



**BOARD GOVERNANCE & HUMAN RESOURCES COMMITTEE**  
**BRIEFING NOTE**  
**Date: June 18, 2024**

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<b>Agenda Item</b>	Indigenous Recruitment & Retention – Health Careers Access Program (HCAP)
<b>Submitted By</b>	Monica Nicol, Vice President, Employee Experience (Interim)
<b>Guests Participating</b>	All
<b>Time Required</b>	10 Minutes
<b>Expected Outcome</b>	<input type="checkbox"/> Decision <input type="checkbox"/> Discussion <input checked="" type="checkbox"/> Information

**Question We Are Asking**

Does the board governance and human resources committee accept this report on hiring of Indigenous Applicants into the Health Careers Access Program (HCAP).

**Background**

As part of our commitment to enhancing the representation of Indigenous employees across Fraser Health, the Indigenous Recruitment & Retention (IRR) team has partnered with Talent Acquisition and the Professional Practice and Learning departments to encourage interest into the Health Careers Access Program (HCAP).

The Health Careers Access Program (HCAP) allows an entry point into healthcare careers for individuals with no previous experience that provides training, compensation, and job placement following successful completion of the Health Careers Access Program (HCAP) in many areas across Fraser Health. By partnering with Indigenous Recruitment & Retention (IRR), the team has begun the work to focus on Indigenous talent placement to bolster the representation across Fraser Health.

To date, there have been 25 Indigenous hires into the Health Careers Access Program (HCAP) placements. Please note this number reflects those that self-identified as Indigenous. This number reflects 6% of total hires into Health Careers Access Program (HCAP) – nearly double our organizational goal of 3.36% of the employee population. As we examined the data, there appears to be 57 applicants into Health Careers Access Program (HCAP) who self-identified as Indigenous.

**Options**

We are dedicated to intensifying our outreach efforts through targeted social media campaigns and strategic partnerships with training institutions, prioritizing increased communication to ensure that the availability of seats in the Health Careers Access Program (HCAP) is effectively conveyed

to potential Indigenous candidates. The Indigenous Recruitment team at Fraser Health reports out on activities to support this work at the Indigenous Recruitment and Retention sub-committee of the Aboriginal Health Steering Committee.

**Recommendation**

To identify any additional supports that could enhance the candidacy for potential placement in future cohorts. This process aims to provide further development opportunities for these candidates. The next available cohort is in Fall 2024.

**Specific Measurable**

Not applicable

**Timelines**

Annually