

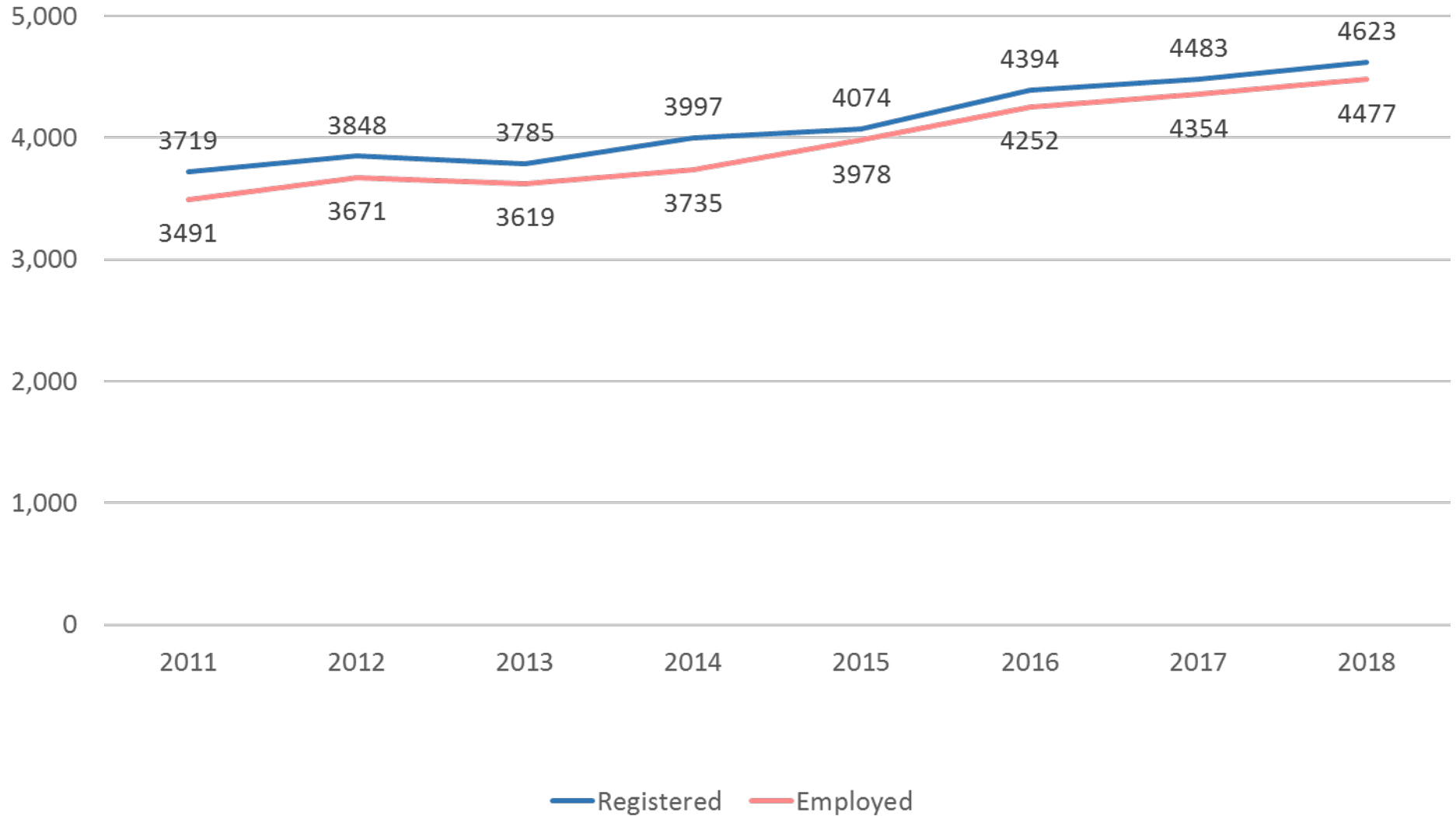


# Nova Scotia's Continuing Care Workforce

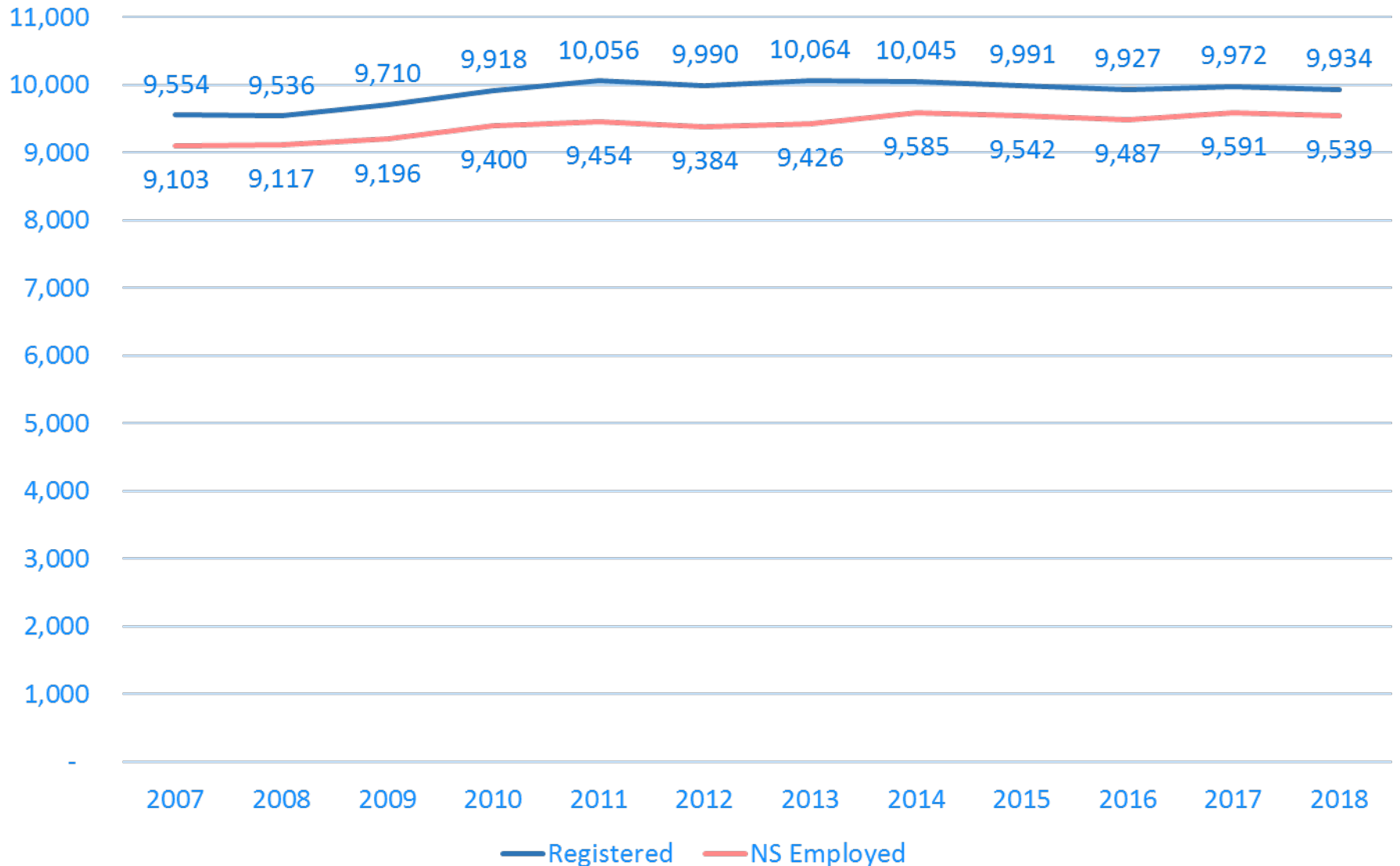
June 2019



# Nova Scotia LPN Supply, 2011 – 2018

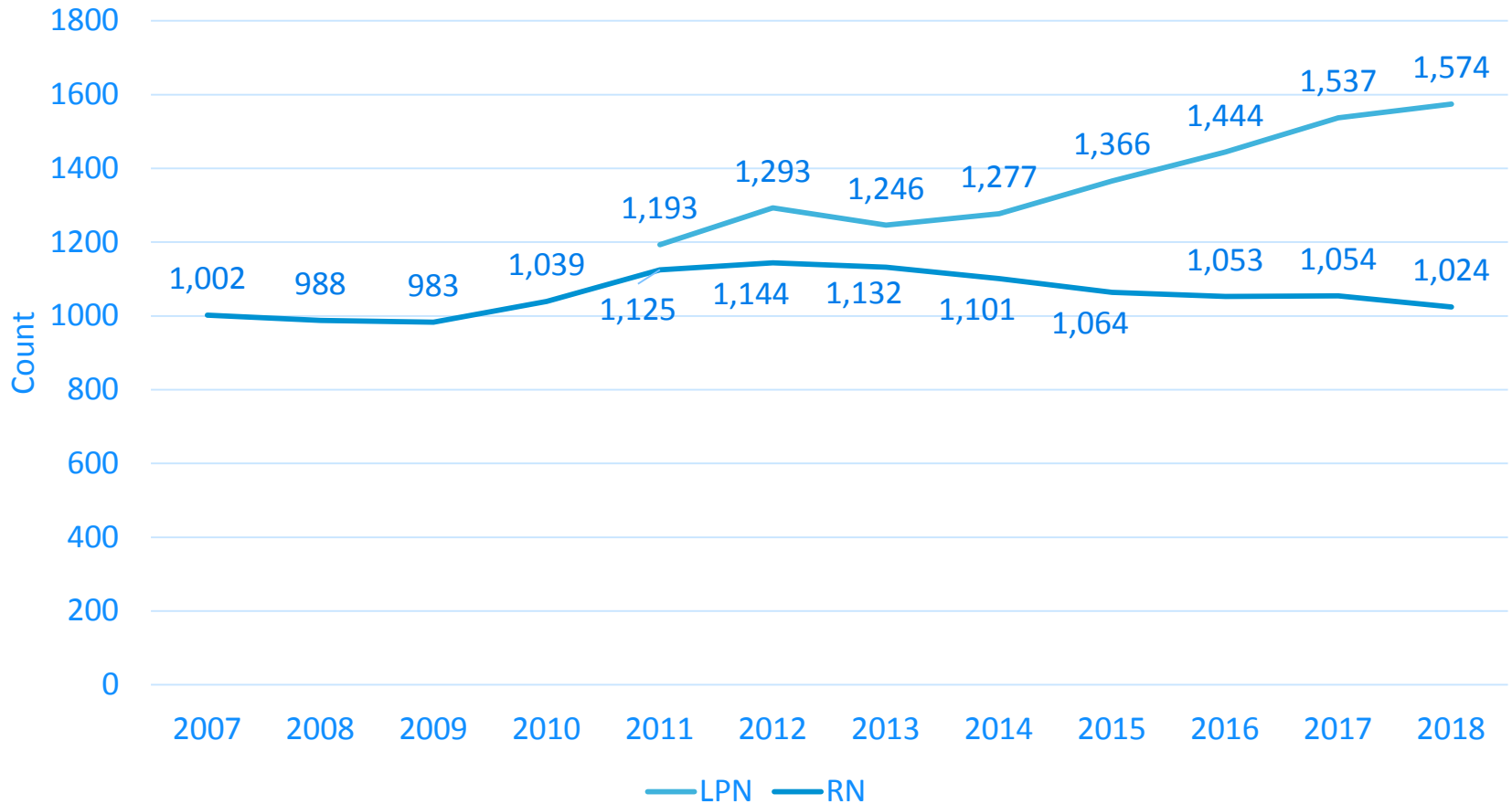


## Nova Scotia Registered Nurse Supply, 2007 - 2018



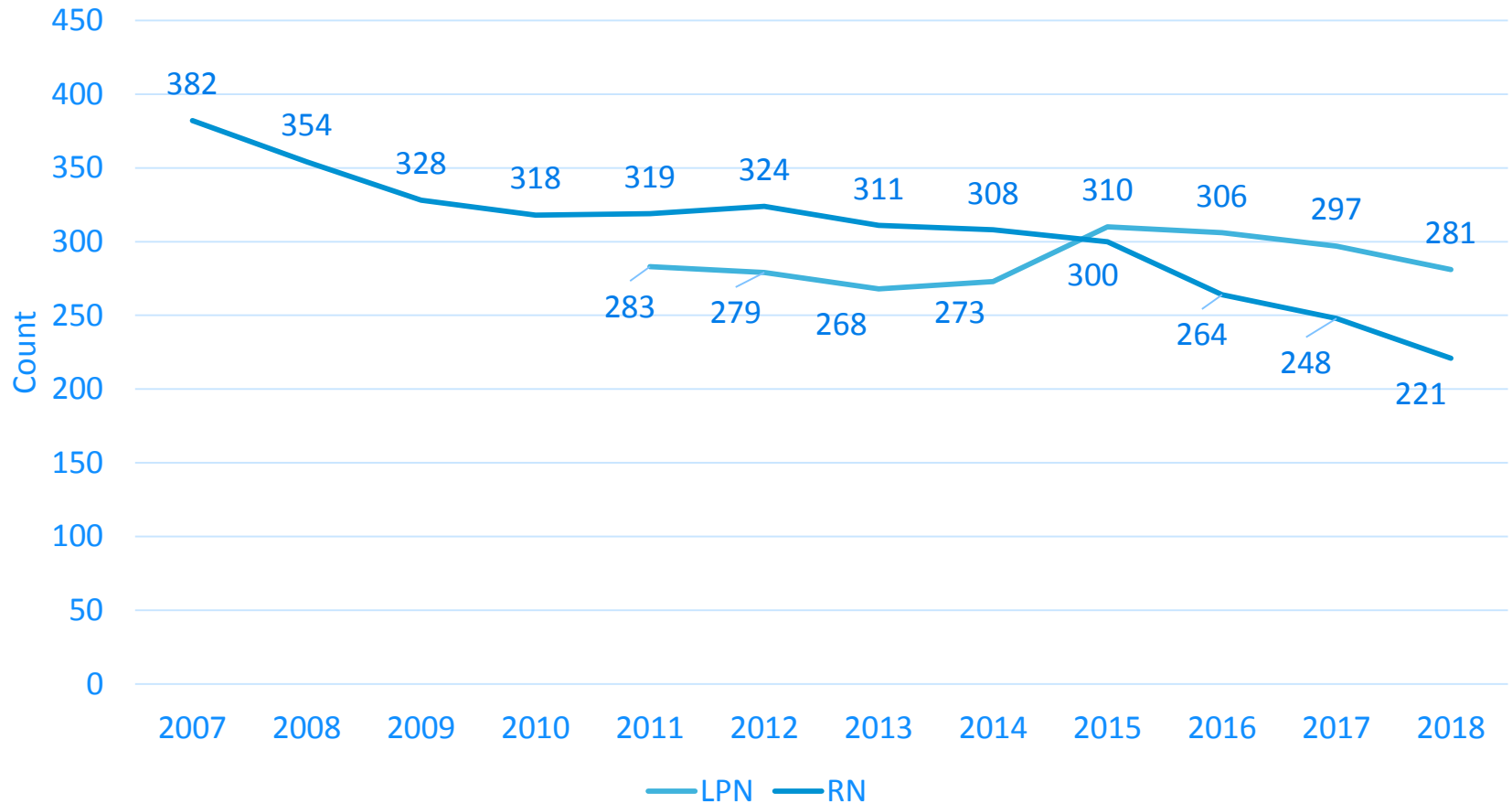
# The Nursing Workforce in Long-Term Care

LPNs and RNs Reporting Working Primarily in Nursing Homes/LTC in Nova Scotia, 2007 - 2018



# The Nursing Workforce in Home Care/Home Support

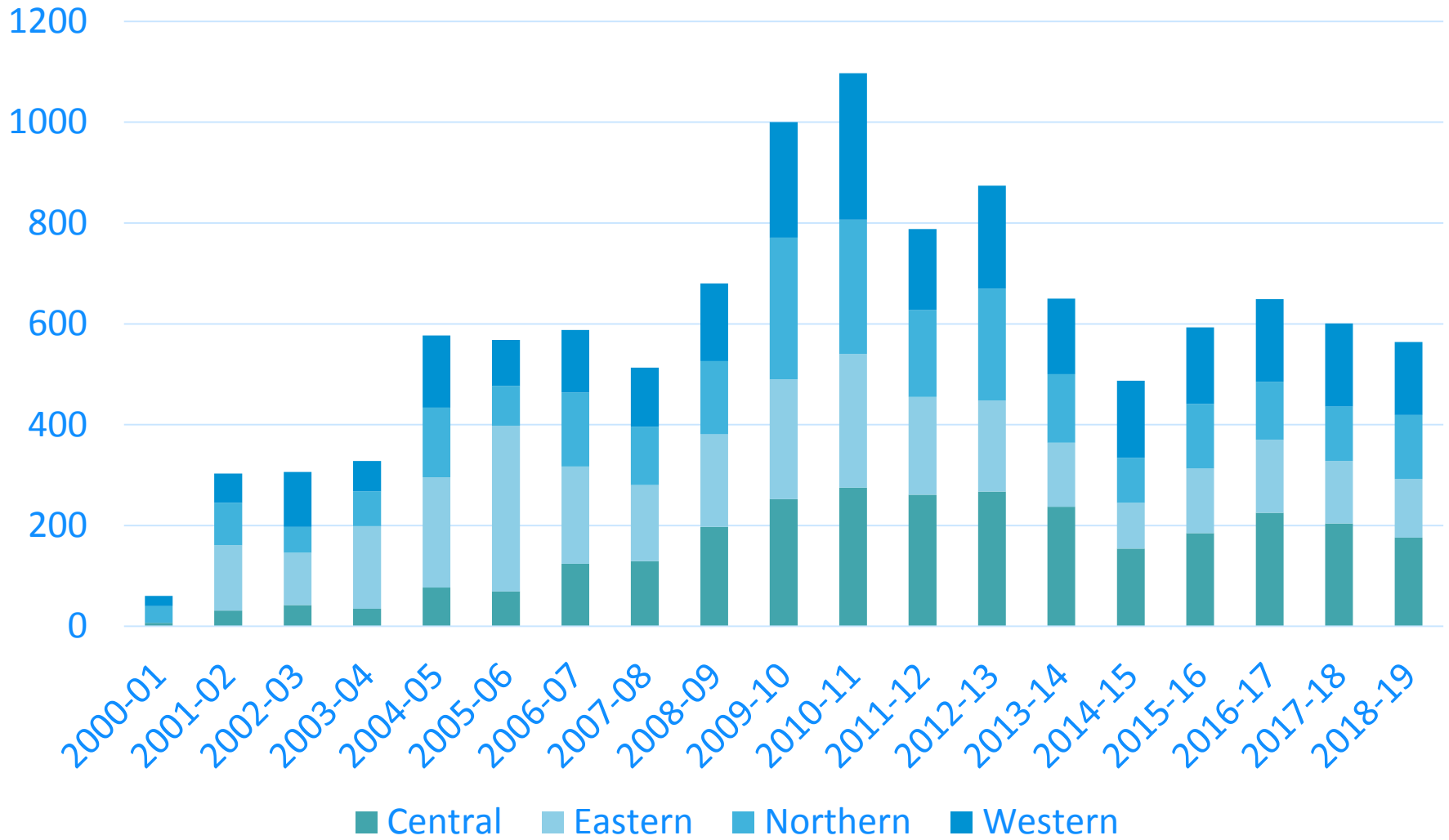
## LPNs and RNs Reporting Working Primarily in Home Care/Home Support in Nova Scotia, 2007 - 2018



# Overview of provincial CCA workforce

- >11,000 certified since 2000 (another 564 in 2018-19)
- Distribution of estimated FTEs by sector (2018-19):
  - Nursing homes: 3,977 (57%)
  - Home support: 2,378 (34%)
  - Residential care facilities: 361 (5%)
  - Acute care: 302 (4%)
- LAE reports province-wide labour shortages for positions paying as much as \$25/hr

## Numbers of Newly Certified CCAs in Nova Scotia by Zone, 2000/01 - 2018/19

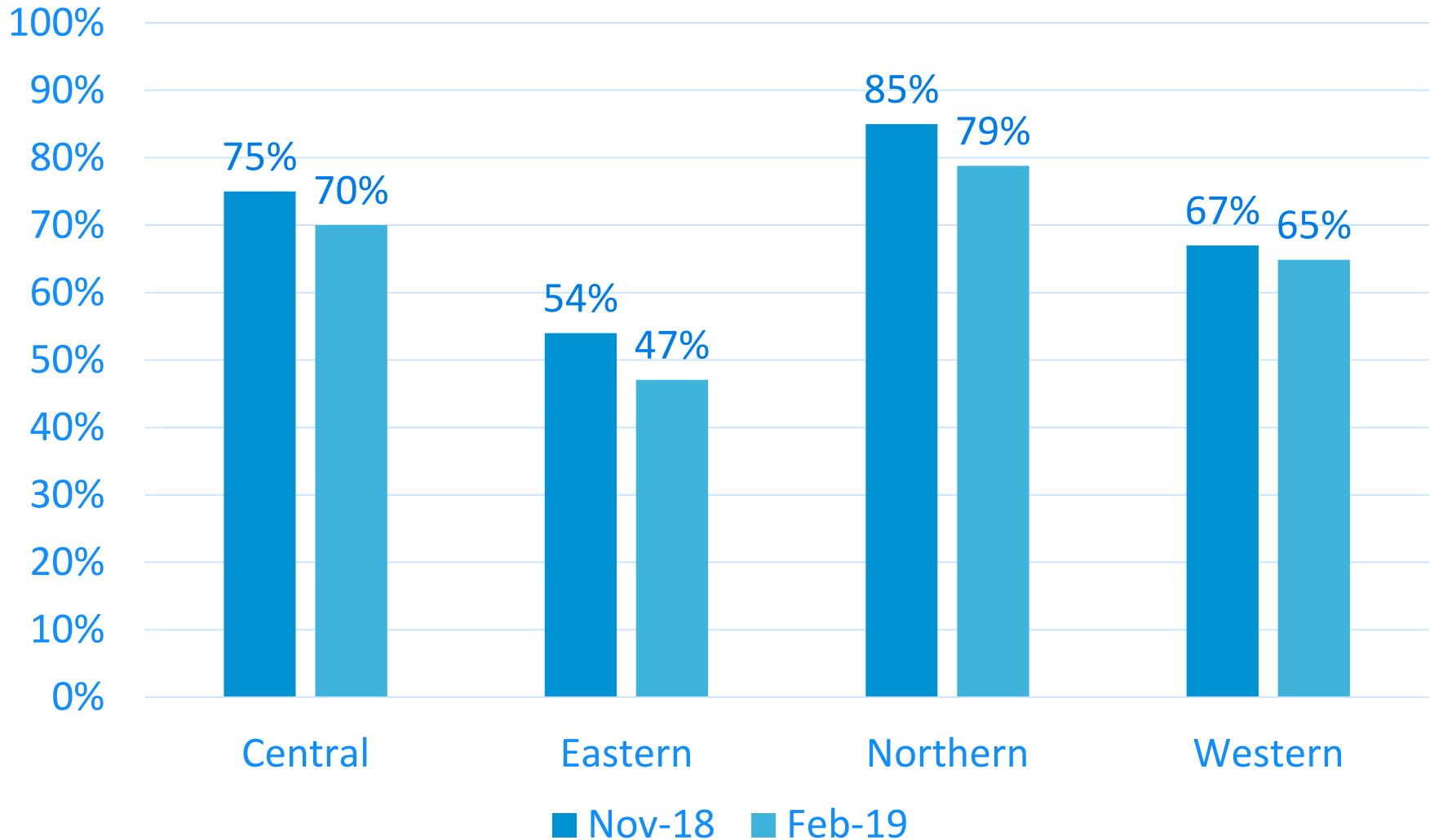


# LTC vacancy survey

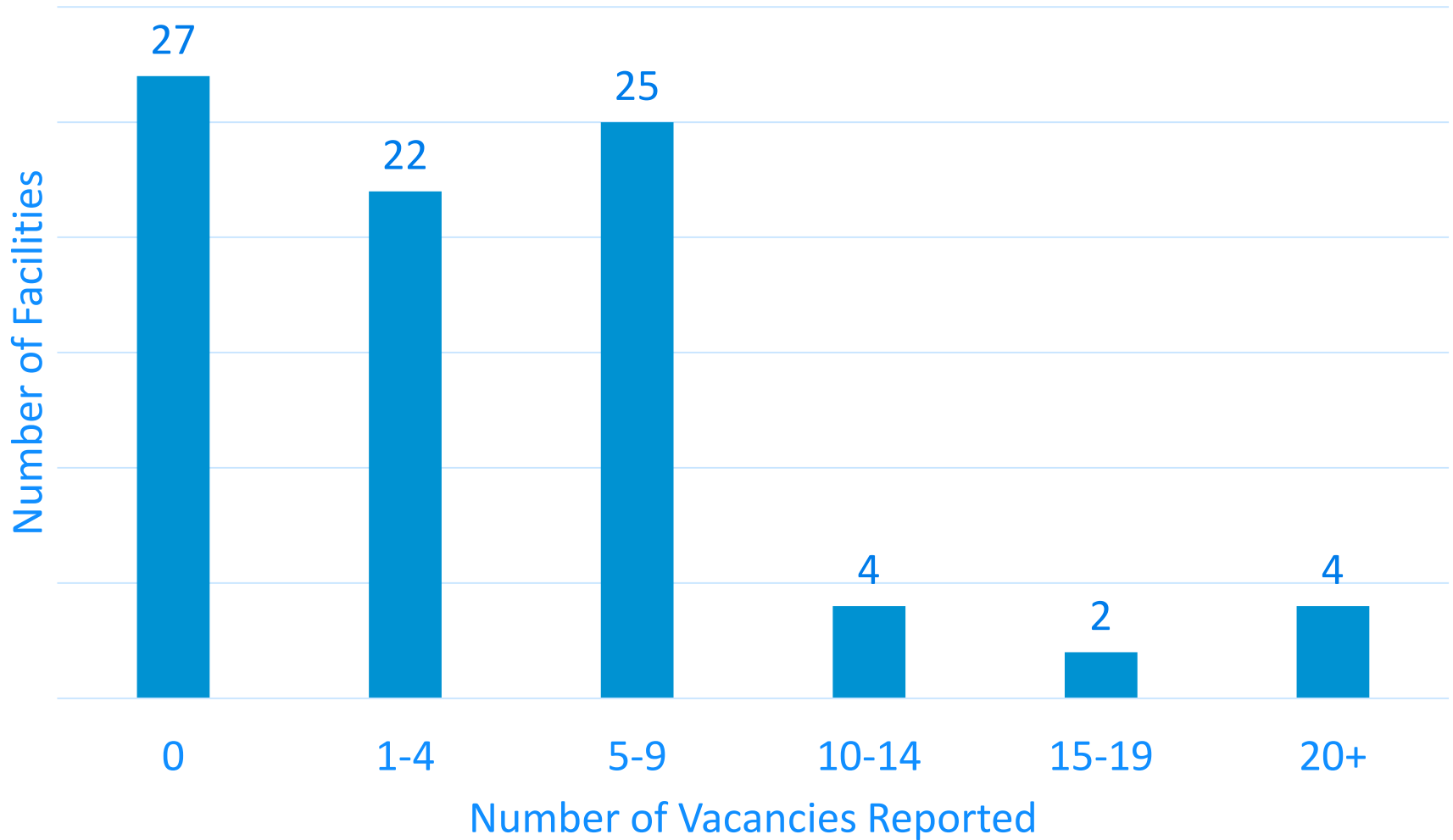
- First survey distributed November 19<sup>th</sup>, 2018
  - Previous survey of the sector: 2015
- Second survey distributed February 19<sup>th</sup>, 2019
- Responses received from
  - 70 nursing homes (76%)
  - 17 RCFs (40%)



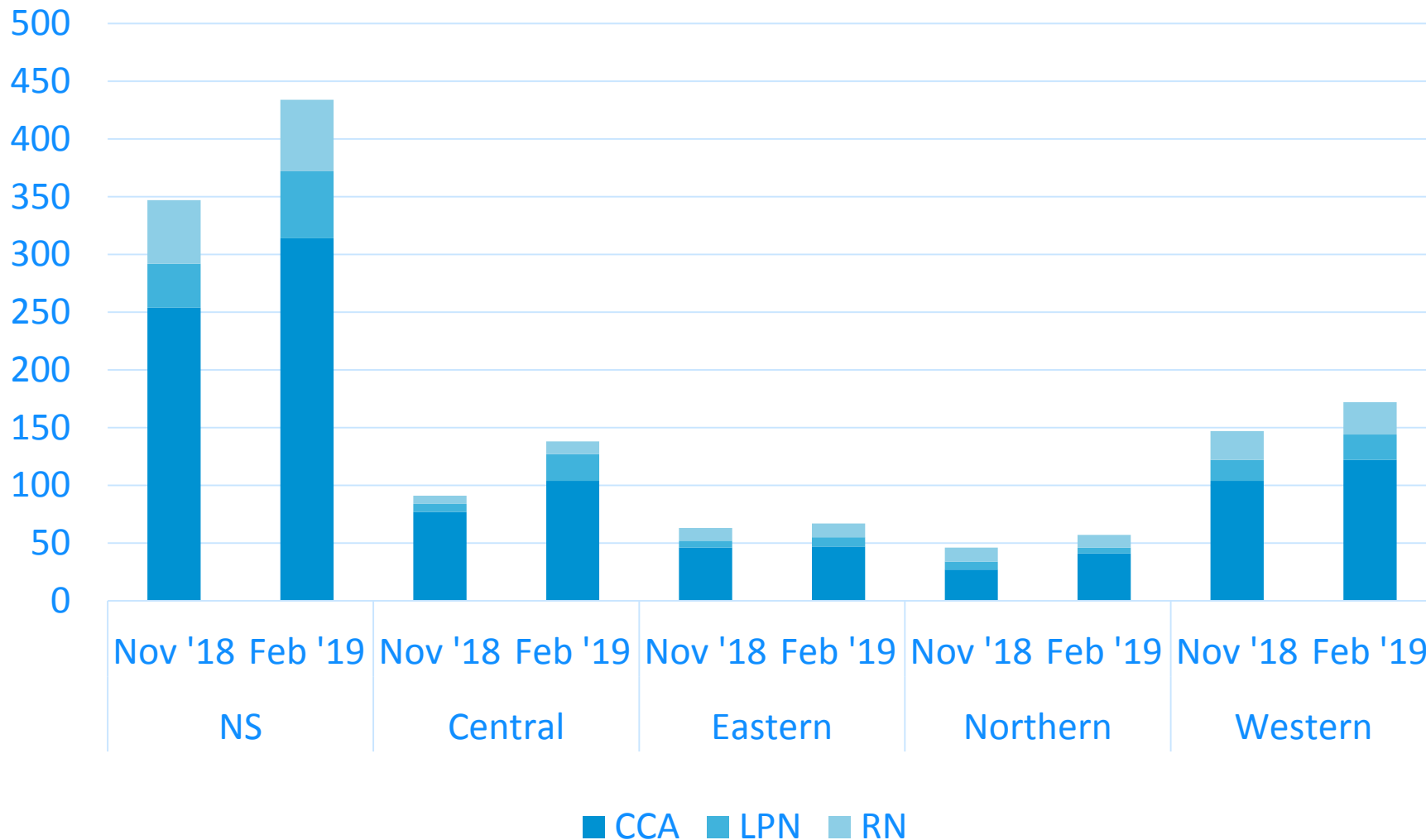
## LTC Vacancy Survey Response Rates by Zone, November 2018 vs. February 2019



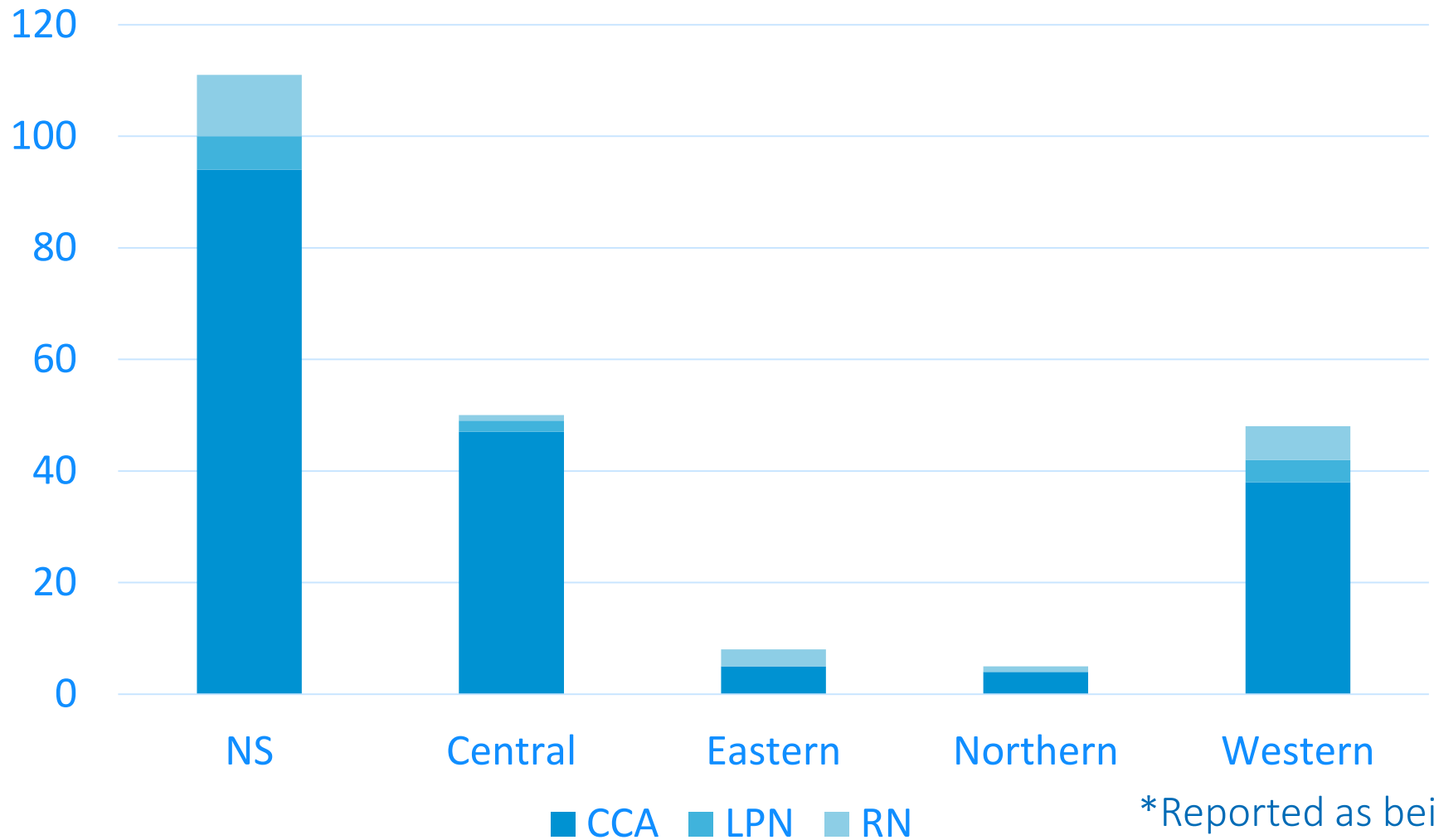
## Number of NS LTC Facilities by Number of Reported Vacancies, February 2019



## Number of Vacancies Reported among NS LTC Facilities by Profession and Zone, November 2018 and February 2019

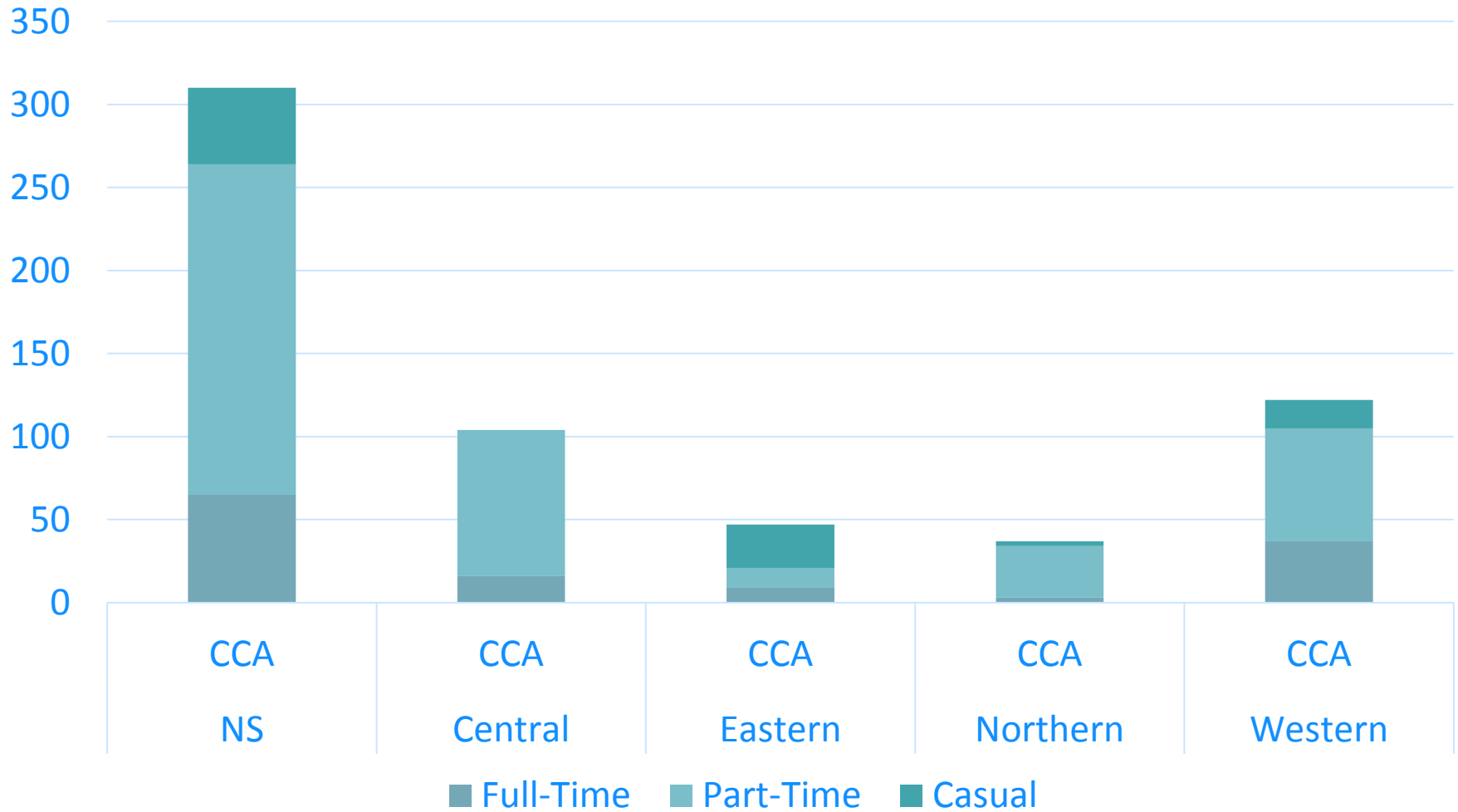


## Hard-to-Fill\* Vacancies Reported by NS LTC Facilities by Zone and Profession, February 2019

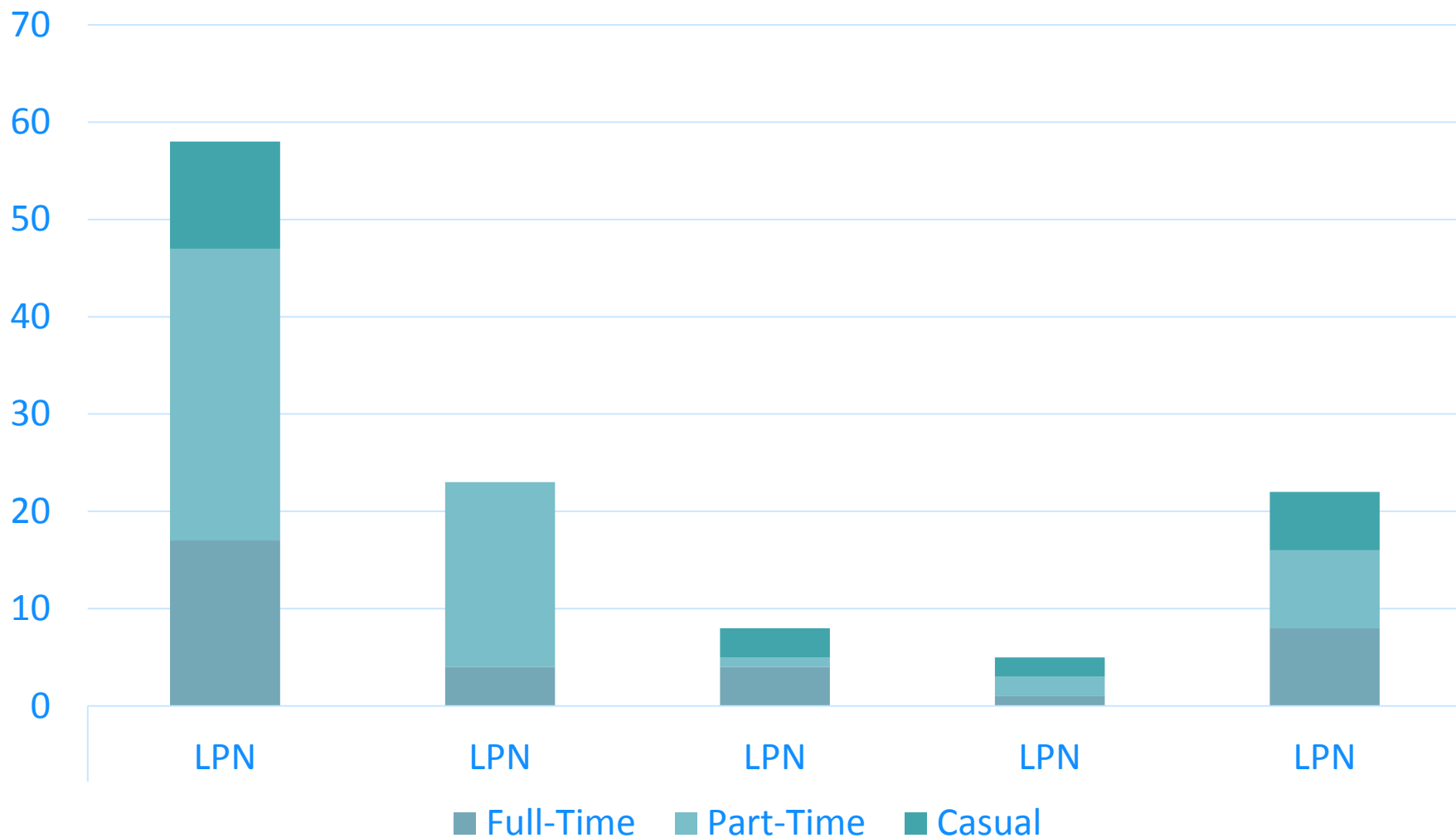


\*Reported as being vacant for 90+ days

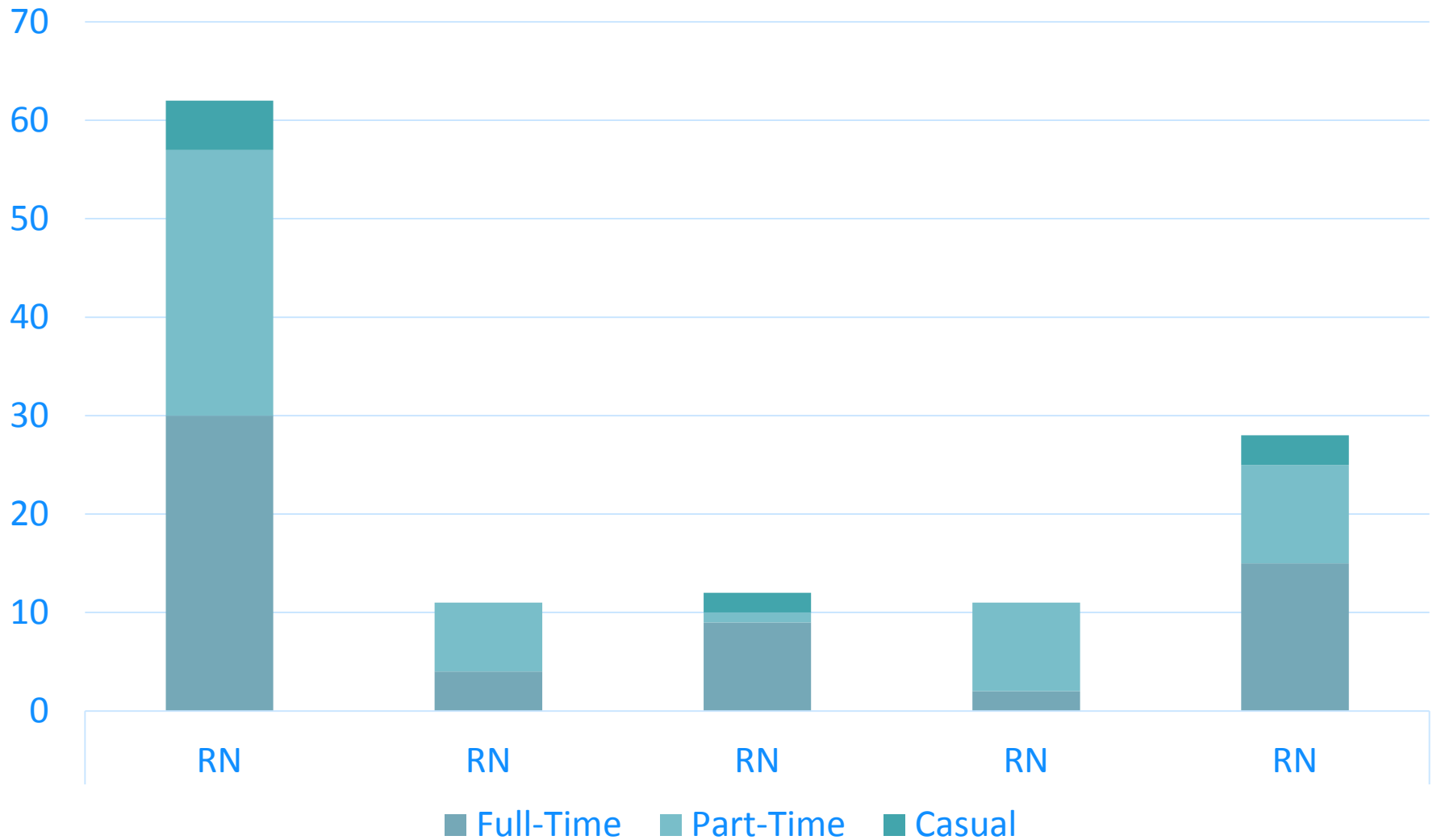
## Number of Reported CCA Vacancies in NS Long-Term Care Facilities by Zone and Type of Position, February 2019



## Number of Reported LPN Vacancies in NS Long-Term Care Facilities by Zone and Type of Position, February 2019

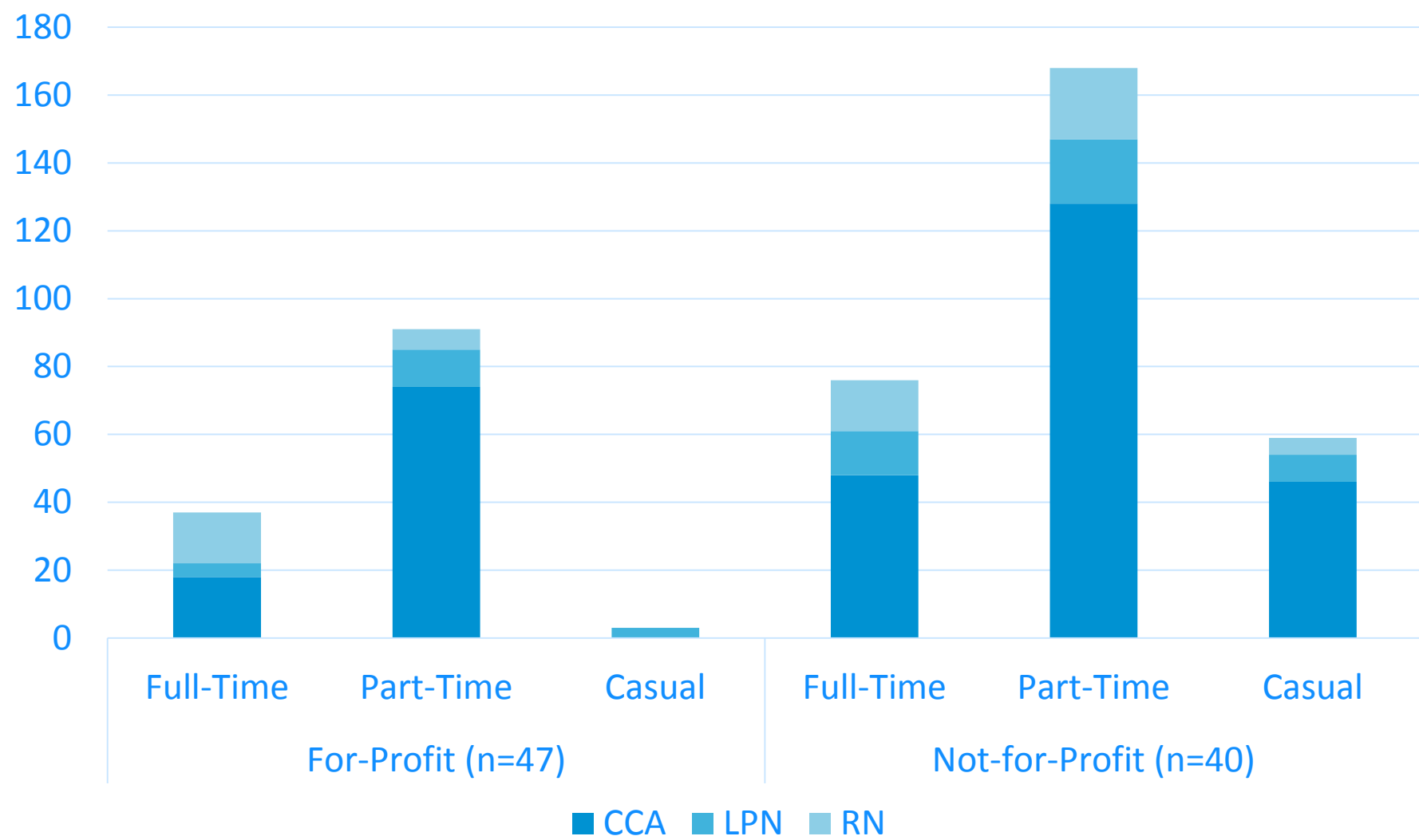


## Number of Reported RN Vacancies in NS Long-Term Care Facilities by Zone and Type of Position, February 2019





## Number of Reported Vacancies among NS LTC Facilities by Profession, Position Type, and Facility Business Model





<b>Reason for vacancy</b>	<b>Number of Reported Vacancies</b>	<b>Percent of Reported Vacancies</b>
<b>Resignation</b>	71	17%
<b>Internal Transfer</b>	70	16%
<b>Other</b>	62	14%
<b>Relief</b>	60	14%
<b>Sick Leave</b>	51	12%
<b>New Position</b>	38	9%
<b>Missing</b>	32	7%
<b>Leave of Absence</b>	27	6%
<b>Retirement</b>	9	2%
<b>Termination</b>	6	1%
<b>Worker's Compensation</b>	4	1%
<b>Training</b>	0	0%



# Strategies for Strengthening Nova Scotia's CCA Workforce

- Bursary program
- RPL Program accessibility
- Entry to Practice Policy
- Media campaign
- CCA Registry

Questions?

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## Reported Distribution of Staff Positions among NS LTC Facilities, February 2019

