



Presentation
Atlantic Association of Applied Economists (AAAE)
June 27, 2023

Presenter: Janet Everest, Executive Director

Introduction:

Our Vision:

A Diverse sustainable health and community care (disability support sector) workforce.

- ❖ Over 20 years of proven results in supporting a professional and sustainable workforce, and in helping develop healthy and diverse workplaces through facilitation and collaboration.
- ❖ Provide Leadership in Human Resource Innovation, Research and Knowledge

Strategic Priorities

2022



Human Resource Planning

Increase the available workforce for the sectors, ensuring the right person for the right role, leading to sustainability



Attraction & Retention

Increase the sustainability of the sectors' workforce



Training

Enhance Council's leadership in the development and delivery of industry-specific training to foster innovation and sustainability



Partnerships and Collaboration

Enhance and grow strategic partnerships and collaborative relationships



Diversity, Equity and Inclusion

Ensure the Council is sensitive to, and responsive to, Diversity, Equity and Inclusion (DEI)



Brand Awareness & Marketing

Refine and increase understanding of, Council's value to the sectors we serve

State of the Sector

NS publicly-funded system

Includes approximately 45,000 physicians and other employees

Roughly 69% of DHW Annual Budget towards compensation, roughly 3.33-billion per year.

In Acute Care, majority of health care professionals (e.g. nurses medical laboratory technologies, respiratory therapists) are regulated.

Opposite of Continuing Care (Long-Term Care, Home Support) – relies heavily on unregulated workforce

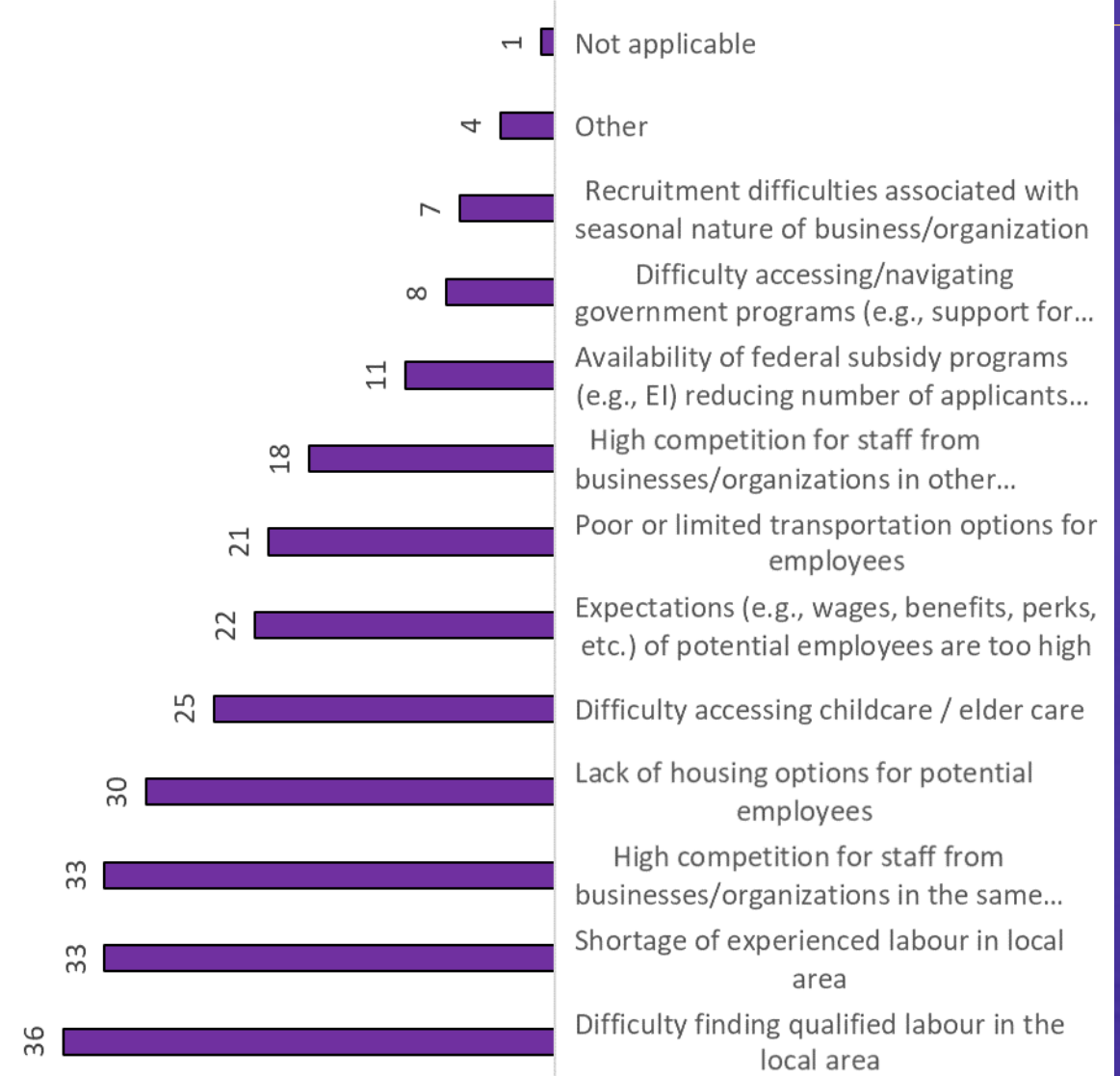
Continuing Care Assistants (CCA's) represent the greatest human resource challenge in the CC sector.

Nurses make up largest portion of the health workforce at around 15,000 (RNs, LPNs, NPs)

Direct care staff in the disability support sector (excluding supervisors and nurses) number around 5,3000 serving 5,100 across the province in residential and non-residential services. Impact: Remedy

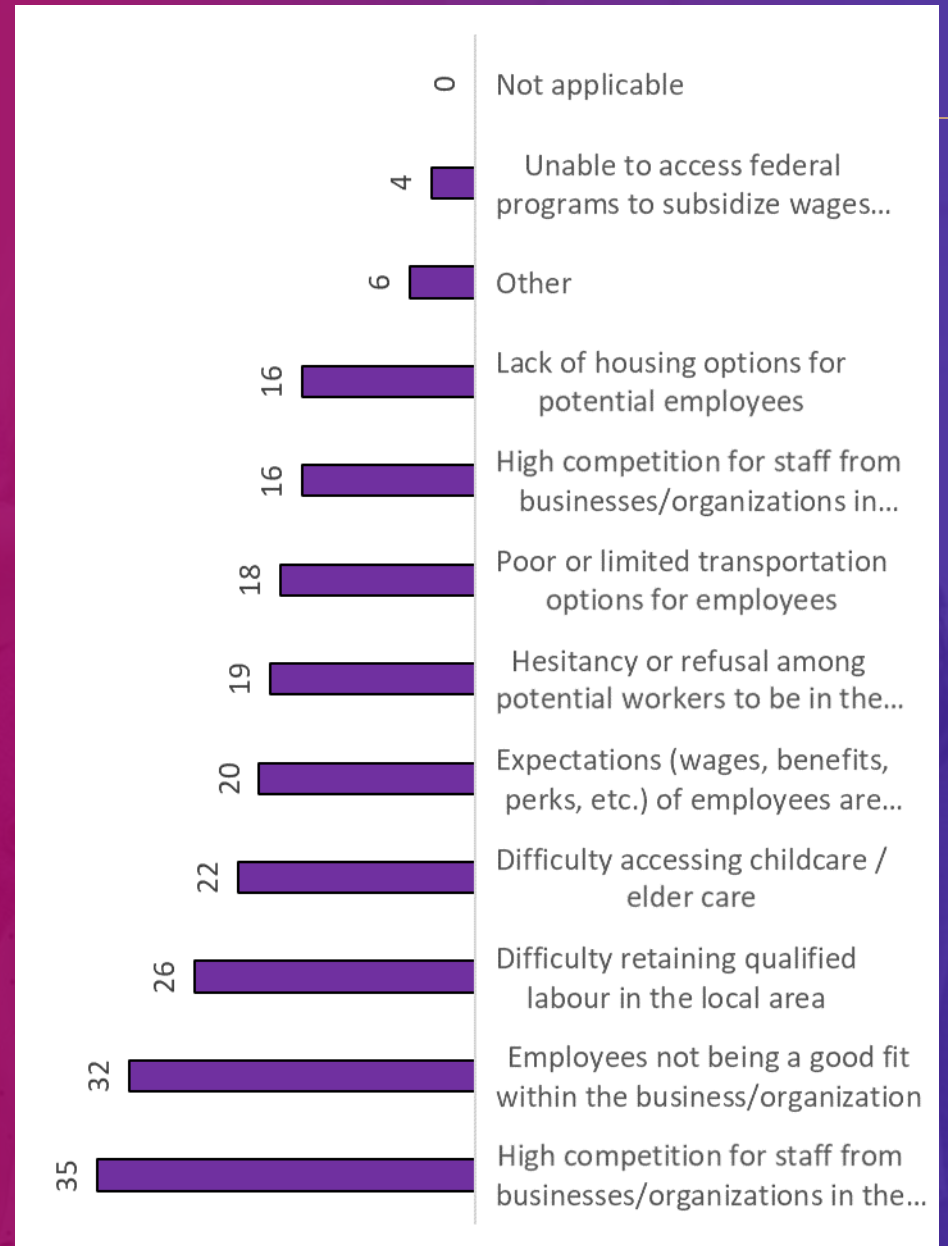
Sector Identified Recruitment Challenges

LMI 2022.23



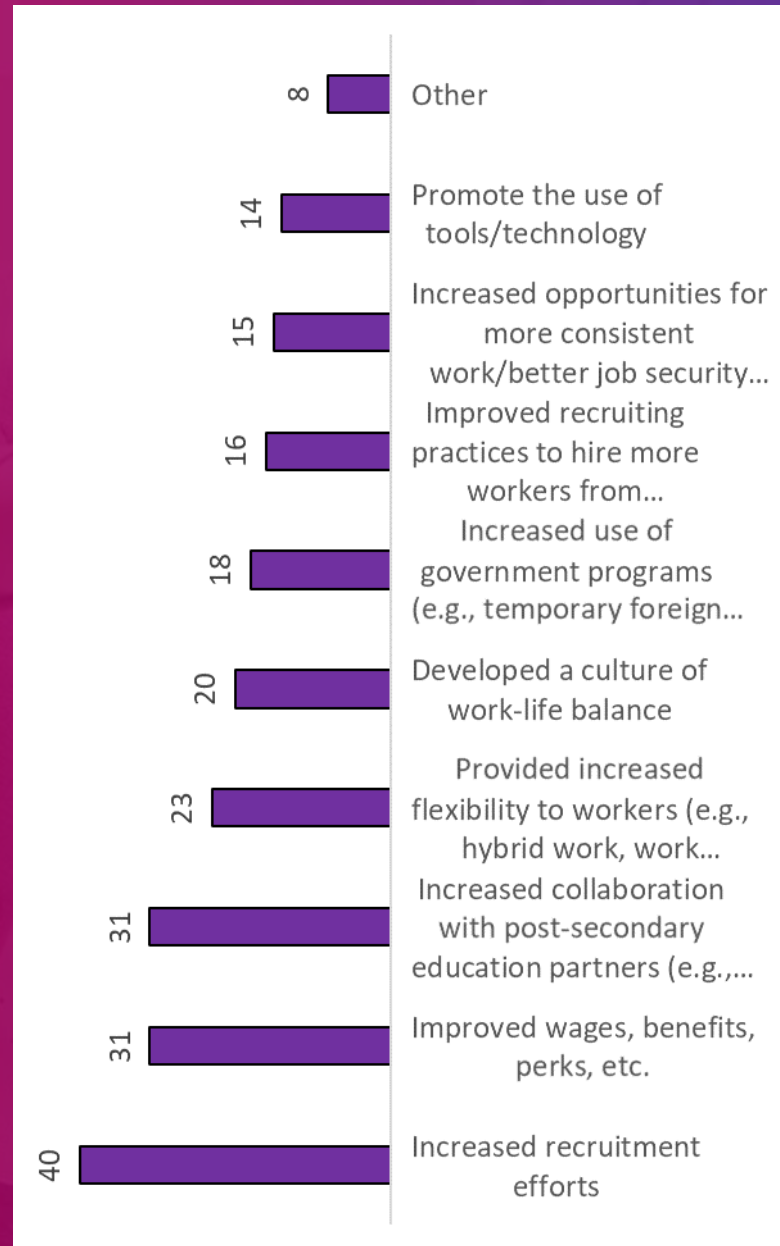
Sector Identified Retention Challenges

LMI 2022.23



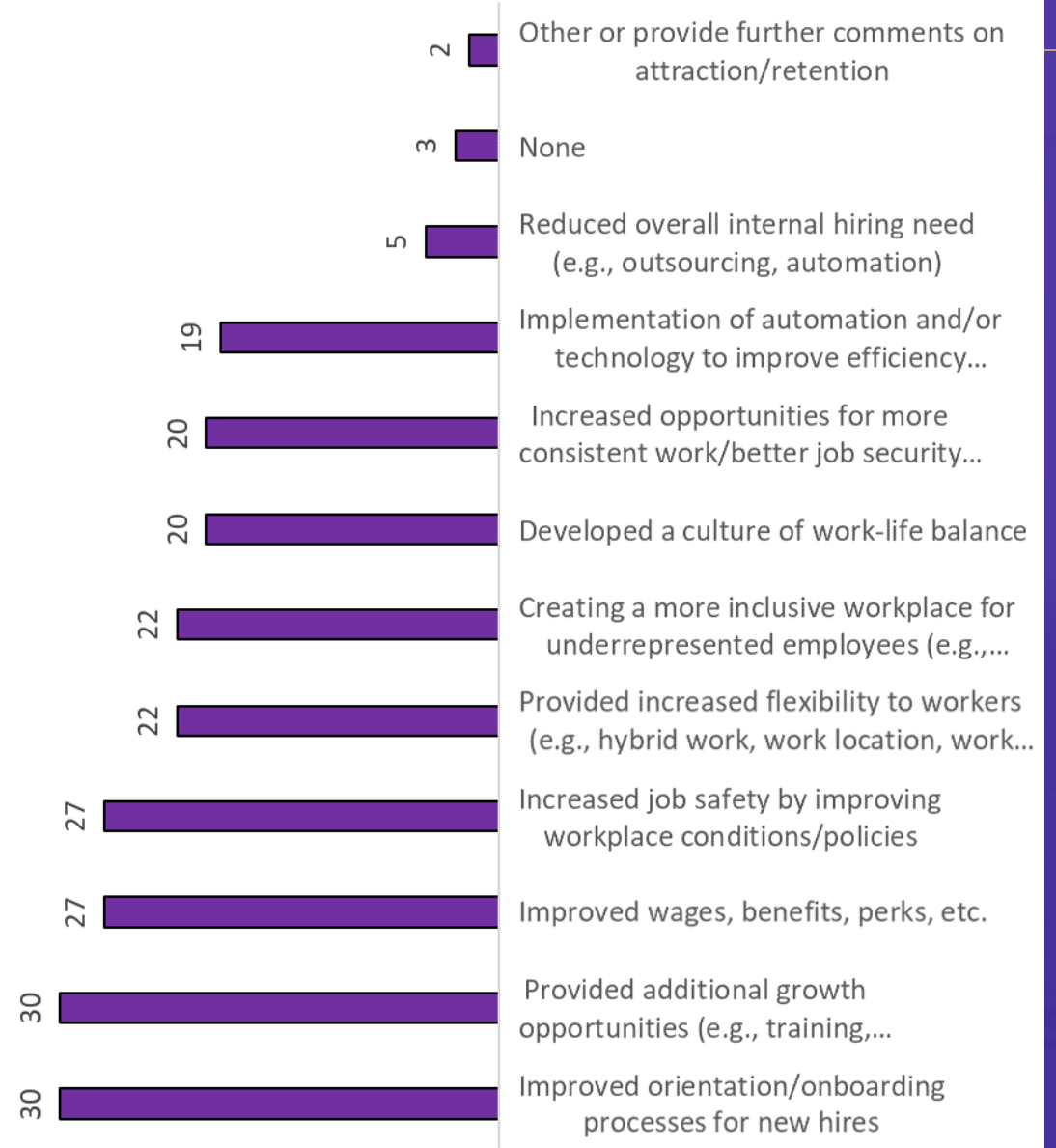
Recruitment Strategies

LMI 2022.23



Retention Strategies

LMI 2022.23



SECTOR SPECIFIC TRAINING INITIATIVES

The role of the Council in recruitment and retention in the sectors.

Knowledge transfer and training are strategic imperatives for enhancing the sectors' capacity to recruit and retain employees and to create welcoming and healthy workplaces.

”

Workplace Psychological Health

The Working Mind Program (MHCC)

Mental Health First Aid

Contagious Resilient Leadership

Safe Workplaces

Non-violent Crisis Intervention Training (NVCI)

Gentle Persuasive Approach (GPA)

Diversity, Equity, Inclusion and Accessibility

Customized training (Unconscious bias, micro-aggression) for front line staff

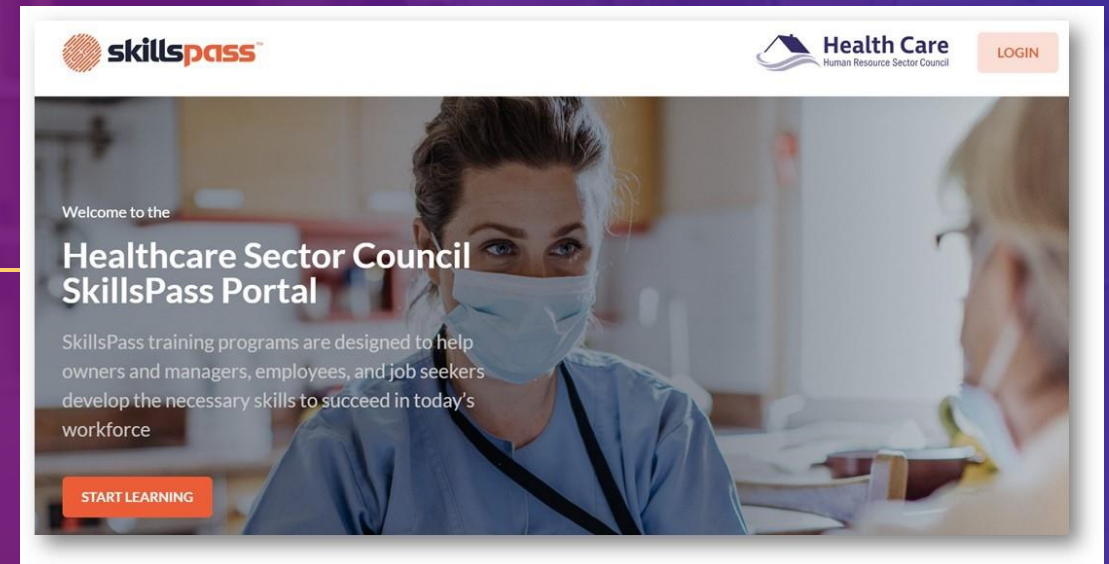
Leadership Training focused on recruitment and retention

Days of Learning

Organizational environmental scan

Sector Specific Resources

- Home Support Orientation and Onboarding Resource
- An Orientation and Onboarding Resource for Employers of Long-Term Care Assistants in the Nova Scotia Long Term Care Sector Project
- Career Promotion Videos and fact sheets
- Career Exploration Toolkit





Thank you