

SUMMARY OF REGIONAL RECRUITMENT INITIATIVES:



Career Fairs / Career Presentations

PMH participates in career fairs at Colleges, Universities, High Schools and community events. In addition to this, Recruitment conducts various presentations to various student groups and organizations to share employment opportunities throughout the Region. The Region is a member of local University & College advisory committees where regular discussion occurs related to the health programs delivered. Other networking is done with stakeholders such as Employment Offices to offer entry level opportunities to those seeking employment.

Is your town / school / organization interested in learning about health care careers? Contact us today!

Student Practicums

Students from various disciplines continue to complete clinical experiences throughout facilities. Accommodations are available in the communities of Dauphin & Brandon free of charge for students. The student must be completing a practicum in the Region.

Job shadows, credit hour programs, and Take Our Kid to Work Day are all great opportunities for exposure to the health care system that happen throughout the year.

Regional Nursing Recruitment

Nursing students are a critical part of the Regions annual recruitment. New graduates have the opportunity to apply into Grad Nurse Mentorship positions or vacant nursing opportunities. Diverse career options allow nurses to seek out desirable positions. The Region works with student groups to ensure students are aware of open positions and are applying for all interested positions.

Home for the Summer Program / Summer Employment Opportunities

This annual program allows post-secondary students find meaningful summer employment while fulfilling project driven work identified by the Region. The summer program provides students with an experience and exposure to the health system. Job opportunities are often available in Mental Health, Public Health, Health Promotion, Pharmacy, Health Information Services, Therapy Services, Human Resources, and Medicine

Students in health-related programs of study are invited to apply for any open positions in the Region. Nursing students often work as Health Care Aides in full time, part time or casual positions. Students in non-health related programs and high school students can apply for entry level positions in departments such as housekeeping, laundry, activities, and maintenance.

Rural Internationally Educated Nurse (IEN) Registered Nurse (RN) Initiative

Prairie Mountain Health has been involved in 3 Rural IEN RN Initiatives. The Rural International Educated Nurse (IEN) Registered Nurse Initiative has students completing the Red River College Bridging Program through Red River College followed by clinical exposure in the Region. After successful license as a Registered Nurse, the new nurses are employed throughout the Region.

2015-2016: 8 students in the program

2017-2018: 20 students in the program

2019-2020: 10 students in the program

Networking with Educational Institutions

Representative on various educational institution advisory councils. Advocate for health care programming within the educational campuses, along with supporting rural rotating programming that is delivered throughout the Region at various times.

Programming that occurs rurally, outside of the educational institutions campuses, includes the Practical Nursing Diploma program, Comprehensive Health Care Aide program, and Micro-Credential Health Support Worker training.

Rural Bus Tour

The Region piloted a one day bus tour to urban students from the U of M who were in a health related program of study. Students travelled from Winnipeg to Brandon to learn more about what PMH has to offer. Students had an opportunity to participate in hands on clinical stations and job shadowing. The bus made a planned stop at the Carberry Health Centre on the way back to Winnipeg to get an inside look at a rural health centre. More bus tours may be planned in the future.

Networking

Human Resources Recruitment participates in regular meetings with the Provincial Nursing & Allied Health Recruitment Working Group to discuss career fair attendance, career presentations and other student engagement, projects such as the Home for the Summer & Bus tours, vacancies, and HSPnet (student placement database).

As needs arise in classifications in specific areas of the Region, a PMH Director/Manager/Supervisor recruitment group is formed to discuss, strategize, and implement recruitment initiatives in order to fulfill current vacancy challenges.

Advertising

The Region utilizes social media platforms, along with websites such as Indeed to advertise career opportunities. Consideration is given to hard to recruit to classifications. The Region utilizes the local newspapers to publish career ads and will be ensuring monthly ads are occurring on a go forward basis. University & College websites that allow for advertising are also considered. Some licensing bodies and associations related specifically to health careers also allow advertising of related positions, so time is spend developing ads to be placed on these websites for those members to view.

The Region has developed recruitment videos that help to visually showcase the variety of health careers available. To date recruitment videos are available for the Therapy Services Department, Environmental Services, Nutrition Services, Health Care Aide and General Recruitment. The video links are available on the PMH website under the careers section, and they are also utilized in ads, career posters, and during career events.

General Recruitment Video: <https://youtu.be/Xc6VfBcXGsl>

Health Care Aide: <https://youtu.be/y9mGqX-FwAc>

Nutrition Services: <https://youtu.be/6Zi01Pm-VJs>

Environmental Services: <https://youtu.be/rX6WUfy6ZSY>

Therapy Services: <https://youtu.be/RXFJ9xjeeH0>

Financial Incentives

Nurse Recruitment & Retention Fund (NRRF) offers a Conditional Grant; \$4000 to new graduates who obtain a 0.6 EFT or higher in a rural health facility, and commit to work for 12 months.

NRRF offers a PCH Grant; \$2000 to nurses pursuing a 0.6 EFT or higher in a long term care facility in Manitoba, and commit to work for 12 months.

Further details about the above two grants and other funding available through NRRF can be found at: [NRRF Grants - Health Careers Manitoba](#)

Prairie Mountain Health offers a Conditional Grant to new hires of \$4000. This applies to hard to recruit to classifications in the Region. A 12 month service commitment to the Region is required. (All terms of the grant are outlined in the PMH policy.) If you have obtained the NRRF Conditional Grant, you are not eligible for the PMH Conditional Grant. Relocation Assistance can be offered to those moving to Prairie Mountain Health. A return of service commitment is required.