



**HEALTH CARE SCHOLARSHIP COMMITTEE MEETING
MINUTES**

**October 4, 2024, 1:00 pm
1981 Alaska Avenue, Dawson Creek, BC**

- Directors Present: Chair Veach, Village of Pouce Coupe
Vice-Chair Hansen, City of Fort St. John (via Zoom)
Director Dober, City of Dawson Creek
Director Sperling, Electoral Area 'C' (Ex Officio)
Director Rose, Electoral Area E
Alternate Director Graham, Electoral Area B
- Directors Absent: Director Kealy, Electoral Area B
Director Taillefer, District of Taylor
- Staff Present: Roxanne Shepherd, Chief Financial Officer
Tyra Henderson, Corporate Officer
Joanne Caldecott, Deputy Corporate Officer
Matthew Bascom, Recorder, Grants Coordinator
- Others Present: **Northern Health**
Angela DeSmit, Vice President, Professional Practice/Chief of Nursing and Allied Health (via Zoom)
Shannon Anderson, Board of Directors (via Zoom)
- Northern Lights College Foundation**
Nicole Dahlen, Associate Dean, Academics and Vocational Programs (via Zoom)
Lindsey Borek, Executive Director (via Zoom)

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1. **CALL TO ORDER**
The Chair called the meeting to order at 1:00 p.m.

 2. **ADOPTION OF AGENDA**
MOVED Chair Veach
SECONDED Director Rose
That the Health Care Scholarship Committee agenda for October 4, 2024 be adopted
 1. **CALL TO ORDER**
 2. **ADOPTION OF AGENDA**
 3. **GALLERY COMMENTS OR QUESTIONS**

(Cont'd on next page)



4. ADOPTION OF MINUTES

4.1 Health Care Scholarship Committee Draft Meeting Minutes of July 17, 2024

5. BUSINESS ARISING FROM THE MINUTES

6. DELEGATIONS

7. CORRESPONDENCE

7.1 Letter from Northern Lights College Foundation RE: PRRD Health Care Scholarships

8. REPORTS

8.1 PRRD Health Care Scholarship Review, DR-HCSC-004

8.2 Notice of Closed HCSC Session – October 4, 2024, FN-HCSC-018

9. NEW BUSINESS

10. CONSENT CALENDAR

10.1 HCSC Terms of Reference

10.2 Health Care Scholarship Matrix

11. ADJOURNMENT

CARRIED

3. GALLERY COMMENTS OR QUESTIONS

4. ADOPTION OF MINUTES

4.1 **Health Care Scholarship Committee Draft Meeting Minutes of July 17, 2024**

MOVED Chair Veach
SECONDED Director Rose

That the Health Care Scholarship Committee Meeting Minutes of July 17, 2024 be adopted.

CARRIED

5. BUSINESS ARISING FROM THE MINUTES

6. DELEGATIONS

7. CORRESPONDENCE

7.1 **Letter from Northern Lights College Foundation RE: PRRD Health Care Scholarships**

MOVED Chair Veach
SECONDED Director Rose

That the Health Care Scholarship Committee receive the letter from the Northern Lights Collect Foundation re: PRRD Healthcare Scholarship Update for discussion.

CARRIED

The Committee discussed the following topics:

1) Nurse Demand:

- Ms. DeSmit reported 54 Licensed Practical Nurses (LPN) vacancies in the Northeast region.
- Collaboration with Northern Lights College (NLC) required to increase nursing program enrollment.
- Demands for LPNs and Registered Nurses (RN) remains high, particularly in home care support.



7.1 Letter from Northern Lights College Foundation RE: PRRD Health Care Scholarships (Cont'd)

2) Health Care Aid Demand:

- Director Rose inquired about Health Care Aid (HCA) demand in rural areas.
- Ms. De Smit explained that the Northern Health at home program aims to serve the entire region, but outreach is often hindered by workforce shortages.
- Ms. De Smit will work to provide specific numbers on HCA needs at another date.

3) Health Care Programs

- Regarding collaboration with other educational institutions in the area, Mrs. Dahlen noted that competing schools had limited program offerings compared with what was available in this region.
- Approximately 400 HCAs are needed across the northern region, with similar needs for LPNs.
- Current programs are progressing but still insufficient to meet demand.

4) Scholarships and Education:

- Director Hansen praised the Health Care Assistant program and suggested expanding it.
- Mrs. Borek discussed the decline of the Health Care Assistant scholarship applications since 2017, with a notable improvement due to a new scholarship application system leading to up to 58% increase in scholarship applications.
- Efforts to promote scholarships are ongoing, with consideration to promote at the graduation events.

5) Practical Nursing Program Status

- Mrs. Dahlen mentioned a partnership with Northern Health for intakes in October and March, with additional intakes in February and September for general intake.

6) Baccalaureate Program

- Mrs. Dahlen reported 10 students currently in the UNBC Baccalaureate program, with increased applications noted.
- With an aim to graduate 16 students annually from this program, with majority coming from the Northeast region.

8. REPORTS

8.1 PRRD Health Care Scholarship Review, DR-HCSC-004

MOVED Chair Veach

SECONDED Director Sperling

That the Health Care Scholarship Committee recommend that the Regional Board terminate the Memorandum of Understanding (MOU) between the Peace River Regional District and the Northern Health Authority and have staff investigate either entering into a new MOU with local educational institutes or take over doing this solely in house.

DEFEATED
IN FAVOR - Director Veach



8.1 PRRD Health Care Scholarship Review, DR-HCSC-004 (Cont'd)

MOVED Director Sperling

SECONDED Alternate Director Graham

That Recommendation #2 in Report DR-HCSC-004 which states:

“That, in response to feedback received from students, that the Health Care Scholarship Committee recommend that the Regional Board amend the current health care scholarships provided by the Peace River Regional District as follows:

- Northern Lights College Health Care Scholarship from 20 @ \$1,000 each to 6 @ \$3,000
- Licensed Practical Nurse LPN from 10 @ \$1,000 each to 6 @ 5,000
- Career Professional Development Scholarship from 13 @ \$1,000 - \$1,500 each to 7 @ \$2,000 - \$2,500 with a 1-year return of service agreement”

and the Report titled ‘Health Care Scholarship Review, DR-HCSC-004’ be deferred to the January 2025 Health Care Scholarship Committee meeting for decision.

CARRIED

MOVED Chair Veach

SECONDED Director Dober

That Health Care Scholarship Committee invite the Northern Health recruiter to present to the Committee regarding recruitment efforts, specifically the strategies being used, outcomes, data/numbers specific to the Northeast, and ask the Northern Health team to provide any suggestions for improvements to the Peace River Regional District Scholarship Program that they would like to see to augment current recruitment efforts.

CARRIED

The Committee discussed the need to use the remaining months of the current term in the Memorandum of Understanding (MOU) with Northern Health Authority to learn how to improve it when negotiations for the new MOU begin. Further discussion occurred regarding 2025 scholarships falling under the current MOU terms.

Northern Health was asked if all the additional incentives outside of the Peace River Regional District’s Scholarships were affecting the intake and morale of nurses already working at the hospital that don’t qualify. The Committee was told that the scholarships can be stacked for eligible candidates and the current scholarships had helped with the retention of nurses in the region. Further discussions continued on the importance of having more nurses on staff to reduce the current heavy workload.

The Committee discussed the idea of having Northern Health recruitment team come to the January 10, 2025 Health Care Scholarship Meeting to discuss upcoming retention and recruitment plans, so this does not negatively impact the renewed MOU with Northern Health.

8.2 Notice of Closed HCSC Session – October 4, 2024, FN-HCSC-018

MOVED Chair Veach

SECONDED Director Sperling

That the Health Care Scholarship Committee recess to a Closed Meeting for the purpose of discussing the following items:



CARRIED

10. CONSENT CALENDAR

10.1 HCSC Terms of Reference

10.2 Health Care Scholarship Matrix

11. ADJOURNMENT

The Chair adjourned at 2:23 p.m.

CERTIFIED a true and correct copy of the Minutes of the Peace River Regional District's Health Care Scholarship Committee meeting held on October 4, 2024, in the PRRD Board Room, 1981 Alaska Avenue, Dawson Creek, BC.

Danielle Veach, Chair

Matthew Bascom, Recorder

DRAFT