

eQUITY Link

Advancing Health Equity and Accessibility in French

HOW TO STAND OUT IN THE HUNT FOR BILINGUAL TALENT IN HEALTHCARE?

October 26, 2022

Implementing
partner



Réseau franco-santé
du Sud de l'Ontario

In collaboration
with



Société Santé
en français

Funded by



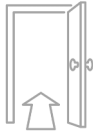
Government
of Canada

Gouvernement
du Canada



2014-2016

- Information gathering
- Develop a Framework for the recruitment and retention of bilingual health human resources and tools



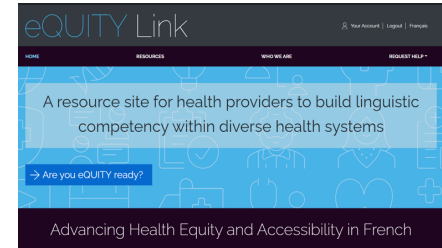
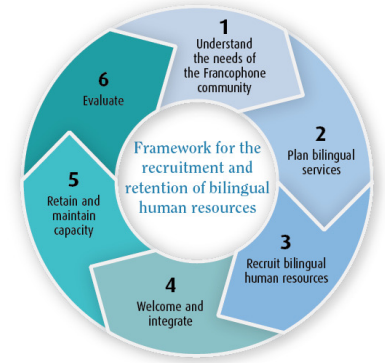
2017

- Adaptation and launch of the HHRStrategy.ca platform



2018-2021/2022

- Launch of eEQUITY Link
- New realities of the labour market
- Project opportunities



OUR GOALS



UNDERSTAND



SUPPORT



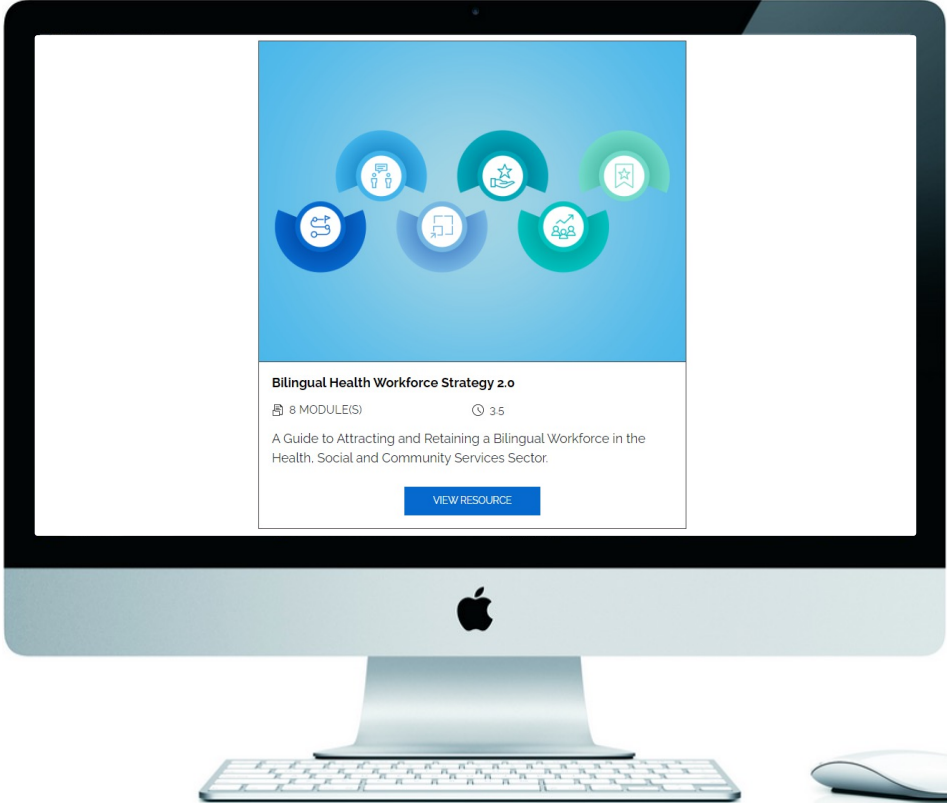
STRENGTHEN



OFFER



Now available on eQUITY Link





Dealing with bilingual health workforce shortages – How to adapt to these challenging times

THURSDAY, NOVEMBER 10, 2022,
FROM 2:45 TO 4:15 P.M. (EST)

[REGISTER TODAY!](#)



Attracting & Retaining

Talent management in an evolving environment

October 2022



With you today



Maurice Le Maire

Director, HR, Transformation & Government Services

maurice.Lemaire@sia-partners.com

We are a next generation consulting firm...

- We are a **global firm** that has grown steadily over the past 20 years.
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- We **cultivate expertise** stemming from R&D activities and our proximity with our clients' industries.



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consultants



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420M\$ in revenue
for FY21/22



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92% returning



5 AI centers
2 Design Centers



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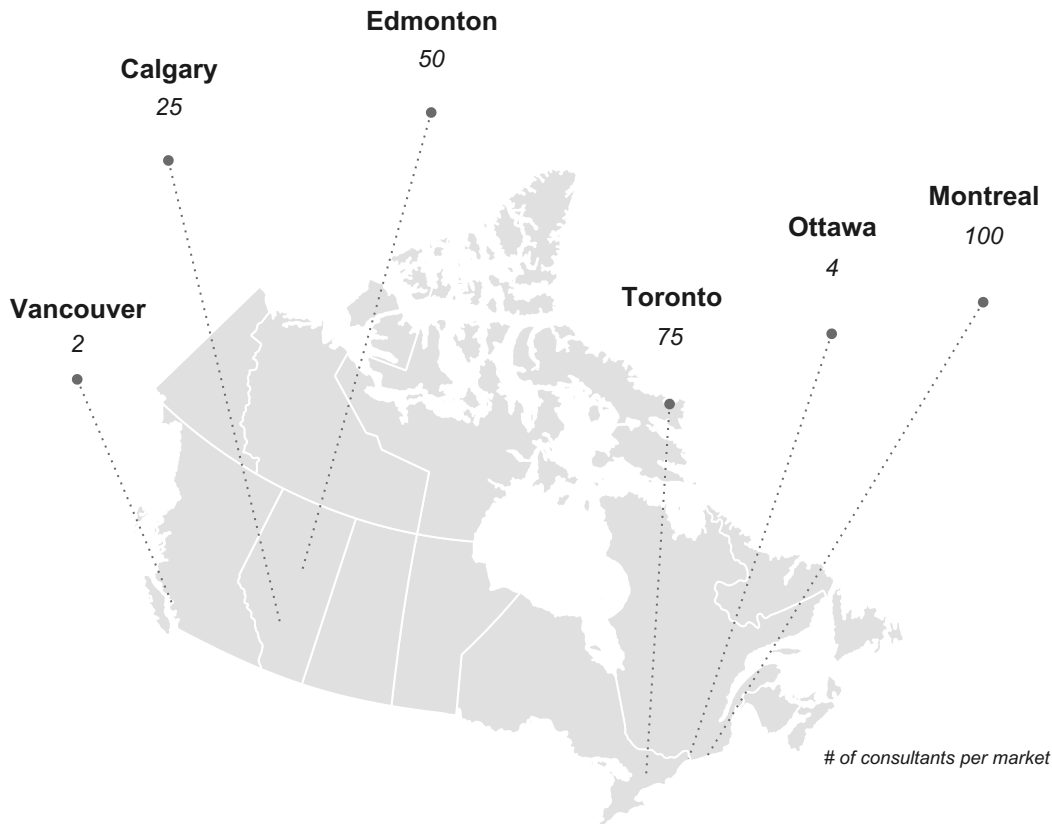
**CONSULTING
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Making Corporate Social Responsibility a lever for profitable transformation

With a strong Canadian presence.

Sia Partners in Canada

-  6 offices
-  >250 consultants
-  >100 customers
-  1 AI center
-  1 Design Center



What makes us distinctive

We are committed to **Diversity, Equity, inclusiveness and Belonging (DEIB)**. We believe in fostering a diverse, equitable and inclusive culture where our employees and partners are valued and thrive in a sense of belonging.



01.

We are colleague centric.

Projects will be successful when it is owned by the people who will be going through the change, while building your own capacity for change. We put people at the center of activities to create ownership, buy-in and remove the sense of change being 'put upon' them.

02.

We tailor our approach.

We are not attached to a single approach; we draw from multiple models to design a tailored approach that will enable the organization to achieve its objectives.

03.

We rely on a strong collaborative global network.

Working on strategic and cutting-edge topics, through our Canadian team you will be able to easily leverage the collective intelligence of this network to provide you with the most up-to-date leading practices.

Outline

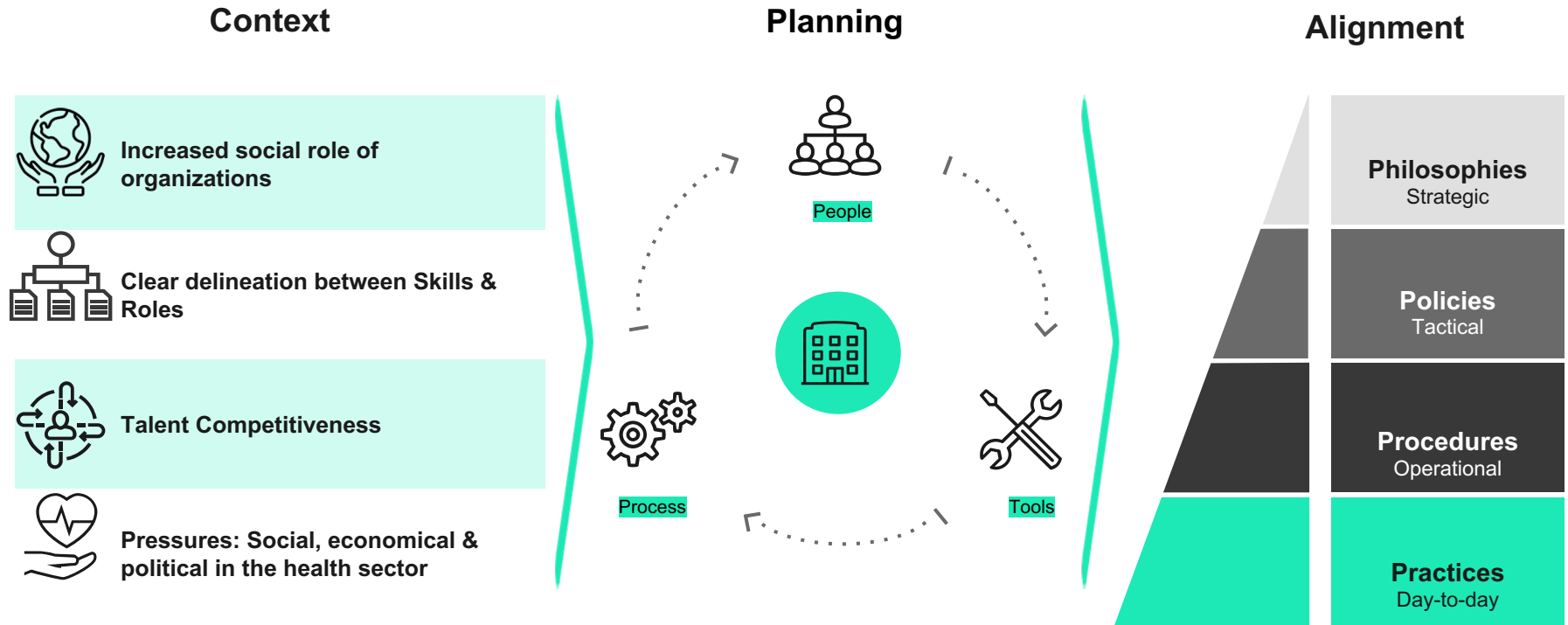
Objective:

Provide an overview of the HR resource available online

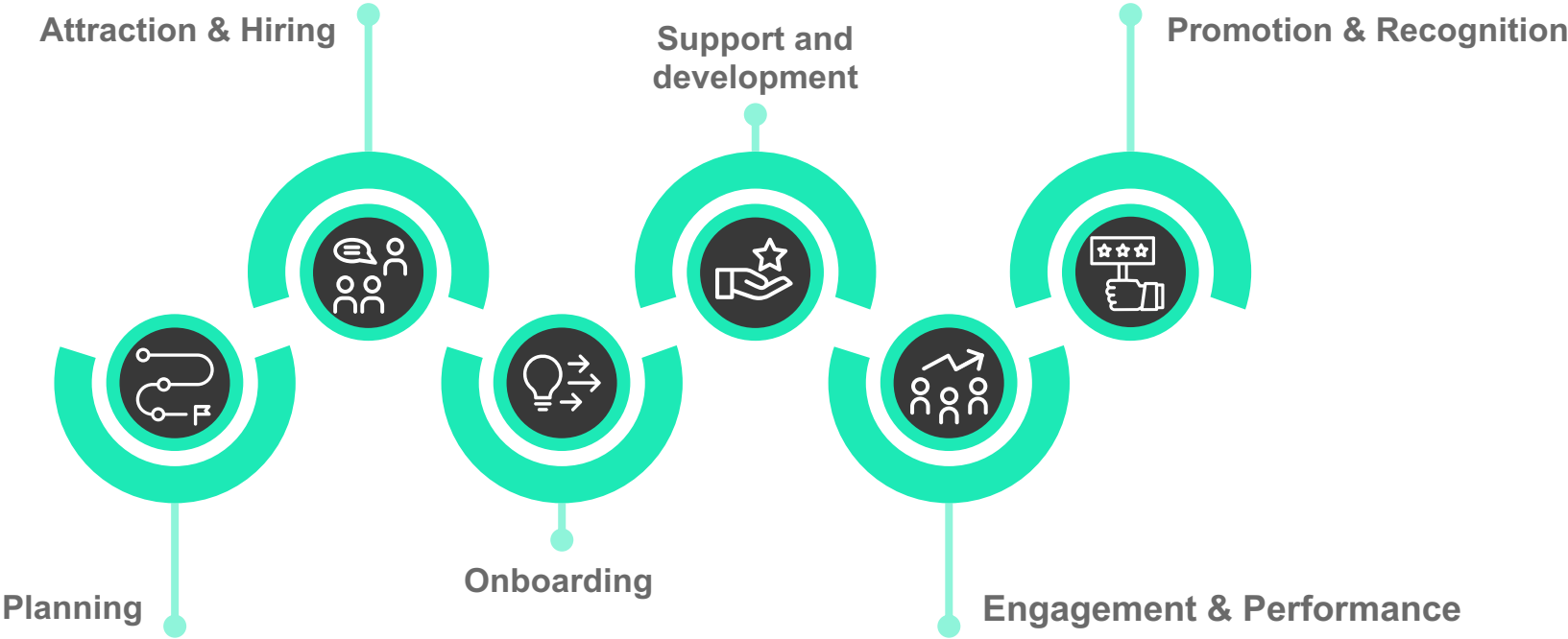
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1. Introduction - Evolution over recent years & Organizational Implications

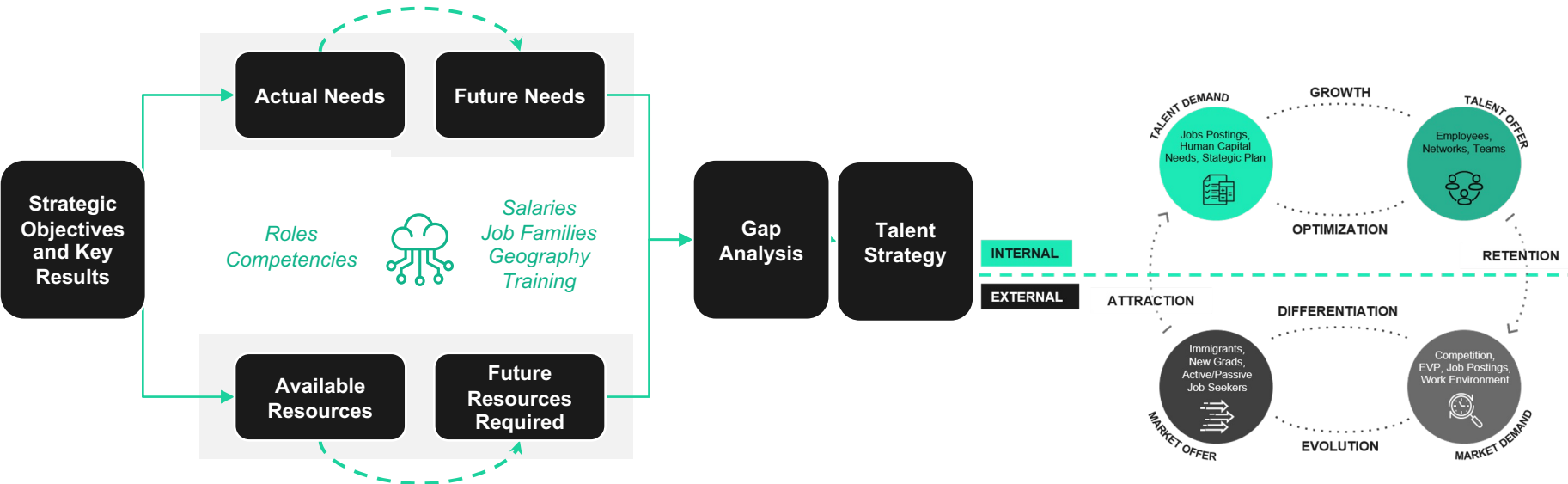


1. Introduction - Talent Management Areas



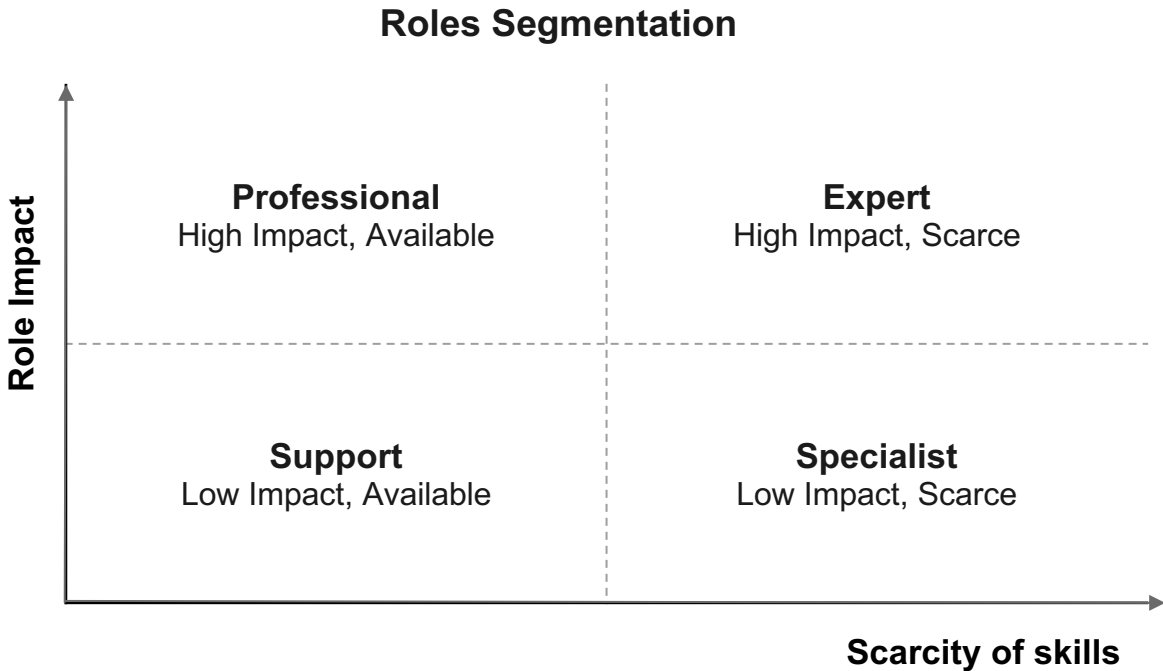
2. Planning - Talent Management Model

Factors impacting job evolution



3. Attracting & Hiring

- **Retention starts at sourcing:**
 - Searching for the right skills
 - Finding the right cultural fit
- **Key Factors - Employer Brand**
 - Employer's reputation
 - Working conditions
 - Quality of work life
 - Salary
- **Attraction activities**
 - Partnerships, immigration, media, direct approach, incentives and boomerangs



4. Onboarding

Key points of onboarding

- Onboarding is the defining moment in retention
- It is not limited to the administrative aspect.
- Cultural onboarding into the organization through IDEA principles is paramount
- The process is a shared responsibility, and requires a tailored approach for bilingual resources
- Telecommuting, and people working independently, must also be considered

Sample High Level onboarding Plan

Pre-Boarding	Onboarding		Building the foundation		
Before	1st day	30 days	60 days	90 days	180 days
Preparation of tools, materials, documents and access related to the position	First day activities, meetings, site visit, familiarization with tools, expectations and objectives etc.	Meeting to review: finalization of forms etc.	Meeting to review: Feedback, observations, validation of responsibilities, etc.	Meeting to review: end of probation or extension as the case may be.	Meeting to review progress, follow-up of objectives, etc.

5. Support & Development



Tools to support bilingual resources:

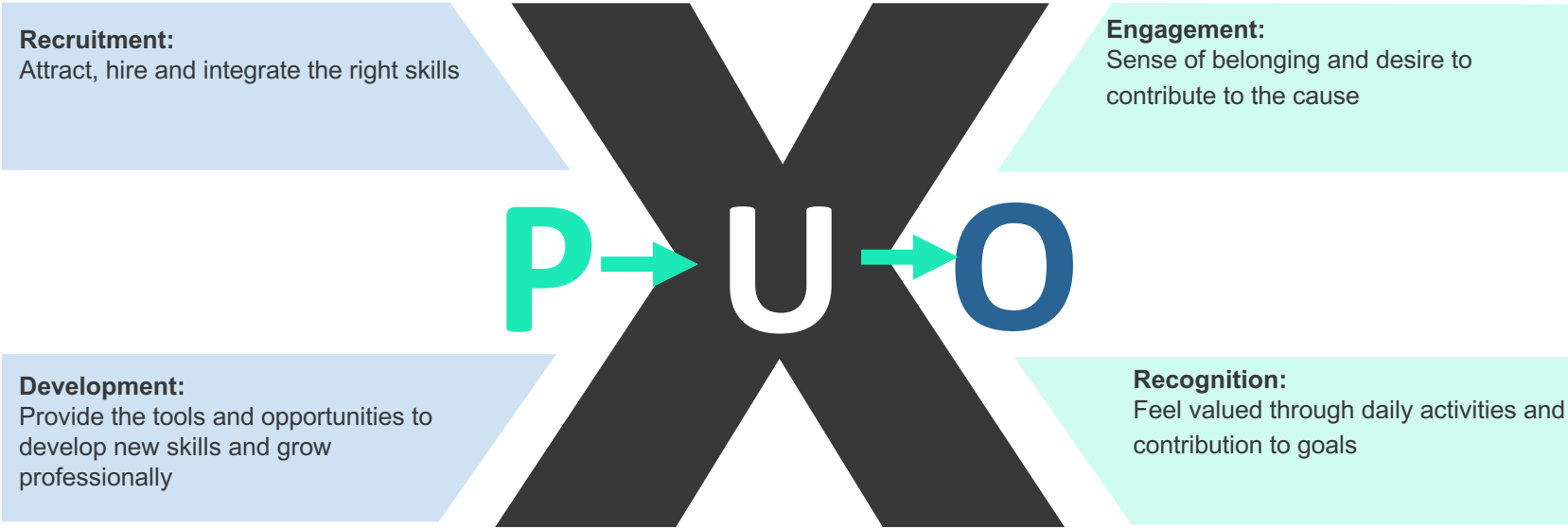
- Translated forms and documents,
- Language support tools
- Access to language training and training in both languages
- Integration and support (mentoring, coaching, language collaboration etc.)

Activities to develop talent

- Coaching
- Mentoring
- Individual development plans
- Nine Box Grid
- Cross training
- Temporary Assignments
- Job shadowing
- Job rotation (if possible)
- Succession planning
- External online training

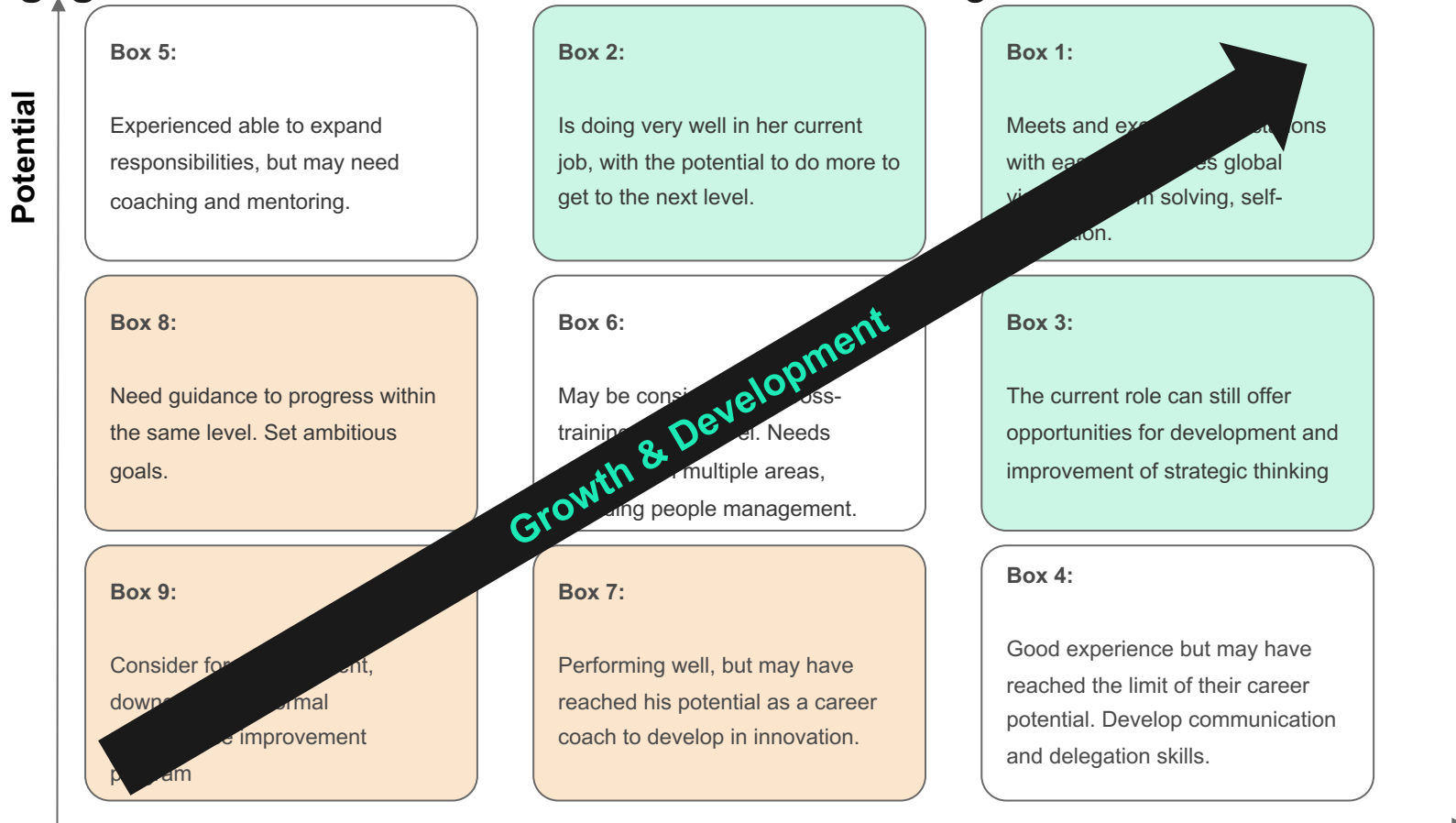


6. Engagement & Performance - Link between engagement and performance



Legend: P: Personnel U: User of Services O: Objectives

6. Engagement & Performance - Performance Management



Growth & Development

7. Promotion & Recognition

4 dimensions of recognition

- ✓ Recognition of the person
- ✓ Recognition of results
- ✓ Recognition of effort
- ✓ Recognition of work practice

2 ways of recognition

- ✓ Financial
- ✓ Non-financial

Frequency

- ✓ Daily
- ✓ Long term



Ideas to promote language skills

- Encourage language training
- Support by matching with bilingual resources
- Create opportunities to maintain the French language
- Bilingual communications

8. Conclusion

Work Environment

Designing the physical workspace and managing the organization's policies to maximize employee potential



Meaning at Work

Reason for existence, the organization's credo, long-term thinking, the goals it wants to achieve and the type of clients it serves



Transformation

Speed and scale at which change is introduced, implemented and adopted throughout the organization



Organization

Structuring of roles and responsibilities through clearly defined leadership, distributed equity and felt inclusion at all levels



Workforce

Level of collaboration among employees and how they perceive their potential career development within the organization



Thank You!
Q&A



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Questions? Connect with us at
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