



Urban Vs Rural Workforce Challenges

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Contracted

- CC Beds = 3624
- AL Beds = 979
- Home support = 1.5m hours

Island Health O&O

- CC Beds = 1712
- Home Support = 1.1m hours



The Perfect Storm

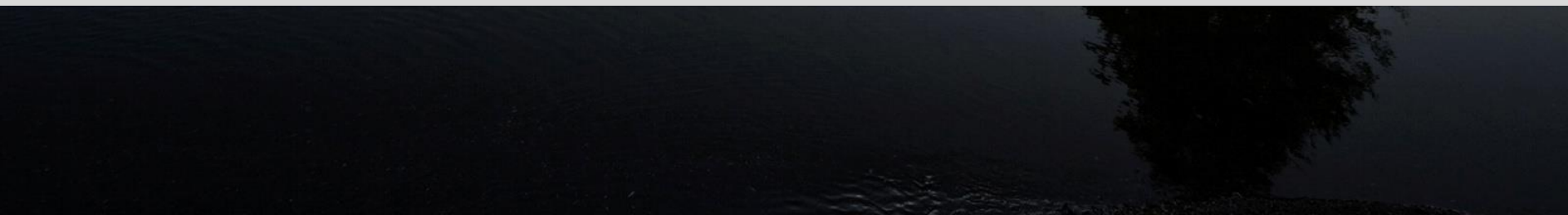
1. Growing/aging population.
2. Increasing acuity and frailty of clients
3. An aging workforce
4. Injuries and Sick time
5. Collective Agreement Challenges
 - Wage and benefit differentials between sectors
 - Frequent movement between job postings

The Perfect Storm

6. Increased utilization of HCAs in Acute Care
7. ESL challenges for some qualified candidates
8. Competition between public and private sector
9. Increasing care hours in residential
10. Increasing demand for Child Care Workers
11. Work “ethic” of Gen X, Y, and Millennial
12. Cost / availability of housing



Urban Vs. Rural Challenges



Urban Challenges

- Working for multiple employers
 - working 2 regular jobs
 - On multiple casual lists
- Significant employee churn within and between employers
- Cost of housing



Rural Challenges

- Small applicant pools
- Limited local training
- Collective agreement barriers to flexible workforce
- New hires will not relocate for casual work
- Partners unable to find work
- Housing availability



Strategies

- Increase training seats over all
- Promote community care as a career choice.
- Local training in smaller communities
- Attract Aboriginals to training opportunities
- Offer programs in High School

Strategies

- HCC Care delivery model changes
- Regularize Relief (more relief pool regular jobs)
- Address Collective Agreement language:
 - decrease churn
 - create more attractive schedules
 - create a single more flexible workforce in small communities
 - Wage gap between facilities and community