



REPORT

To: Health Care Scholarship Committee

Report Number: FN-HCSC-002

From: Teri Vetter, Chief Financial Officer

Date: May 25, 2020

Subject: Return of Service – Requirement for all PRRD Health Care Scholarships

RECOMMENDATION:

That the Health Care Scholarship Committee receive the report titled “Return of Service – Requirement for all PRRD Health Care Scholarships”, dated May 25, 2020, for discussion.

BACKGROUND/RATIONALE:

At its meeting held on October 10, 2019, the Regional Board provided direction to staff to investigate the addition of a Return of Service (ROS) requirement on all the PRRD Health Care Scholarships. Upon review of the six scholarship streams, staff identified that only the Health Care Assistant Scholarship and the High School Non Degree Scholarship do not have an established ROS component. Outlined below are some details of the scholarships and some points the Committee may wish to consider prior to the incorporation of a ROS.

Health Care Assistant Scholarship – Total Value is \$20,000

Intended to support graduates from the Health Care Assistant (HCA) program at Northern Lights College (NLC). This scholarship is administered entirely by the NLC Foundation as part of a five-year agreement from 2017 to 2021. There are twenty (20) awards of \$1,000. If an ROS was to be added to this scholarship, the agreement with the Northern Lights College Foundation would need to be amended, and a process to connect graduates would have to be developed between the NLC Foundation and NHA. The application criteria for the scholarship would need to be amended to include a willingness to enter into a ROS agreement with NHA.

Points to Consider:

1. Will the scholarship be contingent on the recipient’s willingness to sign a ROS and work in the Peace Region?
2. Is there a willingness from NHA and are they able to support a ROS for this type of employment?
3. Does the Committee wish to increase the total value of this scholarship to support additional funding for the ROS component?
4. Does the Committee wish to establish a duration of time for the ROS?
5. Does the Committee wish to establish a timeframe for recipients to sign onto a ROS? For example, within six months of graduation?

Health Care High School Non-Degree Scholarship – Total Value is \$15,000

Intended for high school graduates who are pursuing a diploma or certificate program such as Licensed Practical Nursing, X-ray Technician, Diagnostic Medical Sonography, Medical Laboratory Technician or Nursing Unit Clerk. There are ten (10) awards of \$1,500 that are available to high schools in the Peace Region. This scholarship is unique in that it is administered in part by each high school and the PRRD. Applications are submitted directly to the school's academic advisor and each school is responsible for selecting the recipients based on the criteria outlined in the application (provided annually by the PRRD). Funds are distributed to the recipient by the PRRD upon receipt of proof of registration and payment.

Points to Consider:

1. Who would be responsible for the administration of the ROS component for this scholarship? In 2018, it was determined through consultation with each high school that none were in favour of taking on the administration of this scholarship due to the volume of work and availability of staff.
2. How would the administrator connect with the students?
3. Will the scholarship be contingent on the willingness to work in Peace Region?
4. Is there a willingness from NHA, and are they able to support a ROS for these types of employment?
5. Does the Committee wish to increase the total value of this scholarship to support additional funding for the ROS component?
1. 4. Does the Committee wish to establish a duration of time for the ROS?
6. Does the Committee wish to establish a timeframe for recipients to sign onto a ROS? For example, within six months of graduation?
7. Is adding a ROS to this scholarship stream consistent with other high school scholarships offered by the PRRD?

A summary of the current ROS components for each scholarships is outlined below for the Committee to review to ensure they still meet the intention of the program.

RN/RPN Return of Service Scholarship (Part 1 and 2) – Total value \$30,000

Intended to support students enrolled in the final (4th) year of their RN/RPN Degree program (Part 1); and upon successful graduation, supports Part 1 recipients to return to work in the Peace Region for a minimum of two years (Part 2). The total number of awards is six (6) of \$5,000; however, this is paid out in two parts each valued at \$2,500. The PRRD selects the recipients for Part 1, while NHA selects recipients for part two. An ROS agreement was developed by NHA for each recipient to sign, which stipulates that only the individuals within 6 months of graduating will be eligible for this scholarship, and that they are expected to repay a portion of their scholarship if they do not fulfill it. The Part 2 ROS component will become part of the pending MOU, if approved.

Points to Consider:

1. Does the timeframe of six months to sign onto a ROS meet the intention of Part 2 of the RN/RPN Return of Service scholarship? If so, this needs to be indicated in the criteria as stated on the application.

Technical Career Professional Development Scholarship – Total value \$15,000

Intended for NHA employees to access funds to upgrade their skills, specifically for Licensed Practical Nurses (LPN) bridging to a Registered Nurse, and staff who hold technical positions. Scholarship details were finalized in 2019 and include four (4) awards of \$1,500 for LPNs and nine (9) awards of \$1,000 for technical upgrades. NHA has proposed to work with all recipients who successfully complete their programs, to determine their willingness to enter into a one (1) year ROS to work in the PRRD as part of the pending MOU.

Points to Consider:

1. Recipients of these scholarships are employed by NHA; therefore, the Committee may wish to review if there is a benefit of a ROS if the recipients are already employed by NHA.
2. Does the Committee wish to increase the total value of this scholarship to support additional funding for the ROS component?
3. Does the Committee wish to establish a timeframe to sign on to a ROS? For example, within six months of graduation?

Licensed Practical Nurse Scholarship – Total value \$10,000

Intended for graduates of the Licensed Practical Nurse program at Northern Lights College. Scholarship details were finalized in 2019, which includes NHA as the administrator of the scholarship as part of the pending MOU. NHA has committed to work with potential recipients and award up to ten (10) scholarships upon their successful graduation of the NLC LPN program - after determining their willingness to enter into a one (1) year ROS agreement. NHA will collaborate with Northern Lights College to develop a process on how to connect with those potential graduates.

Points to Consider:

1. Does the Committee wish to have the scholarship awarded upon graduation from the program, or once the ROS is in place?
2. Does the Committee wish to increase the total value of this scholarship to support additional funding for the ROS component?
3. Does the Committee wish to establish a timeframe to sign on to a ROS? For example, within six months of graduation?
4. Is this scholarship stream more suited to be managed by the NLC Foundation, similar to the HCA scholarship stream, rather than NHA?

RN/RPN Professional Development Scholarship – Total value \$15,000

Intended to assist employed Registered Nurses or Registered Psychiatric Nurses pursue further professional development training. Details for the scholarship were finalized in 2019, and includes five (5) awards of \$3,000 each. As part of the pending MOU, NHA will work with the potential recipients upon successful graduation of the program to determine their willingness to enter into a two (2) year ROS with NHA to work in the PRRD.

Points to Consider:

1. Recipients of these scholarship are employed by NHA; therefore, the Committee may wish to review the benefit of a ROS if the recipients are already employed by NHA.
2. Does the Committee wish to increase the total value of this scholarship to support additional funding for the ROS component?

3. Does the Committee wish to establish a timeframe to sign on to a ROS? For example, within six months of graduation?

ALTERNATIVE OPTIONS:

1. That the Health Care Scholarship Committee provide further direction.

STRATEGIC PLAN RELEVANCE:

- ☒ Not Applicable to Strategic Plan.

FINANCIAL CONSIDERATION(S):

If the Committee decides to increase scholarships to implement a value on the return of service component for each scholarship stream, consideration may need to be given to amending Function 275, Grants to Community Organizations of the budget.

COMMUNICATIONS CONSIDERATION(S):

None at this time.

OTHER CONSIDERATION(S):

None.

Attachments:

1. PRRD Health Care Scholarship – Summary Matrix
2. Northern Health Return of Service Agreement