



CORPUS CHRISTI COLLEGE

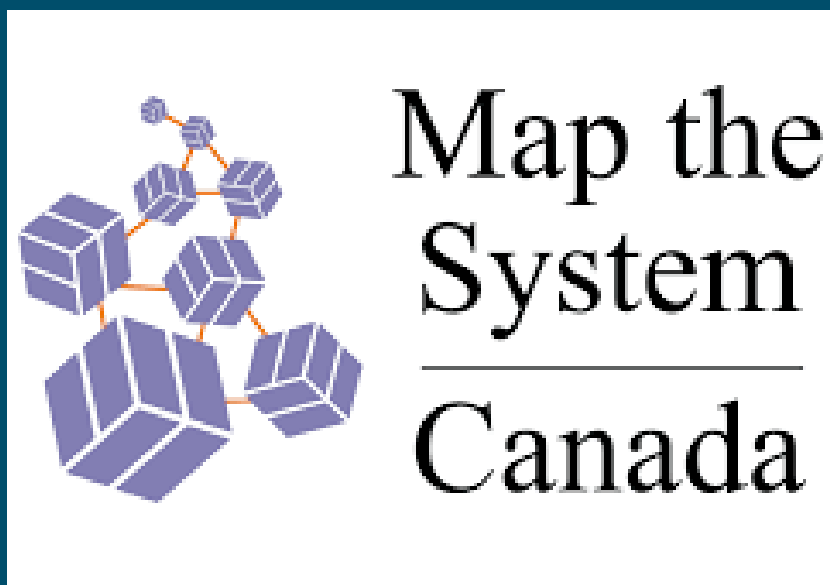


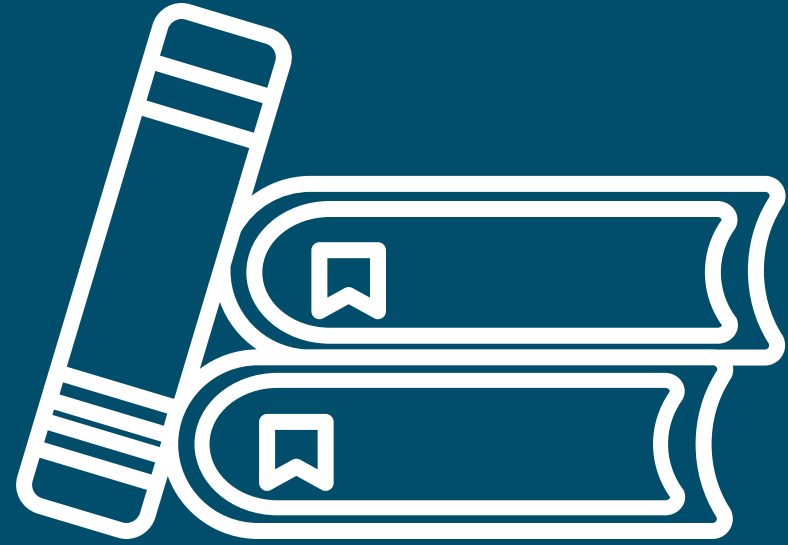


CORPUS CHRISTI COLLEGE



BEYOND THE BEDSIDE: the Nursing Shortage in British Columbia





Scholarly sources



Interviews with
key stakeholders



Personal
experiences



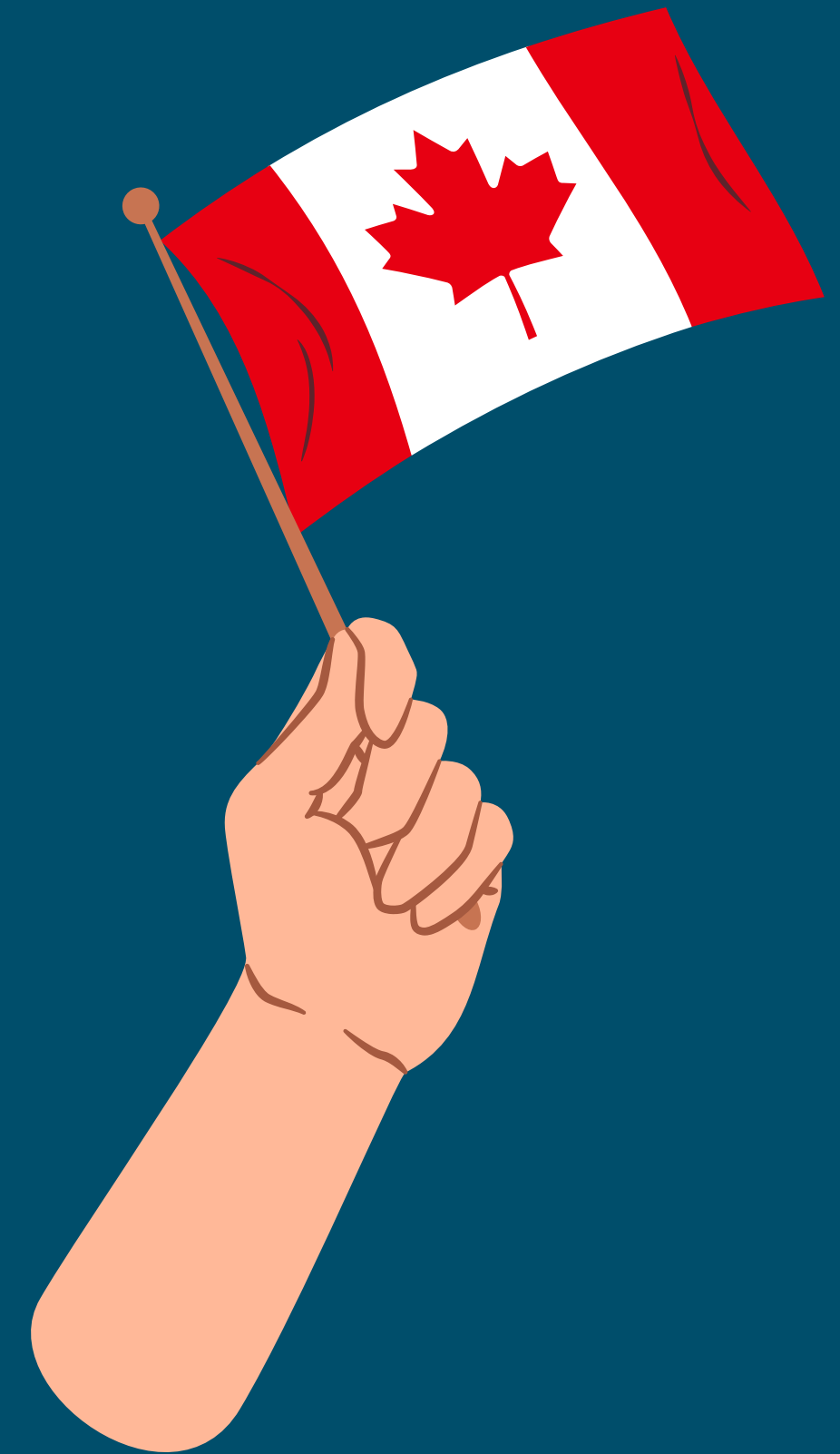
Identified the numerous interconnections, interrelationships, patterns, events and behaviours that have resulted in the nursing shortage

OUR WHY

CANADA IS AN ATTRACTIVE COUNTRY TO LIVE IN



- Economic opportunity
- Promise of safety
- Universal healthcare

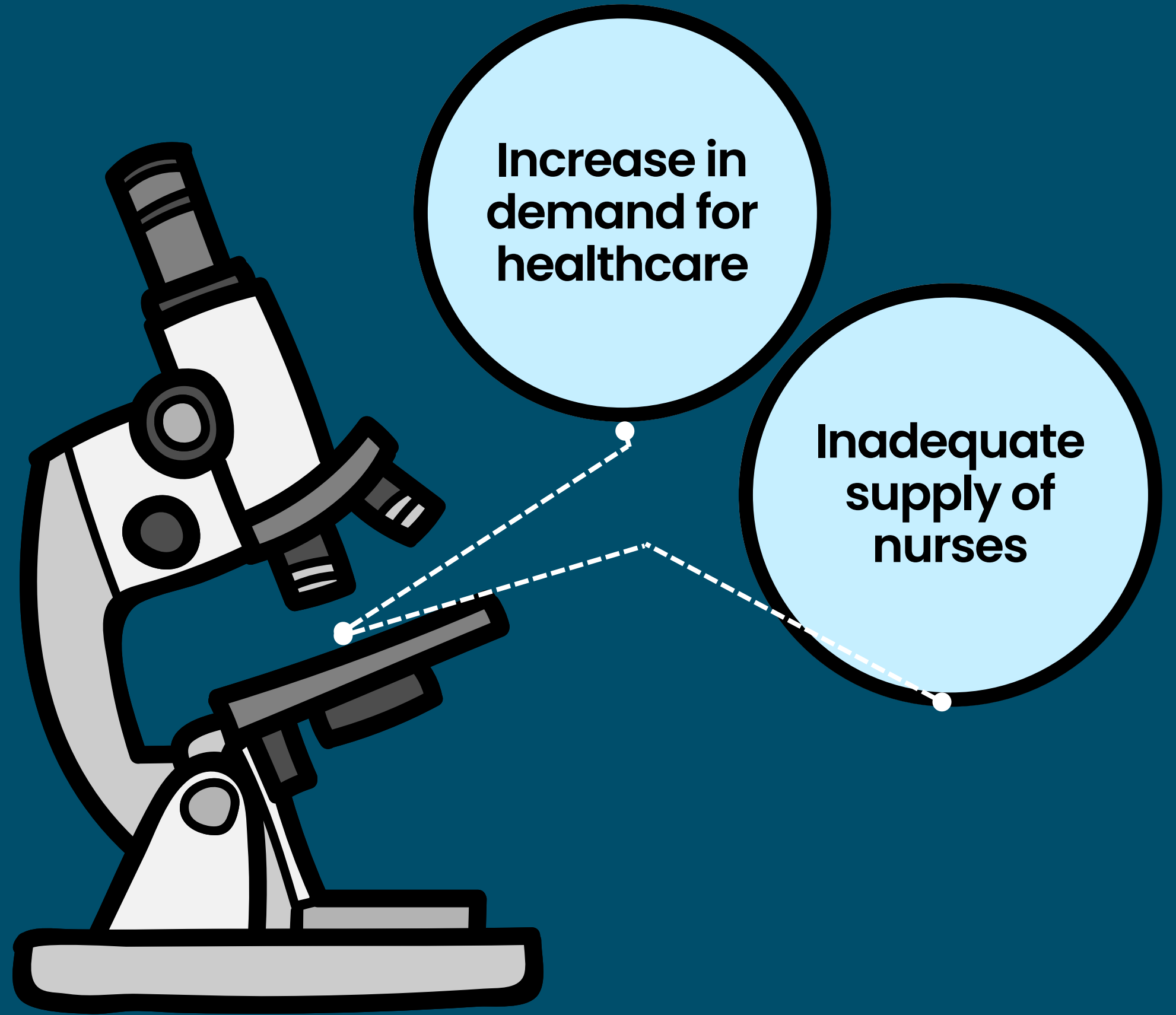
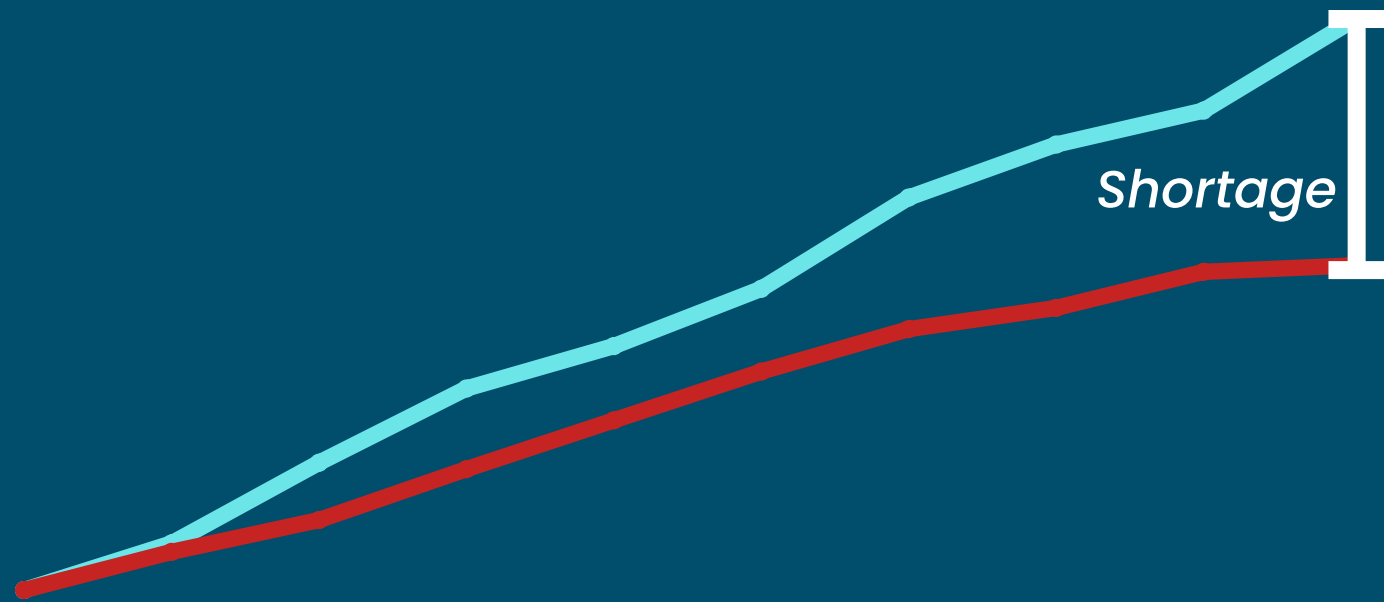


PROBLEM

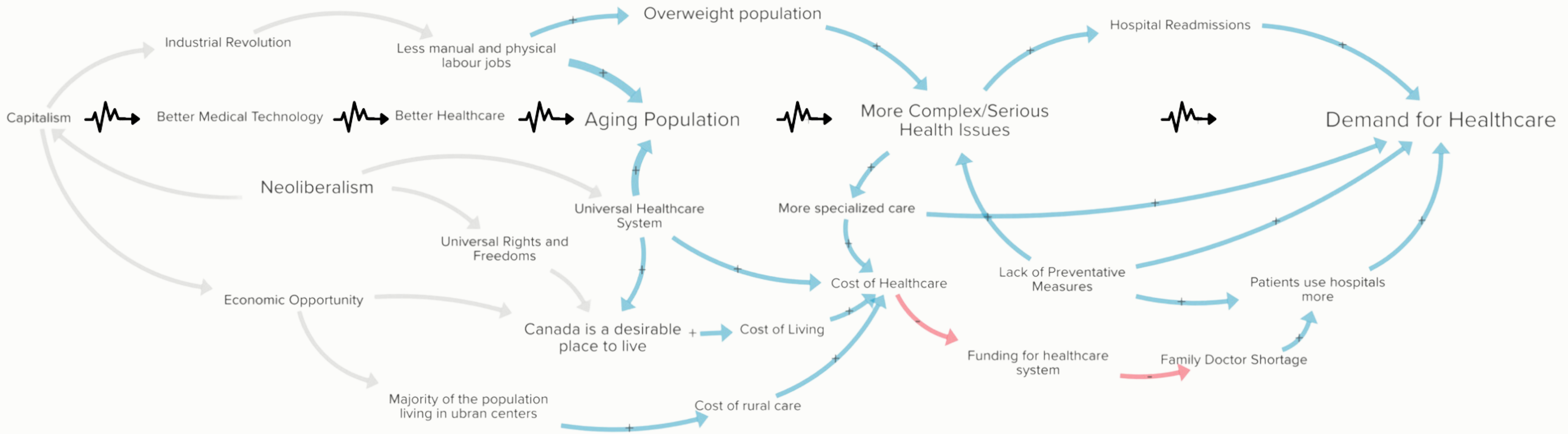
LANDSCAPE

NURSING SHORTAGE

■ Demand for Healthcare ■ Supply of Nurses



Increased demand for healthcare



Legend

- Increases
- Leads to
- Decreases

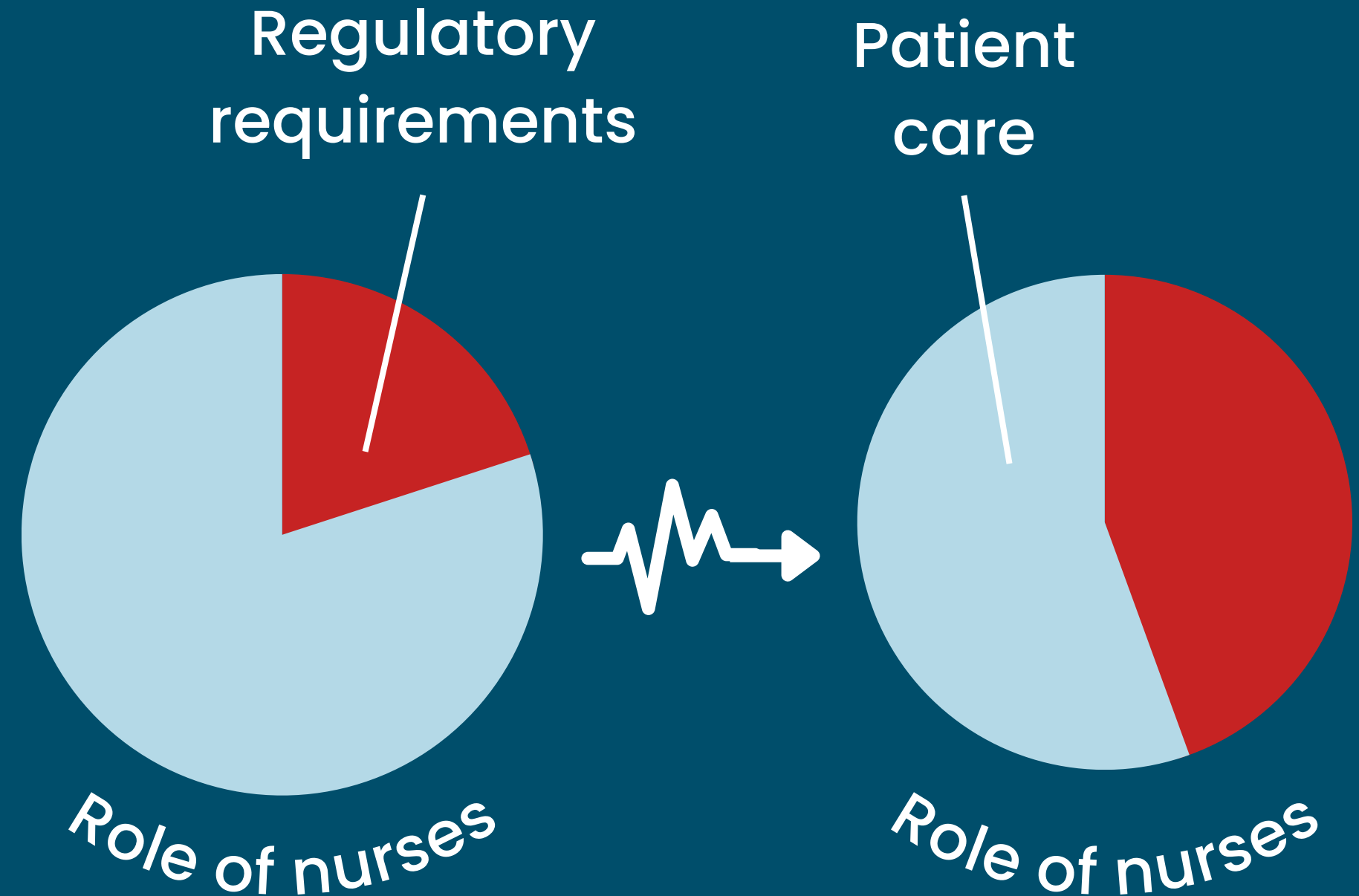
Inadequate supply of nurses

Underutilizing Nurses

↑ increase in regulatory requirements

means

↓ Decreased time caring for patients

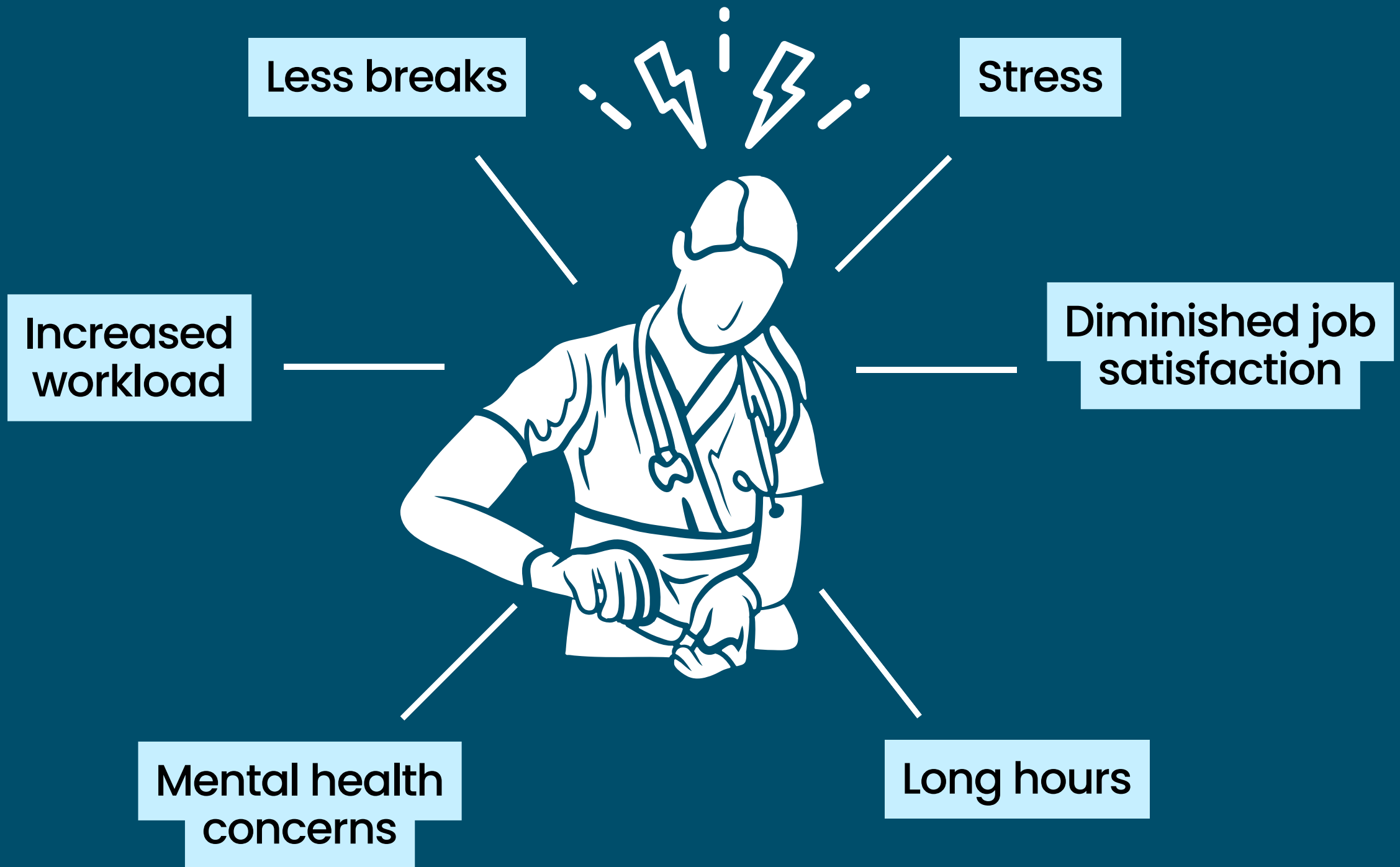
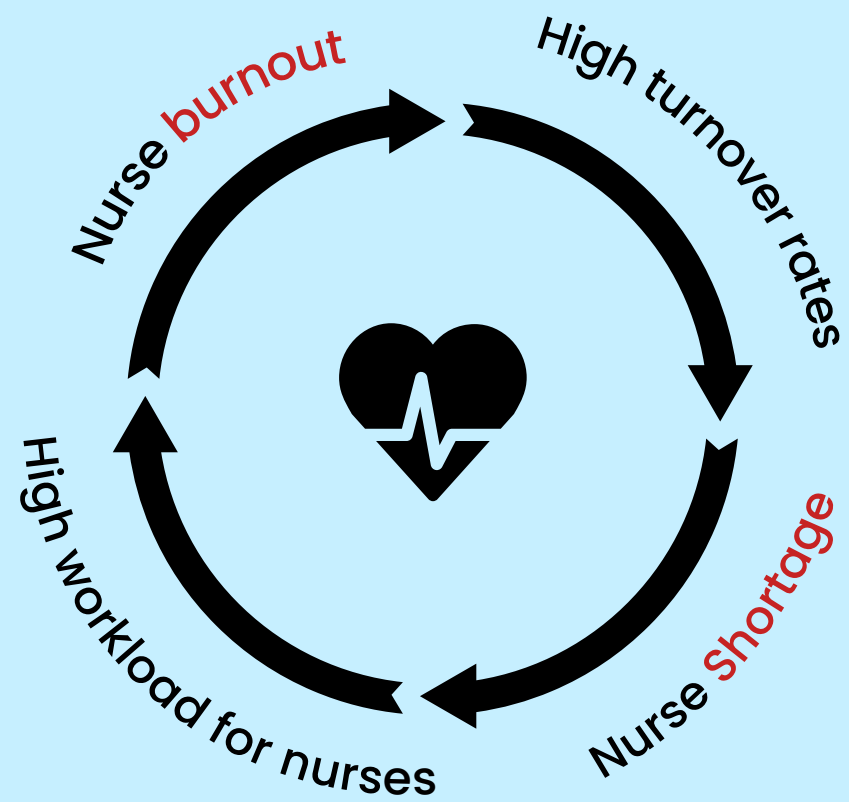


Over time...

Inadequate supply of nurses

Burnout

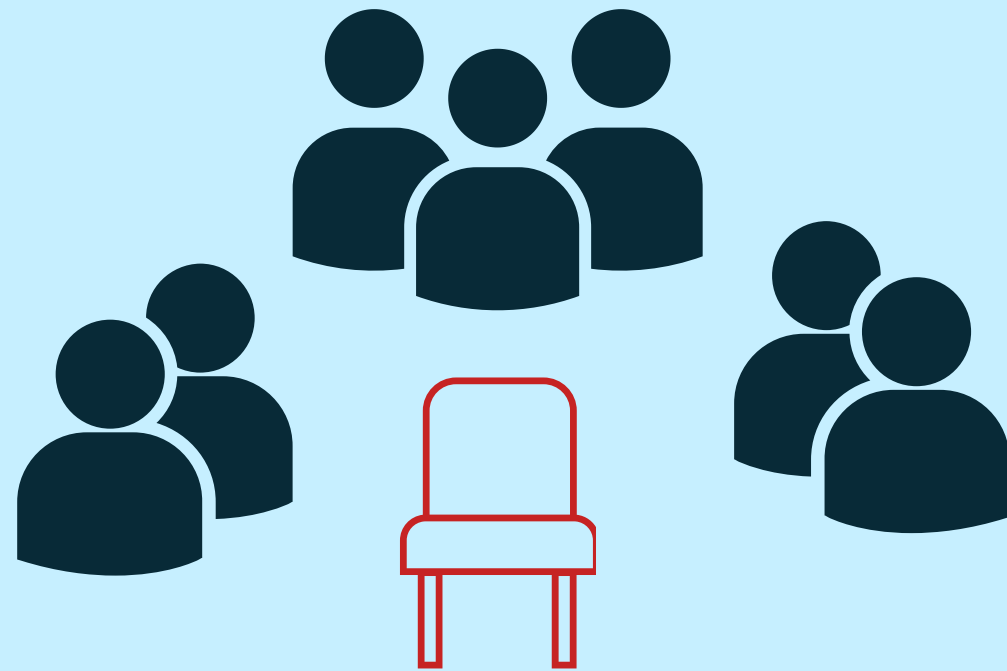
The nursing shortage is the **root cause** of burnout.



Inadequate supply of nurses

Education

Limited number of seats in B.C.



For every available spot, there are 7 interested people.

UBC's school of nursing (2021)

- Cost of education is expensive
- Competitive culture in nursing school
- Lack of nurse educators

Barriers to education and practice

IENs

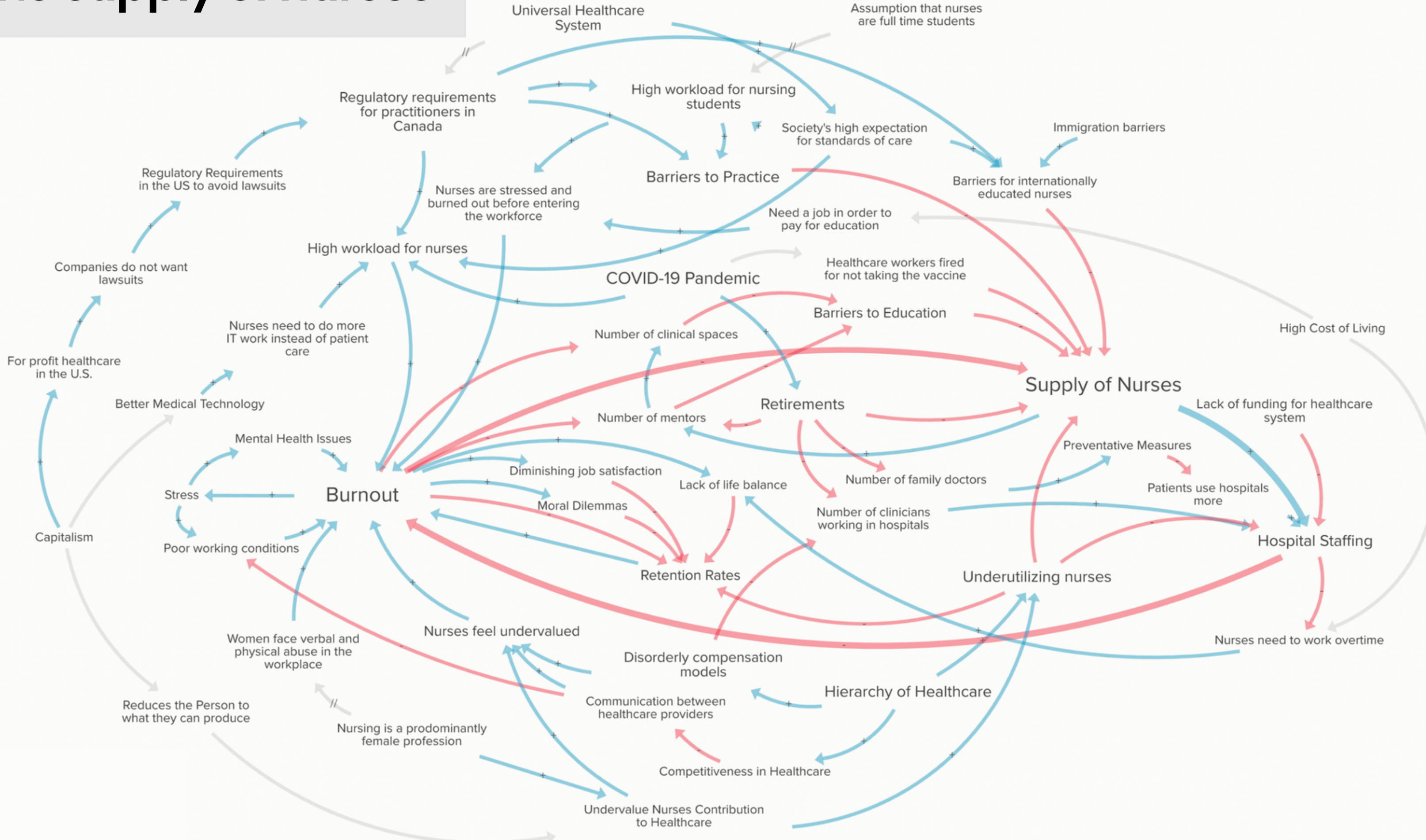
ONLY 14%

of registered nurses in B.C. are Internationally Educated Nurses



- Language proficiency requirements
- Licensing requirements
- Immigration requirements

Inadequate supply of nurses



Legend

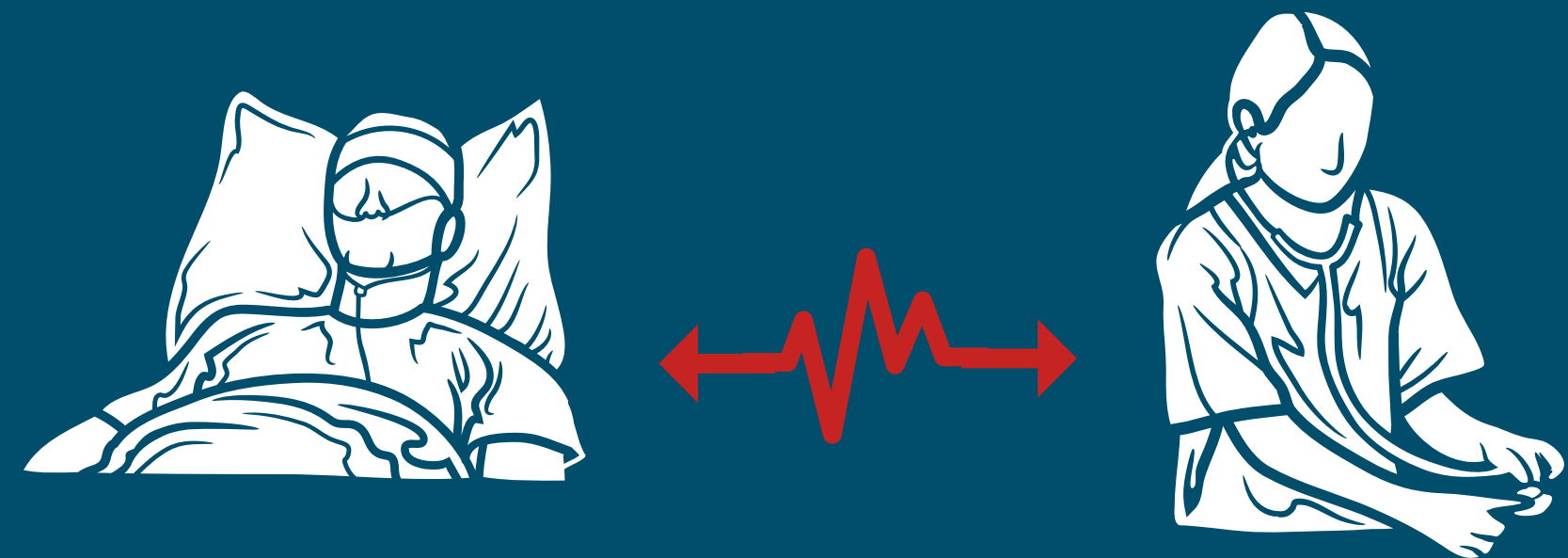
- Increases
- Decreases
- Leads to

The gaps contributing to the inadequate supply of nurses

Complexity-Experience Gap

↑ Complex health issues

↓ Average experiences of nurses



Discrepancy between complex health issues and the experience of nurses

Theory-to-Practice Gap

↑ Theoretical preparedness

↓ Clinical preparedness



Discrepancy between theoretical formation and practical training

Elderly population

As people age, their health issues become more serious and complex

Rural Communities

The nursing vacancy rate in **rural areas is much higher** than in urban areas



SOLUTIONS

LANDSCAPE

1



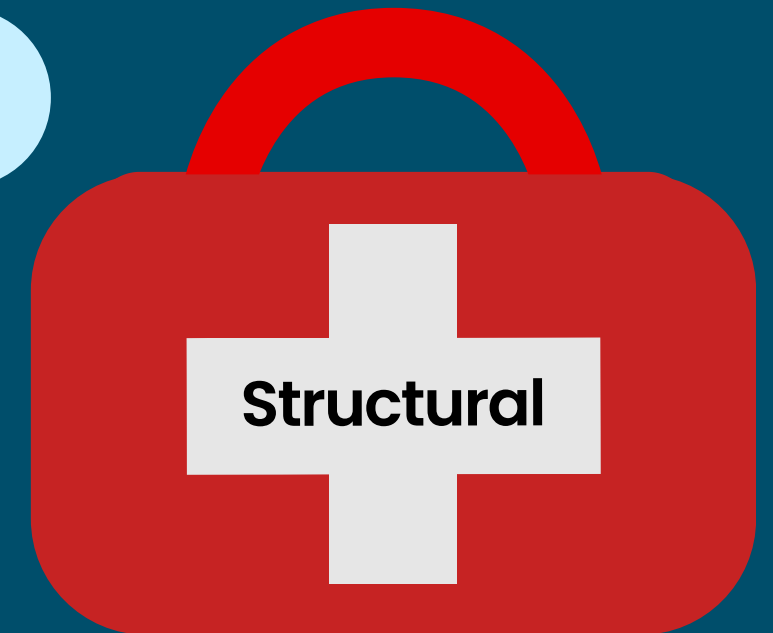
- Nursing Community Assessment Service (NCAS)
 - Assists IENs to practice in Canada
- B.C. Nurses Union (BCNU)
 - Focuses on the retention and health of existing nurses
- At home care
 - Prevents rehospitalizations

2



- In 2021, the provincial government provided \$5 million to its B.C. universities to expand the scope of practice, specialty training and available spots in their nursing programs
 - BC funded 600 new nursing seats

3



- Team based care
 - Enables multiple practitioners to work together to enable fellow team members to focus on their specific roles

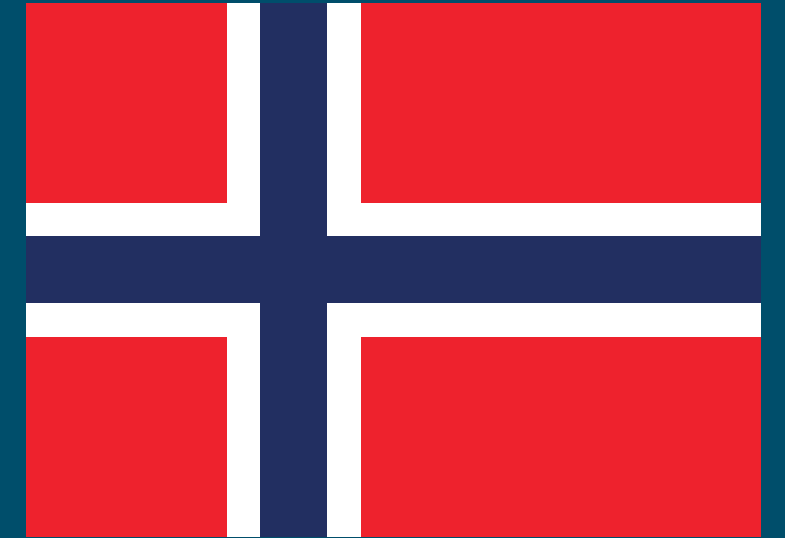
How does Canada compare to other countries?

- Norwegian government's enactment of the Competence Lift 2020–25 resulted in
 - Improving nurse workplace conditions, pay, retention, and other essential competencies in nursing
- Norway now has the highest number of nurses per capita in the world



Canada

Recently, Trudeau's federal government has proposed a 10-year, \$196-billion healthcare plan for all the provinces.



- The U.S. privatized system also faces a nursing shortage
 - This lack of success in the US is a result of regional disparities in nurses, lack of funding, and – similar to Canada – an aging population, lack of education, and the impacts of COVID-19

GAP

LEVER

**Flawed nursing
education**



**Restructuring the
education system**



Increases number
of clinical spaces



Standardizes nurse
residency



Creates government
subsidized education
programs



Increases number
of nursing mentors



↓ Barriers to education

↑ Supply of nurses

*"They always teach you
how to work in an optimal
system. They're not able
to operate in the reality of
the system."*

- Sarah Sutanto, RN

GAP

**Lack of support for
nurses**



LEVER

**Pan Canadian
support program**



**Universal Peer
Support**



**Mental health resources
or counsellors**



**National increase in
nurse pay and
benefits**



**Streamline the
documenting process**

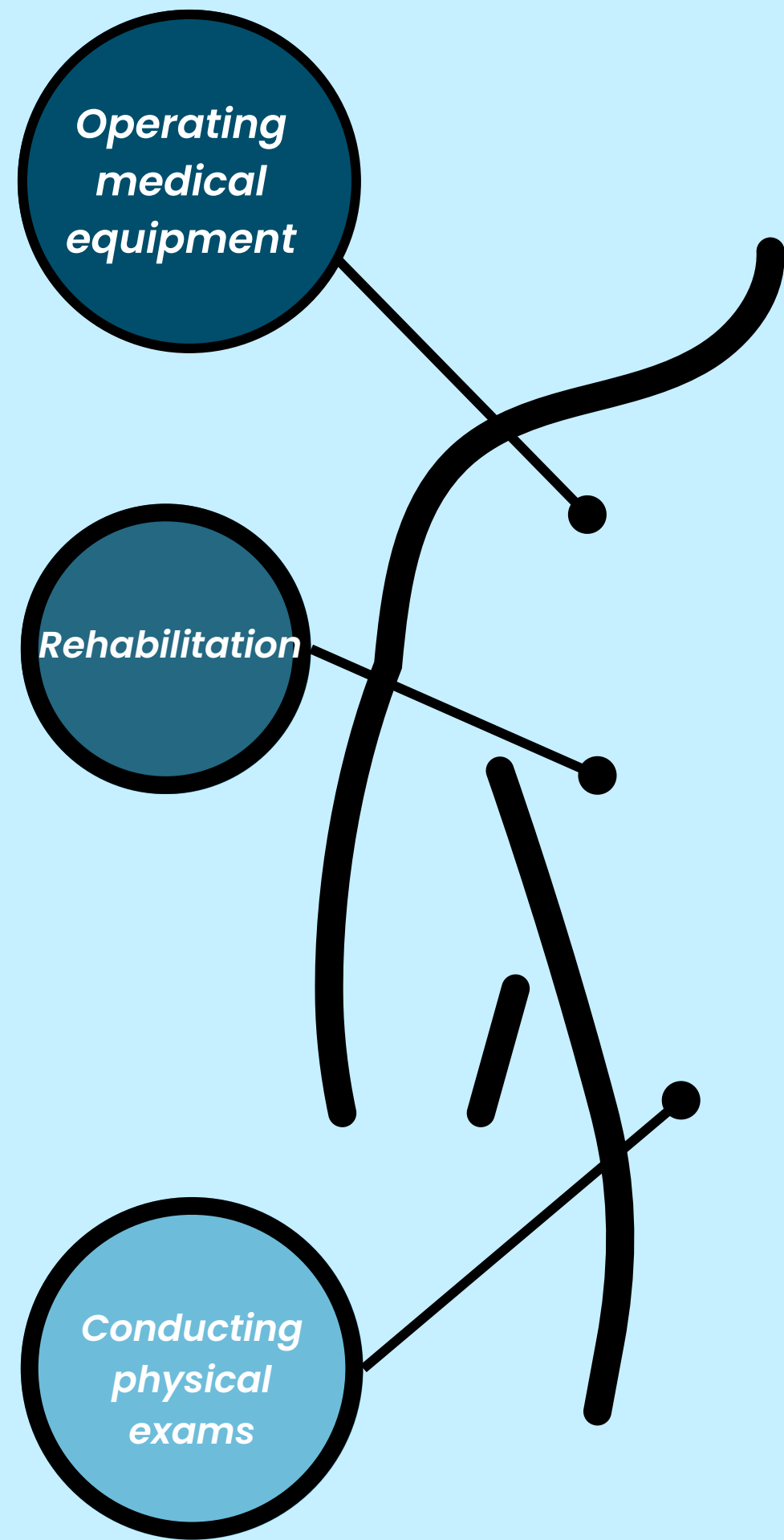


**↓ Workload and burnout for
nurses**

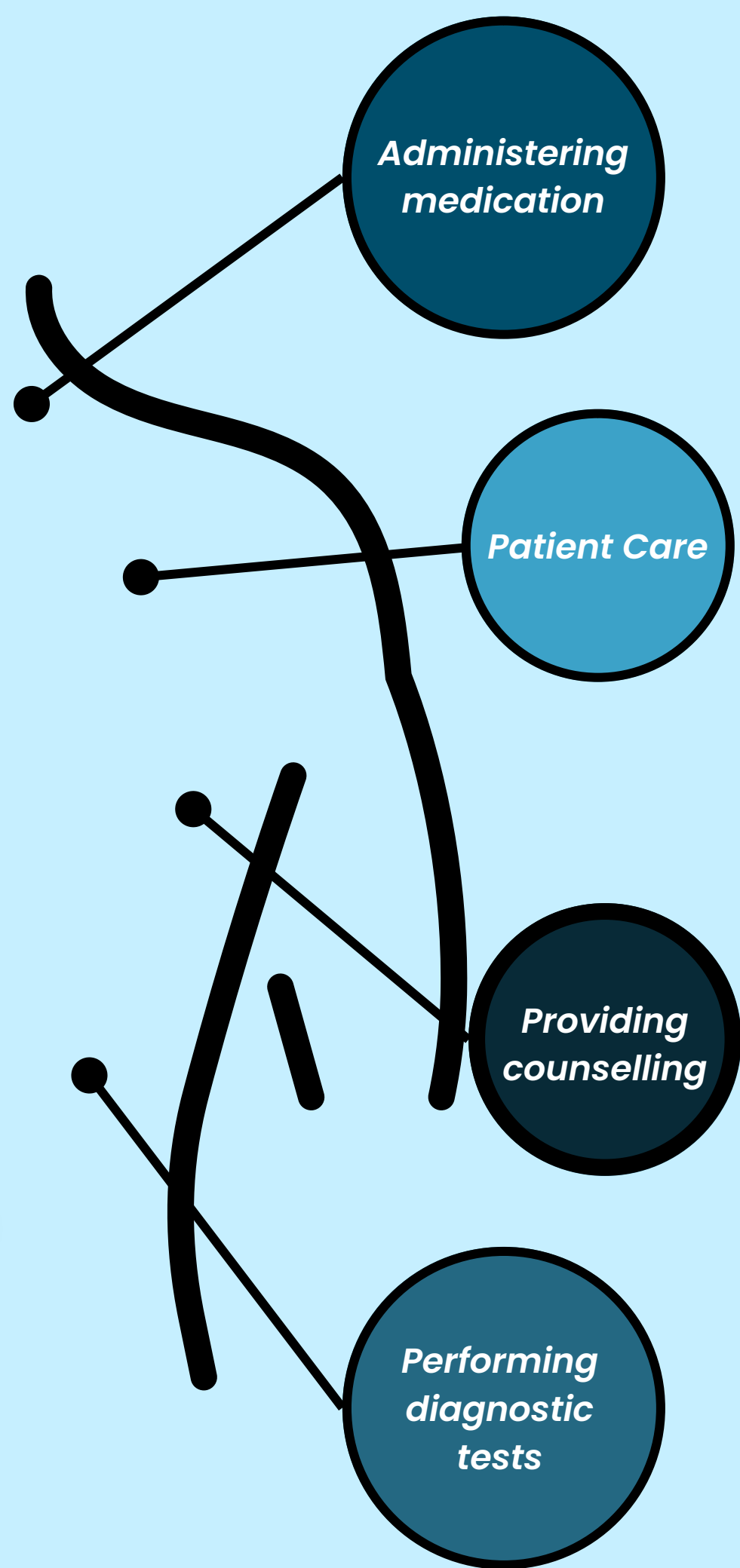
↑ Increase retention of nurses

*"Nurses aren't taught
on how to take care of
themselves."*

- Sarah Sutanto, RN



**N
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From the front lines of patient care to the heart of medical decision-making, nurses are the essential **backbone of the healthcare system.**

BEYOND THE BEDSIDE: **the Nursing Shortage** in British Columbia

Thank You

