

Island Health Aboriginal Employment Program



Steve Sxwithul'twx

Coordinator, Aboriginal Employment Program



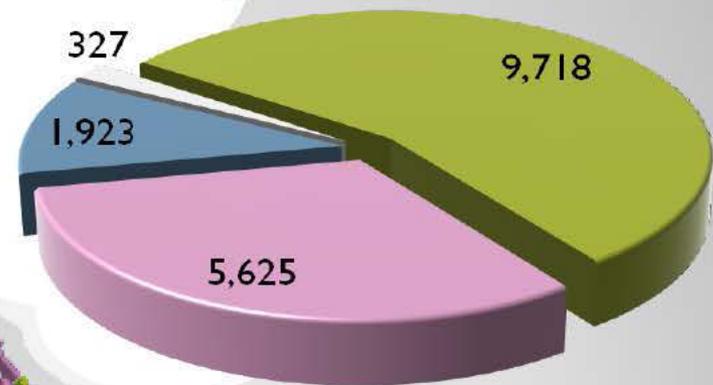
Background

- Key goal of the Island Health Strategic Plan
- Aligned with the Aboriginal Health Plan
- Employment is a social determinant of health

Goal: Diversify our workforce to align with our communities

Who is Island Health?

- ▶ **>18,800 Employees**
 - ▶ **~11,800 FTEs**
 - ▶ **~6,000 Volunteers**
 - ▶ **1,700 Physicians**
 - ▶ **150+ Facilities**
 - ▶ **95% Unionized**
- ▶ **Budget - \$1.8 Billion**



- South
- Centre
- North
- Unassigned

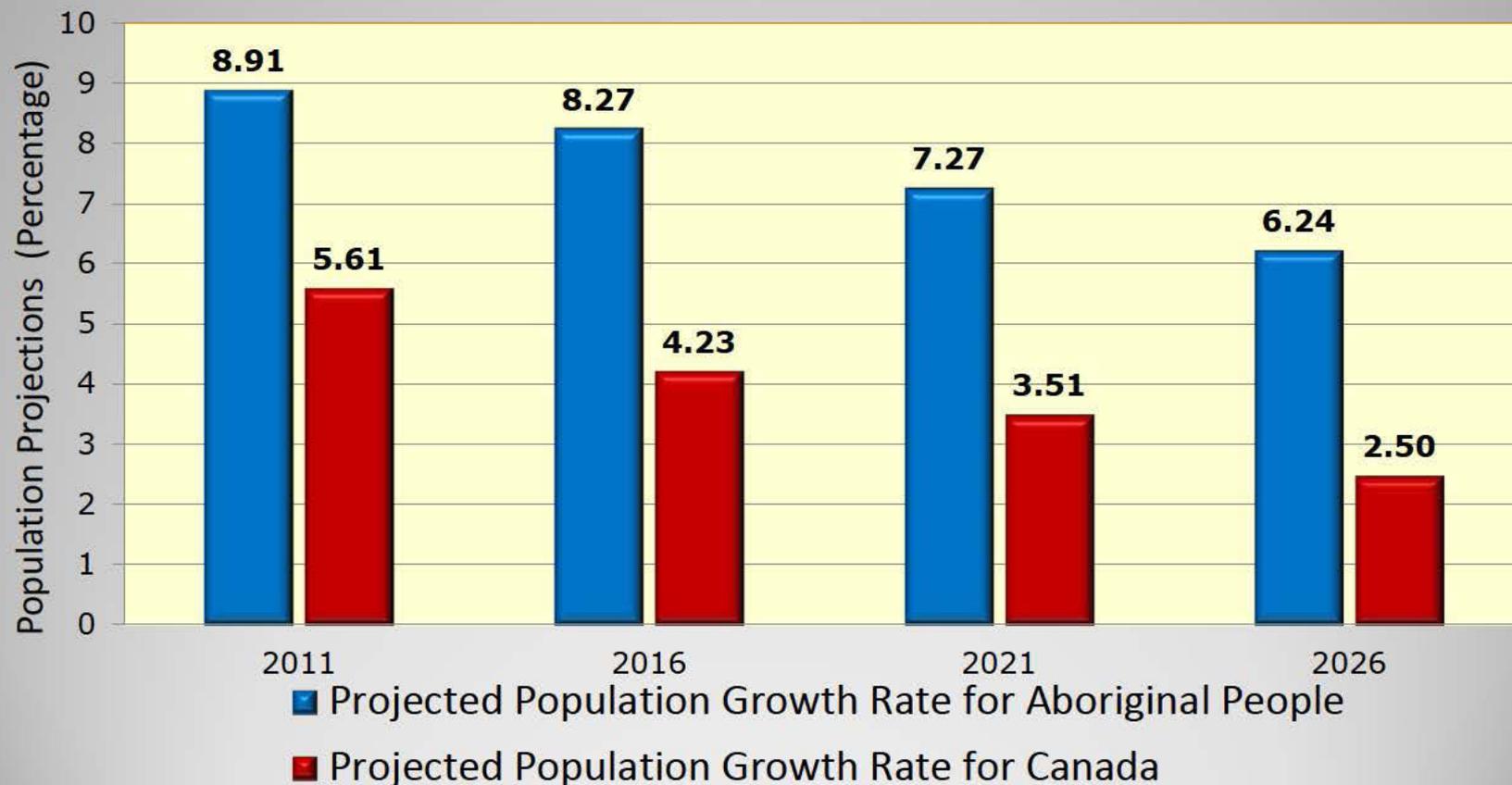
Island Health Aboriginal Health Plan

We have a moral obligation to improve health outcomes for Aboriginal peoples on Vancouver Island

1. Build/sustain relationships
2. Improve access to services
3. Build capacity
4. Service innovation
5. Accountability
6. **Advocacy re: broader health determinants**

Population Demographics

Projected Canadian Population Growth Rates



Program Development – Overview

- **2008** Aboriginal Recruitment & Retention report commissioned
- **2009** 6 month Aboriginal Employment People Plan project pilot
- **2010** Aboriginal Employment Advisor position created
- **2011** Executive endorsement of Aboriginal Recruitment and Retention Strategy
Launched 5 year People Plan project
- **2012** Aboriginal Employment Program expansion
- **2013** Deeper program infrastructure developed and hiring successes beginning to be realized

Five Pillars of Focus

1. Community Engagement, Establishing Trust and Partnerships
2. Building For The Future
3. Building Organizational Aboriginal Awareness
4. Promoting VIHA Employment Opportunities to Aboriginals (Recruitment)
5. Maximizing Aboriginal Employee Retention

First Nations, Métis Communities, and Friendship Centres in VIHA

- ▲ Friendship Centre or Urban Aboriginal Service Organization
- Métis Chartered Community
- Nuu-chah-nulth First Nations
- Coast Salish First Nations
- Kwakwaka'wakw First Nations
- VIHA Health Service Delivery Areas
- VIHA Local Health Areas

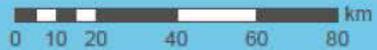
Did you know, on Vancouver Island, there are:

- 50 First Nations on Vancouver Island
- 8 Métis Chartered Communities
- 8 Aboriginal Friendship Centres
- According to 2006 census data, there are 40,550 Aboriginal people living in communities served by VIHA

Sources:

- Friendship Centres & Métis Chartered Communities: "Guide to Aboriginal Organizations and Services in British Columbia," at http://www.gov.bc.ca/am/services/down/guidetoservices_2009.pdf
- Aboriginal Communities: Ministry of Aboriginal Relations and Reconciliation at <http://www.gov.bc.ca/arr/>

Map prepared by: A. Reid
Date Created: March 2012



Community Engagement



- Aboriginal community visits
- Presentations at Aboriginal employment agencies



Sheila White
CI Aboriginal
Employment
Advisor

Alberni
Ahousaht
Clayquot Health
Committee –
Community
Garden Project

Community Engagement

Building for the Future



Aboriginal students tour Royal Jubilee Hospital

- Health Careers presentations to Aboriginal youth
- Aboriginal career/ job fairs island wide

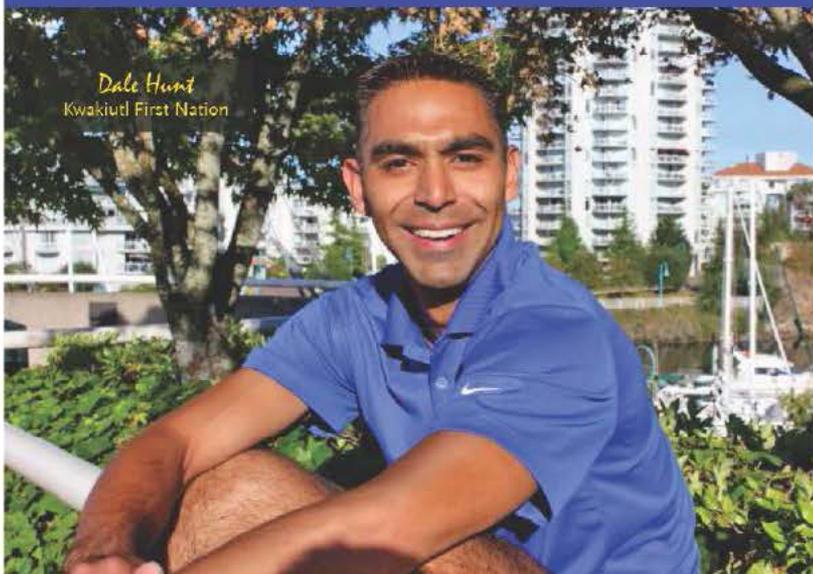
Building Organizational Awareness



VIHA Aboriginal Week 2013 - Cowichan

- Aboriginal Employment Advisory Committee
- Intranet Cultural Safety Learning Hub
 - Working with Aboriginal Peers
- Island Health Aboriginal Celebration
- Aboriginal Employee Handbook

Stay in school



Dale Hunt
Kwakiutl First Nation

“ My name is Dale and I am from the Kwakiutl First Nation, located on the northern tip of Vancouver Island. I grew up in Port Hardy. Now based in Nanaimo, I am the Returning Home Coordinator for Island Health.

Through hard work, I achieved an undergrad degree in First Nations Studies at Vancouver Island University and a Master of Arts in Alternative Dispute Resolution from UVic. My role at Island Health involves assisting Aboriginal families in transitioning children from hospital back home.

Being from the Kwakiutl First Nation, I have a great respect and intimate understanding of the culture and needs of Aboriginal families. Working in healthcare lets me share my belief in the importance of community and family with other members of the health care team. ”

Your career, your calling

www.viha.ca/careers/aboriginal



Aboriginal Role Model Poster Series

Island Health Aboriginal
employees highlighted
in posters targeting
Aboriginal youth



Promoting Employment Opportunities in Community

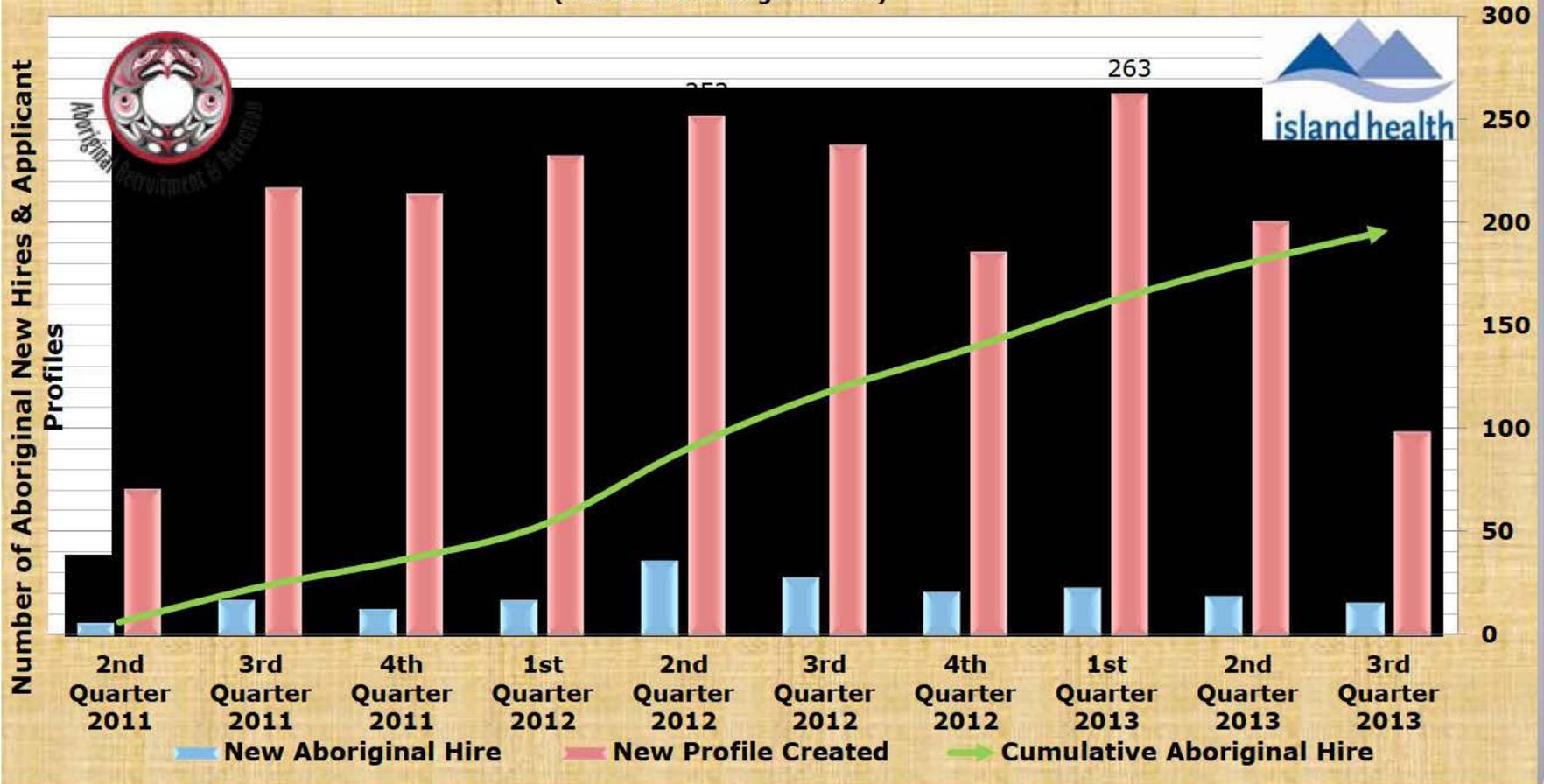


**Presentation to Aboriginal Job Seekers
Halalt First Nation**

- Resume Writing and Interview workshops
- Skills acquired support Aboriginal employment
- Job Seeker Handbook

Maximizing Aboriginal Employee Retention

Island Health Aboriginal Recruitment Statistics
(June 2011 to August 2013)



Metrics and Measures

- Baseline data: April 1, 2012 1.09%
- Aboriginal employment target 5.1%*
- Currently, 421 Island Health employees have self-identified as being of Aboriginal descent

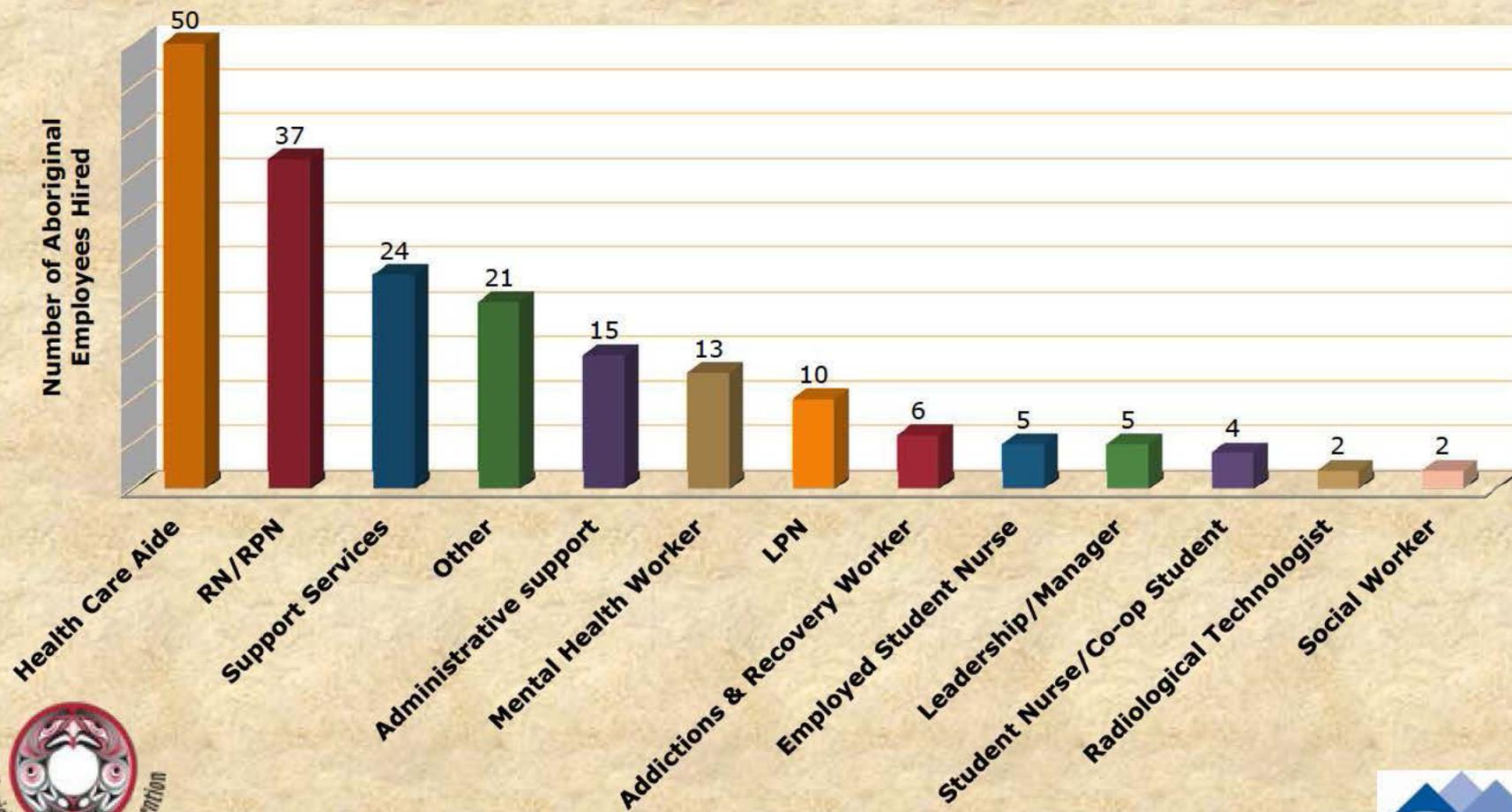
* Based upon 2006 census data of working age Aboriginal population on Vancouver Island

Our Successes

1. Internal and External Aboriginal Scholarships established
2. Established Aboriginal Employment Advisory Committee
3. Significant infrastructure resources developed
4. Annual Island Health Aboriginal Week celebrations
5. Creation of Aboriginal Employment Coach Position
6. **Aboriginal employee turnover rate less than ½ of non-Aboriginal employee turnover**
7. **Doubled the Aboriginal workforce in the last year**

New Aboriginal Hires by Job Category

Positions New Aboriginal Employees Hired to
(June 2011-September 2013)





Dr. Taj Baidwan,
Acting/Executive
Vice President &
Chief Medical
Officer
Island Health

2013 SFU – Exemplary Initiative Diversity Award



Steve
Sxwithul'txw
receiving
Canada's
Top Diversity
Award in
Toronto
2012



2013 Canada's Best
Diversity Employers

PRESENTED BY
BMO  Financial Group

Canada's Best Diversity Awards



What's Next?

- Increased engagement of off-reserve Aboriginals
- Increased internal and external communications of program and our successes
- Develop Aboriginal Employee Network
- Develop Aboriginal Mentorship Program
- Increased collaboration with other B.C. Health Authorities including FNHA.

Our Team



Left to Right

- Sheila White – CI Advisor
- Steve Sxwithul'txw - Coordinator
- Alegha Van Hanuse – Career Coach/Assistant
- Michele Morfitt – NI Advisor

Contact
Island Health Aboriginal
Employment Program

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