

MIRFY MacEwan Research



November 2007
Volume 3, Issue 3
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Get Involved

MacEwan Institute for Research on Family and Youth (mirfy):

- supports and promotes the work and research of faculty members at Grant MacEwan College
- makes connections between the college faculty’s work and other research being carried out across the country or abroad
- brings the work of college faculty to the general public and service agencies as well as to the college community

For more information, visit www.macewan.ca/mirfy

Recruitment and Retention in the Human Service Sector

David Fischer
November 19, 2007

MIRFY's Research in Motion and the Benefits to Undergraduates

The MacEwan Institute for Research on Family and Youth (MIRFY) is currently involved in a project aimed at determining recruitment and retention trends in the human service sector in Edmonton. The research team is attempting to identify themes and issues related to recruitment and retention using surveys, a literature review, and focus groups. Of the 470 anonymous surveys distributed to human service sector employees throughout the city, 148 (31.5%) have been returned and are ready to be analyzed quantitatively. The literature review consists of examining similar studies, government policies, news articles, demographics, and current practices in order to contextualize the current study. The team is also gathering qualitative data by conducting three focus groups. The groups have been divided into frontline workers, middle management, and upper management so as to avoid any possible conflicts or intimidations and to allow open and honest discussions of the questions posed. The project is still in motion as the research team works diligently to collect, analyze, and interpret data prior to concluding on current recruitment and retention trends in the human service sector.

The undergraduate members of the research team are benefiting from their participation in the project in several ways. None of the undergraduates are in an honours program which makes the research experience a great asset for future studies. Having research experience will aid team members who do wish to enter graduate school since

previous research experience increases the strength of an entrance application. Even if the undergraduate members of the team do not plan to pursue graduate studies, the skills learned will no doubt assist in better understanding concepts and methodologies presented in class. Another distinct advantage is being able to work flexible hours on the MacEwan campus. There is no need to waste time commuting back and forth between school and work; team members are allowed to work hours best suited to their schedule – be it early morning, between classes, in the evening, or on weekends. The attention to undergraduate-driven research at MacEwan can also not be understated. There are few opportunities available to non-honours students to conduct research at MacEwan; however, this does not necessarily mean undergraduates do not want to participate, it only means until now they have not had a group willing to train and mentor them. MIRFY’s current research is important not only to the undergraduates gaining experience, but also to the recruitment and retention of employees in the human services sector, and subsequently to the community at large.

Register Now

**Alberta (Dis)Advantage
for Families and Youth
Conference 2008**

**Early Bird Deadline
December 1, 2007**





Conference 2008 - January 25, 2008

9:00am – 4:00pm

105th St. Building (Room 5-142)
City Centre Campus, Grant MacEwan College

This year's Conference will be co-sponsored with Edmonton Social Planning Council
Please visit their website at www.edmspc.com.

Panel / Session Speakers

Marilyn Fleger Director of Community Services, Bissell Centre
Jan Reimer Provincial Coordinator, Alberta Council of Women's Shelters (ACWS)
Heather Day Youth Intervention Prog. Coordinator, Ben Calf Robe Society
Jim Gurnett Executive Director, Edmonton Mennonite Centre for Newcomers
Hope Hunter Boyle Street Co-op
Deanna Williamson Associate Professor of Human Ecology, University of Alberta

Agenda:

9:00- 9:45 Delegate Check In; Breakfast and Coffee
9:45- 10:00 Welcome and Introductions
10:00- 11:00 Speaker Panel, Round 1
Three speakers, followed by questions and discussion.
11:00- 11:15 Break
11:15- 12:15 Speaker Panel, Round 2
Three speakers, followed by questions and discussion
12:15- 1:30 Lunch
1:30- 2:30 Concurrent Sessions, Round 1
1. The Web of Poverty
2. Ben Calf Robe Youth Intervention Program
3. Last Ones In, Go to the Back of the Line
4. Must the Poor Always Be With Us?
** Two additional sessions to be announced.
2:30- 2:45 Break
2:45- 3:45 Concurrent Sessions, Round 2
1. The Web of Poverty
2. Ben Calf Robe Youth Intervention Program
3. Last Ones In, Go to the Back of the Line
4. Must the Poor Always Be With Us?
** Two additional sessions to be announced.

Registration forms are available by visiting www.macewan.ca/mirfy or emailing
mirfy@macewan.ca

We will be collecting for the food bank at the event. Please support us by bringing non
perishable food items.

MacEwan Institute for Research on Family and Youth
Grant MacEwan College, City Centre Campus, 7-198 (780) 633-3924
mirfy@macewan.ca www.macewan.ca/mirfy

Get Involved!

Mirfy is supported by an Executive Committee made up of MacEwan faculty members, and part-time staff.

Executive Committee

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*Let Mirfy
kick start the
conversations
and
connections
that you have
been looking
for.*

If you want to get involved with Mirfy events and activities, please contact us at mirfy@macewan.ca or 633-3924 to find out how you can join a Project Committee or be a part of the Executive Committee. Mirfy is always looking for volunteers to help promote research on family and youth in the College and the community.



MIRFY

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Research on Family & Youth

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