

REPORT

# COMMUNITY NETWORK BURSARY PROGRAM

2018-2023



**PREPARED BY:**

Dialogue McGill  
May 2024

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## DIALOGUE MCGILL

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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 services providers capable of providing services in English, and (3) conducting program evaluation and research in the aforementioned areas. To accomplish this objective, Dialogue McGill collaborates with and financially supports community networks, educational institutions, other community-based organizations, as well as health and social services institutions. Visit our website to learn more ([www.dialoguemcgill.ca](http://www.dialoguemcgill.ca))

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## BURSARY PROGRAMS OFFERED BY DIALOGUE MCGILL

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The Recruitment and Retention Program offered three bursary funding streams to students in health and social services programs: (1) Community Network Bursary, (2) Speech-Language Pathology Targeted Bursary and (3) McGill Professional Schools Targeted Bursary.

The Community Network Bursary and Speech-Language Pathology Targeted Bursary were offered during 2018-2023, while the McGill Professional Schools Targeted Bursary was a new initiative created in 2021.

The Speech-Language Pathology Targeted Bursary Program addresses the need for Speech-Language Pathology practitioners in the province of Quebec by

supporting students pursuing the Applied Master's M.Sc. (A) Program at McGill University's School of Communication Sciences and Disorders. During 2018-2023, a total of 23 applications were submitted to Dialogue McGill, with 22 bursaries awarded to 20 students.

The McGill Professional Schools Targeted Bursary Program provides financial support to students pursuing full-time studies in a McGill University Professional School program with direct entry to licensure. During 2021-2023, a total of 39 applications from Professional Schools were received, resulting in 38 students approved for funding and 1 student withdrawing a bursary application for health issues.

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## THE COMMUNITY NETWORK BURSARY PROGRAM

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Created by Dialogue McGill in 2011 as a retention initiative, the [Community Network Bursary Program](#) (i.e., The Bursary Program) provides bursaries to English-speaking students pursuing studies in health and social services. Bursary recipients commit to practicing in a public institution within their region in Quebec for at least one year upon graduation.

The bursaries are coordinated locally by English-speaking community networks throughout Quebec regions. The Bursary Program is strategically designed to respond to regional and local priorities, specifically focusing on access to healthcare and social services in English. The overarching goal is to

retain graduating students within their Quebec region, supporting and enriching local communities with the continued presence of skilled health and social services professionals. Since its establishment, the Bursary Program has been a pivotal initiative in fostering the growth and development of health and social services professionals, helping to nurture a skilled English-speaking workforce committed to public service in Quebec regions.

This comprehensive report aims to shed light on the Bursary Program's impact over the five-year period from 2018 to 2023.

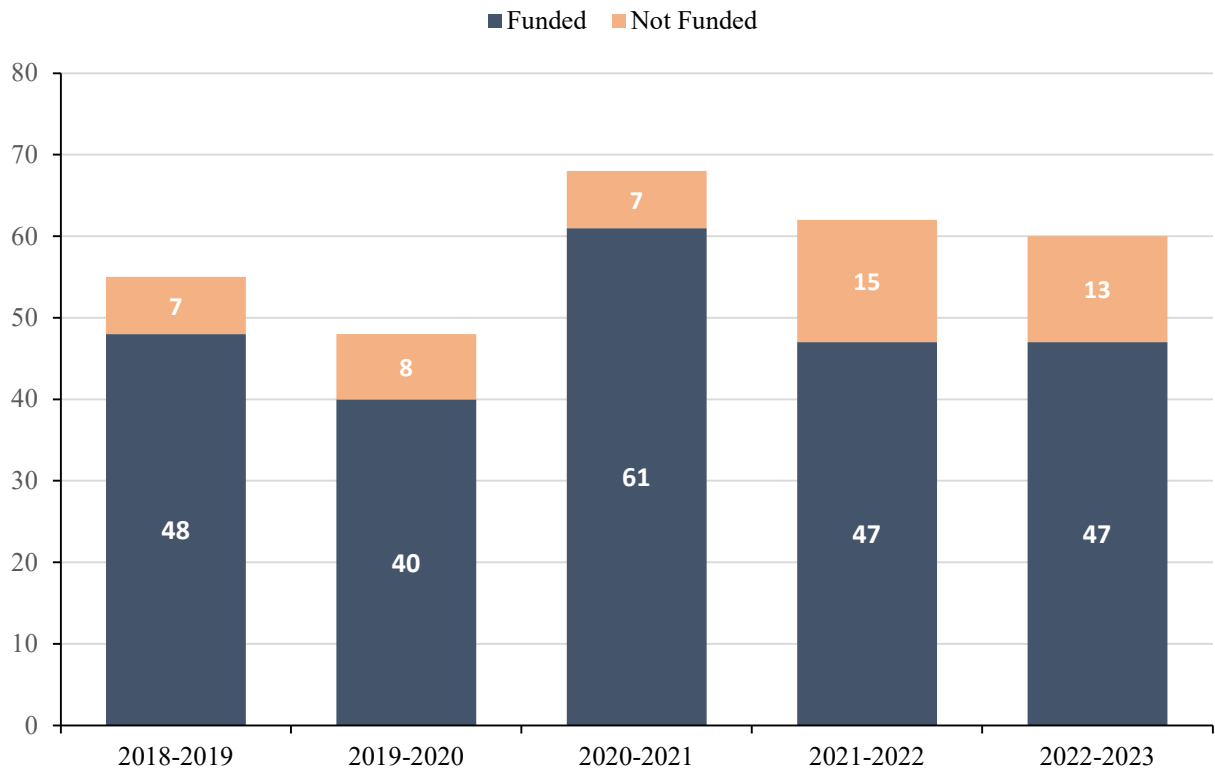
APPLICATIONS TO THE BURSARY PROGRAM 2018–2023

243 bursaries were awarded to 182 different English-speaking students from 17 different regions in Quebec who are studying in a myriad health and social services programs. These English-speaking students have committed to working in a Quebec’s

public health and social services institution upon graduation and will make an important contribution to their English-speaking communities. See Figure 1 for a detailed breakdown of bursary applications per fiscal year.



Figure 1: Bursary Program Applications per Fiscal Year



GENDER BREAKDOWN OF BURSARY RECIPIENTS

A comprehensive breakdown of the gender distribution of funding allocated to students through the Bursary Program between 2018 and 2023.

While Dialogue McGill and its Bursary Program are resolute in their commitment to foster inclusivity and equitability for all genders, it is evident that

applicants applying to the Bursary Program align with demographic trends in health and social services fields. As such, bursary recipients identified mostly as women (82%,  $n = 198$ ), but smaller and non-significant proportion of applicants identified as men (14%,  $n = 34$ ), see Figure 2. A detailed gender breakdown per fiscal year is provided in Table 1.

Figure 2: Bursaries Awarded by Gender 2018–2023

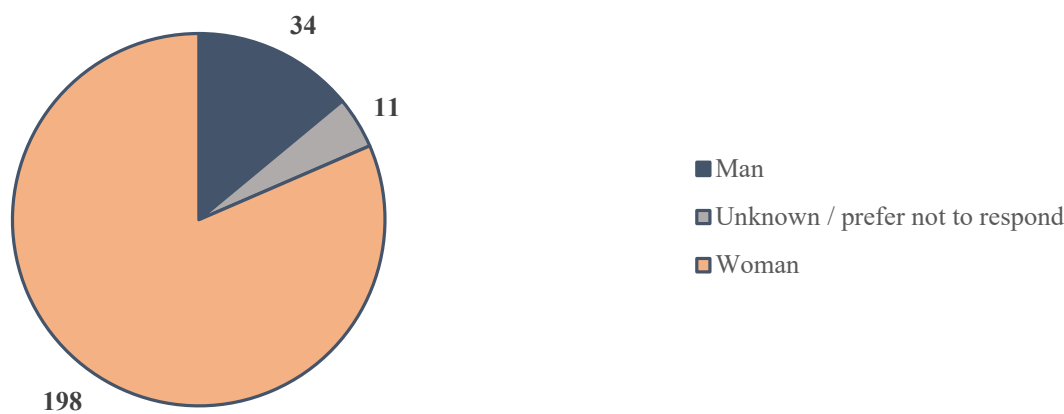


Table 1: Bursaries Awarded by Gender

Gender	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Total
Woman	41	27	46	41	43	198
Man	6	10	9	5	4	34
Unknown / prefer not to respond	1	3	6	1	—	11
Total	48	40	61	47	47	243

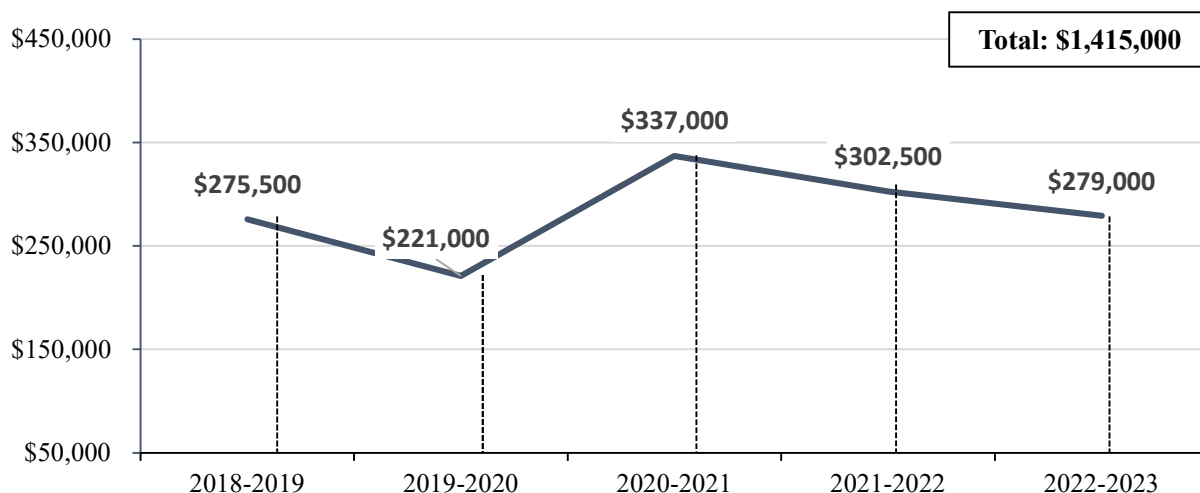
## BURSARY FUNDING BETWEEN 2018 AND 2023

Thanks to a financial contribution from Health Canada, the Bursary Program provided a total of **\$1,415,500** in bursary funding to health and social services students between 2018 and 2023. The funding provided was strategically tailored and distributed by community network partners in response to regional needs for qualified English-speaking health and social services professionals. Dialogue McGill is thankful for the unwavering commitment shown by all community network partners and Health Canada.

Despite the challenges posed by the COVID-19 pandemic, the Bursary Program surpassed its previous funding phases by disbursing more funds to students between 2018 and 2023, emphasizing the ongoing dedication of community network partners to support the retention of English-speaking health and social service professionals in their Quebec region.

See Figure 3 for a detailed breakdown of the funding awarded per fiscal year.

**Figure 3:** Bursary Funding Awarded Between 2018 and 2023



## BURSARIES AWARDED BY INSTITUTION AND STUDY PROGRAM

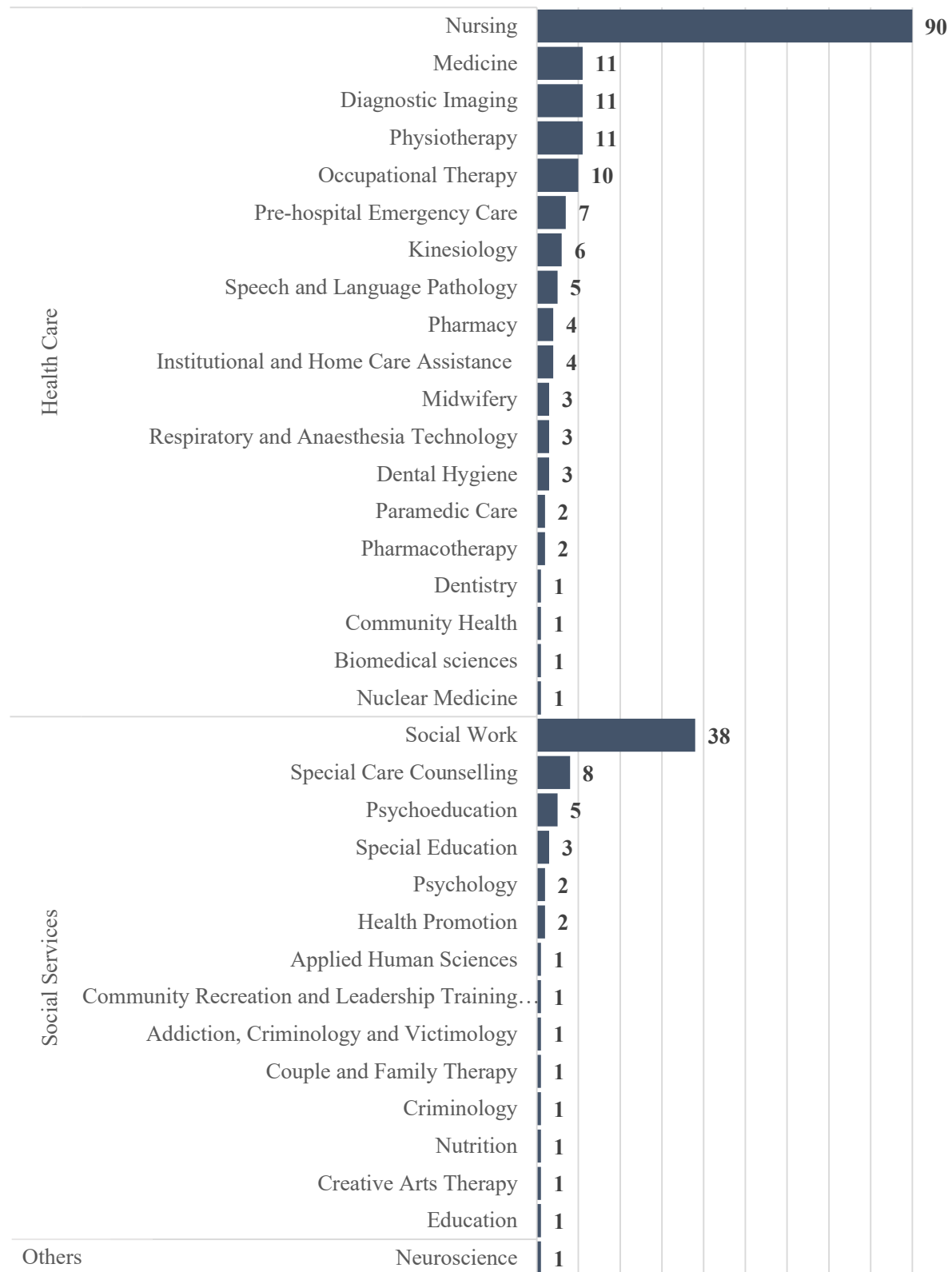
The Bursary Program funds health and social services students at the university, CEGEP and vocational levels. Eligible students are those who are studying in a government recognized health and social services program that permits students to work professionally in Quebec upon completion of studies. For more information, please visit our website at <https://www.dialoguemcgill.ca/en/community-network-bursary-program>.

Between 2018 and 2023, bursary recipients were mostly from the university level (51%, n = 125) and the CEGEP level (39%, n = 95), see Table 2.

Students from nursing programs were awarded most frequently (37%, n = 90), followed by those in social work programs (16%, n = 38), physiotherapy (4.5%, n = 11), diagnostic imaging (4.5%, n = 11), medicine (4.5%, n = 11), and occupational therapy (4%, n = 10). See Figure 4 for the number of bursaries awarded to each study program.

Refer to Appendix 1 for a detailed breakdown of the funding awarded to study programs per fiscal year.

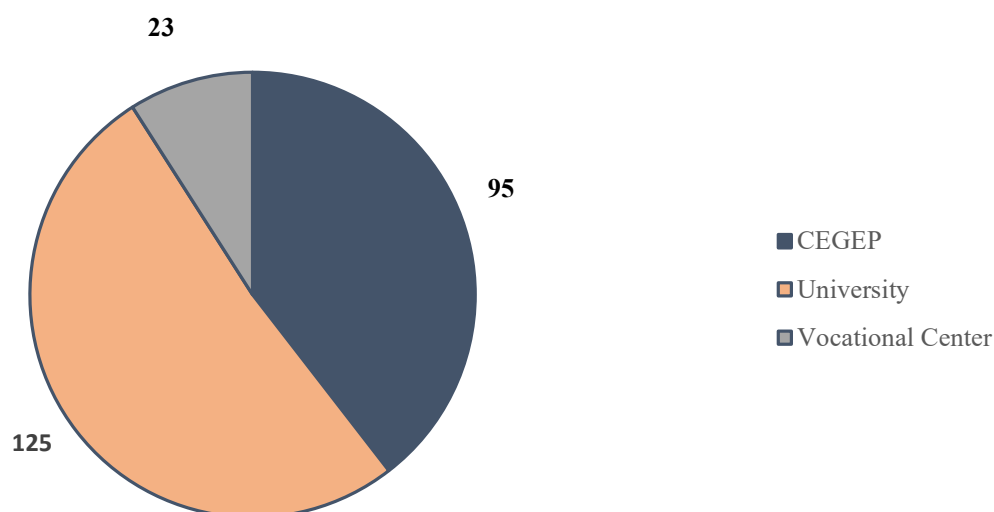
**Figure 4: Bursaries Awarded by Study Program between 2018 and 2023**



**Table 2:** Bursaries Awarded per Institution

Institution	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Total
University	21	18	32	27	27	125
CEGEP	18	19	23	17	18	95
Vocational Center	9	3	6	3	2	23
<b>Total</b>	<b>48</b>	<b>40</b>	<b>61</b>	<b>47</b>	<b>47</b>	<b>243</b>

**Figure 5:** Bursaries Awarded per Institution Type Between 2018 and 2023



**Table 3:** Funding awarded by Program Type

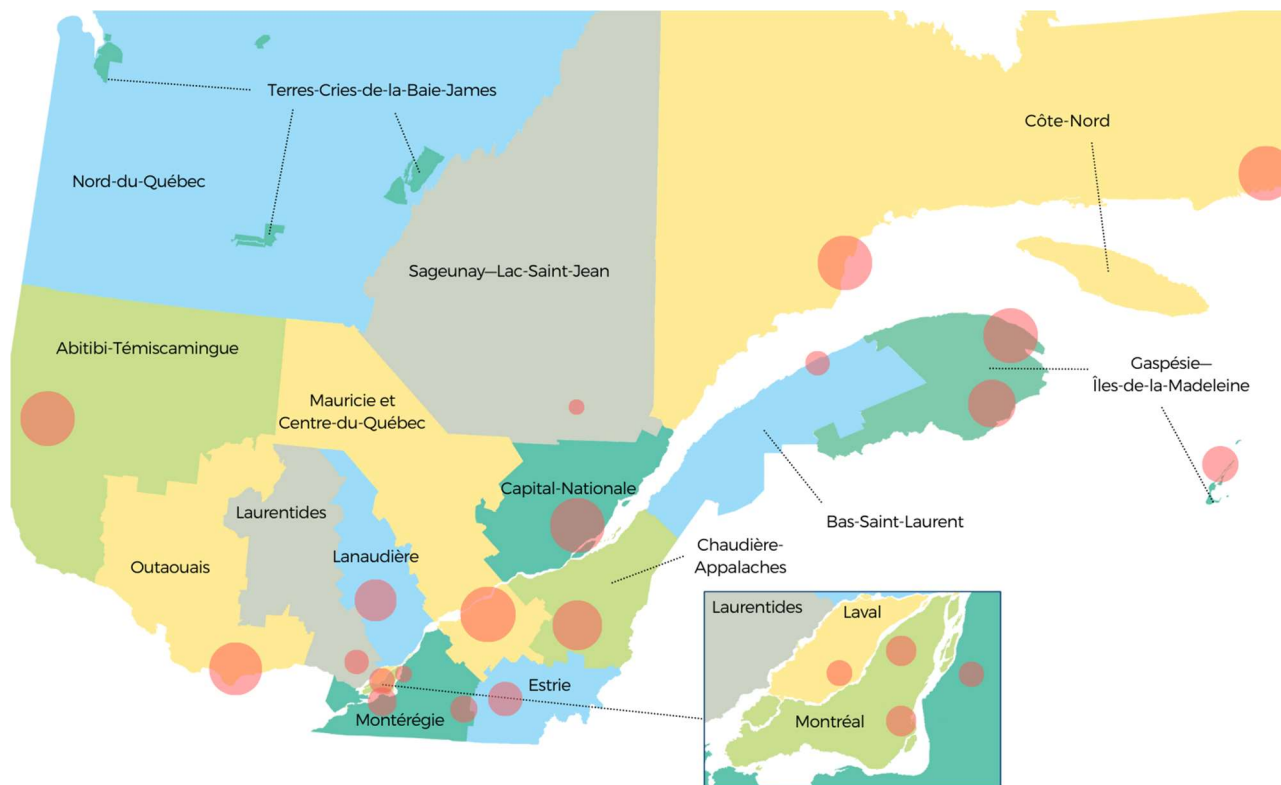
Program Type	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	Total
Health Care	\$205,500	\$186,000	\$254,500	\$163,500	\$164,000	\$973,500
Social Services	\$70,000	\$35,000	\$82,500	\$129,000	\$115,000	\$431,500
Others	—	—	—	\$10,000	—	\$10,000
<b>Total</b>	<b>\$275,500</b>	<b>\$221,000</b>	<b>\$337,000</b>	<b>\$302,500</b>	<b>\$279,000</b>	<b>\$1,415,000</b>



## BURSARIES AWARDED BY REGION

Dialogue McGill is proud to have funded health and social services students throughout Quebec between 2018 and 2023. See the illustration below for a summary of the regions in which students were funded.

See Table 4 for the number of bursaries awarded in each region between 2018 and 2023. Interested readers can refer to Table 5 for a detailed breakdown of bursaries per fiscal year in Quebec regions.



**Table 4:** Bursaries Awarded to Unique Students by Region Between 2018 and 2023

01 Bas-Saint-Laurent	5	11 Gaspésie-Îles-de-la-Madeleine	24
02 Saguenay-Lac-Saint-Jean	1	12 Chaudière-Appalaches	14
03 Capitale-Nationale	20	13 Laval	5
04 Mauricie et Centre-du-Québec	17	14 Lanaudière	15
05 Estrie	14	15 Laurentides	2
06 Montreal	12	16.1 Montérégie-Centre	5
07 Outaouais	13	16.2 Montérégie-Est	4
08 Abitibi-Témiscamingue	6	16.3 Montérégie-Ouest	13
09 Côte-Nord	12	<b>Total</b>	<b>182</b>

**Table 5:** Bursaries Awarded by Region

Region	Community Network	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023	2018-2023
1 Bas-Saint-Laurent	Heritage Lower Saint Lawrence (HLSL)	1	1	1	2	2	7
2 Saguenay–Lac-Saint-Jean	English Community Organization Saguenay–Lac-Saint-Jean (ECO-02)	—	—	—	—	1	1
3 Capitale-Nationale	Jeffery Hale Community Partners (JH Partners)	4	2	11	6	5	28
4 Mauricie et Centre-du-Québec	Center for Access to Service in English (CASE)	6	5	8	5	5	29
5 Estrie	Townshippers' Association–Estrie	6	2	5	3	3	19
6 Montréal	African Canadian Development and Prevention Network (ACDPN)	—	—	1	1	4	6
	Collective Community Services (CCS)	—	—	1	3	3	7
7 Outaouais	Connexions Resource Centre	6	3	3	1	1	14
8 Abitibi-Témiscamingue	Neighbours Regions Association	2	3	2	1	3	11
9 Côte-Nord	Coasters Association	3	2	3	2	—	10
	North Shore Community Association (NSCA)	1	2	2	2	—	7
11 Gaspésie–Îles-de-la-Madeleine	Council for Anglophone Magdalen Islanders (CAMI)	5	3	3	3	2	16
	Committee for Anglophone Social Action (CASA)	4	3	1	—	1	9
	Vision Gaspé-Percé Now (VGPN)	2	2	3	3	4	14
12 Chaudière-Appalaches	Megantic English-speaking Community Development Corporation (MCDC)	4	2	4	2	4	16
13 Laval	The Youth and Parents AGAPE Association Inc. (AGAPE)	—	3	—	1	1	5
14 Lanaudière	English Community Organization of Lanaudière (ECOL)	2	3	6	5	4	20
15 Laurentides	4Korners	—	1	—	1	—	2
16.1 Montérégie-Centre	Assistance and Referral Center (ARC)	—	—	2	2	1	5
16.2 Montérégie-Est	Montérégie East Partnership for the English-Speaking Community (MEPEC)	—	—	—	—	1	1
	Townshippers' Association–Montérégie-East Network	—	—	2	1	—	3
16.3 Montérégie-Ouest	Montérégie West Community Network (MWCN)	2	3	3	3	2	13
<b>Total</b>		<b>48</b>	<b>40</b>	<b>61</b>	<b>47</b>	<b>47</b>	<b>243</b>

BURSARY RECIPIENT COMMITMENT

Students who receive a Community Network Bursary commit to working in a public health and social service institution within their Quebec region for a minimum of one-year post-graduation. Dialogue McGill and community network partners collaborate closely to monitor the progress of the 182 students who have been awarded a bursary since 2018, ensuring the verification of their employment status and adherence to their commitment.

Among the 182 bursary recipients, 85 students are currently enrolled in health and social services study programs (47%); 77 students have graduated from their programs (42%); and 7 students have withdrawn from their programs (4%). Three students have an “other” status (2%)\*, and 10 students have an unknown status (5%)\*, see Figure 6.

Figure 6: Bursary Recipient Academic Status 2018–2023

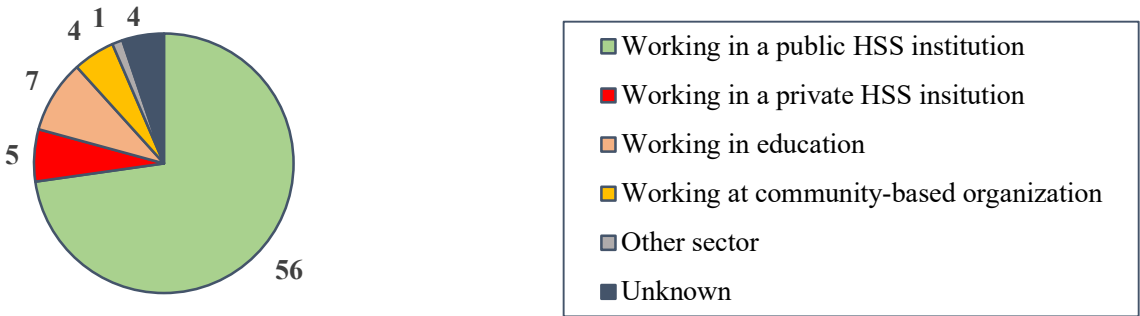


\* “Other” includes students who suffered from a car accident and students whose studies are temporally on hold;  
“Unknown” represents students for whom there is missing tracking information.

Figure 7 provides a breakdown of the employment status of graduated students. Out of the 77 graduates, 56 (73%) are employed in public health and social services institutions, 5 (6%) in the private sector, 7 (9%) are working in the education sector, 4 (5%) have found employment in community-based organizations, 1 (1%) is employed in a sector other than health and social services, and information regarding employment status is currently unavailable for 4 (5%) graduates.

Among the 21 graduates who are not currently working in a public health and social services institution, 14 of them have graduated for less than three years. Dialogue McGill allows bursary recipients to fulfill their commitment within three years of the graduation date, so these students are reminded of their commitment by the community networks on an annual basis.

Figure 7: Graduated Bursary Recipient (n = 77) Employment Status 2018–2023



\* “Unknown” represents students for whom there is missing tracking information or who are looking for employment.

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## Student Testimonials

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The Bursary Program has supported many students who have shared heart-warming stories about the impact this initiative has had on them. Their stories and commitment to Quebec's English-speaking community underscores the program's relevance for regional healthcare and social services in Quebec. Video testimonials are available on the [Dialogue McGill website](#).

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*The Bursary Program has given me the wonderful opportunity to study a program that I love, and it also allows me to give back to my English community in Quebec City, as I have been working in a long-term care home for the past three years.*

*-- Marianne Lachapelle, Social work student --*

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*This bursary has allowed me to pursue my studies while living alone and away from my home region. It has provided me with financial relief and the ability to focus on my studies so that I can focus on performing to my high academic standards.*

*I hope to be able to give back to the vast and rich region that has been a fundamental part of my upbringing. Although I don't know what population I will ultimately work with, I do know that I will always want to work in a helping profession.*

*-- Emily Boutilier, Social service student --*

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Thank you to all students who have shown great commitment to their English-speaking communities in Quebec!

# Thank you!

Our community network partners



**ACDPN**  
African Canadian Development  
and Prevention Network  
**RDPAC**  
Réseau de Développement et  
de Prévention Afro-Canadien



Townshipers



CENTRE FOR ACCESS TO  
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Preserving our past, building our future



**ECOL**  
English Community  
Organization of Lanaudière



**ECO•O2**

English Community Organization  
Saguenay—Lac-Saint-Jean  
Organisme communautaire anglais  
du Saguenay—Lac-Saint-Jean



Centre de ressources  
**connexions**  
Resource Centre



Association Amicale des Jeunes et  
Parents AGAPE Inc.  
The Youth and Parents AGAPE  
Association Inc.



# Contact Us



514-398-2631



[Retention.dialoguemcgill@mcgill.ca](mailto:Retention.dialoguemcgill@mcgill.ca)



<https://www.dialoguemcgill.ca/>



550 Sherbrooke Street West

West Tower, Room 775

Montreal, Quebec, H3A 1B9

## Our website



# Dialogue McGill

*This initiative was made possible through a financial contribution from  
Health Canada*



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**APPENDIX 1: Bursaries Funded per Program Type and Fiscal Year**

	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Total
<b>Health Care</b>	<b>38</b>	<b>33</b>	<b>47</b>	<b>29</b>	<b>29</b>	<b>176</b>
Nursing	23	16	25	13	13	90
Physiotherapy	2	3	2	1	3	11
Diagnostic Imaging	2	—	3	3	3	11
Medicine	3	1	2	3	2	11
Occupational Therapy	1	3	3	1	2	10
Pre-hospital Emergency Care	—	3	1	2	1	7
Kinesiology	1	1	2	2	—	6
Speech and Language Pathology	—	1	2	1	1	5
Institutional and Home Care Assistance	3	1	—	—	—	4
Pharmacy	1	1	2	—	—	4
Respiratory and Anaesthesia Technology	1	1	1	—	—	3
Dental Hygiene	—	1	—	1	1	3
Midwifery	—	—	1	1	1	3
Pharmacotherapy	—	1	1	—	—	2
Paramedic Care	—	—	2	—	—	2
Community Health	—	—	—	—	1	1
Biomedical sciences	—	—	—	1	—	1
Dentistry	1	—	—	—	—	1
Nuclear Medicine	—	—	—	—	1	1



	2018–2019	2019–2020	2020–2021	2021–2022	2022–2023	Total
<b>Social Services</b>	<b>10</b>	<b>7</b>	<b>14</b>	<b>17</b>	<b>18</b>	<b>66</b>
Social Work	6	4	8	12	8	38
Special Care Counselling	—	1	2	1	4	8
Psychoeducation	1	—	1	1	2	5
Special Education	—	—	2	—	1	3
Psychology	1	—	1	—	—	2
Health Promotion	—	—	—	1	1	2
Criminology	—	—	—	1	—	1
Addiction, Criminology and Victimology	—	—	—	1	—	1
Education	1	—	—	—	—	1
Community Recreation and Leadership Training Program	—	1	—	—	—	1
Nutrition	1	—	—	—	—	1
Couple and Family Therapy	—	1	—	—	—	1
Creative Arts Therapy	—	—	—	—	1	1
Applied Human Sciences	—	—	—	—	1	1
<b>Others</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>1</b>	<b>—</b>	<b>1</b>
Neuroscience	—	—	—	1	—	1
<b>Total</b>	<b>48</b>	<b>40</b>	<b>61</b>	<b>47</b>	<b>47</b>	<b>243</b>