

Consortium national de formation en santé

Presentation by
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Scientific Colloquium
The health of official language
minority communities in Canada

Ottawa
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Outline

1. What is the CNFS?
2. Recruitment and training
3. Joint commission on human resources
4. Project: Cultural and French language training
5. Research priorities
6. Findings

Partners

CAMPUS SAINT-JEAN
UNIVERSITY OF ALBERTA



Campus Saint-Jean
(Alberta)

Collège universitaire
de Saint-Boniface



Collège universitaire
de Saint-Boniface
(Manitoba)



Collège Boréal
(Sudbury, Ontario)



Université Laurentienne
(Sudbury, Ontario)

Université Laurentienne
Laurentian University

la cité collégiale



La Cité collégiale (Ottawa, Ontario)



uOttawa
L'Université canadienne
Canada's university



Université d'Ottawa
(Ontario)

Collège Boréal

CCNB



CCNB
(Nouveau-Brunswick)

COLLEGE
ACADIE IPE



Collège Acadie I.-P.-E.
(Île-du-Prince-Édouard)

UNIVERSITÉ DE MONCTON
EMUNDOUVEN MONCTON SHERBROUQUE



Université de Moncton
(Nouveau-Brunswick)



Université Sainte-Anne



Université Sainte-Anne
(Nouvelle-Écosse)

Phase III of the CNFS

- Roadmap for Canada's Linguistic Duality 2008 – 2013: Acting for the Future
- Official Languages Health Contribution Program: Health Canada
- Training and retention of French-speaking health professionals, French culture and language training of health professionals

Training and retention of health care professionals

Objectives

- Provide post-secondary training for Francophone health professionals in OLMCs outside Quebec to meet the health care provider needs of OLMCs;
- Promote recruitment of qualified students for post-secondary Francophone health care programs and their integration within OLMCs after they graduate; and
- Promote research and dialogue on approaches to facilitate access to health care for OLMCs.

Health Canada – Official Language Community Development Bureau (OLCDB)

National Secretariat

- Four areas of activity
 - Recruiting
 - Training
 - Research
 - Coordination

Recruiting

Support and strengthen efforts to promote health careers and student recruiting

Support and strengthen initiatives aimed at the recruiting and retention of professors

Training

Promote continuity, development and consolidation of existing training capacities in addition to training partnerships

Promote access to distance learning courses and programs

Ensure better understanding of the need for French-speaking health professionals in Francophone minority communities

Promote the development of clinical training environments and positions

Promote continuing education initiatives at regional and national levels

Develop and manage regional deployment

Commission conjointe sur les ressources humaines

- Consortium national de formation en santé and the Société Santé en français
- Advisory committee
- Recommendations to both boards of directors

Results

	<u>Phase II</u> (2003-2008) Achievements	<u>Phase III</u> (2008-2013) Targets
Number of enrolments	3,181	3,528
Number of graduates	1,318	2,061
Number of new programs	35	29

Official Languages Health Contribution Program

Health Canada

Component: “French culture and language training”

Amount: **\$5 million**

Period: **4 years including 12- to 36-month project**

The Société Santé en français and the Consortium national de formation en santé will receive funding for the French culture and language training component.

Research priorities for human resources

How can we document, increase and maximize French-speaking human resources, including leadership positions, in the context of the current labour shortage?

- Employment, training and retention strategies for Francophone health human resources
 - How can we equip public servants and health departments to ensure efficient use of human resources?
 - What additional workload is involved for a French-speaking health professional to provide health services in French in a predominantly English-speaking environment?
 - How can we attract and retain Francophone health professionals? (recruiting and retention)
 - What are the success factors and conditions that would promote both the integration and active provision of health services in French by Francophone health professionals? For example, what is the impact of CNFS graduates on supply?
 - What is the commitment of stakeholders (unions, professional associations, regulatory organizations, etc.) vis-à-vis defining human resource strategies and training for Francophone health professionals?

- Inventory of Francophone health human resources
- Training of Francophone health professionals
- Development models for leadership competencies
- Who are the health professionals that provide health services in French but do not identify themselves as being Francophone professionals?
- What are the determining factors underlying the active and passive provision of health services in French by Francophone health professionals?
- What factors promote the participation of health professionals in continuing or distance education programs?
- What training models are the most effective in preparing Francophone human resources for leadership positions?

Findings

Communication between the patient and the health care provider is essential to the safe delivery of quality health care services!

It is therefore vital to

- have a sufficient number of professionals who deliver services in French..., and hence have professional training in place

Human resource issues

1. Availability of Francophone health professionals and services
2. Availability of information on
 - health status of Francophone minority communities
 - health professionals
 - French-language health care services

Planning: planning must be tied to local needs

It is therefore vital to

- have relevant, updated information on the local populations, on health care professionals who can deliver services in French, as well as on the services offered
- have databases that incorporate a language dimension