

**BC**  
Continuing  
Care **Collaborative**





# Enhancing Worker Safety to Address Recruitment & Retention

# Krista Livingstone Clark

Director of Admissions & Student Finance,  
Discovery Community College



# DISCOVERY

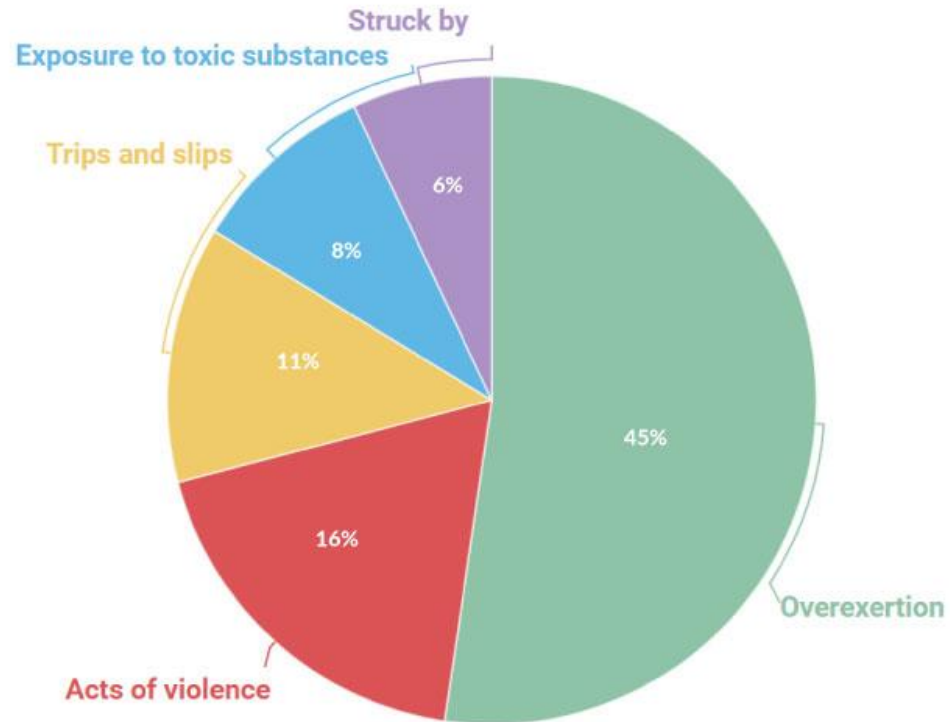
- C O M M U N I T Y -

# COLLEGE

Discovery Community College is committed to hands-on training and graduating work ready students who are sought after by employers.

# Top Accident Types

## Long Term Care



### Top Accident Types

## Common Challenges Identified by Educators:

- Outdated MSIP practice and knowledge
- Bad habits
- Lack of awareness
- Speed at the expense of best practice

## Common Challenges Identified by Employers:

- Short staffing
- Staff to client ratio
- Personal financial hardship

## Challenges Unique to Home & Community Care:

- Limited resources and equipment
- Personal surroundings



## Suggested Solutions:

- Train the trainer
- MSIP provincial standards
- Repetition in practice education
- Funding to train additional Care Aides
- Self care promotion
- Grants for equipment and renovations

## Opportunities for Collaboration:

- Program advisory committees
- Cross organization training
- Safety committees
- New graduate mentors

# Brainstorming

## PN educator to Island Health employer

*“...Facilities supporting student using proper techniques – this could be the employers talking to the staff prior to the practicum, mentioning that proper techniques is very important to the college?? Or the college doing demos for the staff prior to practicum?? Then there would be less flack from the staff to the students and hopefully the students won’t see the poor habits giving them false security that they can get away with improper techniques”*

# Brainstorming

Island Health employer to PN educator

*“Now you’re talking! I love this vision of safety culture!! How do we get this movement started?”*



Q & A