



Health
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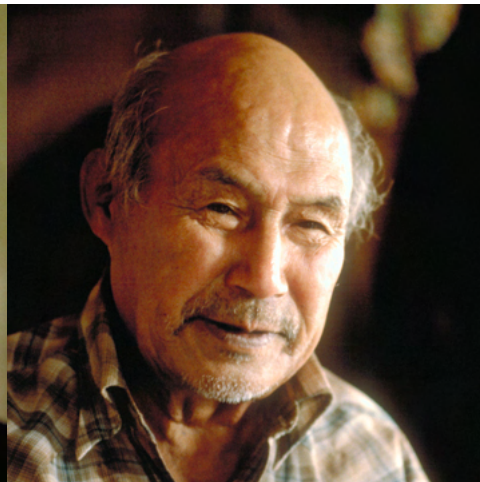
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ABORIGINAL HEALTH HUMAN RESOURCES INITIATIVE (AHHRI)

*Presentation to the QWQHC
Healthy Workplace Initiative
Knowledge Exchange
March 18, 2008*



Canada 

Background

- \$700M commitment to Aboriginal Health (2005)
 - \$100M for Aboriginal Health Human Resources Initiative (AHHRI)
- Five year initiative (2005/06 to 2009/10)
- Build on and link to work of other jurisdictions
 - Work with P/Ts via Pan Canadian HHR Strategy
- Guided by Program Framework developed in collaboration with NAO's, P/T's, National Professional Organizations, other federal Departments



Mandate of AHHRI

- Significantly increase the number of First Nations, Inuit and Métis health care professionals and paraprofessionals;
- Address issues of retention of health care providers in First Nations and Inuit communities;
- Improve cultural competence of health care providers serving Aboriginal people.



Five Year Objectives

1. Increase the number of FN/I/M who are aware of health careers
2. Increase the number of FN/I/M students entering into and succeeding in health career studies
3. Increase the number of PSE institutions that are supportive of FN/I/M students in health careers
4. Identify conditions that increase retention of health workers in FN/I/M communities
5. Establish standards of practice and certification processes for FN/I/M allied health care workers
6. Establish foundations for collaboration
7. Establish baseline information on supply and distribution of aboriginal health workforce



Targets And Outcomes

- Double the number of Aboriginal health career scholarships and bursaries in 5 years
- Double the number of Aboriginal health professionals in 10 years
- Increase the number of certified health managers on reserve by 1/3 in 5 years
- 50% increase in PSE institutions with Aboriginal health student support programs in 5 years



National Role

- Governance (Two Advisory Committees)
- National coordination, monitoring and support to Regions
- Support HHR Planning Capacity of NAOs.
- Data, research and evaluation
- Maintain links to Pan Canadian HHR Strategy
- Liaison with other federal department – INAC, HRSD
- Implement national projects with strategic impact
- Manage Metis, Non-Status and Off-Reserve component



Regional Role

- Development and implementation of Regional plans in collaboration with FN/I
- Liaison with P/T HHR strategies
- Liaison with INAC and HRSD
- Coordination and implementation with PSE institutions (universities and community colleges)
- Health career promotion



Initiative Accomplishments

Increase in Health Care Providers

- Increased health careers bursaries and scholarships funding for Aboriginal students:
 - National Aboriginal Achievement Foundation (from \$500K to \$1.3M annually)
 - Métis National Council (\$2.5M annually)
- NAAF's *Health Careers in the Classroom* program
 - – FN and Inuit specific, French and English versions
- Enhanced quantity and quality of health career fairs
- Support for Aboriginal students to attend science camps
- Indigenous Physicians Association of Canada (IPAC) – recruitment and mentorship of medical students



Initiative Accomplishments

Cultural Competency

- Association of Faculties of Medicine (AFMC) collaborating with IPAC on:
 - Cultural competency – undergraduate level
 - Toolkit for recruitment and retention of Aboriginal students
- Royal College of Physicians and Surgeons – cultural competency for graduates and continuing medical education.
- Canadian Association of Schools of Nursing, Aboriginal Nurses Association of Canada and Canadian Nurses Association: forum on cultural competency, recruitment/retention of nursing students, framework for cultural competency



Initiative Accomplishments

Increase PSEs with Support Programs

- PSE health science programs: bridging, access, mentorship and supports:
 - Universities and colleges in all regions now have programs
 - Over 50 programs funded in 2007/2008
 - BC Region leading the way with over 30 projects
 - Many medical schools now involved and seeing increases in Aboriginal enrollment
 - Many nursing schools involved
 - Longer term projects, such as the Native Nurses Entry Program are now looking at expanding to other health programs
 - Culturally specific programs such as Inuit Nursing Access



Initiative Accomplishments

Improve Retention

- First Nation Health Managers core competencies
- FN/Tribal Council/Regional HHR strategy development
- Regional fora on recruitment and retention
- Career Pathing Strategy for para-professionals in Northern Saskatchewan (NITHA)



Initiative Accomplishments

Capacity and Collaboration

- Funding to the five NAO's and 14 FNI, PTO's and LCO's to engage them
- AHHRI Forums to share best practices and strategies in Saskatchewan, Alberta, Ontario (F/P/T/A)
- Participation with other jurisdictions (P/T)
- National and Regional Advisory Groups



Initiative Accomplishments

Information and Research

- Research and Evaluation Frameworks
- Regional environmental scans completed
- National minimum data set – NAHO/CIHI
- Census data analysis



Are we meeting our targets?

To Date:

- Have more than doubled the numbers of Aboriginal health career bursaries and scholarships
- Judging from early evidence, are on track to double the numbers of Aboriginal health professionals in 10 years
- Are on track to see the 50% increase in PSE's with Aboriginal student support programs
- Are on track to increase the numbers of certified health managers on-reserve



What do we need to do next?

- Continue to roll out the program over the next two years, and build on momentum
- Evaluate and document our successes and gaps
- Disseminate information about lessons learned
- Ensure that our present partners continue to be engaged, and bring additional partners on board
- Begin to prepare for renewal of the strategy with central agencies

