



Demographic and Workplace Issues Concerning Aboriginal Health Human Resources

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Introduction

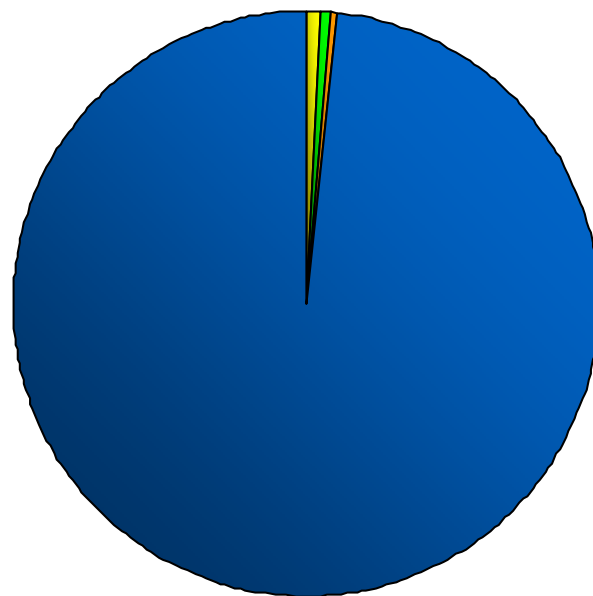
- Aboriginal Canadians experience marginalization in the workforce despite improvements in labour market outcomes.
- Seek to understand the effects of market shortages on Aboriginal health human resources. Statistical trends illustrating the supply, demand, recruitment, and retention of health occupations in different geographies are examined.
- Analyze the principles, framework, and policy approaches that guide development of initiatives and programs promoting Aboriginal representation in health occupations as well as policy implications and the identification of areas for future work.



Health Care Occupations

Health Care Occupations

• A total of **12 750** (1.57%) Aboriginal people hold an occupation in health care



- North American Indian
- Métis
- Inuit
- Multiple Aboriginal Responses
- Aboriginal Responses not included elsewhere
- Non-Aboriginal

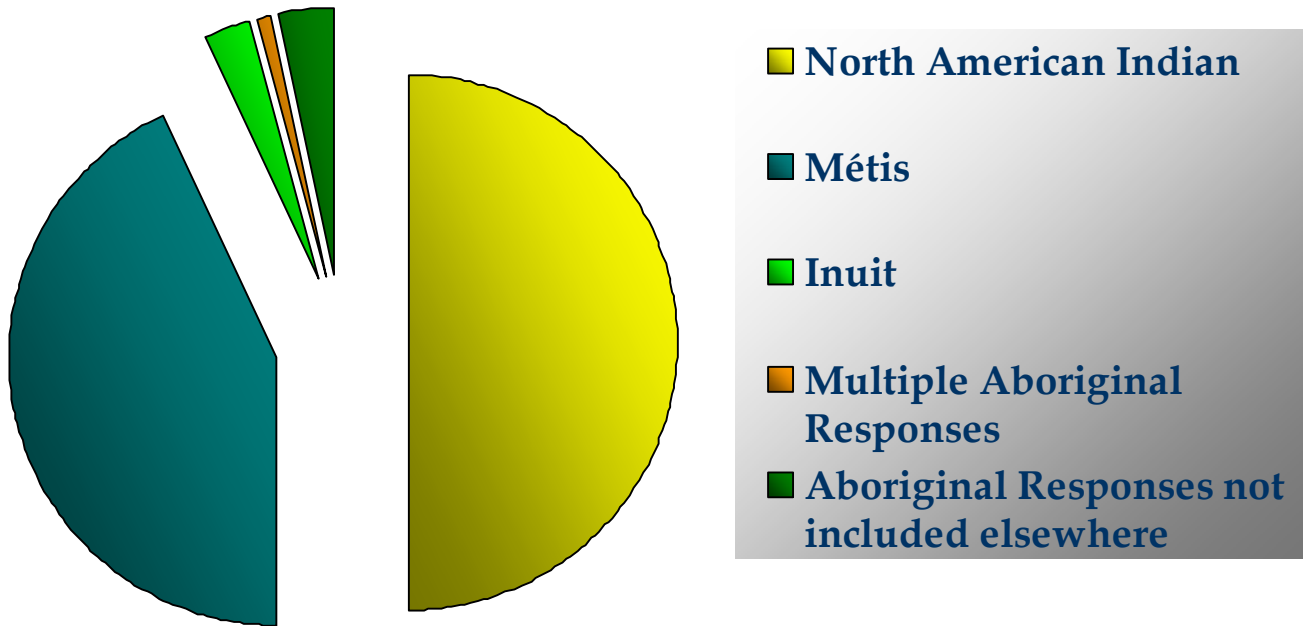


Source: Statistics Canada, 2003 Selected Labour Force Characteristics (50), Aboriginal Identity (8), Age Groups (5A), Sex (3) and Area of Residence (7) for Population 15 Years and Over, for Canada, Provinces and Territories, 2001 Census - 20% Sample Data. Topic Based Tabulations: Aboriginal Peoples of Canada. Statistics Canada Catalogue no. 97F0011XCB2001044. Ottawa. November 19.

<http://www12.statcan.ca/english/census01/products/standard/themes/ListProducts.cfm?Temporal=2001&APATH=3&Theme=45&FREE=0> (accessed June 7, 2007).

Distribution of Aboriginal People in Health Care

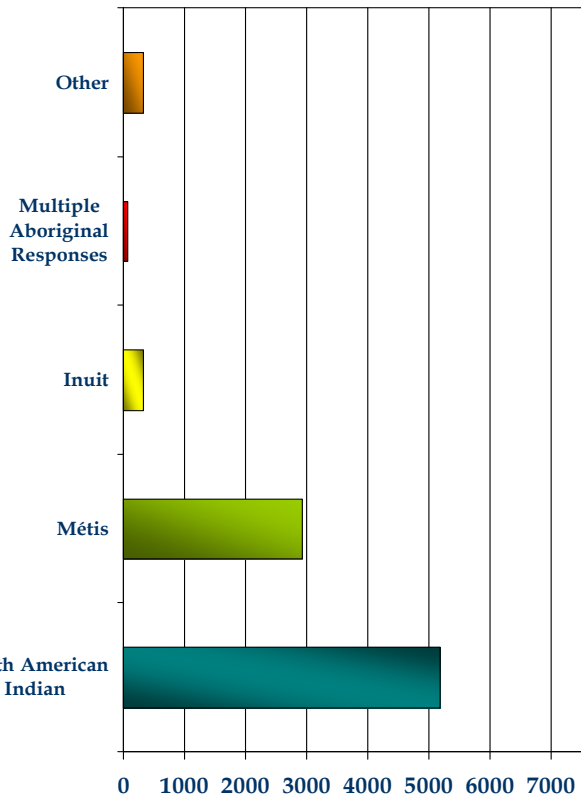
1 in 2 identify as First Nation, 43% as Métis, and 3% as Inuit



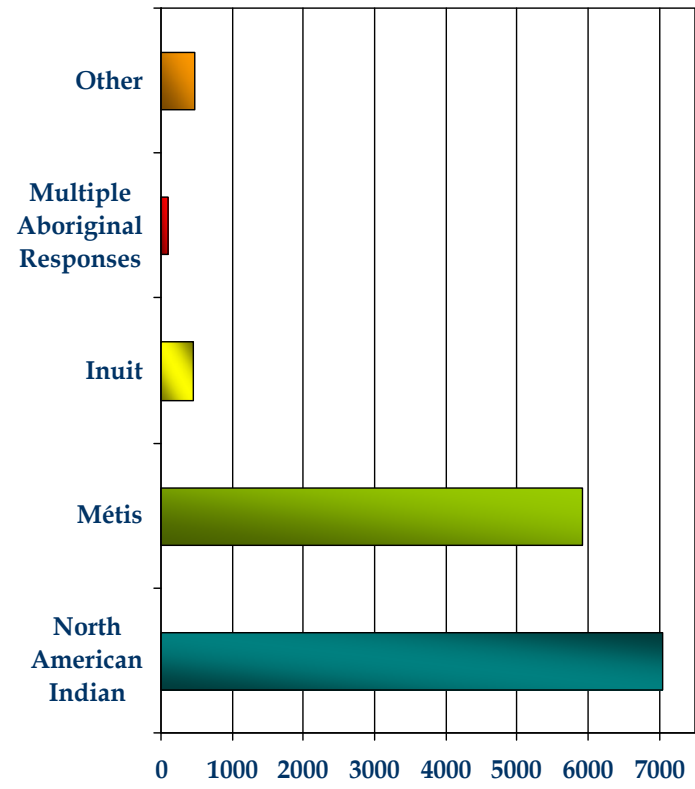
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The National Distribution of Canadian Aboriginal Health Providers



1996 Census



Quantity of Persons

2001 Census



The 1996 and 2001 Census

Observations and Tendencies of AHHR in Professional Health Occupations

<u>Health Occupation Title</u>	1996 Census	2001 Census	Difference
Physicians, Dentists, & Veterinarians (on-reserve)	145	280	+ 135
Physicians, Dentists, & Veterinarians (off-reserve)	130	265	+ 135
Pharmacists, Dieticians, & Nutritionists (on-reserve)	60	200	+ 140
Pharmacists, Dieticians, & Nutritionists (off-reserve)	40	160	+120
Professions of Therapy & Assessment (on-reserve)	0	30	+30

Adapted from Statistics Canada, Population 15 years and over, excluding institutional residents, by Aboriginal Identity (8), Sex (3), Age (5) by Selected Historical Occupations (SOC 1991) (51) showing Area of Residence (7)

The 1996 and 2001 Census

Aboriginal persons in health occupations:

<u>Health Occupation Title</u>	1996 Census	2001 Census	Difference
Registered Nurses	2 335	3 250	+ 915
Midwives and Practitioners of Natural Healing	55	185	+ 130
Dieticians & Nutritionists	25	110	+ 85
General Practitioners & Family Physicians	65	135	+ 70
Specialist Physicians	25	70	+ 45
Occupational Therapists	30	50	+ 20

Research and Relevance

- While limitations of census data are recognized, its statistical utility and social importance are equally acknowledged
- With the use of longitudinal data, we can better assess community needs and the distribution of health workers in various geographic locations by analysing certain trends
- We can compare collected data to regional scans
- We can develop better data collection to address certain gaps and limitations of health care services



Context

- 2003 Pan-Canadian Health Human Resources Strategy
- 2004 Aboriginal Health Human Resource Initiative (AHHRI) announced \$100M over 5 years to increase the number of Aboriginal people choosing health care professions.
- HRSDC in partnership with Health Canada FNIHB, and Indian & Northern Affairs Canada are working towards promoting initiatives to address the serious shortage of Aboriginal (First Nations, Inuit and Métis) health care practitioners.



Strategic Considerations

- Related developments. AHHRI Forums held in Saskatchewan 2006, Ontario 2007, Alberta in 2008.
- Linkages maintained with F/P/T Advisory Committee on Health Delivery & Human Resources (ACHDHR)
- Saskatchewan Institute of Public Policy: Case Study Research Paper from practice to policy.
- INAC's Aboriginal workforce participation initiative signed health sector partnership agreements.
- Research Paper on Access Programs.



Strategic Considerations (cont'd)

- Adopting a more focused approach to address the changing population demographics in a proactive way includes the development of representative workforce strategies.
- These strategies include building an all inclusive foundation in three broad areas.
- FNIHB coordinators conducting AHHRI regional environmental scans and needs assessments.



Thank you!

Merci!

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