

CHIEF'S REPORT

1991/92



NATIVE NURSES ENTRY PROGRAM

LAKEHEAD UNIVERSITY
Thunder Bay, Ontario

Congratulations

KAREN BRASCOÛPE

MANAWAKI FIRST NATION, QUEBEC

SANDRA CORNELL

FORT WILLIAM FIRST NATION of
UNION OF ONTARIO INDIANS

First Graduates of N.N.&P.

*with the completion of
the*

~ H.B.Sc.N. ~

*at
Lakehead University
~ 1992 ~*

NATIVE NURSES ENTRY PROGRAM - SUMMARY REPORT

INTAKE PROCESS:

i) **FIRST INTAKE**

In January 1987, Lakehead University admitted twelve Native students into the Native Nurses Entry Program. These students represented the following communities:

**	Bearskin Lake		Long Lac #58
**	Fort Hope	**	Long Lac #77
	Fort William		Maniwaki, Quebec
	Gull Bay		Shoal Lake
**	Kasabonika Lake		Spanish River
	Lac La Croix		Walpole Island

Of the first intake, ten of twelve students completed the program and were admitted into Year One of the Honours Bachelor of Science in Nursing Program in September 1987.

ii) **SECOND INTAKE**

In September 1987, Lakehead University admitted twelve Native Students into the Native Nurses Entry Program to begin the Second intake.

These students represented the following communities:

**	Attawapiskat		Lake Helen
**	Bearskin Lake		Mississauga
**	Fort Severn		Nanisivik, N.W.T.
	Gull Bay		Pangnirtung, N.W.T.
	Lac Seul		Sucker Creek
	Lake Helen		Thunder Bay

Of the Second Intake, ten of twelve students completed the program and were promoted to the nursing degree program for September 1988. In addition, one student from the First Intake completed program requirements and entered Year One of the nursing degree program in September 1988.

iii) **THIRD INTAKE**

In September 1988, Lakehead University admitted twelve students into the Native Nurses Entry Program. These students represented the following communities:

	Spanish River - 2		Couchiching
**	Bearskin Lake		Lac La Croix
**	NAN COMMUNITY/BAND		
**	Sandy Lake		Schefferville, Quebec
**	Long Lac #58	**	Summer Beaver
**	North Spirit Lake		Mobert
	Shubenacadie, Nova Scotia		

Six of these students were promoted to the H.B.Sc.W. program for the 1989/90 year. Two students failed NNEP course requirements; one was transferred to Lakehead University B.A. program. Two had failed averages and will repeat NNEP. One withdrew for personal reasons.

iv) **FOURTH INTAKE**

In June 1989 twelve students were admitted into NNEP to begin the fourth intake. These students represented the following communities:

**	Sachigo Lake		Whitefish Bay
	Allanwater		Red Lake
**	Aroland		Macdianmid
**	Fort Hope	**	Constance Lake
	Walpole Island		Spanish River

Six of these students were promoted to the H.B.Sc.N program for the 1990/91 year. One student will repeat two NNEP courses & nursing electives; two are continuing in Bachelor of Arts courses; two did not return to L.U.; one withdrew for personal reasons.

v) **FIFTH INTAKE**

In June 1990, Lakehead University admitted thirteen students into NNEP to begin the Fifth intake.

These students represent the following communities:

	Fort Frances	**	Big Trout Lake
**	Sachigo Lake		Whitehorse, Yukon
	Blind River		Sioux Lookout
			Manitoulin
	Hudson	**	Kingfisher Lake
	Thunder Bay		The Pas, Manitoba

The Fifth intake students began NNEP in September 1990, this intake is currently under evaluation, although unofficially it appears that ten (10) will be eligible to continue into the nursing degree program. Two (2) of these students withdrew for personal reason, and one (1) will be returning in the fall of 1991/92.

NATIVE NURSES ENTRY PROGRAM (NNEP):

The Native Nurses Entry Program (NNEP) at Lakehead University is a nine-month preparatory program. It is designed for the Native adult students who do not have the prerequisites for direct entry into the university baccalaureate nursing program. The goal of NNEP is to provide First Nation adult students with the necessary academic skills and orientation to enter the nursing program. In addition, it also takes into consideration the Native traditional holistic approach to health. Successful completion of NNEP would enable the students to gain entry into the four-year baccalaureate nursing program at Lakehead University.

NNEP is funded on a three-year developmental basis by the Ontario Region Indian and Inuit Health Careers Program (IIHCP) of Medical Services Branch (MSB). The program was originally funded for three academic years from 1987 to 1989. There were two student intakes in 1987. The funding has now been extended to April 1993. It is co-funded by Medical Services Branch and Ministry of Health.

Background of the Program:

First Nations and the Canadian government are cognisant of the need to improve the delivery of health care services to First Nation communities. Well qualified and trained nurses are an integral and indispensable part of these services. Native nurses have an inherent cultural sensitivity to the socioeconomic realities in First Nation communities. Presently there are 326 Native nurses in Canada. Approximately 20% of these nurses have nursing degrees. First Nations recognize that they need more Native nurses with degrees to work in their communities.

Lakehead University has a tradition of working with First Nations in helping their people access university education. In 1983, the Nishnawbe Aski Nation (NAN) which represents 43 First Nation northern communities, approached the School of Nursing at Lakehead University. NAN requested that Lakehead University explored the feasibility of providing a preparatory program for entry into nursing for First Nation students. This was prompted by the fact that without a preparatory program many First Nation students, especially adults would not have the pre-requisites to apply for entry into the baccalaureate nursing program.

A consultation workshop was held at Lakehead University in May 1985. Participants at this workshop included Native leaders, health professionals, educators, Lakehead University staff and the staff of Medical Services Branch. A small working group was formed at the end of this workshop. Members of this group included Native nurses, educators and Lakehead University staff. The group's mandate was to work on the design and development of the Native Nurses Entry Program (NNEP). This group later became the NNEP Advisory Committee.

NNEP started as a seven-month program in January 1987, and has been changed to a nine-month program since September 1987. The change was recommended by the NNEP students as it was easier for them and their families to relocate and attend school from September to May.

Since January 1987 there have been four intakes of students into NNEP. Twelve students were admitted in each intake. At the time of this report, a total of forty-eight students had been admitted to NNEP. Of these forty-eight students, twelve have just started the program in September 1989 and thirty-six students have gone through NNEP.

Major Findings of The Evaluation:

The following is a summary of the major findings of this evaluation:

1. Of the students who complete NNEP, the majority continued into the intended nursing program at Lakehead University. However, some students have moved into other Lakehead University programs, and some are attending other university and college programs. The breakdown of the above mentioned students are as follows:
 - (a) Of the thirty-six students from the first three NNEP intakes, twenty-nine students successfully completed the course. This represents an overall successful completion rate of 80.6% of the NNEP population from January 1987 to May 1989.
 - (b) Twenty-seven of the twenty-nine students entered the Honours Bachelor of Science Nursing (H.B.Sc.N.) program at Lakehead University. This represents 93% of those who completed NNEP.
 - (c) Of the above mentioned twenty-seven students, nineteen (69%) are still in the H.B.Sc.N. program. In addition, one student is taking a combination of NNEP courses and a first year elective. The status of the above mentioned twenty NNEP students in the nursing program at Lakehead University are as follows:
 - Two students are in third year nursing;
 - Three students are in second year nursing;
 - Fourteen students are in first year nursing;

(Of the latter fourteen students, six are in first year nursing for the first time, six are repeating first year courses, and two are taking electives as they have passed first year nursing).

 - One student is taking a combination of NNEP course and first year nursing elective.
 - (d) Nine students left the H.B.Sc.N. program at Lakehead. Two of these students are continuing their education at the university level (Social Work; Bachelor of Arts). Two of the students are now taking college courses one in nursing and one in Arts and Science. One student is working in the Baffin Health Board NWT. Three students are at home with small children, and one student is deferring entry into second year nursing at Lakehead University for personal reasons.

- (e) Therefore the number of NNEP students who are still in various university studies including nursing is twenty-two out of twenty-nine students or 76%. In addition to these twenty-two university students, two other NNEP students are attending college. Thus, the number of NNEP students who are attending universities and colleges is twenty-four out of twenty-nine or 83%.
- (f) Seven students did not complete NNEP. Four withdrew for personal reasons, one for medical reasons and two failed the program. Of the two students who failed the program, the first student was from Quebec and had difficulty with written English, the other was not able to handle the sciences. The student from Quebec is now taking nursing in French at the University of Ottawa and the other is in the General Bachelor of Arts program at Lakehead University.

The above analysis took into consideration the students who have successfully completed NNEP and their progression into the nursing and other post secondary programs. An alternative approach of evaluating the students' progress globally is to consider the total NNEP student population who started the program and trace their progress in post secondary education. This would then include students who did not complete NNEP but advanced on their own to the nursing program and the Bachelor of Arts program in other universities. (Therefore, of the thirty nursing program and the Bachelor of Arts program in other universities.) Therefore, of the thirty six students who attended NNEP, twenty eight (78%) continued into nursing. At the time of this report, twenty one out of the thirty six students are still in nursing. One second year nursing student is taking a year off for family reasons. Therefore the percentage of students who are in nursing at the university level is 61% (22 out of 36 students).

Regardless of which approach is used in analyzing the NNEP students educational progress, the end result is that the majority of the NNEP students are continuing their education in the nursing program while some are in other post secondary programs.

2. NNEP is presently providing the students with the opportunity of accessing nursing at the university level. The overall success of NNEP in providing for graduate nurses to work in First Nation communities or with First Nation people in health institutions can only be fully evaluated in the next two to three years. It is anticipated that the two third year nursing students will graduate by 1992/93.

In conclusion the evaluation found that NNEP has effectively met its goals and objectives to the extent that it has provided the students with the opportunity to access the Honours Bachelor of Science Nursing program at Lakehead University and other post secondary programs. A more

comprehensive assessment of how effectively NNEP has met all its goals in providing the opportunity for the students to graduate from the nursing program and work with First Nation communities can be only be evaluated when the students graduate from the nursing program in the next two to three years. These goals and objectives are consistent with the wishes for First Nations, Medical Services Branch hiring policy and the policy of transfer of control of health care services in First Nation communities to First Nations.

The reality however is that until Indian education focuses more on the sciences and there are more secondary school graduates at the advanced level, preparatory programs like the NNEP are essential. Without such programs, many Native people would not have the opportunity to access university education. NNEP has demonstrated that such a preparatory program can work for Native people. Therefore it is imperative that long-term funding be secured for the continuation of this program.

Taken directly from Kin Wan External Evaluation, Native Nurses Entry Program, released Spring 1990. This evaluation includes the first three intakes, thirty-six students.

There are presently sixty students who have gone through NNEP.