



Faculty of Medicine and Health Sciences

**RECRUITMENT AND RETENTION OF HEALTH AND SOCIAL
SERVICES PROFESSIONALS PROGRAM**

**EDUCATION INSTITUTIONS & OTHER
ORGANIZATIONS
RECRUITMENT AND RETENTION INITIATIVES**

**GUIDE FOR PROJECT SUBMISSION
2023-2025**

Due Date: March 15, 2023

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INTRODUCTION

This Guide gives an overview of the context and general objectives of Dialogue McGill, a description of the Recruitment and Retention of Health and Social Services Professionals Program and its various components, a description of the role accorded to education institutions in the 2023-2028 funding period, and the expected outcomes. The Guide also identifies and explains what is required in each section of the Proposal Form for Education Institutions. The funding period for education institutions is 5 years. Dialogue McGill is now launching a call for proposals for 2-year projects (2023-2025) then will issue another call for renewing projects and new initiatives for 3 years (2025-2028). To keep the Guide's wording succinct, other Quebec organizations that are also eligible for this Program will be referred to as "education institution."

1. DIALOGUE MCGILL 2023-2028

1.1 CONTEXT AND GENERAL OBJECTIVES

Through a funding agreement between McGill University and Health Canada, Dialogue McGill will continue to contribute to Government of Quebec initiatives aimed at ensuring that English-speaking Quebecers have access to the full range of health and social services in their language. Specifically, the Project will provide financial support to initiatives that will increase the number of health and social services professionals and intake personnel able to provide services in English. The achievement of these goals depends on a solid partnership between McGill University, the ministère de la Santé et des Services Sociaux (MSSS), Dialogue McGill's partners, and Québec's English-speaking communities.

1.2 PROJECT OVERVIEW

The Retention Program aims to create and support strategies designed to recruit, employ and retain bilingual (English and French) health and social services professionals in Quebec. This program provides financial support via student bursaries, internships, and projects focused on increasing the capacity of professionals practicing in Québec. Dialogue McGill partners with community networks, educational institutions, and community-based organizations for these initiatives.

1.3 RETENTION PROGRAM 2023-2028

In Québec, there is a limited number of professionals who speak English fluently. Whereas 98.0% of Québec health and social services professionals speak French, only 55.7% report being able to speak English (Statistics Canada, 2021). Six out of ten professionals who do speak English work in Montreal (Statistics Canada, 2021), highlighting a higher need for English language training of professionals in regions outside of Montreal. Professional workforce capacity in Québec has also been negatively impacted by the COVID-19 pandemic, with the Québec government forced to close hospital units/departments due to staff shortages (Canadian Institute for Health Information, 2021; CBC News, 2022).

Initiatives focused on the recruitment, training, and retention of Québec health and social services professionals are more relevant and necessary than ever. Dialogue McGill partners with community networks, educational institutions, and community-based organizations to identify and implement strategic approaches to build greater capacity in Québec.

Support for Educational institutions

Through Dialogue McGill's Recruitment and Retention Program, educational institutions create internships in the Quebec regions, support interns and clinical supervisory needs and offer language learning activities to students. Educational institutions play a pivotal role for increasing English-speaking health and social services professionals in the public sector.

Dialogue McGill will support Québec universities and CEGEPs for the following activities:

- Creation of internships
- Clinical supervisory activities
- Support for interns
- Language learning activities for future professionals
- Other projects that increase the capacity of bilingual professionals in Quebec

Student and Supervisory Internship Support

This initiative supports internships for health and social services to increase Quebec's human resources. Funding for students going to a region outside their training location for clinical practice in health care and social services programs will be available. Allocation will be provided through educational institutions. Funding calls for student support will be made available through the Dialogue McGill website.

Funding will also be provided to educational institutions to support clinical supervisory needs in situations where institutions cannot provide adequate supervision. Funding calls for supervisory support will be made available through the Dialogue McGill website.

Targeted Bursaries

Dialogue McGill anticipates allocating 50 professional school-targeted bursaries with 10 offered annually. Targeted bursaries are directed towards students in fields identified as problem areas for access to services in English and are not limited to students from any region in particular. Students who receive these targeted bursaries must commit to working in public health institutions in Quebec for one year for each year that they are funded. Targeted bursaries will be applied through educational institutions.

Support for Community Networks

Dialogue McGill will support community networks' projects for the following activities:

- Promotion of careers in health and social services to secondary and post-secondary school students
- Development and maintenance of student data banks used to facilitate internship placements and employment in the public sector
- Community network administration and monitoring of Dialogue McGill's Bursary Program funding recipients
- Support for internship development, interns, and employment of graduates
- Language learning activities for professionals

Health and Social Services Community Network Bursary Program

This program involves the allocation of bursaries for students from all regions of Quebec, who already have intermediate to advanced English and French language skills. These students must be pursuing full-time studies in health and social services programs and must commit to return to (Outside home region) or to stay (Within home region) in a Quebec region and work for a minimum of one year post-graduation in a public health and social services institution for each bursary received.

2. 2023-2028 TARGETS

Dialogue McGill has set the following multi-year and annual targets for the Retention Program:

- 250 students placed in clinical internships that support English-speaking communities
- 300 bursaries allocated to students in health care and social services programs who commit to 1-year of professional practice in a Quebec public health and social services institution post-graduation for each bursary received
- 25 students will receive internship support for travel and accommodation to a remote Quebec region to serve English-speaking communities
- 23 community networks will conduct recruitment and retention projects annually
- 8 educational institutions will conduct recruitment and retention projects annually

2.1 CREATION OF INTERNSHIPS: OUTREACH

Participating education institutions will be eligible to receive funding towards the creation of internships for their students in health and social services institutions that are defined in the regional program of access to health and social services in English.

Priority will go to activities that support students in health and social services fields who come from outlying regions, enabling them to complete internships in their home region with the goal of facilitating employment in a public institution. Support for internships, interns and supervisors will be viewed with this in mind.

Examples of past projects: In 2020, Dialogue McGill worked closely with John Abbott College to fund a study that assesses the current structure of internships in Quebec regions. The study reviewed best practices for funding internship programs, securing internship placements in public health and social services institutions in the regions and proposed a collaboration among education partners on the management of these internships.

2.2 SUPERVISION

Support for Clinical Supervisory Needs

Funding to McGill professional schools and other education institutions will be provided to support clinical supervisory needs in situations where institutions cannot provide adequate supervision capacity. Interdisciplinary in most cases, the health and social services institutions that accept interns referred by the education institutions targeted by the Project have appropriate professional resources to provide supervision that meets the requirements of the education institutions/profession. However, internship opportunities may emerge without the human resources (i.e., clinical supervisors) to support interns. Further, some programs may require sustainable off-site supervisors to support student learning during the project. For this purpose, education institutions can benefit from funding to cover clinical supervisory needs on a sustainable project basis or on an as-needed basis. In the former case, McGill professional schools and other education institutions are invited to apply this dimension and justify the budget in application form Appendix 1A. If other internship opportunities arise during the year that require clinical supervisory support, educational institutions can also apply on a case-by-case basis. Funding calls for these case-by-case supervisory support will be made available through the Dialogue McGill website.

Supervisory Training resources are available in **Appendix 2*

2.3 SUPPORT FOR INTERNS

Students who undertake an internship in a region remote from their education institution will be able to benefit from financial support for travel, lodging, etc. If the education institution is responsible for organizing the logistics (transportation, lodging, etc.), please apply for this dimension in your education project application and justify the budget in application form Appendix 1A; If the students are responsible for arranging their travel and accommodations, they should submit a student internship support application to their educational institution which can be forwarded it to Dialogue McGill for review. If approved, a specific amount will be allocated based on the application details. The institution will receive the funding and ensure the monitoring and control of the student financial support, as well as the reporting. Funding calls for student internship support will be made available through the Dialogue McGill website.

2.4 LANGUAGE LEARNING ACTIVITIES FOR STUDENTS FROM PARTICIPATING EDUCATION INSTITUTIONS

Language Learning Activities for Professional Purposes for Students

Students enrolled in health and social services sector programs in participating education institutions could be offered French and/or English learning activities (e.g., workshops, language training on internship site, etc.) as part of their academic program, to prepare for professional practice in Quebec. The training is offered directly by the education institution.

These language learning activities are designed to help future professionals in the workplace use professional terminology and vernacular language for the routine communicative tasks of their profession. The key words are “communication in the workplace.” Accordingly, educational content centers on language and communication geared to the specific profession. This type of training aims to turn learners into fluent users of the target language in their workplace. It does not aim to have them learn basic language terms or attain the level of communication of native speakers.

Please note that if you are applying for funding under Language Learning Activities (Dimension 4), you are required to fill out a separate Budget Summary Form Appendix 1B of the Project Submission Form.

Student Language Training and Learning resources are available in **Appendix 2*

2.5 OTHER PROJECTS

Other projects that increase the capacity of bilingual professionals in Quebec are invited to apply under this dimension. Please note that a strong project rationale is required that outlines how the project aligns with Dialogue McGill’s mandate to increase the recruitment and retention of health and social services professionals in Quebec.

3. FUNDING CALLS FOR STUDENT AND CLINICAL SUPERVISOR SUPPORT 2023-2025

In addition to a primary project proposal, education institutions can also request financial support for interns and clinical supervisors.

Project type	Budget Range
Primary project (excluding Dimension 4)	\$10,000 - \$40,000 per project
Student internship support (case by case)	Funding call (3 times per year): \$200 - \$5,000 per request
Supervisory internship support (case by case)	Funding Stream A (offered 3 times per year): \$1,000 - \$5,000 per request Funding Stream B (offered annually) \$3,000-\$15,000 per request

4. PROJECT PROPOSALS FOR EDUCATION INSTITUTIONS

Education Institutions are invited to submit 2-year proposals for the 2023-2025 period. Education Institutions must use the designated form to submit their project proposals for recruitment and retention initiative funding for the 2023-2025 period. It is in Word format and must be filled out by computer.

Any questions about the role of education institutions in the 2023-2025 Recruitment and Retention Program or the submission process should be directed to Ms. Manxi Guo.

All education institutions must submit their completed application duly signed **on or before March 15, 2023** and by email to:

Ms. Manxi Guo Program Officer, Recruitment and Retention Dialogue McGill, McGill University	E-mail address: retention.dialoguemcgill@mcgill.ca Telephone: 514 398-2631
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APPROVAL PROCESS

Your proposals will be reviewed by the Dialogue McGill Recruitment and Retention Project Evaluation Committee using the following criteria:

Evaluation Criteria

1. Proposal is complete and clearly explained
2. Project activities are clearly described and align with Dialogue McGill's mandate
3. Project activities are in line with the role accorded to education institutions
4. Output and outcomes are clear and measurable
5. Budget justifications are clear, detailed and align with the planned activities

Once your request has been approved by Dialogue McGill, a contract with the funding amount, as well as the commitments and responsibilities of both parties will be signed by your organization and McGill University. For McGill-based projects, a terms and conditions letter will be provided.

4.1 FILLING OUT THE PROJECT PROPOSAL FORM

Below are the specific instructions for filling out the various sections of the application form.

1. IDENTIFICATION OF APPLICANT ORGANIZATION

This section provides information about the education institution or other organization. In Section 1.2 we ask that you provide the name of the Director General of the organization. The name given in section 1.3, the contact person, identifies the individual who will oversee the project and will liaise with its regional partners and Dialogue McGill. The name given in section 1.4, the financial officer, identifies the individual who is responsible for signing the financial report of the project.

2. INFORMATION ABOUT THE 2021-2023 EDUCATION RETENTION INCENTIVE INITIATIVES

Please answer this section only if the 2023-2025 project is a continuation of the 2021-2023 project.

2.1 PROJECT TITLE

Please indicate the name of your project in 2021-2023.

2.2 PROJECT DESCRIPTION AND RESULTS 2021-2023

Please describe the activities of your project in the past two years. Indicate if the outputs were met for each dimension and if not, provide a justification with details on how potential challenges would be addressed in the next phase. Please provide quantitative results when applicable.

3. INFORMATION ABOUT THE 2023-2025 EDUCATION RETENTION INCENTIVE INITIATIVES

3.1 PROJECT TITLE

The project title should reflect the content of your project and include the name of your institution.

3.2 PROJECT OBJECTIVES AND TARGETS

State the objectives of your project and what you expect to achieve. The objectives must be in line with role accorded to education institutions as described in Section 3 of the Guide for Project Submissions. Targets should be quantitatively described.

3.3 PROJECT DESCRIPTION

Provide a summary of your project, explaining the strategies you intend to implement to achieve the project objectives. Your description, which should not exceed 225 words, will be posted on the Dialogue McGill website.

3.4 PLANNED ACTIVITIES AND OBJECTIVES BY DIMENSION

In this section, describe the activities you intend to carry out under each of the relevant activity categories, indicating your measurable annual objectives. Your planned activities and annual objectives must be in keeping with the objective of the Recruitment Retention Program as a whole. They must also be in line with one or all of the dimensions described in Section 3 of this guide. The combination of activities should support the achievement of your project objective but your project does not necessarily have to include all dimensions.

- e.g. Host 3 career fairs each year to inform students about potential health and social services positions.
Organize 3 Office Québécoise de la langue française (OQLF) workshops to 16 students each year.

3.5 SCHEDULE OF ACTIVITIES, TARGET AUDIENCE, OUTPUTS AND IMMEDIATE OUTCOMES FOR 2023-2025

Use the table in Section 3.5 to list the activities you have described in detail in section 3.4 for each of the two years. Enter each of the activities next to the appropriate dimension, indicate the period during the year when the activities are planned, identify the target audience, the anticipated outputs and the outcomes.

Dimension Code: Each activity must fall under one of the Dimensions listed in the Guide. If you are not planning activities in certain dimensions, simply mark N/A for the year and dimension in question.

- D1: Creation of internships: outreach
- D2: Supervision
- D3: Support for interns
- D4: Language learning activities for students from the participating education institutions
- D5: Other projects that increase the capacity of bilingual professionals in Quebec

Period: Indicate the period that the activities will take place.

Period 1: April 1 - July 31

Period 2: August 1 – November 30

Period 3: December 1 – March 31

Target Audience: Refers to the population targeted by the activity, their institutional affiliation (if applicable), and geographic location.

Output: An output (deliverable) is a direct product or service related to the specific activity.

e.g., Transportation reimbursement provided to 5 student interns for travel between home and internship sites.

3 OQLF workshops offered to 16 students.

Immediate Outcome: An immediate outcome (anticipated result or target) is a desired state or change attributable to the output that has a direct influence in the short term and should be described both qualitatively and quantitatively.

e.g., Students receive support to complete their internship in remote regions and provide services to English-speaking communities.

Students improve their French fluency level to pass their OQLF exam to work in Quebec’s public health and social services sector.

Intermediate and ultimate outcomes: You will note that you are only being asked to identify immediate outcomes in your proposal form. However, intermediate and ultimate outcomes are also important and will essentially be the same for most activities. The intermediate outcome for retention incentive initiatives is “that more English-speaking youth choose and are successful in studies leading to careers in health and social services”. The ultimate outcome is “that more English-speaking youth are employed in health and social services institutions in the region”. In order to report on these intermediate and ultimate outcomes, we must first determine baselines or starting points from which to measure progress in these areas. We intend to work together with you in the early stages of the project to develop strategies for determining baselines and for measuring progress.

3.6 PROJECT PARTNERS

Please list the names of the partners your education institution intends to work with in relation to any of the activities outlined in Section 3.4. For example, you might collaborate with one or more institutions to provide support for interns or you might work together with school boards and educational institutions to inform students about specialized training programs and internships. The collaboration could also help identify students who qualify for bursaries.

Indicate here the expected part that each partner will play in your project. If the partner sends you a letter of support, kindly provide a copy of that letter along with your proposal form.

4. DECLARATION BY THE EDUCATION INSTITUTION

Section 4 is the education institution's official declaration that the information provided in the proposal is accurate and that should the project be accepted, the organization is committed to providing information on the outputs of the initiatives and all relevant reporting data. Signing this section represents engagement.

In Section 4 you must provide the name and contact information of the person authorized to sign this proposal and ensure that it is signed by that person. If your organization requires two signatures, provide the information for the second person, and obtain the second signature.

APPENDICES 1A AND 1B

BUDGET SUMMARY

NOTE: If you are applying for funding for Dimension 4, you are required to fill out a Budget Summary for Dimensions 1 – 3 / Dimension 5 (Appendix 1A) and a Budget Summary for Dimension 4 (Appendix 1B)

1. Budget summary for 2023-2025

Complete Appendix 1 – Budget Summary for 2023-2025. Use the Budget Summary table to calculate the anticipated expenses related to the project (e.g., portion of employee salaries paid for time spent on the project, including employee benefits).

2. Budget Items

Dialogue McGill funds may only be used for expenses incurred for the purpose of carrying out the approved project and follow the pre-approved budget. The following is a description of the broad categories of eligible expenses. Dialogue McGill reserves the right to request supporting documentation for any project cost(s). All eligible expenses must include the applicable taxes.

Personnel Salaries and Benefits

This cost item includes salaries and benefits for employees directly working on the project. Clearly indicate total salary and benefits amount for all project employees. Employee salaries, benefits, and/or stipends should follow your organization's employment guidelines. For projects based at McGill University, student stipends are an eligible expense. For projects based at other institutions, internal guidelines regarding student stipends should be followed.

Important note: Project Leads, Principal Investigators, and Co-investigators are not eligible for salaries, benefits, stipends, or any other compensation.

Contractual Personnel

Goods and services received from contractual personnel are entered here (e.g., costs for a professional translator).

Travel and Accommodation

This cost item includes travel for the activities related to your project. Institution standards in effect for travel expenses apply here. Under this heading, include travel expenses for project activities, such as mileage for personal vehicles, air, train or bus travel, meals, and accommodation for meetings/conferences/workshops/seminars as well as travel, accommodation, and honoraria for speakers.

Note: For research partners, conference registration fees should be categorized under Performance Measurement and Knowledge Translation.

All expenses for international travels (outside of Canada) must be pre-authorized by Dialogue McGill.

The request must explain the following:

- 1) the nature of the activity
- 2) how you calculated your estimated costs (mode of travel, number of persons, destination)
- 3) the relevance of the travel plans to the objectives of Dialogue McGill project

Any request for travel costs deemed necessary for the purpose of the project, must be submitted at least one month prior to the planned travel to the attention of the Dialogue McGill Team.

Materials and Supplies

Please write the amounts planned for the purchase of project-related materials. This includes costs for printing, office supplies, as well as delivery expenses (e.g., postage and courier service). These items must be reported separately in the Detailed Budget Form of the project's CFRE spreadsheet (Tab 1a).

Equipment

Please write only the costs related to equipment required for the activities of the project. This includes laptops, headsets, software, and license fees. Items must be specified in the Detailed Budget Form of the project's CFRE (Tab 1a). The cost of leasing computers or other equipment owned by the Third Party is ineligible. The Third Party's in-kind contribution is expected to include, when it is possible, the use of its equipment by the project personnel.

Acquisition of assets must be reported at the end of the fiscal period. For this purpose, "Asset" means any item that costs at least \$1,000 or is an electronic device (e.g. laptops, computer equipment, audio visual equipment) under \$1,000, these must be reported using the following online form by April 30 of each year: https://mcgillnursing.ca1.qualtrics.com/jfe/form/SV_e9w130SKuZPaiNw.

Rent and Utilities

Rent includes the cost of any necessary premises for project activities. Rent charges for space and computer use when already owned by the recipient organization are ineligible. For utilities, include the cost of all utilities that are not already covered in the monthly rental fee. In most cases, it is only telephone, teleconferencing, and Internet charges. Rent and utilities must be reported separately in the Detailed Budget Form of the project's CFRE spreadsheet (Tab 1a). Dialogue McGill may request a detailed justification for these expenses.

Performance Measurement and Knowledge Translation

This category includes activities related to performance measurement, evaluation, dissemination, or knowledge transfer activities. Examples include annual reports, publications, presentations, and workshops. This includes costs for attending conferences (registration fees) only for the purpose of disseminating the project's results to a relevant audience. These items must be reported separately in the Detailed Budget Form of the project's CFRE spreadsheet (Tab 1a).

Other

This cost item is to be used to show all expenditures that are directly related to the project but do not fit within any of the specific sections above. All information provided in this section must be clearly identified and justified.

APPENDIX 2 STUDENT & SUPERVISOR TRAINING RESOURCES

Student Training Resources

Dialogue McGill developed and made available online self-study modules in English language skills. These modules target French-speaking students pursuing studies in health and social services programs. They include:

- Self-Study Online Module for Receptionists
- Facilitators' Guide – Receptionists
- Self-Study Online Module for Triage Nurses
- Facilitators' Guide – Triage Nurses
- Self-Study Online Module for Psychosocial Service Providers
- Facilitators' Guide – Psychosocial Service Providers

In total, 79 training videos were developed. They are currently hosted on the Dialogue McGill website.

French Language Centre courses and OQLF exam preparation workshops

Dialogue McGill has partnered with McGill University's French Language Centre (FLC) to offer courses designed for McGill students in health and social services programs wishing to increase their skills in French reading, writing, speaking and listening. The courses include professional communication, role-plays, vocabulary, pronunciation, and case studies.

The FLC also offers workshops to McGill students to prepare healthcare and social service candidates for the Office québécois de la langue française (OQLF) exam.

*The OQLF exam preparation workshops may become available to non-McGill students in the future. Please contact the Language Training Program below if your educational institution is interested in learning more:

Gretta Eid, Project Officer, Language Training Program, Dialogue McGill

Email: langue.dialoguemcgill@mcgill.ca

Supervisor Training Resources

Dialogue McGill, through its McGill professional schools offering programs in health care and social services, will continue to offer links to online supervision training modules in English and French for use with an interprofessional group of field supervisors. The training is intended to increase the quality and capacity of professionals providing supervision in the regions. It offers first time supervisors or experienced supervisors who wish to develop their training skills, a range of materials and activities as well as the opportunity to be part of a community of online learners from a range of disciplines – dietetics and human nutrition, nursing, occupational therapy, physiotherapy, social work, speech-language pathology, etc.

McGill Clinical Education-Supervisory Practice Modules: Dialogue McGill updated a series of four synchronous modules that were originally developed by the University of Ottawa in French and created a fifth module on advanced supervision. These five modules were created in English with a new user-friendly asynchronous platform. These modules are available on the Dialogue McGill website.

Clinical education video series: These videos were developed and produced through a partnership with the McGill School of Physical and Occupational Therapy as part of a training series for clinicians preparing to become clinical educators or improve their competency as a clinical mentor. They will continue to be maintained on the Dialogue McGill website.

E-tips for Practice Education: Developed by the University of British Columbia to provide free training support for supervisors working in practice education. They consist of eight online, open-access, inter-professional modules that can be completed independently at the learner's own pace. Hyperlinks from E-tips for Practice Education at <https://canvas.ubc.ca/courses/97719>. Dialogue McGill translated the eight modules into French for the Quebec community and this is also available on the Dialogue McGill website.

APPENDIX 3 LIST OF TARGETED OUTLYING QUEBEC REGIONS

The support for student interns is applicable to those students whose primary residence is in one of the following selected Quebec regions:

Region 01	Bas-Saint-Laurent	Region 11	Gaspésie–Îles-de-la-Madeleine
Region 02	Saguenay–Lac-Saint-Jean	Region 12	Chaudière-Appalaches
Region 03	Capitale-Nationale	Region 14	Lanaudière (except for communities within the MMC*)
Region 04	Mauricie-et-Centre-du-Québec	Region 15	Laurentides (except for communities within the MMC*)
Region 05	Estrie	Region 16	Montréal (except for communities within the MMC*)
Region 07	Outaouais	Region 17	Nunavik
Region 08	Abitibi-Témiscamingue	Region 18	Terres-Cries-de-la-Baie-James
Region 09	Côte-Nord		
Region 10	Nord-du-Québec		

*Please be advised that students residing within communities belonging to the Montreal Metropolitan Community (MMC) are not eligible to apply for internship support. The list of MMC communities can be found at the following link: <http://cmm.qc.ca/a-propos/municipalites/>.

ENGLISH COMMUNITY NETWORKS

REGION 01: BAS-SAINT-LAURENT

Heritage Lower Saint Lawrence

130 Rue Principale, Métis-sur-Mer, QC, G0J 1S0

Name of contact:	Anna L. Cone Annie Lecavalier	Title:	Assistant Director (Health and Social Services) Administrative Coordinator
Tel. number:	(418) 936-3239	E-mail:	acone@heritagelsl.ca alecavalier@heritagelsl.ca
Website:	www.heritagelsl.ca		

REGION 02: SAGUENAY—LAC-SAINT-JEAN

ECO-02 (English Community Organization Saguenay-Lac-Saint-Jean)

1936 rue Davis, Suite 105, Jonquière, QC, G7S 3B6

Name of contact:	Brigitte Bussièrès	Title:	Executive Director
Tel. number:	(418) 543-4302	E-mail:	ed@eco-02.ca
Website:	www.eco-02.ca		

REGION 03: CAPITALE-NATIONALE**Jeffery Hale Community Partners (JHCP)**

1270 chemin Ste-Foy, Suite 2000, Québec, QC, G1S 2M4

Name of contact:	Andrew Ayre	Title:	Program Support Agent
Tel. number:	(418) 684-5333	E-mail:	aayre@jhpartners.net
Website:	www.wejh.ca www.jhpartners.net		

REGION 04: MAURICIE-ET-CENTRE-DU-QUÉBEC**Center for Access to Service in English (CASE)**

1045 Rue Chabanel, Drummondville, QC, J2B 2J4

Name of contact:	Shannon Keenan Julie Miller	Title:	Executive Director Project Agent
Tel. number:	(819) 850-5560 1 (833) 850-5560	E-mail:	casemcq.dg@gmail.com casemcq.project.agent@gmail.com
Website:	www.casemcq.com		

REGION 05: ESTRIE**Townshippers' Association—Estrie Network**

3355 College Street, Sherbrooke, QC, J1M 0B8

Name of contact:	Michelle Lepitre	Title:	Director of Programs and Communications
Tel. number:	(819) 566-5717	E-mail:	ml@townshippers.org
Website:	www.townshippers.org		

REGION 06: MONTRÉAL**African Canadian Development and Prevention Network (ACDPN)**

6585 Côte-des-Neiges, Montreal, QC H3S 2A5

Name of contact:	Tania Callender	Title:	Executive Director
Tel. number:	(514) 737-3213	E-mail:	tcallender@acdpn.org
Website:	www.acdpn.org		

REGION 06: MONTRÉAL (CONTINUED)**Collective Community Services (CCS)**

451, rue de l'Église, Verdun, QC, H4G 2M6

Name of contact:	Vaughan Roche	Title:	Executive Director
Tel. number:	(514) 937-5351	E-mail:	vaughanr@ccs-montreal.org
Website:	www.ccs-montreal.org		

East Island network for English Language Services (REISA)

8370 Lacordaire Boulevard, Suite 312, Saint-Léonard, QC H1R 3Y6

Name of contact:	Fatiha Gatre Guemiri	Title:	Executive Director
Tel. number:	(514) 955-8370	E-mail:	fguemiri@reisa.ca
Website:	www.reisa.ca		

REGION 07: OUTAOUAIS**Connexions Resource Center**

67, rue du Couvent, Gatineau, Québec, J9H 6A2

Name of contact:	Danielle Lanyi	Title:	Executive Director
Tel. number:	(819) 557-0615	E-mail:	d_lanyi@centreconnexions.org
Website:	www.centreconnexions.org		

REGION 08: ABITIBI-TÉMISCAMINGUE**Neighbours Regions Association of Rouyn-Noranda**

139, av. Murdoch, Rouyn-Noranda, QC, J9X 5A9

Name of contact:	Sharleen Sullivan	Title:	Executive Director
Tel. number:	(819) 762-0882	E-mail:	sharleen@neighboursat.ca
Website:	www.neighboursat.ca		

REGION 09: CÔTE-NORD**Coaster's Association, Inc.**

313 Boul. Bonne Esperance, St. Paul's River, QC, G0G 1W0

Name of contact:	Cornella Maurice	Title:	Executive Director
Tel. number:	(418) 379-2006	E-mail:	cornella.maurice@coasterassociation.com
Website:	http://coastersassociation.com		

REGION 09: CÔTE-NORD (CONTINUED)**North Shore Community Association (NSCA)**

337 Boulevard LaSalle, Local #202, Baie-Comeau, QC G4Z 2Z1

Name of contact:	Jody Lessard	Title:	Executive Director
Tel. number:	(418) 296-1545	E-mail:	nsca@quebecnorthshore.org
Website:	www.quebecnorthshore.org		

REGION 10: NORD-DU-QUÉBEC

There is no community network associated with this region at the moment. Students from this region who are eligible and wish to apply to the bursary program should contact:

See **REGION 08:** Neighbours Regional Association of Rouyn-Noranda

REGION 11: GASPÉSIE—ÎLES-DE-LA-MADELEINE**Committee for Anglophone Social Action (CASA)**

168, Gerard D Levesque, New Carlisle, QC, G0C 1Z0

Name of contact:	Kim Harrison	Title:	Executive Director
Tel. number:	(418) 752-5995	E-mail:	kim@casa-gaspe.com
Website:	www.casa-gaspe.com		

Committee for Anglophone Magdalen Islanders (CAMI)

787 Chemin Principal, Grosse Ile, QC, G4T 6B5

Name of contact:	Michel Vigneault	Title:	Interim Executive Director
Tel. number:	(418) 985-2116	E-mail:	mike@micami.ca
Website:	www.micami.ca		

Vision Gaspé-Percé Now (VGPN)

28 Rue St. Patrick, P.O. Box # 67 Douglastown, Gaspé, QC G4X 2Y2

Name of contact:	Jessica Synnott	Title:	Executive Director
Tel. number:	(418) 368-3212	E-mail:	j.synnott@vgpn.ca
Website:	www.visiongaspeperce.ca		

REGION 12: CHAUDIÈRE-APPALACHES**Megantic English-speaking Community Development Corporation (MCDC)**

906 Mooney St. West, Thetford Mines, QC, G6G 6H2

Name of contact:	Brian Gignac	Title:	Executive Director
Tel. number:	(418) 332-3851	E-mail:	director@mcdc.info
Website:	www.mcdc.info		

REGION 13: LAVAL
The Youth and Parents AGAPE Association Inc.
Association amicale des Jeunes et parents AGAPE

3950 Boulevard Notre-Dame, Laval QC H7W 1S7

Name of contact:	Kevin McLeod	Title:	Executive Director
Tel. number:	(450) 686-4333	E-mail:	kevin.mcleod@agapeassociationinc.com
Website:	www.agapeassociationinc.com		

REGION 14: LANAUDIÈRE**English Community Organization of Lanaudière (ECOL)**

3657 Queen Street, Rawdon, QC J0K 1S0

Name of contact:	Carole Gravel	Title:	Project Officer
Tel. number:	(450) 834-2268	E-mail:	carole-ecol@hotmail.com
Website:	www.ecol-lanaudiere.org		

REGION 15: LAURENTIDES**4Korners**

1650, chemin d'Oka, Deux-Montagnes, QC, J7R 1M9

Name of contact:	Stephanie Helmer	Title:	Executive Director
Tel. number:	(450) 974-3940	E-mail:	stephanie@4korners.org
Website:	www.4korners.org		

