Investing in the Workforce: Efforts in Canada and Nova Scotia

May 26, 2022
Top considerations for health systems

Jurisdictional scan
(Nova Scotia Health 2022 Rapid Review):

• Access considerations
• Staffing shortages
• Overcrowded EDs and inpatient services
• Backlog of surgeries
• COVID–19
• Access to care in rural communities
• Chronic disease management and complex care
• Modernization of health care
High impact Solutions

Multiple reviews conducted through 2021 and in 2022

- Digital first strategies for Access
- Retention and Recruitment – Strategies and Innovations
- Innovative Models of Care
- Digital and people solutions to enhance real-time decision-making
- Rural service models and service delivery frameworks
- Optimizing scopes
- Care at home and in your community
- Long COVID and surge planning
- Learning Health Systems
Enablers of Innovation

Jurisdictional scan (2021):

• Relationships and partnerships
• Curiosity
• Leadership
• Patient and Community, and Staff Engagement
The Nova Scotia Response

In Nova Scotia, we are working on several key initiatives to address several considerations raised through this report.
Team-based care

When health care professionals work to their full scope, it enables others to do the same, and focus on their areas of expertise.
Practice Education

- Early immersion program
- Transition to practice (TTP) programs
- Optimization of scope programs
- Interprofessional development programming
- Michener partnership
- Internationally educated and trained health professionals
Interprofessional Programming

Learning Institute for Healthcare

• Peer-to-peer mentorship program

• Education / training and wellness programming for professionals
Early Impacts

• Rural retention and recruitment strategies to address emergency department overcrowding and reduced inpatient capacity
• 4,371 learner placements
• 322 new nursing graduates
• Internationally Educated Professionals (domestic and International)
• Multiple licensing streams
  • 85 IENs to date
  • 100 more will be recruited this year
Thank you