

Island Health



Steve Sxwithul'twx
Coordinator, AEP

Presentation Overview

1. Program background
2. 5 Pillars
3. Successes to date
4. Looking Forward



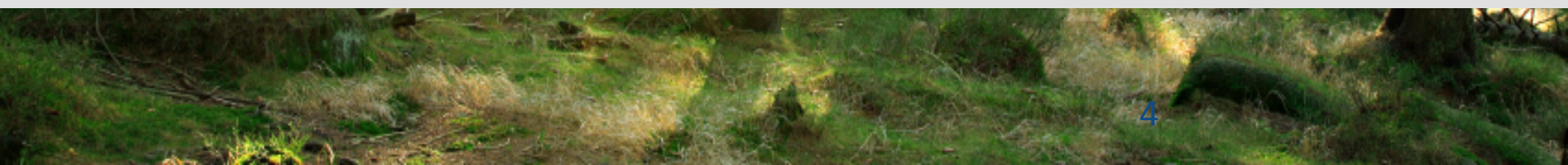
Program Background

- Hired Program Coordinator in 2010
- Expanded to 4 full time staff in 2012
- Strategy aligns with Aboriginal Health Plan
 - Employment as a social determinant of health
- April 2012 baseline = 199 Aboriginal employees (1.09% of workforce)

Goal: A representative workforce by 2020
(6.33% of Island Health workforce)



5 Pillars – A Journey



Aboriginal Employment Journey



Community Engagement



- Regular community visits and presentations
- Health Careers Education Forum
- Partnerships with FNHA & Aboriginal Employment Agencies



Krissy Gomez, RN
Tseshaht First Nation

** Translation courtesy of
Mr. Willard Gallic,
Tseshaht Elder

“

My name is Tkli-si-u-huks Krissy Gomez and I am a Registered Nurse with Island Health.

Raised in East Vancouver, I was considered an 'urban native.' I always wanted a better life for myself and my kids.

Today, I hold a Bachelor of Science degree in Nursing and have a full-time position at West Coast General Hospital in Port Alberni, where I help my community stay healthy.

If there is one thing I would say to people who are interested in becoming a nurse, it is this—if I can do it, anyone can!

”

Building for the Future

- Role Model Poster Series
- Health Careers Presentations
- External Health Careers Scholarships
- Health Careers Education Resources
- Aboriginal Career Fairs

Your career, your calling

www.viha.ca/careers/aboriginal



Building Organizational Awareness



- Aboriginal Week Celebrations
- Celebrating & Marketing Successes
- Manager Education & Support

Aboriginal Recruitment



- Community Workshops
 - Resume Writing and Interviewing
 - Navigating VI-Hire
- Career Coach Support
- Partnerships
- Aboriginal Job Seekers Handbook
- Website and Facebook page

Aboriginal Employee Retention

- Employee Scholarships
- Aboriginal Week Celebrations
- Career Coach Support
- Aboriginal Applicant and Employee Metrics Data
- Aboriginal Employee Handbook



Program Successes



Success

- 502 Aboriginal Employees (2.62% Aug 2014)
- Low Aboriginal Employee Turnover
 - (3.8% vs. 7.7%)
- Strong Partnerships
- Aboriginal Employment Advisory Committee
- Aboriginal Week Celebrations
- Program Recognition during Accreditation
 - FNHA** *“The organization is commended for its robust Aboriginal Recruitment & Retention Strategy”*
 - NIC**
 - Island Health**
 - BC Hydro**
- Provincial and National Program Recognition

Looking Forward

- Establish Aboriginal Employee Network
 - Abg employee intranet site
- Manager supports and training
- Continue to build partnerships (FNHA, employment agencies, post secondaries, NIHP)
- Support Abg Health cultural safety initiatives
- Support other B.C. Health Authorities to build similar programs

Our Team



Michele



Alegha



Rod



Sheila



Steve



Questions