



**Health Care**  
Human Resource Sector Council

# **Continuing Care Fall Forums 2019**

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# Attraction and Retention Initiatives

Attracting individuals to the sector to.....

Enhance the sectors' capacity to recruit and retain an inclusive, healthy, resilient and sustainable workforce through career promotion and stimulating the development of professional workplace practices.

# Resources [www.hcsc.ca](http://www.hcsc.ca)

## Career Videos and Brochures

- CCA Long Term Care  
<https://youtu.be/aDfDAnv8huc>
- Home Support <https://youtu.be/nkiWK7uTQuw>
- RCW Homes for Persons with Disabilities  
<https://youtu.be/DOWKsUDsysc>

# Resources [www.hcsc.ca](http://www.hcsc.ca)

A Self Assessment Tool for Career Seekers  
Career explorers can assess fit for  
careers in continuing and  
community care sector

Employer Profiles – Voluntary Basis

Include: Mission Statements/Purpose  
Size of organization  
Positions within organization  
Contact

# Career Toolkit for Continuing and Community Care

- A Resource for Career Practitioners and Employers to provide information on and promote continuing and community care careers including CCAs.
- Information can be added or deleted at any time to ensure up to date and is available on the Council's website [www.hcsc.ca](http://www.hcsc.ca) or in hard copy.

# Delivery of the Nursing Leadership in LTC (RN/LPN) 2019.20

- Phase 11 from the Development of Delivery of a standardized nursing leadership program by RNPDC (Registered Nurses Professional Development Centre) with support of the Council.

# Nursing Leadership and Orientation Program 2019.20

- 2 day program developed based on best practices and Beta tested across 4 health zones (Feb-April 2019)
- 4 hour Managers session added
- Leadership skills pre and post evaluation
- Set goals with Manager and evaluate
- 4 week post- workshop self evaluation

# Delivery of the Nursing Leadership Program 2019.20

- 6 deliveries: ½ day Supervisor/ Manager Sessions and 2 day Nurse Leadership Sessions facilitated by RNPDC
- Sessions underway Berwick, Port Hawkesbury, New Glasgow, Amherst and Liverpool.



# Nursing Leadership and Orientation Program

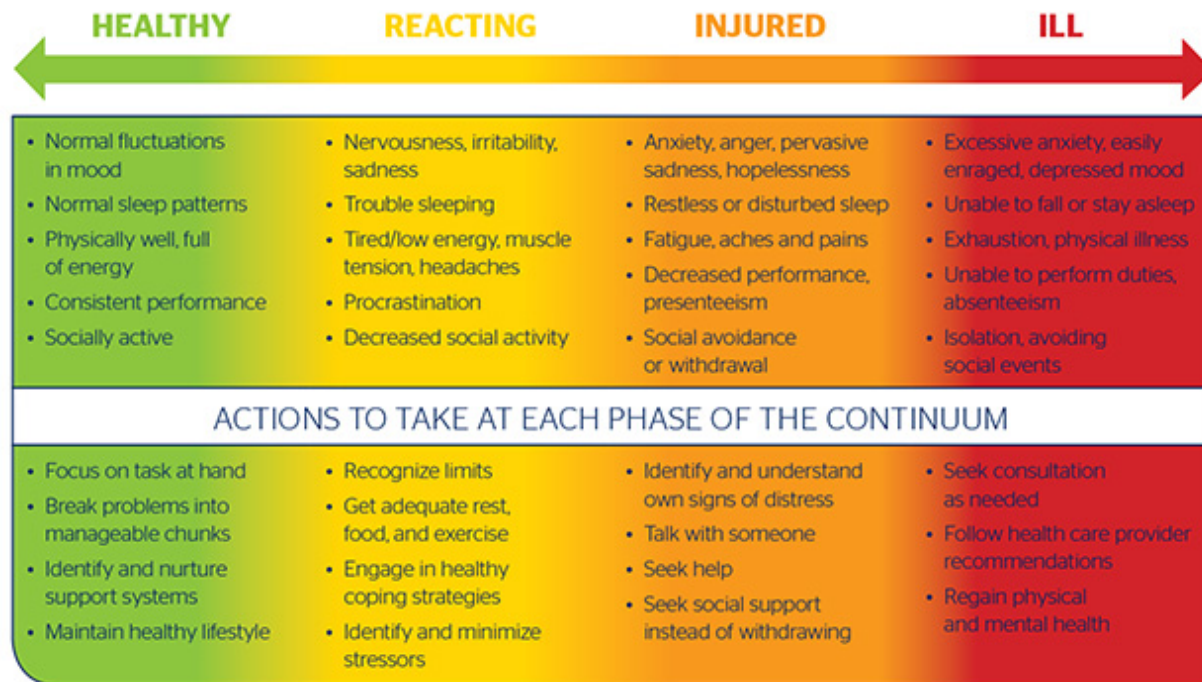
- Halifax's Managers session Nov.21st and LPN/RN sessions Nov.22nd and Dec.11th.
- Enquiries [training@hcsc.ca](mailto:training@hcsc.ca)

# Nursing Leadership and Orientation Program

- **Standardized Nursing Orientation**
- Recommendations only
- Based on Inter-professional Practice and Transition to Practice model

# TWM-The Mental Health Continuum

## MENTAL HEALTH CONTINUUM MODEL



# The Working Mind 2019.20

- LTC; Home Supports; Disability Supports
- 3 Council facilitators trained
- 20 Full day sessions (full day Manager Supervisor and ½ day Front Line Staff
- To date 12 delivered, remaining 8 scheduled
- 231 Staff Trained.
- Enquiries [stewart@hcsc.ca](mailto:stewart@hcsc.ca)

# CPI Non-Violent Crisis Intervention (NVCI) 2019.20

- Raise capacity for NVCI training within Continuing Care sector
- Trained 6 instructors ( 2 Council and 4 within each of the health zones)
- Original funding 2019.20 for delivery of 12 one day sessions
- All sessions delivered or scheduled by Nov 1<sup>st</sup> - 20 organizations and 250 staff.

# CPI Non-Violent Crisis Intervention (NVCI) 2019.20 Extension

- 18 additional training days
- Work beginning on scheduling.
- Enquiries [stewart@hcsc.ca](mailto:stewart@hcsc.ca)

# Home Support Initiatives 2019.20

- Funding through the Canada and NS agreement in home and community care and mental health and addictions Service Funding Agreement.
- Targeted funding by Continuing Care Branch to support Organizational Training in the Home Support Sector

# Home Support Leadership Program Central Zone and Refresher Sessions

- Central Zone Home Support 3 day workshop delivery October 22, 23 and Nov 5<sup>th</sup>
- Facilitator Alison MacEachern
- Collect data through survey and interviews with participants in previous 4 deliveries and design new materials/exercises for refresher session in each of the zones.



# Development of an Orientation Resource for Employers of CCAs in Home Support

- Project Consultants – PMA Workforce Development Solutions
- Beneficial to both the new employee and the organization by
  - Shortening new employee learning curve, increasing productivity
  - Facilitates policy and procedures compliance
  - Improves job satisfaction and promotes communication between managers and staff

# Development of an Orientation Resource for Employers of CCA's in Home Support

- Project Advisory Group (PAG) provide support to the initiative
- Inventory of available resources and literature review
- Research current models including those in the sector
- Employer and CCA key informant interviews
- Pilot and develop final tool, communications plan

# Home Support Nova Scotia Training Fund

- Purpose of the fund
  - To foster skills to support practices in client care, improve productivity and quality of work life
  - Increase innovation in recruitment and retention
  - Support leadership and staff development
  - Adapt new technology, equipment or work processes
  - Foster workplace diversity

# Home Support Nova Scotia Training Fund

- Not eligible
  - Legislated or regulated mandatory training
  - Information training and/or training by internal staff or trainers
  - Training included with purchase of new equipment
  - Conference participant fees

# Home Support Nova Scotia Training Fund

- Eligible Trainers
  - Third party
  - Qualified to provide training
  - Not immediate family or principal in the organization

**Training must be completed by March 31, 2020**

**Apply on line at [www.hcsc.ca](http://www.hcsc.ca) application portal**

# Enquiries regarding the Home Support Initiatives

**Everest@hcsc.ca**

# Thank you.

## Questions!

