



Nursing Education, Recruitment and Retention in Manitoba

**Association of Manitoba Municipalities
November 25, 2008**



Manitoba

Outline

- Manitoba Nursing Strategy Overview
- Nursing Education Strategies
- Nurses Recruitment and Retention Fund
- Nursing Workforce Planning

The Manitoba Nursing Strategy

- Established March 2000
- 5 Key points:
 1. Increase supply of nurses
 2. Improve access to staff development
 3. Improve utilization of nurses
 4. Improve working conditions for nurses
 5. Increase nurses' opportunities to provide input into decision- making

<http://www.gov.mb.ca/health/nurses/strategy.pdf>

The Manitoba Nursing Strategy

- Key stakeholders include:
 - Regional Health Authorities
 - Regulatory Colleges
 - Nursing Education Programs
 - Unions, especially the Manitoba Nurses Union
 - Provincial Departments (Labour and Immigration & Advanced Education and Literacy)

1. Increase supply of nurses

Sources of Nurses

- Graduates (Universities, Colleges)
- Out-of-province recruitment
- Immigrants with nursing education
- Return to the workforce

Increase supply of nurses cont'd

Key Strategies:

- Aggressive advertising campaign 1999-2003
- NRRF incentives - relocation assistance and grants
- Education: Increased capacity in all nursing education programs

Increase supply of nurses cont'd

- **Education**

- ✓ 2nd degree option at U of M – 2 Year BN (2000)
- ✓ 25-month diploma program at RRC (2000)
- ✓ CUSB - Francophone program (2001)
- ✓ 74 seat increase to the RRC program
- ✓ 20 seat increase to BU RPN program - Winnipeg site (2005)
- ✓ Rural LPN - RN program (2005)
- ✓ Aboriginal LPN training program (2001 – 2006; present)

- **Commitment to increase nursing education by 100 more seats commenced by 40 in September 2008**

Increase supply of nurses cont'd

Impact of Increases to Education Programs:

- Total enrolments and the number of graduates have more than doubled since 1999
 - Enrolments: 1,123 in 1999/00 to 3,115 in 2006/07
 - Graduates: 227 in 1999 to 706 in 2006
- Renewed enthusiasm in nursing – all nursing education programs are fully subscribed
- The 2006 registration data for the 3 regulatory Colleges indicates a graduate retention rate of 85% for RNs, 82% for RPNs and 97% for LPNs

Increase supply of nurses cont'd

Internationally Educated Nurses:

- MHL participated in Philippine Nurse Recruitment initiatives in December 2000 and November 2008
- November 2008 - 4 rural RHAs participated - 100 nurses targeted & 131 conditional jobs offers made
- MB and the other western provinces piloting a program to build capacity for competency assessments, a bridging program and language training for IENs
- Capacity for 40 IENs with pilot in 2008/09.

2. Improve access to staff development

- Continuing education funding for individual nurses and opportunities for regional health authorities to provide specialty courses and programs is available through the Nurses Recruitment and Retention Fund

3. Improve utilization of nurses

- Extended Practice Regulation in effect June 2005
- Allows RNs on the register to independently prescribe drugs, order screening and diagnostic tests, and perform minor surgical and invasive procedures as set out in regulation
- 54 currently on RN(EP) register. Provincial funding for positions was established in 2007/08.

4. Improve working conditions

- Strategies to address nurses' concerns about violence in the workplace have been the focus of the Joint Nursing Council
- \$700,000 allocated in 2003 to address regional safety issues

5. Increase input into decision- making

- Joint Nursing Council established in 2002 MNU Collective Agreement to advise on areas such as working conditions, recruitment & retention, issues to improve patient care/health care system
- Manitoba Nurses Advisory Council (MNAC) since July 2001 to provide advice to Minister on nursing matters, options to address nursing issues, and to support the implementation of the Nursing Strategy
- Nurses Recruitment and Retention Fund since 1999

Nurses Recruitment and Retention Fund

- Established in 1999 to recruit and retain RNs, RPNs, and LPNs
- Aggressive recruitment, direct incentives, and increased access to educational programs.
- Functions: Recommendations for fund use, policy development, and ongoing monitoring and evaluation of initiatives.
- Collaboration key stakeholders: Manitoba Nurses Union, Regional Health Authorities of Manitoba, and Manitoba Health and Healthy Living

Nurses Recruitment and Retention Fund

RELOCATION ASSISTANCE PROGRAM:

- “Come Home to Manitoba ” campaign
- Relocation assistance up to \$5,000
- One year return of service agreement
- As of June 30, 2008, the NRRF has provided assistance to 1008 individuals who have moved to Manitoba to work as nurses.

Nurses Recruitment & Retention Fund

Conditional Grant Program:

- Established in July 2004 for new graduates (RN/RPN/RNEP). LPNs became eligible to apply as of June 12, 2008.
- \$4000 grant available to new nursing grads willing to locate to rural and northern Manitoba
- One year return of service agreement
- As of June 30, 2008, 298 rural and northern vacancies have been filled through the Conditional Grant Program.

Nurses Recruitment & Retention Fund

Personal Care Home Grant:

- Commenced January 1, 2008 for new hires to a PCH
- Established in response to the PCH Staffing Initiative to encourage nurses to work in PCHs
- \$2,000 grant that requires a one year return of service agreement
- The PCH Grant can be received in conjunction with Relocation Assistance and the Conditional Grant. A 12 month ROS commitment is required for each approved grant.

Nurses Recruitment & Retention Fund

Continuing Education:

- More than \$8.5 million has been allocated to the RHAs to support ongoing education for nurses
- This is in addition to educational monies provided within the collective agreement
- Nurses access funds by contacting their regional continuing education committees
- Examples of educational initiatives include specialty certifications, conferences, workshops, and university courses.

Nurses Recruitment & Retention Fund

Special Projects:

- NRRF has contributed over \$3.2 million to support specialty nursing education programs and projects within the province.
- Examples of programs funded include:
 - ✓ Intensive Care/Cardiac Care Courses
 - ✓ Perioperative Programs
 - ✓ Emergency Room Programs

Nursing Workforce Data

- Nursing workforce data is collected and compiled by the WPP Branch of MB Health. Estimates based on:
 - Vacancy surveys collected annually in December by RHAs and reported to WPP
 - Registration data submitted annually by the 3 regulatory Colleges
 - Canadian Institute for Health Information reports
- Projection model variables: FT/PT ratios, enrolment nos., grad retention, retirement projections, growth in RHAM positions

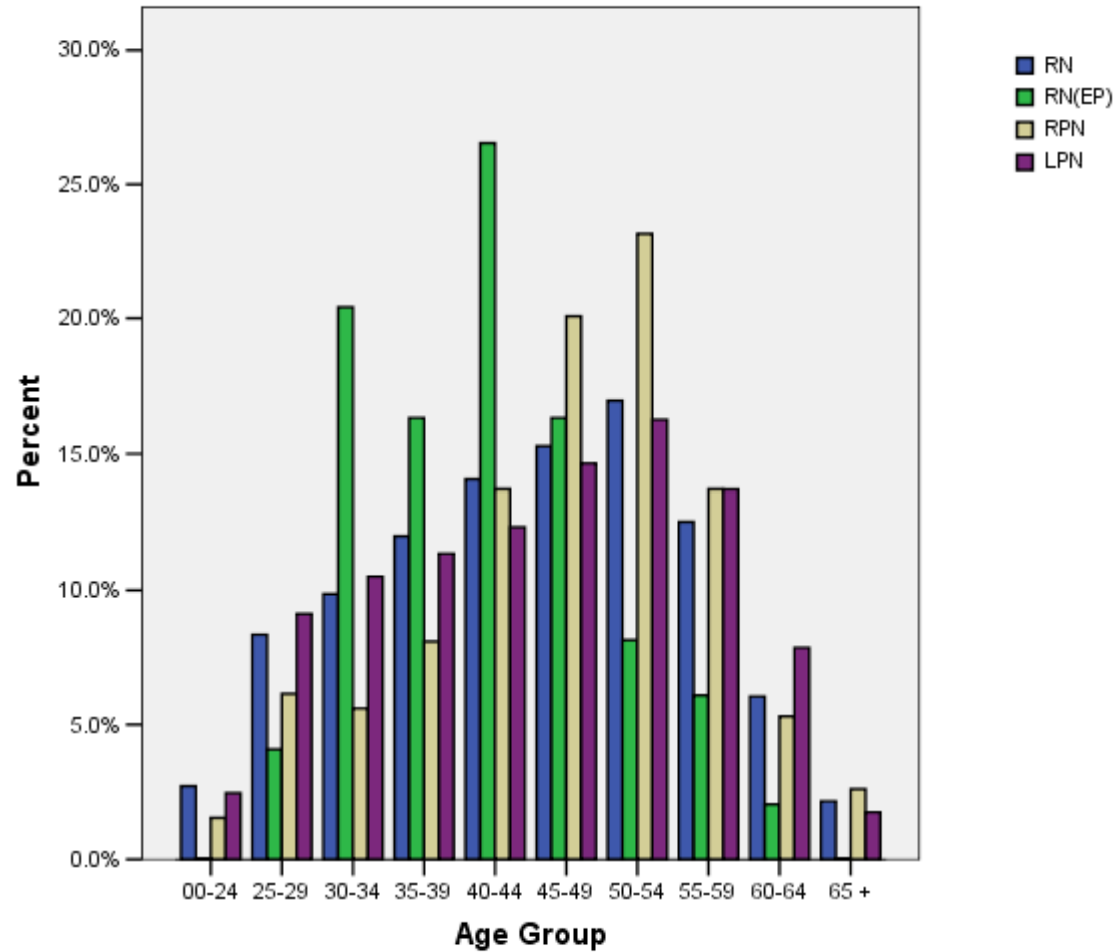
Challenges to Nursing Workforce Planning

- **Complexities in the nursing HR planning process include:**
 - ❑ Vacancy data only a “snapshot” in time
 - ❑ Data collected at the aggregate level using positions, EFTs and vacancies. (does not provide context regarding staff mix and delivery of services)
 - ❑ Ongoing high percentages of part-time positions
 - ❑ Needs/shortages are immediate but the impact of workforce initiatives may take several years
 - ❑ Planning based on numbers vs population health needs
 - ❑ Nurses are an aging workforce, especially managers and educators

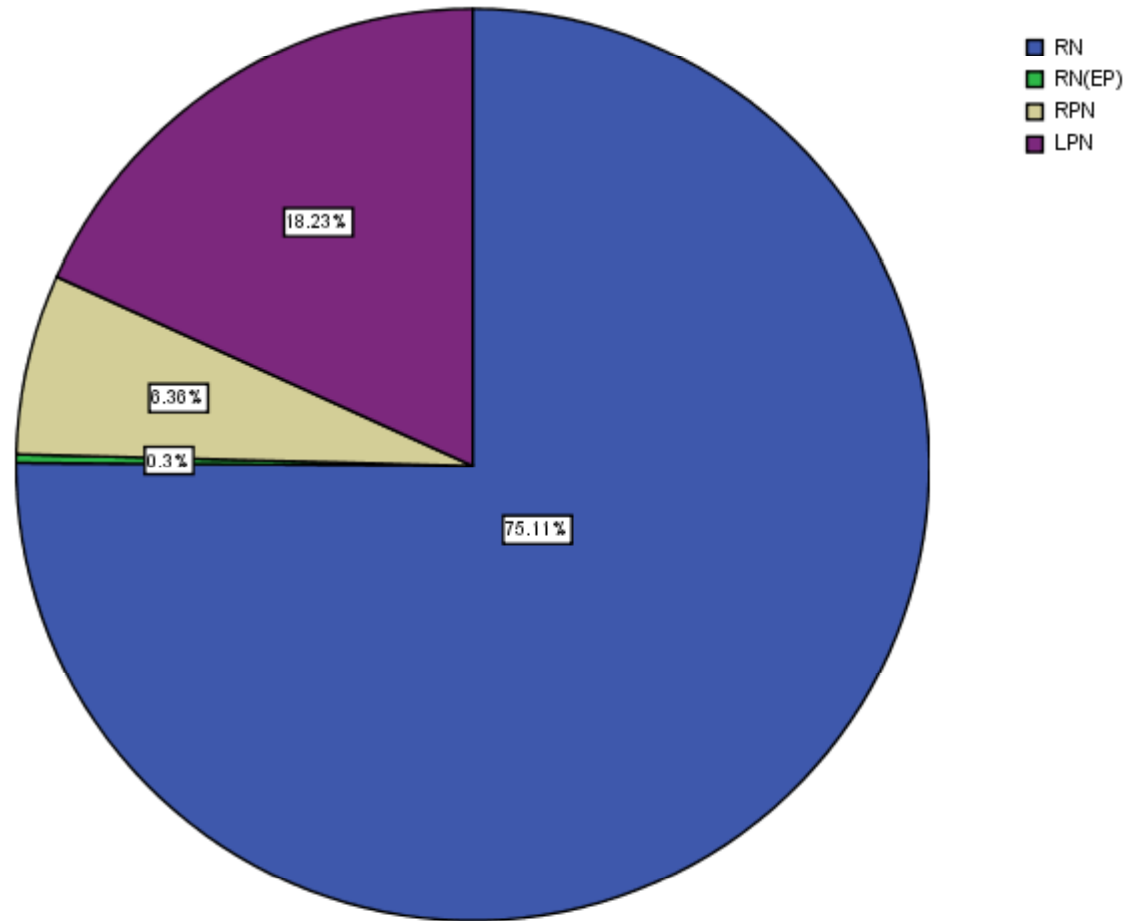
The Future:

- Continue to adapt the Nursing Strategy to address new and emerging issues/needs
- NRRF continue to be proactive by enhancing current initiatives, increase advertising/PR strategies and develop new retention options
- Focus: New Grads, late career nurses, rural/northern needs, Aboriginal nursing, IENs, leadership, educators

Age Dispersion of Nurses in Manitoba, by Type



Disbursement of Nurses in Manitoba





QUESTIONS?