

Aboriginal Health Human Resources Initiatives Environmental Scan for British Columbia Ministry of Advanced Education

Introduction

In light of the Prime Minister's recent announcement regarding funding for Aboriginal health human resources initiatives, it is useful for the Ministry of Advanced Education to carry out an environmental scan to determine

- existing programs and policies in British Columbia.
- initiatives that have been undertaken in other western provinces and jurisdictions further afield.
- stakeholders who contribute to policy development in this area
- baseline measures which would assist us in the future assessment of success or failure of initiatives undertaken

As stated in the Prime Minister's announcement on September 13, 2004, the goal of the initiative is to "improve access to quality health services for Aboriginal peoples through:

Training Aboriginal People

- increasing the number of Aboriginal people choosing careers as physicians, registered nurses and other health care professionals

Changing the Curricula

- adapting current health professional curricula to train health professionals that are better equipped to address the cultural differences of Aboriginal peoples; and

Improving Retention

- improving the retention of qualified health care providers serving Aboriginal communities"¹

The environmental scan will therefore examine initiatives and policies primarily with respect to each of the first two objectives noted in the announcement, as they are relevant to the mandate of the Ministry of Advanced Education: increasing the numbers of Aboriginal peoples enrolling in health education programs and inclusion of Aboriginal culture and context in the curricula of health programs.

Current Situation in British Columbia

Health Programs and Recruitment Initiatives

At present there are over 130 health programs offered at British Columbia public post-secondary institutions (see Appendix A), and a limited number of these are either specifically directed to Aboriginal learners or utilize curricula with Aboriginal content and context. A telephone survey of the Health Sciences Deans and Directors was completed between November 23 and December 9, 2004 to determine what initiatives, if any, are currently in place or under development at BC public post-secondary institutions. The survey focused on initiatives with respect to recruitment of and programs for Aboriginal students, and development of curricula with Aboriginal context. See Appendix C for the complete survey results.

Following is a list of selected programs or initiatives directed to aboriginal students that are currently offered or under development at a variety of public post-secondary institutions in British Columbia. Information presented here was derived from both the telephone survey and a website review.

¹ Health Canada News Release (2004) *Commitments to Aboriginal Health*. From: http://www.hc-sc.gc.ca/english/media/releases/2004/commitments_Aboriginal.html

Camosun College

- First Nations Home Support/Resident Care Attendant program
 - will commence in January, 2005
- First Nations Health and Education Access Program
 - in development at this time, to be offered in September/05; will provide First Nations students with the prerequisites to go into Nursing, Licensed Practical Nursing

College of New Caledonia

- has partnered with bands to offer HS/RCA programs in aboriginal communities

Kwantlen University College

- Kwantlen Capacity Development Camp
 - offered for the last three summers, plan to continue to offer if funding available. Designed to motivate Aboriginal children (grades 5-7) to consider nursing and health careers among others

Malaspina University College

- has recently developed the *Aboriginal Speaking Series*, targeted to existing Malaspina students to promote health careers
- has received funding for the second year from the MOHS Nursing Directorate for development of longer-term recruitment strategies: currently faculty and students visit Aboriginal communities to promote health careers

North Island College

- has offered community-based Resident Care Attendant programs in the past in collaboration with First Nations communities

Okanagan University College

- Aboriginal Health Worker certificate (offered in collaboration with Community Health Associates of BC)

University of British Columbia

- Certificate in Aboriginal Health Care Administration
- Institute of Aboriginal Health
 - under the umbrella of the First Nations House of Learning
 - serves in an advisory role to UBC on issues with respect to development of programs and courses, as well as providing support to students
 - offers two courses relevant to Aboriginal health: *First Nations Health and the Traditional Role of Plants*, and *First Nations Health-Historical and Contemporary Issues*

University College of the Cariboo

- Aboriginal Pre-Health Program
 - designed to bridge the transition into a health-related university degree

University of Northern British Columbia

- Aboriginal Health Sciences Certificate
- Aboriginal Health Sciences Diploma

In addition to the programs above, many institutions offer practica for nursing students in First Nations communities to enhance learning about Aboriginal health issues and provide Aboriginal context to coursework.

Issues identified by many survey respondents included the challenges imposed by low high school graduation rates among Aboriginal youth, and insufficient secondary school preparation in the maths and sciences. Several respondents also noted the lack of available funding for basic academic preparation that is often required for Aboriginal students to achieve success in health training programs.

Targeted/Reserved Program Seats

Several institutions have implemented affirmative action policies to increase the numbers of Aboriginal learners in selected health programs:

- *Camosun College* has reserved 5% of seats in its RN and LPN programs and in future plans to reserve seats in its dental programs as well;
- *Kwantlen University College* plans to reserve 15% of seats for aboriginal students in the BSc (psych nursing) program (currently in approval process);
- *Malaspina University College* will target 2 seats (out of 72) in 05/06 on a trial basis in the BSN program; will increase to 4/72 if results are positive
- *Okanagan University College* has reserved 10% of seats in all its health programs for Aboriginal students;
- The *University of British Columbia* has reserved 5% of the seats in its medical program for Aboriginal learners since 2002/2003. In addition, UBC has reserved 10% (1 out of 10 first-year seats) of seats in its Midwifery program for First Nations students²;
- The *University College of the Cariboo* reserves 4 seats in its BSN program for Aboriginal students at the present time, and there are plans to increase this to 8 seats next year;
- The *University of Northern British Columbia* plans to reserve 20% of the entry-level seats in the collaborative nursing program for qualified Aboriginal students (pending approval by Senate), beginning in 2005;
- *Vancouver Community College* reserves up to two seats for Aboriginal students until 3 months prior to program start date

Most public post-secondary institutions in BC have included performance targets in their 2004 Service plans to maintain or increase their numbers of Aboriginal students (in all programs), and have used data from 2002/2003 as the baseline. The targets range from 1.1% to 10.3% and of course factors such as the demography of the surrounding communities will affect the institutions' baselines and associated targets.

Measuring Success

Almost all survey respondents indicated that obtaining accurate data on numbers of Aboriginal students and graduates is difficult since program applicants have the choice to self-identify and some Aboriginal students do not elect to do this. This also precludes obtaining accurate follow-up data on graduates' future successes in selected careers.

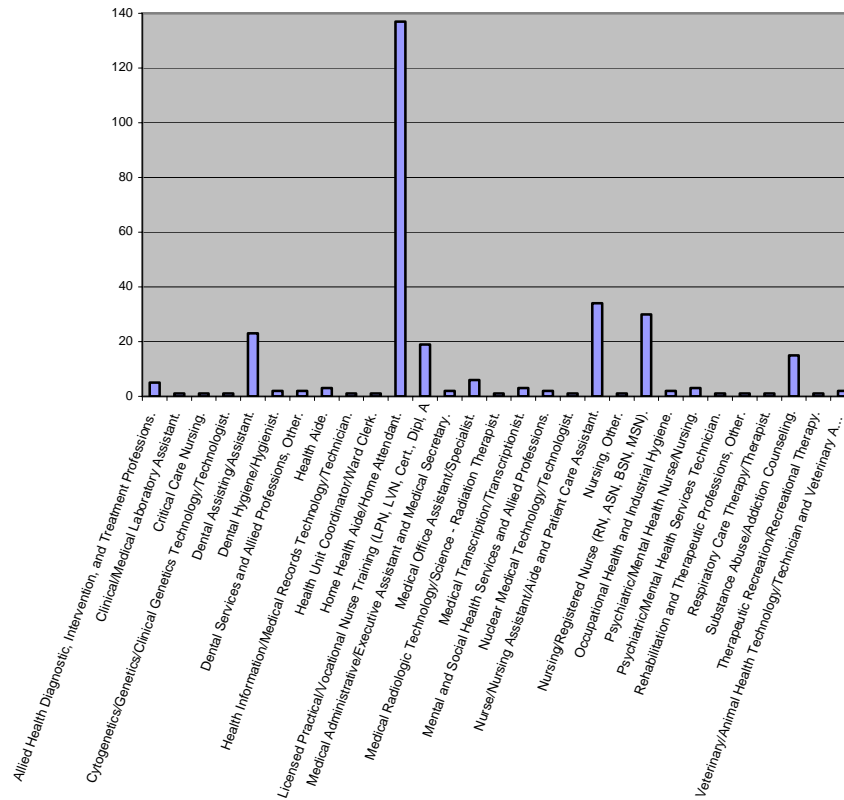
There is some limited quantitative data available within the Ministry of Advanced Education, as the colleges and institutes do provide the Ministry's Post-Secondary Finance Branch (PSFB) with numbers of graduates each year, including data on aboriginal students specifically, keeping in mind the limitations noted above. The PSFB is able to match this data with K-12 data to find students who were identified previously in that system, which improves its accuracy. However, similar data are not available from the universities at this time.

The following three tables illustrate the total number and type of credentials granted to aboriginal students in the last two fiscal years from college and institute health programs only³, using available data.

² UBC Division of Midwifery. *Report to the College of Midwives of British Columbia*. March 2004

³ CIP code category 51 only

**Table 1 – Number of credentials granted to Aboriginal students by program 2002/03 to 2003/04⁴
College and Institute health programs**



**Table 2 – Types and numbers of credentials granted to Aboriginal students 2002/03 to 2003/04
College and Institute health programs**

Certificate	266
Diploma	25
Bachelor's Degree	9
Citation	1
No credential attached to program	1

**Table 3 – Total Number of credentials granted 2002/03 to 2003/04
College and Institute health programs**

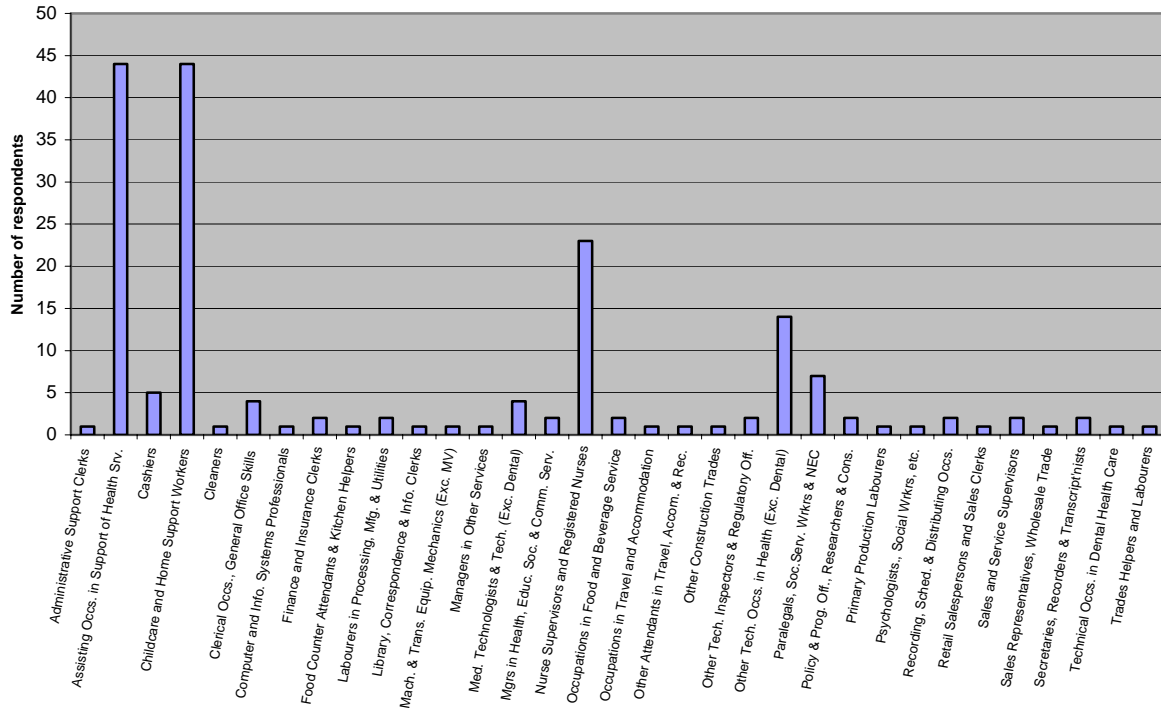
	Total Credentials Granted	Credentials Granted to Aboriginal students	Proportion of Aboriginal students to total
2002/03	5,060	190	3.75%
2003/04	4292	112	2.61%

⁴ AVED Post Secondary Finance Branch, College Sector Central Data Warehouse submissions 2003 and 2004 (Tables 1 through 3)

Occupational Outcomes for Aboriginal Graduates

Data obtained from the 2003 and 2004 Student Outcomes Surveys indicate that 86% of employed respondents were employed in training-related jobs. The unemployment rate was 7.69% for those respondents in the labour force at the time of the survey. The occupational fields that employed the greatest number of former students of college, university-college or institute health programs⁵ were *Assisting occupations in support of health services* and *Child care and home support workers*, as illustrated in Table 4-

**Table 4 – Occupations of former students in BC Health programs⁶
Aboriginal students only**



Scholarships, Bursaries and Awards

There are currently nineteen scholarships, bursaries or awards available to British Columbia Aboriginal learners for post-secondary study in health programs at various levels (undergraduate, masters or professional). The awards are sponsored by a variety of organizations and groups (see Appendix B).

Existing BC Government Policy Framework

➤ *Ministry of Advanced Education*

Through the Ministry's *Aboriginal Special Projects Fund*, funding has been targeted to Aboriginal learners since 1999 to improve access and enhance program content. The 2004/05 guidelines were revised to emphasize priorities in health sciences and other program areas. Most recently, on September 21, 2004, the Minister announced funding of \$1.47 million for new projects to help Aboriginal learners access and complete post-secondary programs across B.C. including projects to enhance health education programs.

⁵ CIP Code category 51 only

⁶ BC Stats. *Student Outcomes Survey*; 2002 and 2003 data combined due to small numbers of respondents. Survey of former college, university-college and institute students 9-18 months after completion of studies.

In addition, the Ministry is working with BCcampus to develop distance education programs for Aboriginal learners.⁷ The Aboriginal Health/Cultural Safety project is an example of a funded project with Aboriginal content. For this project, UVic and the University College of the Cariboo will develop three components of an on-line Aboriginal health course based on integrating Aboriginal knowledge and culture in the fields of nursing, social work, and teaching.

The Ministry developed the *Aboriginal Post-Secondary Education and Training Policy Framework* in 1995; this document identified the need for programs to focus on areas such as rural health, noting that a limited number of institutions incorporated Aboriginal perspectives into course offerings.⁸ Since the publication of the framework there has been an increase in the number of initiatives directed to Aboriginal learners.

➤ **Ministry of Health Services**

The Ministry's Aboriginal Health unit provides an "Aboriginal lens for...policy development" and "expertise across Ministries on issues affecting the health of Aboriginal peoples".⁹

One of the Ministry's nursing strategy initiatives for 2003/2004 was the *Aboriginal Nursing Fund*, which was aimed at increasing Aboriginal peoples' participation in nursing careers by providing social and educational support to students in targeted institutions, and other projects to promote the selection of nursing as a career by Aboriginal school-age children.

For 2004/2005 the Ministry has provided \$100,000 for Aboriginal nursing strategies, to support Aboriginal nursing projects with a focus on issues that include recruiting Aboriginal youth into the nursing profession, supportive recruitment practices for Aboriginal and non-Aboriginal nurses to Aboriginal communities, and retention initiatives for nurses working in Aboriginal communities.

➤ **Ministry of Community, Aboriginal and Women's Services**

In partnership with the Métis Provincial Council of BC, the Ministry has established the Aboriginal Employment Partnership Initiative, which is designed to better match job training programs with areas of greatest job opportunity in B.C. The initiative is intended to maximize employment opportunities for Aboriginal peoples. One of the partnership agreements was signed in 2002 with the Vancouver Island Health Authority. VIHA noted that under the program they hoped to recruit aboriginal people to positions in all levels of health care and would "encourage the development of fair workplaces that welcome diversity and reflect our organizational values of respect."¹⁰

Selected Initiatives in other Western Provinces

Information presented in this section was obtained by performing a website review only and is likely not comprehensive.

Alberta

A website search identified four institutions in Alberta with initiatives which focus on aboriginal students in health programs:

University of Alberta

- Aboriginal Health Care Careers Program: assists Aboriginal students to gain admission to and graduate from medicine, dentistry and other health sciences programs, includes reserved seats and special supports

⁷ Ministry of Advanced Education. (2004) *Response document: February 23, 2004 Open space Forum regarding issues and opportunities for aboriginal post-secondary education in British Columbia*. p. 10

⁸ Ministry of Advanced Education. *Aboriginal Post-Secondary Education and Training Policy Framework*. From <http://www.aved.gov.bc.ca/Aboriginal/framework.htm>

⁹ Ministry of Health Services. *Aboriginal Health Unit web page*. From: <http://www.healthservices.gov.bc.ca/Aboriginal/>

¹⁰ Métis Provincial Council of BC website. From http://www.mpcbc.bc.ca/aepi/aepi_june20_2002.html

- Transition Year Program: intended for students planning to enter a variety of programs, including nursing

Bow Valley College

- Aboriginal Practical Nurse Certificate

Grande Prairie Regional College

- reserves 3 seats for qualified Aboriginal applicants to the BSN program. These seats are released by March 31

Norquest College

- Practical Nurse with an Aboriginal Focus

Alberta Learning offers an *Aboriginal Health Careers Bursary* under the auspices of the Alberta Heritage Scholarship fund, which is designed to provide funding for Aboriginal students in Alberta to pursue post-secondary education in a health field. Up to \$200,000 is available and the awards are valued at between \$1,000 and \$10,000.¹¹

Saskatchewan

A website search identified initiatives for aboriginal students in health programs at four institutions in Saskatchewan-

Saskatchewan Indian Institute of Technologies

- Community Health
- Community Services (Addictions)
- First Nations Child Care
- Home Health Aide/Long Term Care Aide
- Licensed Practical Nursing
- Practical Nurse Preparation Program

First Nations University of Canada (formerly the Saskatchewan Indian Federated College), affiliated with the University of Regina

- Indian Health Studies certificate
- First Nations Nursing
- Health Careers, Math and Summer Science Camps for Aboriginal/First Nations Youth
- Pre-Professional Health and Science Program

Saskatchewan Institute of Applied Science and Technology

- reserved seats in all programs

University of Saskatchewan

- Native Access Program to Nursing; support service for Aboriginal Nursing students once they are accepted into the Nursing Education Program
- many health programs have targeted seats for aboriginal students, and the Health Science Colleges have organized a Health Sciences Native Access Committee to develop policies to ensure participation of Aboriginal students in their programs.

In 2000 the Saskatchewan provincial department of Intergovernmental and Aboriginal Affairs entered into a partnership agreement with both the Saskatchewan Association of Health Organizations and the Canadian Union of Public Employees Health Care Council, which identified that initiatives were required to prepare and develop the Aboriginal workforce and to facilitate the integration of Aboriginal persons into health sector occupations.

¹¹ Alberta Aboriginal Affairs & Northern Development website. From <http://www.aand.gov.ab.ca/?lid=65>

In its *Action Plan for Saskatchewan Health Care* (2001), the Saskatchewan department of Health noted that it was working with First Nations and Métis organizations to develop a nursing degree program for northern Saskatchewan as one strategy to “ensure Aboriginal people are represented in health workplaces throughout the province”.¹²

Manitoba

A website search identified the following programs in place in Manitoba-

University of Manitoba:

- Special Pre-Medical Studies Program
 - intended to increase success for Aboriginal learners by offering support, study skills courses and extended science preparation courses
- First Nation Community Wellness Diploma
 - professional development diploma for Aboriginal health and wellness service workers; each course incorporates an indigenous wellness perspective

In addition, the *Aboriginal Education for Health and Human Services* program was established in 1991 to design and deliver accredited health training to Manitoba First Nations Health workers in their communities. It received its mandate from Assembly of Manitoba chiefs via resolution in 1989. AEHHS coordinates this training program (formerly known as the Community Health & Human Services Workers (CHHSW) diploma program), and it is delivered in partnership with Assiniboine Community College in Brandon.

The Winnipeg Regional Health Authority has established the *Aboriginal Health Administration Internship Program*, which is designed to provide Aboriginal candidates with professional training and management work experience within the WRHA.

Stakeholders and other resources

There are a number of bodies and organizations in British Columbia and nationally which have published positions on the importance of Aboriginal health initiatives generally, or developed initiatives specifically with respect to the development of Aboriginal health human resources and training programs.

Aboriginal Health Association of BC

- assists in the development and promotion of Aboriginal health through advocacy, research and program administration
- works with the Ministry of Health Services on policy development
- support the Aboriginal Health Councils throughout BC

Aboriginal Nurses Association of Canada

- affiliated with the Canadian Nurses Association
- objectives to develop and encourage courses in the education system on nursing, the health professions, Aboriginal health and cross-cultural nursing, and to actively develop a means of recruiting more people of Aboriginal ancestry into the medical field and health professions
- signed an agreement (November 2004) jointly with Canadian Federation of Nurses Unions and Government of Canada to encourage the employment of Aboriginal people in the workplace, particularly in the field of nursing – plan to develop action plans to recruit and retain Aboriginal people in nursing

¹² Saskatchewan Health. (2001). *Action Plan for Saskatchewan Health Care*.

First Nations Chiefs Health Committee

- multiple articulated goals to increase the numbers of Aboriginals working in health professions in Canada through enhanced educational opportunities, funding for scholarships and awards, providing advice to government and institutions, promoting health careers

Health Canada

- sponsors the *Indian and Inuit Health Careers Program* which focuses on career promotion and financial assistance directed to Aboriginal students interested in the Health and Social service fields.

Indian and Northern Affairs Canada

Although not pertaining to health education specifically, the following two programs are of note:

- *First Nations and Inuit Science and Technology Program* has the objective to expose youth to a variety of career options and promote careers in science and technology (not specifically health)
- *First Nations and Inuit Career Promotion and Awareness Program* has the objective to expose youth to a variety of career options (not specifically health)

Information Centre on Aboriginal Health

- a database service provided by the National Aboriginal Health Organization which lists resources, programs, services, health careers, and funding available to Aboriginals
- goal to foster participation of Aboriginal Peoples in delivery of health care

Institute of Aboriginal Peoples' Health

- an institute of the Canadian Institutes of Health Research: stated mandate to lead a national advanced research agenda in the area of Aboriginal health, and to promote innovative research in this field that improves the health of Aboriginal peoples in Canada;

Native Physicians' Association in Canada

- Aboriginal physicians committed to raising health standards within Aboriginal communities

United Native Nations Society

- although not specific to health education, an objective of the society is to carry out programs for the advancement of the level of education, training and opportunity among the Aboriginal Peoples in BC.

Notable practices

Aboriginal Recruitment Coordination Office, Ontario

- offers human resource development services to all Aboriginal communities and people in Ontario (First Nations, Métis and Inuit); vision is to ensure that there are enough qualified Aboriginal health and social service employees to meet the human resource needs of Aboriginal communities, organizations, and associations

Aboriginal Youth Project (1998-2000) – Canada

- project funded by Indian & Northern Affairs, Human Resources Development Canada and Health Canada.
- goal of the project was to increase the number of Aboriginal youth pursuing a career in health by promoting a career in the health field as an attractive, feasible and attainable goal for Aboriginal youth from all cultures and backgrounds
- no formal written evaluation was done upon the project's completion, so data is not available on its success

First Nations Technical Institute, Ontario

- Aboriginal owned and operated education and training facility established in 1985
- Indigenous Health Worker program is a one-year, post-diploma certificate which exposes First Nations health professionals to cultural teachings to broaden their understanding about health, health care and environmental and human health issues facing First Nations communities.

National Aboriginal Community Controlled Health Organization (NACCHO) – Australia

- Aboriginal health body that represents Aboriginal medical services throughout Australia
- supports services which are initiated and operated by the local Aboriginal community to deliver health care that is holistic, comprehensive and culturally appropriate
- development of policy including reform of existing Aboriginal health policies, development of curricula for the medical profession

Nunavut Arctic College

- Nursing (bachelor or diploma) program curriculum emphasizes awareness and respect for Inuit culture and will prepare nurses to be leaders in Nunavut health care or the Canadian health care system.

Queen's University, Kingston, Ontario

- offers an optional third-year post-graduate program specialty (Family Medicine) in aboriginal health

University of British Columbia, Institute for Aboriginal Health

The primary objective is to increase the number of First Nations Health Care Professionals, by

- recruiting and improving access to health and human service programs at UBC
- assisting with development of courses and seminars relevant to Aboriginal health needs
- creating cultural awareness among students, staff and faculty
- promoting interest in health care professions at the high school level

University of Sydney - Australia

Yooroang Garang: School of Indigenous Studies

- offers a full range of academic courses as well as support programs for Aboriginal people, including health sciences education for indigenous people as preparation to work in health care professions in Aboriginal communities

Victorian Universities Rural Health Consortium – Australia

- goal to improve access and retention of Aboriginal students in health education and training, promote inclusion of Aboriginal content in curricula

Review of the Literature

There appears to be little peer-reviewed academic literature that speaks specifically to either the inclusion of Aboriginal content in post-secondary health program curricula, or efforts to increase recruitment of Aboriginals to health education and health careers.

However, the Canadian Millennium Scholarship Foundation contracted with R.A. Malatest & Associates, who delivered a report in January 2004 entitled *Aboriginal Peoples and Post-Secondary Education: What Educators Have Learned*. The report provides an excellent overview and discussion of general post-secondary initiatives throughout Canada and elsewhere, with some reference to health program initiatives at various institutions. The authors point out that with respect to quantitative data specifically, there are no reliable measures currently available, and this makes tracking results difficult. In addition, they noted that with respect to access programs in health disciplines in particular, there are concerns among Aboriginal graduates that

perhaps these programs are not seen as having equivalent standards when compared with other similar university courses, which may diminish their credibility.

Dokis (2002) asserts the value of incorporating cultural context into the curricula of health education program in her review of an initiative being undertaken in a health authority in northern Alberta. The goals of the initiative include achieving *cultural competence* for registered nurses to enhance the relationship between Aboriginals and non-Aboriginals in rural northern communities.

In his report *Building on Values: The Future of Health Care in Canada*, Romanow (2002) noted the importance of training Aboriginal peoples in health care professions and adapting curricula to better reflect Aboriginal culture and values. He stated that in 1997/98 qualified Aboriginal health care workers "made up less than 1% of the health care providers in Canada, far lower than the proportion of Aboriginal peoples to the general population".¹³

In their policy paper on Aboriginal health human resources issues, the Society of Obstetricians and Gynecologists of Canada (2001) pointed out that although there is a severe shortage of Aboriginal clinical health professionals in all fields, this has perhaps overshadowed the fact that there is an equally critical shortage of Aboriginal health administrators. This is of particular importance given that in many jurisdictions the delivery of many health and social programs is being transferred to the authority of Aboriginal communities. Their recommendation that "aboriginal communities and health professionals working with Aboriginal peoples should encourage the education of Aboriginal health professionals committed to future work in Aboriginal communities"¹⁴ articulates the need for increasing the numbers of Aboriginal people in all health care careers, not just clinical professions.

In their discussion of a health care service model in northern Ontario, Minore and Boone (2002) discuss the challenges that have been experienced when incorporating local Aboriginal paraprofessionals into interdisciplinary health provider teams. There were issues raised with respect to competencies, skills and knowledge and clarification of roles. They recommend inclusion of information on interdisciplinary practice to health sciences curricula generally so the model would be more effective in delivery of service.

Rourke's (2002) discussion of the inclusion of Aboriginal context into the curriculum of a new medical school in northern Ontario is interesting as it was published in an Australian journal as a model of an innovative initiative suitable for other large rural Aboriginal populations.

The National Aboriginal Health Organization (2003) sponsored an important discussion paper which speaks to the importance of health human resource capacity. The paper was prepared for a presentation at the *International Network for Indigenous Health Knowledge and Development Forum* which was held in Australia in 2003. The paper discusses the important link between the increase in Aboriginal health human resources and improvements in Aboriginal health: when health delivery strategies are more culturally appropriate, there will be improved compliance by Aboriginals requiring care.

A review of the published literature illustrates that although there is a broad awareness of the need to improve promotion of and access to health career training for Aboriginal youth, there is much that remains to be done in this area. In addition much of the literature speaks to the critical importance of incorporating appropriate context into curricula of health education programs, to better meet the specialized health needs of Aboriginal peoples living both on and off-reserve.

¹³ Commission on the Future of Health Care in Canada. 2002. *Building on Values: The Future of Health Care in Canada* – Final Report.

¹⁴ Smylie, J. et al. (2001). *A guide for health professionals working with Aboriginal peoples: Society of Obstetricians and Gynecologists of Canada Policy Statement*. Journal of Obstetricians and Gynecologists of Canada. Vol 23, Issue 3

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Appendix A – Full-time public post-secondary health education programs in BC

From Education Planner website September 17, 2004

Name of Program	Institution	Credential offered
Bachelor of Technology Environmental Health	BCIT	Bachelor
Bachelor of Technology in Management (Health Specialty)	BCIT	Bachelor
Bachelor of Technology in Medical Imaging	BCIT	Bachelor
Bachelor of Technology in Nursing	BCIT	Bachelor
Bachelor of Technology in Radiation Therapy	BCIT	Bachelor
Bachelor of Technology in Specialty Nursing	BCIT	Bachelor
Biomedical Engineering Technology	BCIT	Diploma
Cardiovascular Perfusion Technology	BCIT	Advanced or post-grad diploma
Clinical Genetics Technology	BCIT	Advanced or post-grad diploma
Diagnostic Medical Sonography	BCIT	Advanced or post-grad diploma
Electroneurophysiology Technology	BCIT	Diploma
Medical Laboratory Science - professional qualifying certificate, refresher	BCIT	Certificate
Medical Laboratory Science Diploma	BCIT	diploma, block transfer
Medical Radiography Technology	BCIT	diploma, block transfer
Nuclear Medicine Technology	BCIT	diploma, block transfer
Occupational Health and Safety	BCIT	diploma, block transfer
Prosthetics and Orthotics Technology	BCIT	Diploma
Bachelor of Health Science (Psychiatric Nursing)	BCOU	Bachelor
Bachelor of Health Science (Respiratory Therapy)	BCOU	Bachelor
Bachelor of Health Science (Physiotherapy)	BCOU	Bachelor
Home Support Attendant	BCOU	Certificate
Practical Nurse Refresher	BCOU	Certificate
Psychiatric Nursing (refresher)	BCOU	Certificate
Certified Dental Assistant	Camosun	Certificate
Dental Hygiene	Camosun	Diploma
Home Support/Resident Care Attendant (ESL)	Camosun	Certificate
Home Support/Resident Care Attendant	Camosun	Certificate
Practical Nursing Access (bridge from RCA)	Camosun	unknown
Practical Nursing	Camosun	Certificate

Collaborative Nursing	Camosun/UVic	block transfer to UVic
Home Support/Personal Care Attendant	Capilano	Certificate
Home Support/Resident Care Attendant	Capilano	Certificate
Nursing	CNC	Bachelor
Dental Assisting	CNC	Certificate
Dental Hygiene	CNC	Diploma
Home Support/Resident Care Attendant	CNC	Certificate
Practical Nursing	CNC	Certificate
Associate of Science degree (Medical/Health sciences option)	COTR	Associate degree
Dental Assistant	COTR	Certificate
Nursing	COTR	unknown
Practical Nursing	COTR	Certificate
Resident Care /Home Support Attendant	COTR	Certificate
Collaborative Nursing	Douglas	diploma, block transfer
Dental Assisting	Douglas	Certificate
Dispensing Optician	Douglas	Certificate or Diploma
EASL Home Support/Resident Care Attendant Citation	Douglas	Citation
Health Information Services	Douglas	Diploma
Home Support/Resident Care Attendant Citation	Douglas	Citation
Psychiatric Nursing	Douglas	Advanced or post-grad diploma
Psychiatric Nursing	Douglas	Diploma
Psychiatric Nursing (refresher)	Douglas	Certificate
Nursing	KUC	Bachelor
Graduate Nurse Qualifying Program	Kwantlen	unknown
Graduate Nurse Refresher Citation	Kwantlen	Citation
Graduate Nurse with English as an Additional Language Upgrading Cert	Kwantlen	Certificate
Home Support/Resident Care Attendant	Kwantlen	Certificate
Collaborative Nursing	Langara	diploma, block transfer
Nutrition and Food Services Mgmt	Langara	diploma, block transfer
Continuing Health Care Administration	Malaspina	Diploma
Dental Assistant	Malaspina	Certificate
Graduate Nursing Re-Entry	Malaspina	Certificate
Home Support/Resident Care Attendant	Malaspina	Certificate
Practical Nursing	Malaspina	Certificate
Nursing	MUC	Bachelor
Practical Nursing	NCC	Certificate

Collaborative Nursing	NI College	diploma, block transfer
Home Support/Resident Care Attendant	North Island College	Certificate
Practical Nurse	North Island College	Certificate
Home Support/Resident Care Attendant	Northern Lights College	Certificate
Home Support/Resident Care Attendant	NWCC	Certificate
Nursing	OUC	Bachelor
Certified Dental Assistant	OUC	Certificate
Home Support/Resident Care Attendant	OUC	Certificate
Practical Nursing	OUC	Certificate
Rehabilitation Assistant	OUC	Certificate
Collaborative Nursing	Selkirk	diploma, block transfer
Pharmacy Technician	Selkirk	Certificate
Certificate in Applied Human Nutrition	SFU	Certificate
Food, Nutrition and Health (Dietetics Major)	UBC	BSc
Food, Nutrition and Health (Food Market Analysis Major)	UBC	BSc
Food, Nutrition and Health (Food Science Major)	UBC	BSc
Food, Nutrition and Health (Human Ecology Major)	UBC	BSc
Food, Nutrition and Health (Nutritional Sciences Major)	UBC	BSc
Bachelor of Dental Science in Dental Hygiene	UBC	Bachelor of Dental Science
Medical Laboratory Science	UBC	Bachelor
Midwifery	UBC	Bachelor
Bachelor of Science (Pharmacology)	UBC	Bachelor
Nursing	UBC	Bachelor
Pharmacy	UBC	BSc
Dental Medicine	UBC	Doctor of Dental Medicine
Medicine	UBC	Doctor of Medicine
Anesthesia Assistant Post-diploma	UCC	Advanced or post-grad diploma
Nursing	UCC	RN/BSN
Home Support/Resident Care Attendant	UCC	Certificate
Medical Laboratory Assistant	UCC	unknown
Post Diploma BSN	UCC	Advanced or post-grad diploma
Pre-Chiropractic program	UCC	no credential
Pre-Dentistry	UCC	no credential
Pre-Medicine	UCC	no credential

Pre-Naturopathic Medicine	UCC	no credential
Pre-Optometry	UCC	no credential
Pre-Pharmaceutical Sciences	UCC	no credential
Primary Care Clinical Nursing	UCC	certificate
Respiratory Therapy	UCC	Diploma
Nursing	UCFV	Bachelor
Certified Dental Assistant	UCFV	Certificate
Home Support/Resident Care Attendant	UCFV	Certificate
Practical Nursing	UCFV	Certificate
Rural and Northern Nursing	UNBC	Post diploma certificate
Northern Collaborative Baccalaureate Nursing Program	UNBC	bachelor
Post-diploma baccalaureate Nursing program	UNBC	Bachelor, post-bacc diploma
Major in Recreation and Health Education	UVic	B.A.
Health Information Science	UVic	BSc
Nursing	UVic	Bachelor
Access to Practical Nursing cert	VCC	Certificate
Acute Care Skills for Home Support/Resident Care Attendant Cert	VCC	Certificate
Caring for Persons with Dementia	VCC	Certificate
Certified Dental Assisting	VCC	Certificate
Community Pharmacy Assistant	VCC	Certificate
Dental Assisting (distance)	VCC	Certificate
Dental Hygiene	VCC	Diploma
Dental Technology	VCC	Diploma
Denturist	VCC	Diploma
Home Support/Resident Care Attendant (ESL)	VCC	Certificate
Home Support/Resident Care Attendant	VCC	Certificate
Hospital Pharmacy Technician	VCC	Certificate
Medical Laboratory Assistant	VCC	Certificate
Pathology Attendant	VCC	Certificate
Pharmacy Technician	VCC	Certificate
Practical Nursing	VCC	Certificate
Resident Care Assistant Upgrade Certificate	VCC	Certificate

Appendix C – Scholarships, awards, bursaries – available to Aboriginal students in health care programs in BC

From internet search September, 2004

Name	Program or Institution, if specified	Amount, if specified	Sponsor/Donor
Aboriginal Health Careers Program	3 different awards: Undergrad, Professional and Masters	varies	National Aboriginal Achievement Foundation (NAAF) - Health Canada
Aboriginal Health Careers Undergraduate Bursary		maximum \$2500	Native Education Centre
Aboriginal Nurses Education Bursary Program			Urban Native Indian Education Society
Aboriginal Scholarship		\$500	Health Sciences Association of BC
Baxter Corporation Jean Goodwill Scholarship	Nursing (to serve in isolated northern Aboriginal communities)	\$5,000	Aboriginal Nurses Association of Canada
Bill & Elsie More First Nations Bursary	UBC	\$1,000	UBC
Canadian Aboriginal Science and Technology Society Scholarship	Health-related (and others)	\$2,000	Canadian Aboriginal Science and Technology Society
Chief Crowfoot Professional Health Careers Scholarship	Health-related (and others) restricted to certain first nations	varies	Canadian Aboriginal Science and Technology Society
Chiefs' Health Careers Initiative <i>Bursary</i> Program		\$2,500	First Nations Chiefs' Health Committee
Chiefs' Health Careers Initiative <i>Scholarship</i> Program		\$1,000	First Nations Chiefs' Health Committee
Dr Gordon Butler Memorial Bursary	UBC	\$1,000	UBC
Dr Mary John Bursary	UNBC	\$1,000	UNBC
Evan Adams Health Sciences Bursary	UBC	\$1,000	UBC
Indian and Inuit Health Careers Program Bursary		\$1,000	Health Canada
Mary and James Fyfe-Smith Memorial Bursary	Nursing (and other non-health)	\$1,450	UBC
Robert Smallboy Award	Medical - at least 2nd year	\$2,000	Assembly of First Nations
Sophie Thomas Bursary	UNBC - community Health sciences (and other non-health)	\$1,000	UNBC
Special Bursary Program for Aboriginal Medical Students	Medicine	\$4,000	Canadian Medical Association
Student Health bursary	unknown	unknown	Community Health Associates of BC

APPENDIX C – Survey of Health Deans and Directors: Initiatives regarding health professional training which focus on aboriginal students

Survey undertaken November 23 through December 9, 2004

Institution	Survey Contact	Health professional career promotion?	Targeted recruitment into regular health professional training programs?	Bridging programs for entry into regular health professional training programs?	Specific programs for health professionals to meet aboriginal community needs for health services (i.e. contract training, context in existing programs)?	Is your school involved in any aboriginal community-based delivery of any health professional training program (i.e. aboriginal involvement in delivery, location, etc)	Do you have any data indicating/measuring successes?
British Columbia Institute of Technology	Elizabeth Riley and Jim Mitchell	Career fairs done as outreach to bands but not specific to health programs - instead career fairs provide info on all BCIT programs	No	No	No. However nursing students may have clinical placements in aboriginal communities. In addition through the Interprofessional Education initiatives through BCAHC, students in a variety of disciplines may have placements in rural communities	No	No
Camosun College	Thelma Midori	No. Have discussed this with the First Nations Advisory Council and hope to implement in future	Have reserved 5% seats for qualified aboriginal students in RN, LPN and ECE programs. Plan to implement in future for Dental programs	First Nations Access program for health and education programs will begin September 2005	Yes. 'Aboriginalizing the curriculum' is being discussed right now with a sub-committee and plans are to develop in near future. First Nations RCA program starting in January/05	Yes. HS/RCA program delivered with Saanich Indian School board - delivered at both Indian School and college sites	No, not overall. Data has been collected to date only for First Nations Family Support worker program (not a health program). Plan to implement for HS RCA program
Capilano College	John Potts	No	No	No - they have a program in their human service program area but not in health	No	No	No
College of New Caledonia	June Anonson, Marlene Erickson and regional directors	No. However, full-day forum with aboriginal elders to discuss these issues is planned for January 2005	Looking at establishing 20% seats for qualified aboriginal learners, but still in development	No bridging program at this time, but individual courses in math and science directed to aboriginals are being piloted: 1 in development, 1 already being offered	*See notes below	Nechako Campus - HS/RCA program offered in first nations communities 2-3 times over last 5 years; Lakes District campus - *see notes below	No, not formally, only on an anecdotal basis
College of the Rockies	Doug McLachlan	No	No	No	No	Not at present. Have offered RCA program in the past for specific First Nation in the Cranbrook area - delivered both on and off-site	No
Douglas College	Joy Holmwood	No	No	No	No	No	No
Kwantlen University College	Maxine Mott	Yes. Have run a summer youth camp for the past 3 years and will continue to offer dependent on funding: this initiative has been identified as a 'best practice'	Developing a targeted recruitment initiative for the BSc (psych nursing) program to reserve 15% of seats for aboriginal students, will provide special supports etc. Proposal at DQAB now, may offer for spring/summer 2006	No	No. However nursing students may have clinical placements in aboriginal communities to develop understanding of specialized health needs	No. However, nursing students may undertake special projects in aboriginal communities	No
Langara College	Pam Novak-Cawley	No not at present time. However, this is being looked at for development within the coming year	No	No	Continuing Studies has offered selected workshops in the past (i.e. examining cultural considerations, stress levels of aboriginal health workers, etc) Nothing currently offered through the Academic departments	No. Student projects (nursing) have touched on this in the past (preventative teaching etc)	No

Institution	Survey Contact	Health professional career promotion?	Targeted recruitment into regular health professional training programs?	Bridging programs for entry into regular health professional training programs?	Specific programs for health professionals to meet aboriginal community needs for health services (i.e. contract training, context in existing programs)?	Is your school involved in any aboriginal community-based delivery of any health professional training program (i.e. aboriginal involvement in delivery, location, etc)	Do you have any data indicating/measuring successes?
Malaspina University College	Laureen Harteig	Aboriginal Speaking Series: on campus, targeted to existing students to promote awareness of health careers. Also faculty visit Aboriginal communities with students to promote health careers. In addition, the FN support team goes to a variety of career fairs focused to aboriginal people, and they talk about opportunities including Health; also an Aboriginal post-secondary visitation day geared to Aboriginal students in grades 8-12 where they come on campus and are "students for a day", learn about the institution, etc. HS/RCA, PN and BSN participation	In 05/06 will target 2 seats (out of 72) on a trial basis in the BSN program; will increase to 4/72 if positive results	No	Nursing students may have clinical placements in aboriginal communities to develop understanding of specialized health needs	HS/RCA program has been offered in the past in Aboriginal communities. Currently developing a "community leadership" program which will be offered to island communities - intended for health workers among others	No
North Island College	Eppie Burrell	No	No; college has policy of first-come, first-accepted based on qualifications, so any change in this would require Board of Governors approval. However aboriginal communities can "purchase" up to 4 seats in LPN program	No. However in past College has provided extra coursework in English for aboriginal students if required	No	Yes. Have provided specific programs in past to aboriginal communities: example is a Home Support/RCA program which aboriginal community funded and college delivered 'on location' in Gold River.	Yes. Limited data available but for internal use only
Northern Lights College	Marjo Wheat	No	No	No	No	No health programs, but programs have been offered in other disciplines	No
Northwest Community College	Katherine McIndoe	No	No. However looking at joint initiative with UNBC to target seats in the BSN program	No. However looking at joint initiative with UNBC as this has been identified as a need	LPN program incorporates heavy emphasis on aboriginal culture/context and specialized health needs	No. Will be co-sponsoring an FASD conference which will be delivered in the aboriginal community.	No
Okanagan University College	Alan Davidson	Not at present. In past have presented career fairs in aboriginal communities	Yes. All health programs have targeted seats for aboriginal students (approximately 10%)	No formal program. Students are provided with one-on-one support by aboriginal coordinator as needed, who will liaise with ABE etc	Yes. All programs incorporate content dealing with aboriginal health issues	Yes, have offered HS/RCA program in aboriginal communities. Have been held either on First Nations site or college site	No
Open Learning Agency	Claudette Kelly and Linda Douglas	No as current program offerings are mostly refresher. However will be offering a new access program for RCA and HS to upgrade to LPN so this may be looked at in future	No	Access program for RCA and HS may be directed to aboriginal students in future	No	In past, have offered the Home Support worker program in first nations communities (funded by aboriginal communities, delivered by OLA). No programs currently being offered as funding not available	No
Selkirk College	Randy Janzen	No	No	No	No; however there is one non-health elective available to nursing students "First Nations Studies". In addition college has just entered into an agreement with a First Nations community near Cranbrook to accommodate nursing practicum placements; will begin in 2005	No.	No
Trinity Western University	Landa Terblanche	No	No	No		No.	No
University College of the Cariboo	Larry Prins and Susan Duncan	Yes, have presented career fairs in high schools directed to aboriginal students; have been involved in outreach to local bands to market health professions to aboriginal students	Yes, at present 4 seats in the BSN program are reserved; plans to increase this to 8 in the next year	Aboriginal Pre-Health program (non-credit); also special tutoring is provided to first year students; Also aboriginal students are mentored by more senior aboriginal students	Currently working on professional development initiatives for faculty to promote awareness of aboriginal issues; are currently looking at incorporating aboriginal context into curricula; also nursing students may have clinical placements in aboriginal communities	No	No

Institution	Survey Contact	Health professional career promotion?	Targeted recruitment into regular health professional training programs?	Bridging programs for entry into regular health professional training programs?	Specific programs for health professionals to meet aboriginal community needs for health services (i.e. contract training, context in existing programs)?	Is your school involved in any aboriginal community-based delivery of any health professional training program (i.e. aboriginal involvement in delivery, location, etc)	Do you have any data indicating/measuring successes?
University College of the Fraser Valley	Wanda Gordon	Not at present. In past have presented career fairs in aboriginal communities	No	No	Yes. Preceptorship is available to 4th year nursing students in aboriginal communities. In addition, all third year students have a clinical placement in an aboriginal community; and content dealing with aboriginal health issues is embedded in third year courses	No	No
University of British Columbia	Leslie Soon (College of Health Disciplines) and Heidi Verburg (IAH)	Summer Science program: has been held every summer since 1988 for high school students; live on campus for 1 week to learn about health programs with aboriginal context. 500 students have participated to date	5% - Medical School; 10% Midwifery	No	Two electives available through the Institute for Aboriginal health; available to all UBC students: <i>First Nations Health and the Traditional Role of Plants</i> , and <i>First Nations Health-Historical and Contemporary Issues</i>	No	No
University of Northern British Columbia	Jim Randall	Yes; but not directed specifically to aboriginal students - collaborative nursing program brings high school students into CNC for exposure to profession	Yes. Currently motion to Senate (expected to be approved in time for next admission cycle) which will set aside 20% of entry level seats in the collaborative nursing program to qualified aboriginal students (16-18 students)	Yes. Math/science bridging/upgrade program directed to aboriginal students. Intended to improve proficiency so students may be accepted into a variety of programs, including health programs	Clinical practica for nursing students in third and fourth year covers first nations health issues so students can develop appreciation and understanding of first nations context - placements often in first nations communities	Yes. Have implemented two programs with Carrier-Sekani, currently being delivered in Burns Lake: Aboriginal Health Certificate and Aboriginal Health Diploma	No
University of Victoria	Joan Gillie	Has been identified as an important objective and currently several initiatives in active development. In partnership with colleges to provide career fairs; in 2000 formed Aboriginal Access Committee at the School of Nursing to promote access to health careers in partnership with a broad range of other organizations and agencies. In development: video directed to aboriginal youth aged 12-14 yrs	No. (However, see notes for Camosun College)	No. (However, see notes for Camosun College)	Currently developing course <i>Nursing with Aboriginal Peoples in Canada</i> ; will be offered as an elective in nursing program; Currently offer distance courses to RNs working in remote, rural communities - Community Health nursing with aboriginal context; Currently working with BCcampus to develop an on-line Aboriginal health course	No.	Numbers of aboriginal students are increasing. Can extract data indicating numbers of current students and graduates
Vancouver Community College	Pat Bawtinheimer	Not at present. However, have applied for a grant to develop a program in conjunction with Vancouver School Board to offer 100 credit hrs of education over the summer for aboriginal grad 10-11 students to examine various careers in the health sciences, will incorporate a job shadowing component. If funding granted, program will be offered summer of 2005	Reserved seats until 3 months prior to program start date (up to two seats per program)	No	The Access to LPN program has incorporated aboriginal context into curriculum	No	No

NOTE: Frequent comment from various institutions regarding the low literacy levels of many first nations communities and the lack of funding for the basic academic preparation which is required prior to upgrading of math/science etc

Concerns also expressed by many institutions about the low high school graduation rate among aboriginal youth in their communities

*College of New Caledonia: Lakes District – initiatives Community-based programs have been running since late 1980's: focus on health promotion

1. partnership with bands to offer HS/RCA programs in aboriginal communities; jointly funded by band and college; incorporates culturally-related context which adds a semester to length of program

2. Multi-disciplinary team of instructors (OT/PT/SP, physician, nurses, others) offer community parenting classes on various preventative health topics as well as offer instruction in school system

3. College runs after-school program for teens, prenatal nutrition class, 'Family Fridays'