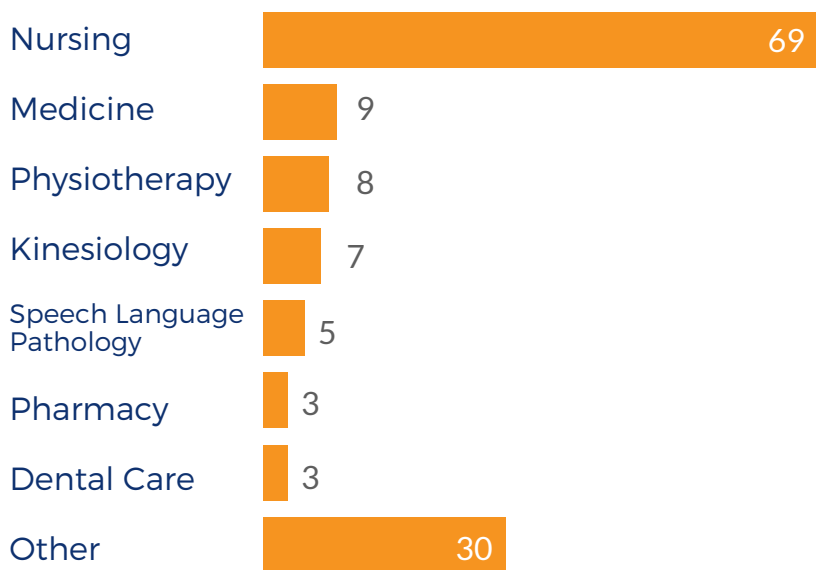
BURSARY PROGRAM

At a Glance 2018–2021

FUNDING PER YEAR



BURSARIES AWARDED HEALTH CARE

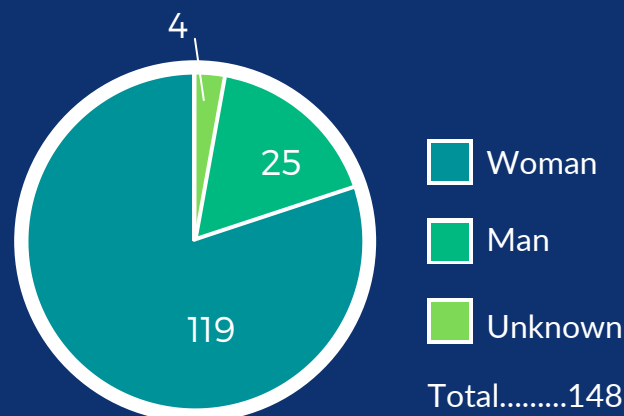


BURSARIES AWARDED SOCIAL SERVICES

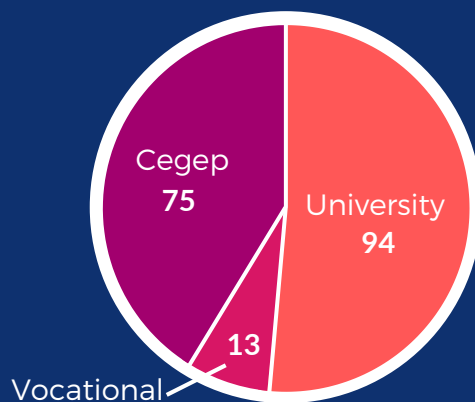


Two (2) additional students in misc. programs were funded

FUNDED STUDENTS BY GENDER



BURSARIES AWARDED BY INSTITUTION



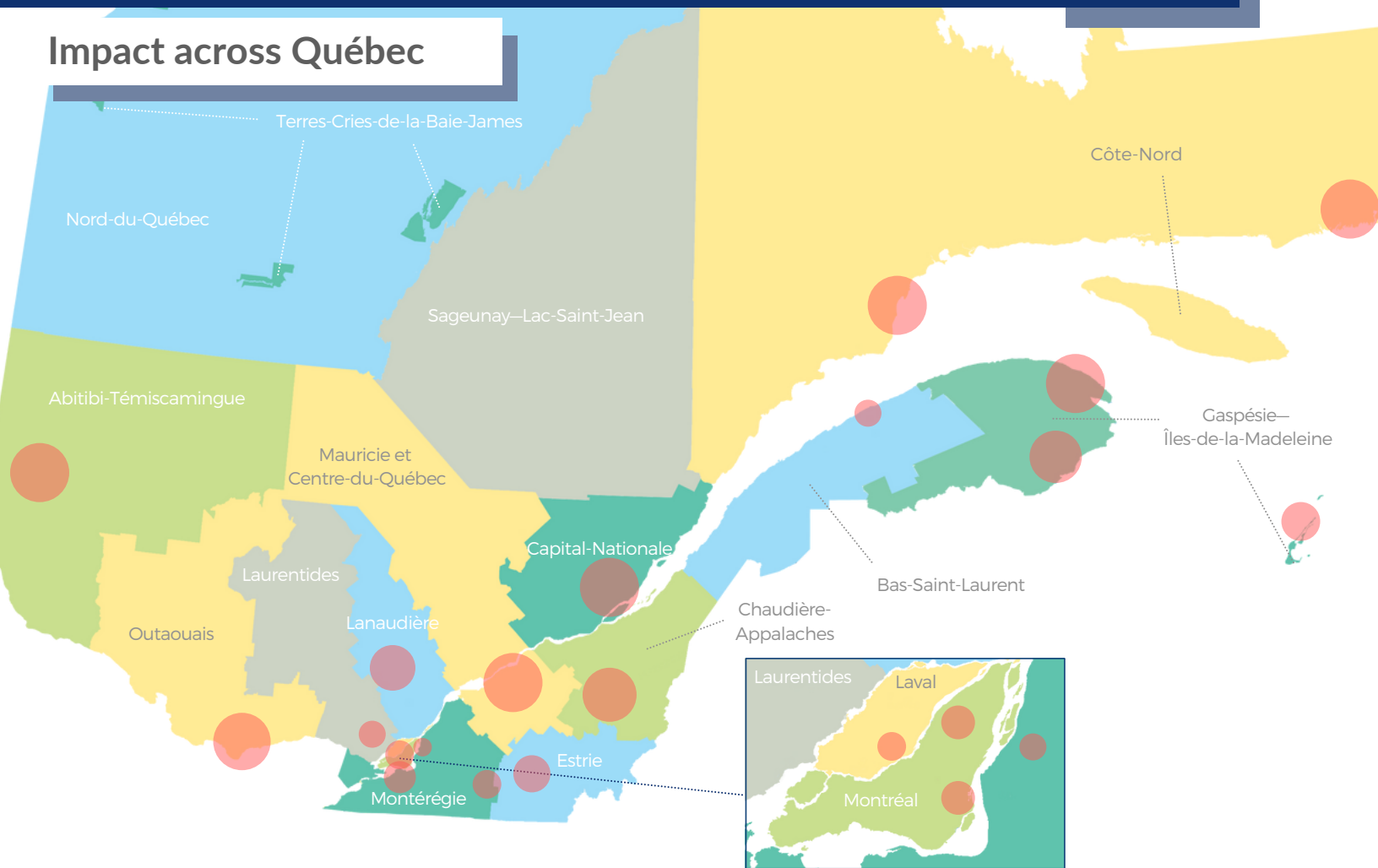
FUNDING AMOUNTS BY PROGRAM

Health Care Programs	\$766,000
Social Services Programs	\$315,000
Misc. Programs*	\$20,000

BURSARY PROGRAM

By Region 2018–2021

Impact across Québec



Bursaries Awarded by Region

01 Bas-Saint-Laurent	5	11 Gaspésie—Îles-de-la-Madeleine	31
03 Capital-Nationale	16	12 Chaudière-Appalaches	13
04 Mauricie-et-Centre-du-Québec	23	13 Laval	1
05 Estrie	16	14 Lanaudière	14
06 Montréal	6	15 Laurentides	2
07 Outaouais	14	16 Montérégie	16
08 Abitibi-Témiscamingue	8	Total	182
09 Côte-Nord	17		

COMMUNITY NETWORK

Feedback

Dialogue McGill solicited feedback from the Community Networks (CNs) in a February-March 2022 survey, resulting in data from **19** CN representatives.

18 Community Networks

use CIUSSS and MSSS resources to determine which health and social service professionals are most needed in the region, including publicly available data, CISSS liaisons, and human resources contacts at a local CISSS/CIUSSS

Common Student Recruitment Strategies



Social media.....

Community website.....

Mailing list.....

School announcements.....

Word of mouth.....

Internal Review Process

For the Bursary Program, a selection committee with CIUSSS/CISSS representation is required. Please see the Bursary Program Guide for details.

Students who receive multiple bursaries are committed to 1 year of service to their region per bursary awarded. **5 of 19** Community Networks limit the number of bursaries that a single student can receive:

- 1 bursary per student is imposed by **2** Community Networks
- 3 bursaries per student is imposed by **3** Community Networks



Medical Students

15 Community Networks recommend that medical students continue to be eligible for a bursary, despite physicians having little control of their region of practice post graduation.

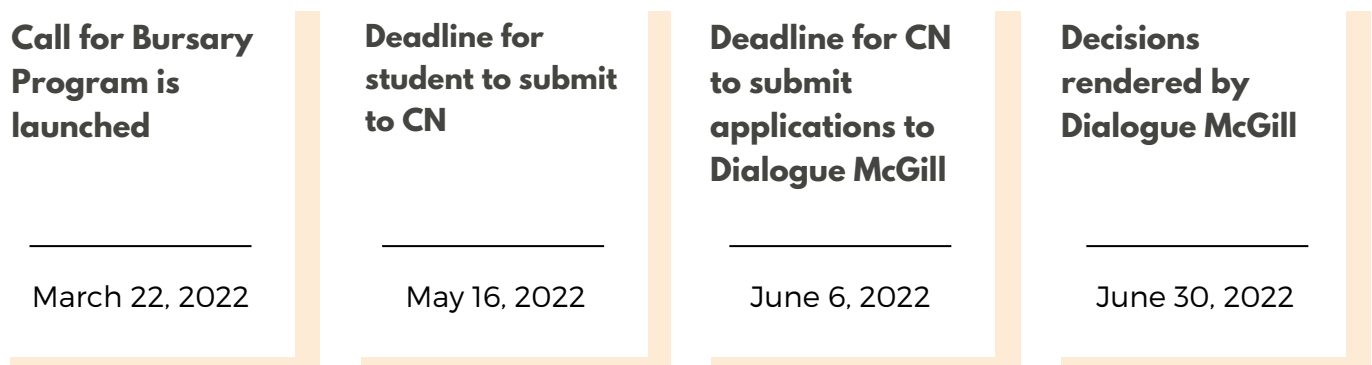
Application Process

15 of 19 Community Networks are satisfied with the content of current applications:

- 3** Community Networks suggested providing clearer external and internal timelines, an earlier bursary award date, and avoiding minor and last minute-changes.
- 9** Community Networks reported that students had technical difficulties when completing the bursary application forms. Glitches in PDF applications and lack of intuitiveness were common reasons.

The above suggestions were addressed in the 2022-2023 Bursary Program funding cycle, with clearer timelines (see Important Deadlines 2022), more time for student application preparation (call launched on March 22), earlier bursary award date (Community Networks will receive funds in August with the exception of waitlisted students), and improved forms.

Important Deadlines 2022



The Dialogue McGill bursary guide specifies that a contract must be signed between the Community Network and the student recipient. **6** Community Networks have a contract that is signed by the recipient upon receipt of the funds. **17** Community Networks would be interested in Dialogue McGill sponsoring legal consultation to help create a standardized recipient contract.

Student Recipient Commitment

9 Community Networks have had recipients who did not follow through on their commitment to work in the catchment area of the sponsoring Community Network upon graduation.

Community Networks are encouraged to contact Dialogue McGill as soon as a recipient is unable to follow through on their commitment.

Difficulties to find employment and dropping out of their academic program are common reasons for recipients not following through on their commitments, but there are isolated cases in which recipients chose positions outside the region and refunded the bursary.

Community Networks who have not yet been in this situation are highly open to feedback from Dialogue McGill on efficient ways to deal with these situations if they arise.

When recipients are unable to find a job in a public health or a social service institution, **14** Community Networks suggest that employment should be found at community organization that provides public health or social services. **10** Community Networks suggest employment be found in the education sector.

Bursary Program Strengths



Community Networks described the main strengths of the Bursary Program as follow:

- ⊕ **Support:** Positive effect on supporting students in need of financial assistance
- ⊕ **Recruitment:** Facilitation on the recruitment of professionals in their region
- ⊕ **Language:** Positive effect on English-speaking communities in the regions

Areas of Improvement

Dialogue McGill has made significant changes in order to streamline and simplify its Bursary Program in 2022. Other areas of improvements requested by the Community Networks include:

- increasing the funding amounts available;
- providing available promotional materials;
- simplifying/expediting administrative processes.

NEXT STEPS

Dialogue McGill's Health and Social Services Bursary Program will evolve to meet the emerging needs of the English-speaking community as encompassed by regional access programs to health and social services.

The Bursary Program will continue to support Community Networks in the recruitment and retention of health and social service professionals in their region by financially assisting students who wish to be part of the pool of available human resources.

Community Network Forums

Dialogue McGill will host a Community Network Forum Series in Fall 2022, starting with a forum on the Bursary Program and planning for the next funding phase (2023-2028). Dialogue McGill also solicited feedback from the Community Networks on their topics of interest.

Topics of particular interest:

- resource sharing between Community Networks;
- regional research needs;
- language acquisition activities.

Dialogue McGill looks forward to seeing the Community Networks and other key stakeholders at this upcoming event!

FUNDING SPONSOR

The Health and Social Services Community Network Bursary Program was made possible thanks to a financial contribution from Health Canada.



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Santé
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Thank you for reading this Bursary Program portrait. Stay tuned for next year's comprehensive report that details the Bursary Program results of the current phase (2018-2023).

DIALOGUE MCGILL TEAM



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Dialogue McGill

Dialogue McGill

Health and Social Services Bursary Program

Portrait
2018-2021

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