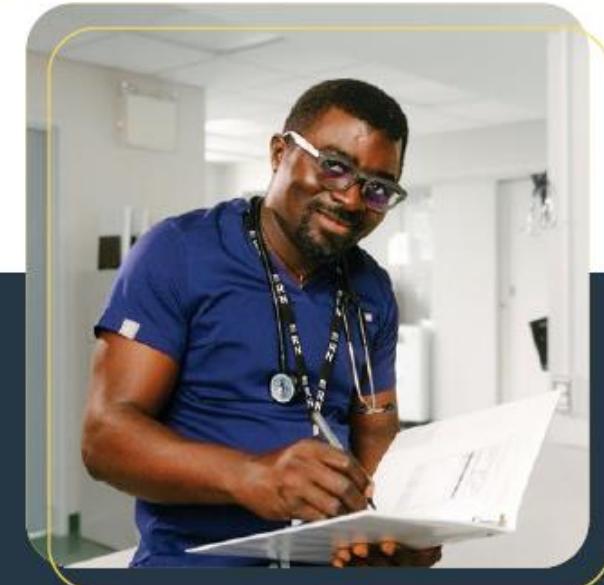




WORK IN HEALTH NL



Welcome Home



Flora Jackman
Manager of Retention
Department of Health
& Community Services

Creating welcoming
communities in NL
for health care
professionals

May 2025



NL Health
Services

We respectfully acknowledge the province of Newfoundland and Labrador as the ancestral homelands of many diverse populations of Indigenous people who have contributed to 9,000 years of history.

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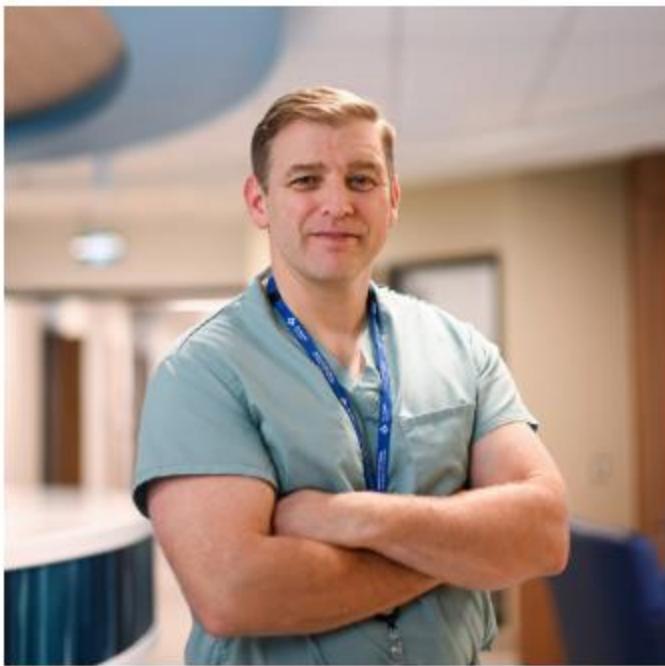
Session Agenda

- Recruitment
- Our Advantage
- Health Accord NL
- Making a Home
- Culture + Communication = Community
- Community = Home
- Workshop

Recruitment

- Grow our Own
 - Working group program piloting high school health care careers to Career Development students across the province
 - Hiring of local graduates
- Build the Workforce We Need
 - Many internationally educated nurses currently working in NL Health Services as Registered Nurses (RNs), Licensed Practical Nurses (LPNs) and Personal Care Attendants (PCAs) – Job offers to over 350 RNs in India and Dubai
 - We've explored Ireland, UK and USA
 - Deloitte helping us work on 10-year health workforce modelling and recommendations
- Health Accord
 - 10-year transformative plan focusing on rebalancing the health system through the social determinants of health.

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Dr. Andrew Furey
Orthopedic Trauma Surgeon

"The reasons I've chosen medicine and politics are the same: to help make a difference in people's lives."

<https://youtu.be/tYyLaOyXkDo>



Dr. Shanda Slipp
Family Doctor

"I'm so proud that we're the only province that has a 10-year health transformation strategy. We're playing a very active role in what our future looks like for patients and professionals. Innovative solutions, better access to care and more collaboration."

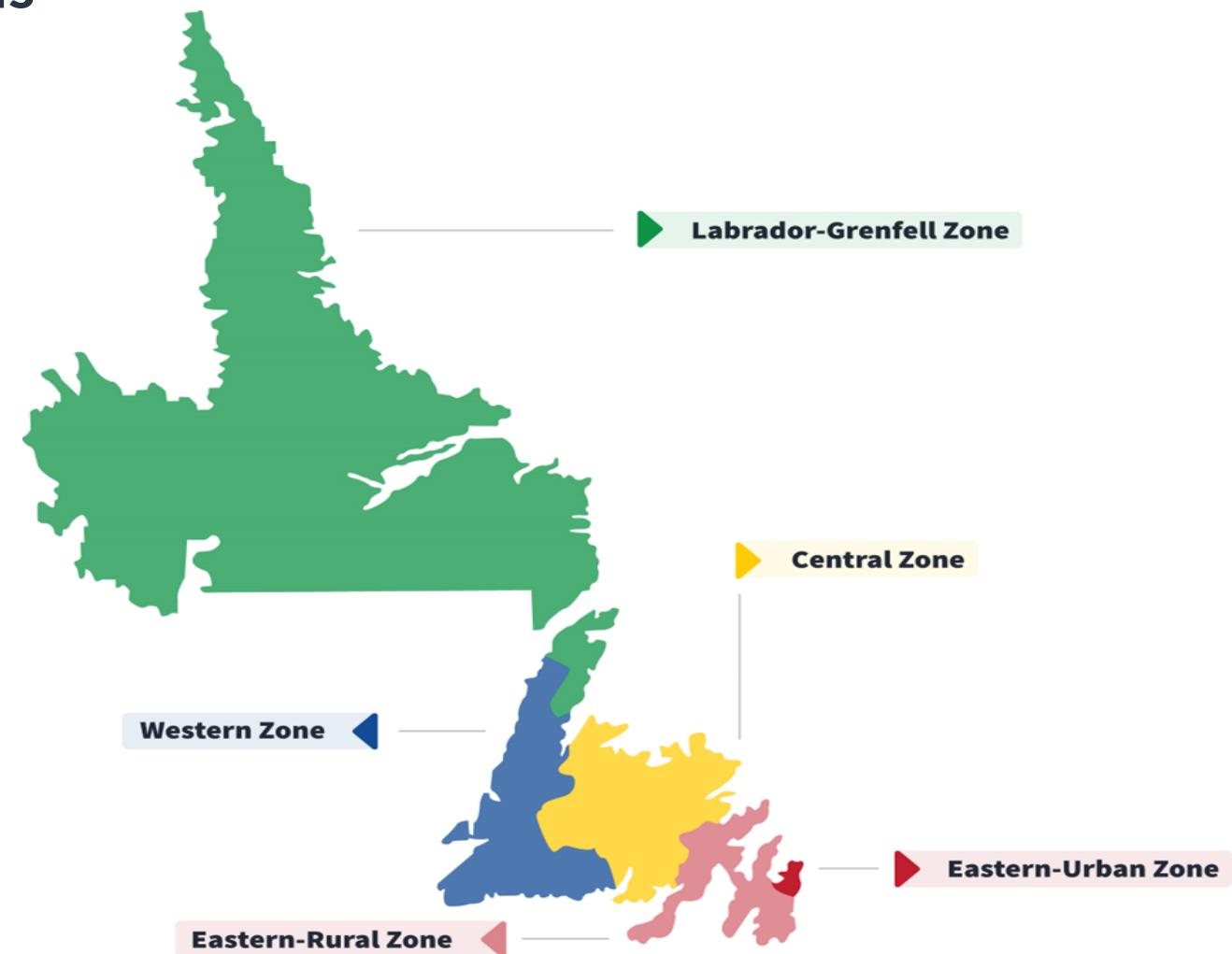


Dr. Rabab Aboalmaali
Family Doctor

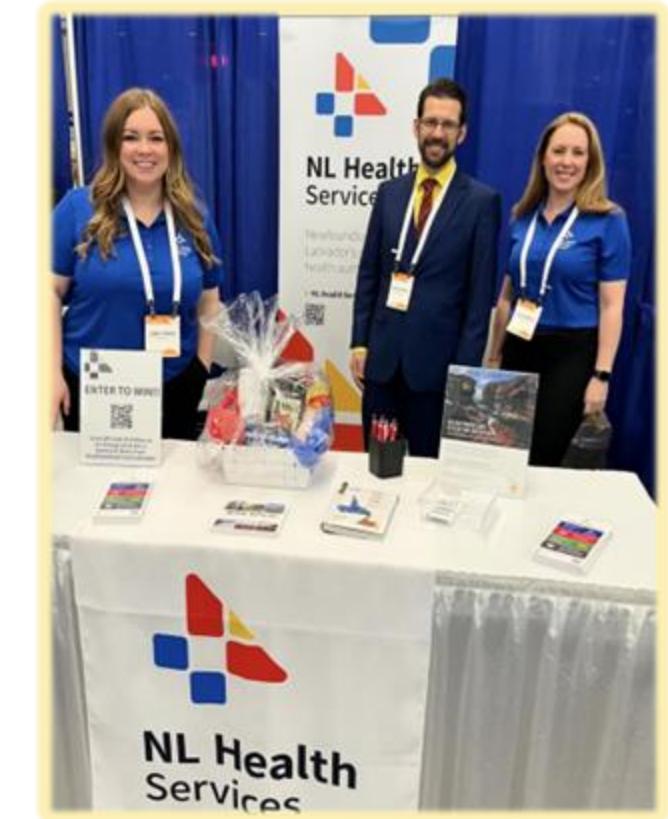
"It's surreal to think that I'm practicing medicine and raising my family here all those years later. This place is just the right size—not too big or too small—and provides a sense of safety, support, and belonging."

Estimated Arrivals and Destinations

Zone	Estimated Arrivals
Eastern (Urban)	10-20
Eastern (Rural)	70-80
Central	80-100
Western	100-150
Labrador-Grenfell	20-30



What's happening



What is Retention?

Community retention refers to the strategies and practices that foster a sense of belonging and value among members encouraging members to remain active and contribute to their community.

Why is Retention Important?

A strong community is built on a foundation of engaged members and retaining them is crucial for long-term success and sustainability.

What is the Effect of Positive Retention?

A stronger community ecosystem that helps encourage health care professionals to stay in the community

Our Advantage

We all have a special story to tell about why we choose Newfoundland and Labrador as home, and we have the opportunity for others to tell their story of why they choose to call this place home.

International

- » May be experiencing their very first days in NL
- » Wondering what our culture is like and how theirs will fit in
- » Somewhat familiar with our health care system in the province, and may need some guidance

National

- » Has lived in Canada and has sought somewhere familiar
- » May have some connection to our province already: family, school, vacations
- » Familiar with our Canadian health care system

A sense of belonging and place to do good work

Learners

- » In NL to attend school and have experience working in our health care system
- » Still curious about NL, career opportunities, and what life could look like living here fully
- » May be undecided about where to go after graduation—either in NL or not

Homegrown

- » Born and raised in NL
- » Experience working in our province's health care system
- » Interested in giving back to the people that live here, just like them
- » Looking for reasons to stay or come back after some time away

Health Accord NL

- Our advantage is unique.
- Health care professionals can work to their full scope in Newfoundland and Labrador that is not easy to do in big city hospitals.
- Health Accord NL offers this advantage and uniquely positions the province for success.



Incentives

We offer competitive incentives for professionals, new grads, students and health professionals in the field:

- Paramedicine Incentives
- Community Recruitment and Retention Incentive
- Family Practice Programs
- Signing Bonuses
- Come Home Incentive
- Bursaries for radiation therapists, dental professionals, nursing, clinical psychologists, physiotherapy, and occupational therapy
- Tuition relief for BScN, PN, PCA and Paramedicine



Making a Home is...

Site Visits

Community Ambassadors

Support for the Whole Family

Events for Everyone

Help with Transitions

Health care Recruitment & Retention

Committee

Newcomer Resident Orientations

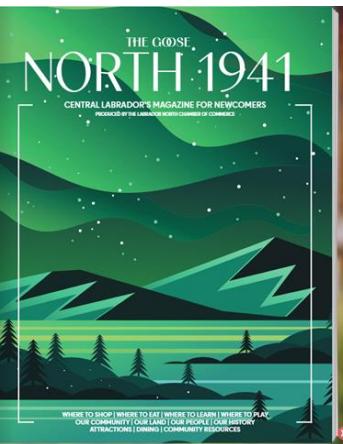
Transportation Assistance



Building communities



Around the province



Culture + Communication = Community



Community = Home

- People come to Canada with hope for a better future for themselves and their families.
- Networking and connection ensures inclusive participation, sharing strengths and capacity to benefit everyone.
- Timely communication, appropriate supports, and engagement create brighter futures.



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To be successful in retaining health care professionals, we must take a collaborative approach.

The space where we all work together is in our communities.

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Putting it on paper

By the end of this session

- Identify a community event or activity that you can use as a platform to start building your welcoming community.
- Develop a list of potential partners outside of the event or activity volunteers that can provide support.
- Complete a list of things you will need to make your invitation successful.
- Define the goal of your efforts.
- Brainstorm other things you can do currently and in the future.



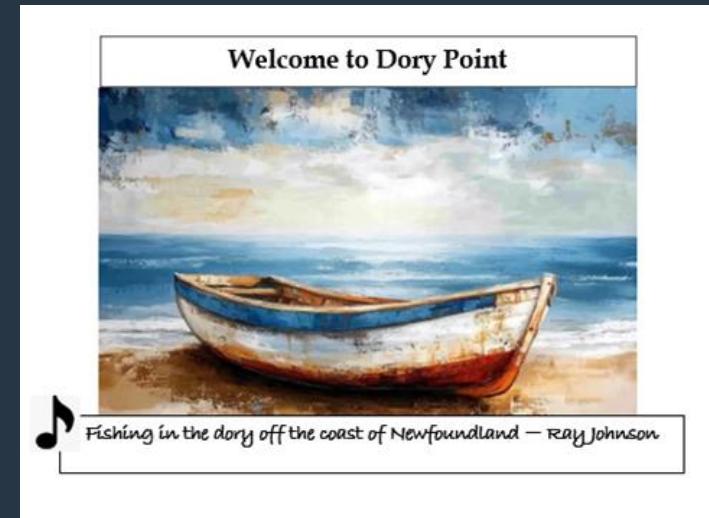
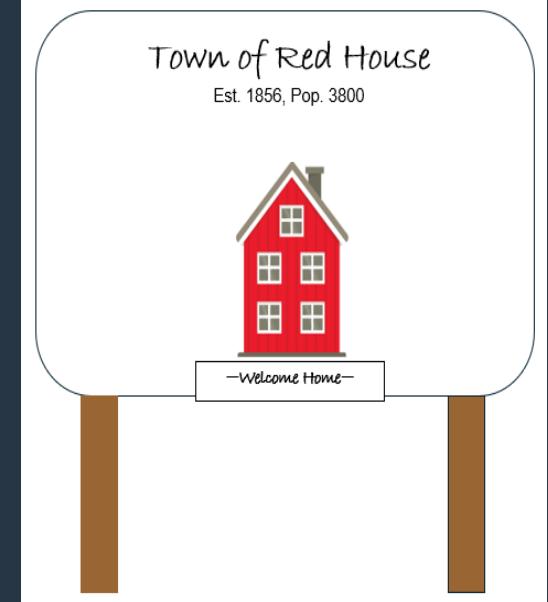
Smelt Festive ~ Winter 2025

Scenario

The winter Smelt Festival is an annual event in the Town of Red House. The Smelt Festival is a premier ice fishing event. For the last 25 years, the town has celebrated the abundance of smelt in the lower bay.

In 1935, a long and harsh winter left the town and four other neighbouring towns with little to eat. The only food available were smelts, caught close to shore and shared with neighbours.

In 2000, the Town of Red Door in partnership with Schooner Harbour, Net Way, Fox Path and Dorey Point all came together to commemorate the winter of 1935.

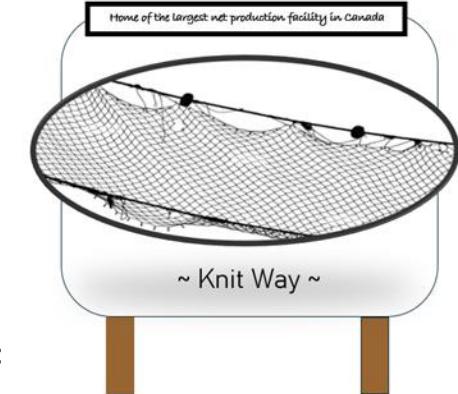


The Smelt Festival hosts a day long fishing derby – those teams catching the most smelts wins. Winning teams have their names and catch engraved on the Smelt Cup.

There is live music, carnival games, food vendors, horseshoe games, cornhole games, ice sculpture contest and many other festivities.

Opening ceremony is a spectacular event with the community meal, and lighting of the flame that symbolizes the coming together of the communities and the relationship of these communities to present day.

Fox Path is the home to the local cottage hospital and is the third largest employer in the region. A doctor and family have arrived in the area and have settled in Red House. The region is buzzing with pride and anticipation of the family living in the area. The children seem to adapted to school well and have been seen taking part in various activities with the other children. The wife of the doctor, however, has not been visible in the community, and Mayor Parsons of Dorey Point is concerned. Mayor Parsons spoke with the other town mayors at the recent planning meeting.





All the mayors agree they must do something to support the doctor's wife. The last doctor left because her partner could not find an employment opportunity in the area and could not find volunteer opportunities. What do you think they can do?

Working as a group

- Let's break out into groups
- Each group will be assigned a key outcome to address that was presented at the beginning of the exercise
- I'll read the scenario to all of you, and you have 12 minutes to discuss your outcome and record your suggestions.



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A Call to Action

Communities have an opportunity to address the health care provider resource challenges facing our province. The opportunity to take an active role in supporting new health professionals arriving in your community will enrich the lives of everyone. With the arrival of new health professionals, businesses benefit, community services expand and grow, new volunteers step up, the sense of community grows and people from all walks of life flourish.

The Health Professional Recruitment and Retention Office and NL Health Services is here to support communities across the province. We want to help you create opportunities for your community and support your initiatives. Please feel free to reach out to Flora Jackman, Manager of Retention (FloraJackman@gov.nl.ca)



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THANK YOU!