



# How aging boomers are impacting your business and what to do about it

By Daniel Fontaine | November 26, 2019

# SILVER TSUNAMI OR RISING TIDE?



BC Care  
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ASSOCIATION



# TIME-OFF REQUEST

Name \_\_\_\_\_

Cell Phone \_\_\_\_\_

Work Phone \_\_\_\_\_

Expert \_\_\_\_\_

Family Address (or Province/territories) I can contact to speak in emergency \_\_\_\_\_

Names \_\_\_\_\_

Phone Numbers \_\_\_\_\_

Names \_\_\_\_\_

Phone Numbers \_\_\_\_\_

Names \_\_\_\_\_

Phone Numbers \_\_\_\_\_



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# B.C. requires an additional 31,000 new long-term care beds by 2035 to meet future demand.

The Conference Board of Canada

B.C. is already short over 3,000 LTC beds.

By 2036, the demand for health care for frail seniors in LTC will increase by 120%.

The number of frail seniors living annually in LTC is expected to almost triple (from 38,000 to over 106,000) by 2042.

As of March 2018, there are nearly 1,400 seniors waiting for admission into LTC – a 7% increase over the previous year.





**Over 8 million Canadians provided informal care to a family member or friend.**

Statistics Canada. 2012. "Portrait of Caregivers"



**1.6 million caregivers took  
time off work to provide care.**

Report from the Employer Panel of Caregivers. 2015.



**44% of caregivers between the ages of  
45-64 care for both a parent and children.**

Report from the Employer Panel of Caregivers. 2015.

**Caregivers who look after seniors  
save Canada's health care system between  
\$24 to \$31 billion annually.**

Hollander, M.J., Lui, G., Chappell, N.L., Healthcare Quarterly 12(2): 42-49

1. How much time do I have to adapt?

**2. What is my government  
doing to prepare for this?**

**3. What is my company doing  
to prepare for this?**

1. How much time do I have to adapt?





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# People will need to work longer, retire later and engage in lifelong learning



## Canada



2 working adults support  
1 retiree

2050



4 working adults support  
1 retiree

2020



6 working adults support  
1 retiree

2000







**2. What is my government  
doing to prepare for this?**

OPINION

# Bedlam over beds: We can no longer ignore our long-term-care crisis


 ANDRÉ PICARD >  
 PUBLISHED MAY 28, 2019

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12 COMMENTS SHARE



Bedlam.

That is the perfect descriptor of the state of long-term care in Canada today.

The bulge of aging baby boomers, combined with head-in-the-sand planning and a lack of investment in care homes has resulted in mind-boggling wait lists, crumbling infrastructure and catastrophic staffing shortages.

And it's only going to get worse.

A new report from the BC Care Providers Association, titled [Bedlam in B.C.'s Continuing Care Sector](#), offers up a sobering summary of the current state of affairs.

For example:

- B.C. is currently 3,000 beds short of current demand, although officially there are 1,379 people on wait lists, 340 of whom are living in hospitals because there is nowhere else to go;
- The province needs to build about 45,000 new beds – 2,250 a year – over the next 20 years (for context, it currently has 27,000);
- To staff those beds, 19,000 new health workers will be needed, including 13,000 personal support workers and 4,000 nurses;
- Yet, in the past two years, only one new facility has been approved in the province, with 120 beds.

## TRENDING

1 Freeland, Champagne to be moved in Liberal cabinet shuffle: reports

2 The rules for using cash and credit cards

ROB CARRICK

3 More than 3,000 CN workers on strike, shutting down Canada's biggest rail network

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**How many new long-term care beds have been announced by the Province of B.C. in the last 3 years?**

A) 187

B) 287

C) 387

D) 487



**How many new long-term care beds have been announced by the Province of B.C. in the last 3 years?**

**A) 187**



# Seniors' care emergency looms in B.C. due to staff shortages

A new testing and registration regime has slowed the flow of care workers from other provinces and countries to a trickle.

RANDY SHORE Updated: June 18, 2019



SHARE

A seniors' care crisis is looming in B.C. with hundreds of care-aide positions unfilled, particularly in the Interior where the shortage is most acute, care providers say.



ADJUST

"It's an emergency," said Zander Cook, general manager of Haven Hill Care Centre in Penticton.

Haven Hill has unfilled vacancies for 12 care aides, but no applicants.



COMMENT

"It's hard to get qualified people," he said. "Even if we could pay more, there's no one to pay."

B.C.'s assessment and registration regime has slowed the flow of care workers from other provinces and countries to a trickle, according to the B.C. Care Providers Association (BCCPA).



PRINT

About 2,800 more care aides will be needed to fill vacancies over the next five years and care providers are getting desperate, they say.

"It's residents who suffer when we don't have enough people, but also the workers wear down," said

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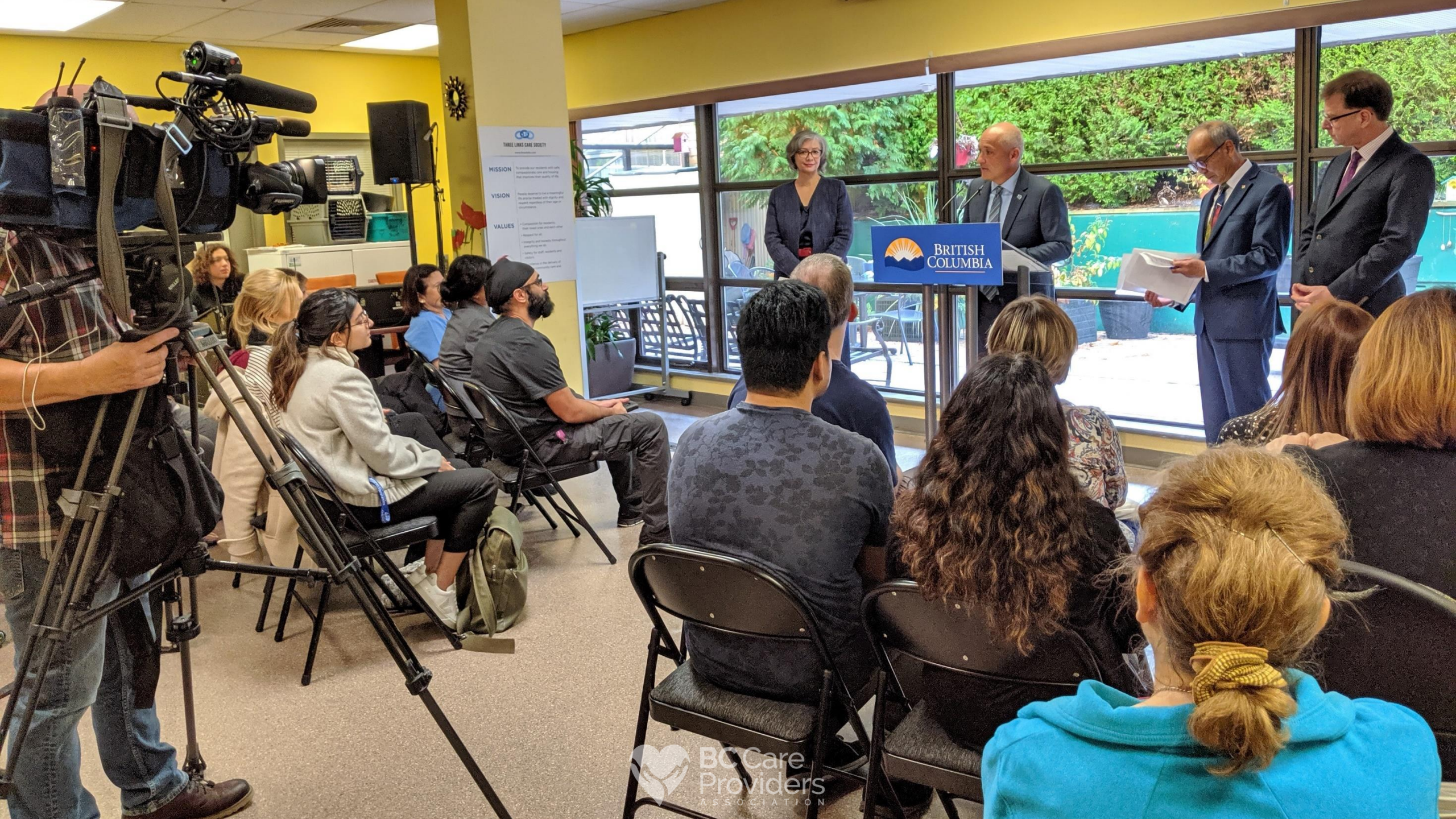
SEE PRODUCTS

	HCA vacancies	Vacancies per 100 LTC beds	Total capacity
East Kootenay	29.4	10	296
Kootenay Boundary	15.7	10	154
Okanagan	95.6	6	1,586
Thompson Cariboo	106.5	12	915
North Island	20	7	303
Central Island	96	7	1,348
South Island	49.2	5	948



	LPN vacancies	Vacancies per 1,000 LTC beds	Total capacity
East Kootenay	0	0	296
Kootenay Boundary	1.7	15	114
Okanagan	24.7	16	1,586
Thompson Cariboo	11.5	13	915
North Island	2	7	303
Central Island	18.8	14	1,348
South Island	25.4	27	948







Canadian Association  
*for* Long Term Care



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20 Tell us about your world in 2030.

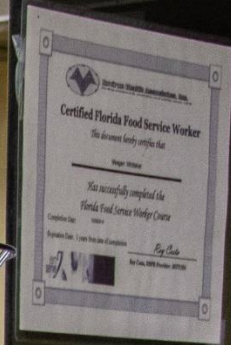


7.8 M



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7.4 M



Extra Dressing Tax

3.6 M

JOB APPLICATION

2.8 M



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# Baby boom seniors putting pressure on B.C. long-term care: report

B.C. leads Canada in growth of dementia, dependence on care

## **B.C. seniors could be facing care shortage**

# BC Care Providers Association says system is 'crazy' in this province for registering as a care aide

BC care aides file complaint

# Thousands of new long term care beds needed says BCCPA report

Report by the B.C. Care Providers Association says high demand due to aging boomers and lack of investment

# Okanagan care providers working to ease staffing crisis

Care providers from private care facilities come together over staffing shortage

# Okanagan faces nursing shortfall for long-term care

There are currently 95.6 job vacancies for health care assistants and 24.7 job vacancies for nurses

# Need for seniors' care continues to grow as B.C.'s system struggles to keep pace

A year ago, The Vancouver Sun and Province wrote a comprehensive series on seniors' care in B.C. Now we tell you which services improved, and which are worse off.

## **Okanagan care homes demand action, declare emergency due to staffing shortages**





HEALTH

## B.C. Care Providers Associations files complaint over out-of-province work 'restrictions'

BY [RICHARD ZUSSMAN](#) - GLOBAL NEWS

Posted June 17, 2019 10:54 am

Updated June 17, 2019 4:54 pm



-A A+

The BC Care Providers Association (BCCPA) has filed a formal complaint against the B.C. government over what they describe as restrictive policies preventing out-of-province care workers from working in British Columbia.

The BCCPA has expressed growing frustration towards the provincial government since March when the province moved to take control of employee contracts in privately-run home support services and roll them back into the Fraser, Vancouver Coastal and Island Health Authorities.

## Province eases rules for hiring of care aides

Cindy E. Harnett / Times Colonist

NOVEMBER 14, 2019 06:00 AM



B.C. Health Minister Adrian Dix.  
Photograph By TIMES COLONIST

Major barriers to the recruitment of Canadian-trained care aides to B.C. will be removed as of January in an effort to help improve seniors' care, Health Minister Adrian Dix said Wednesday.

Care aides will no longer need to live in B.C. before applying to the B.C. Care Aide and Community Health Worker Registry — a list of working or available accredited health-care aides ready to work for publicly funded employers in B.C.



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**3. What is my company doing  
to prepare for this?**

**I know of someone who had to adjust their work schedule in the last six months to care for an elderly parent or grandparent.**

**I know of someone who had to change their working conditions (work from home) to care for an ageing loved one.**

**Your employer or an employer you know has  
provided access to on-site day care to  
accommodate a young family?**



**Your employer or an employer you know has provided – as part of their benefits package – access to adult day programs or home health services.**





1 in 5

70%



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**Health Benefits**







# LONG TERM CARE INSURANCE



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