

BC
Continuing
Care **Collaborative**





BC Cares: Past and Present

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- Introduction
- BC Cares
- BC Cares II
- BC Cares Renewal
- Conclusions

- BC Care Providers Association established BC Cares initiative in 2007 to address current and anticipated shortages of health care aides in complex seniors care sector.
- Collaboration with provincial government, public/private training colleges and employers.

BC CARES

- 2007-2008
- Established in response to provincial government plan to increase total number of long-term care beds in the province
- Emphasis on recruiting new people to sector; grassroots campaign
- Province purchased seats at training colleges for care aides
- Ministry of Advanced Education provided grant to support collaboration
- Lessons Learned

BC CARES II

- 2009-2011
- Established in response to successful first phase and to reflect labour market realities of economic recession
- Emphasis shifted to longer-term planning, more detailed analysis of systemic retention challenges and home support sector
- WorkSafe BC, unions and HEABC joined partnership
- Resulted in establishment of health and safety association for long term care sector (SafeCare BC)
- Lessons Learned

BC CARES Renewal

- 2018 - TBC
- Response to return of acute shortages in post-recession environment and success of SafeCare BC
- Focus on recruiting HCAs, LPNs & RNs to fill vacancies in LTC and HC sectors. Also promote the sector to fill vacancies in allied health and support occupations.
- Beyond BC Cares I & II:
 - Regional job fairs
 - Satellite Training Centres
 - Dual Credit Programs for High School Students
 - Job Match
 - Incorporate Safety into School programs

Conclusion

- Shortages across all elements of sector – not just HCA and nurses (recreation, kitchen staff, support services, therapists, dieticians, leadership)
- Maintain emphasis on workplace safety and effective return to work practices – integrate colleges
- Integrate volunteers and intergenerational programming into human resource planning
- Increase emphasis on K-12 engagement; building trades model
- Develop national solutions; leadership required