

# Health Status of BC Health System

Senate Engage  
April 22, 2024



**Emergency room in Prince Rupert, B.C. closes for 8th time this month**

# **'Shocking' increase in number of B.C. youth who self-harm: Health survey**

**B.C. woman's death blamed on health care gaps and lack of family doctor**

**'Always noise': B.C. senior spends 9 days in hospital hallway due to overcrowding**

**B.C. teen misses out on years of treatment after late diagnosis**

**'Hidden in their bags': B.C. nurse speaks out about drug use in hospital**

**Hospitals seeing more patients with increasingly complex medical issues: UBC**

The failure, the students say, is attributed to overcrowding, understaffing and violence in B.C. emergency departments.

**'Not acceptable': UBC medical students voice emergency room concerns**

# Increased demand

- ↑ population
- ↑ ageing population
- ↑ incidence and prevalence of disease
- ↑ acuity, co-morbidities, chronic diseases

Public health emergency 1: Opioid overdose (2016)

Public health emergency 2: Covid (2021)

# BC Health Status<sup>1</sup>

## Top 5 causes of death

1. Malignant cancers
2. Heart disease
3. Alzheimer's and dementia
4. Illicit drug use
5. Stroke

# BC Cancer Statistics<sup>2</sup>

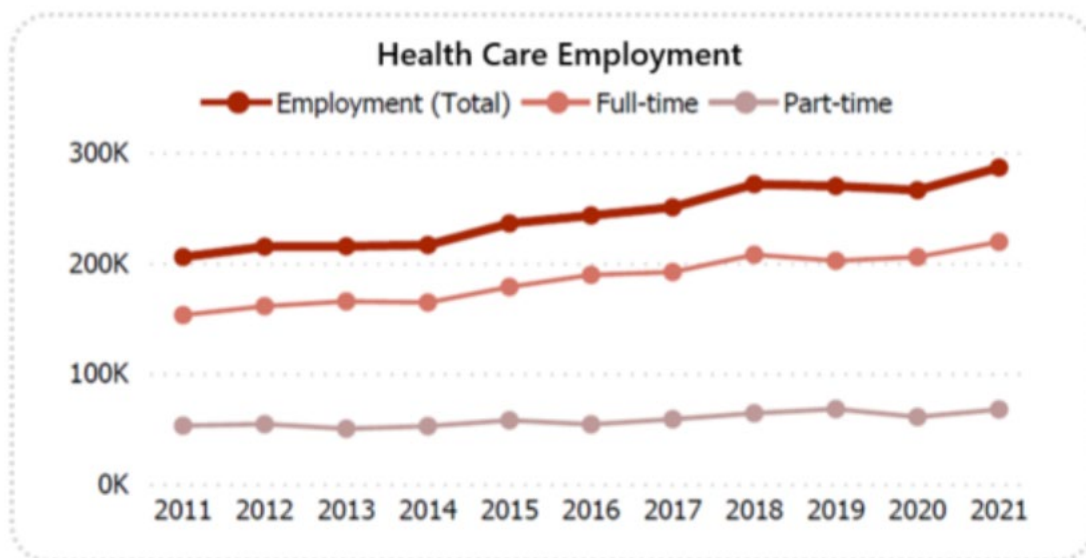
- 24% of deaths from malignant cancer
  - 30,200 new cases in 2021
    - Breast
    - Lung
    - Prostate
    - Colorectal
- } 50% of new diagnosis
- Increasing incidence
    - 43% increase each year projected
    - 2035: 44,800 new cases
    - 90% due to population growth and ageing

# Responding to demand

## Challenges:

- Facilities at or beyond capacity
- Programs at or beyond capacity
- Facilities and programs not accessible
- ‘limited’ funding for capital and operations
- Shortage of health care workers
  - Leaving the profession
  - not choosing the profession

# BC Health Care Workforce

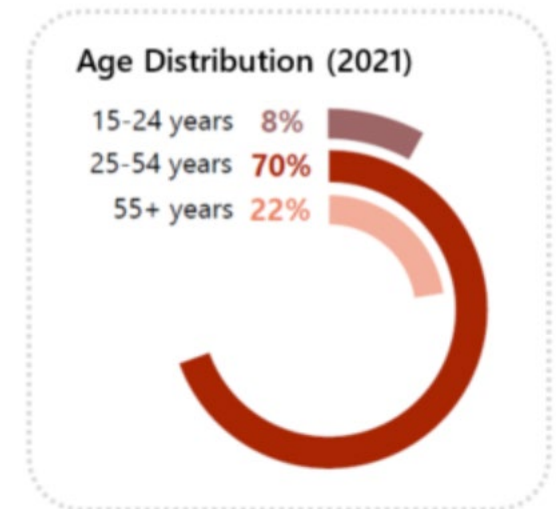


- 286,300 people were in BC health care sector (2021).
- Increase of 80,000 since 2011
- 11.2% of employment in all industries in BC.

Source: Statistics Canada Labour Force Survey, ESDC custom table

# BC Population and the Workforce

- 5.2 million (est) in 2021
  - 19% aged 65 or older
- 6.5 million (est) in 2041
  - 25% aged 65 or older
- Health sector workforce is aging
  - 22% aged 55 or older
  - 8% aged 15-24
- Increased attrition
- Decreased attraction to health professions





# BC Government Response

- Capital and infrastructure
- Policy and planning
- Human Resources

# Fraser Health: Over \$6.5 billion in capital



# Surrey Hospital and Cancer Centre – Early 2030

168 beds

5 ORs

4 Procedure Rooms

55 ER spaces

50 Oncology exam rooms

54 Chemo spaces

6 Lin Accs

Child Day Care



Pharmacy

Advanced

Diagnostics:

Medical Lab

3 CTs

2 MRIs

2 PET CT

1 SPECT CT

1 cyclotron

Digital Health

Virtual Health

# Surrey Hospital and Cancer Centre

- First of its kind in BC
- Integrating digital and virtual care technologies to enable and support care inside and outside the hospital
- Focus on planetary health – first fully electric hospital in BC
- Innovative, real-time digital technologies and tools embedded in patient care journey from pre-admission to discharge
- More care from home

# Vancouver Coastal Health



Paul Myers Tower



# Policy & Planning

- *Health Professions and Occupations Act*
  - Addressing “In Plain Sight”
- Regulatory reforms
- Scope of practice review – Regulation revisions
  - Paramedics
  - Pharmacists
- Internationally educated health professionals
- Staffing ratios
- Compensation models
- Health authorities and PSIs to work together



# StrongerBC for everyone

## B.C.'S HEALTH HUMAN RESOURCES STRATEGY *Putting People First*



# StrongerBC for everyone

## PROVINCIAL ALLIED HEALTH STRATEGIC PLAN *A roadmap for strengthening allied health services in B.C.*



## A Pathway to Hope:

A roadmap for making mental health and addictions care better for people in British Columbia



# Human Resources

4 cornerstones with 70 action

- Retain – foster health, safe, and inspired workforces
- Redesign - optimize and innovate
- Recruit – attract and onboard
- Train – create accessible career pathways

Indigenous Health and Reconciliation

- Cultural safety and humility foundational requirements
- Targeted strategies to support and protect Indigenous people as both patients and providers



# Human Resources - Retain

## Considerations:

- 1 in 4 considering quitting in the next 2 years
  - 50% new nursing graduates change their place of employment or leave nursing within 2 years
- Increased burnout and anxiety
- Increased workload
- Highest risk of workplace injury
- High prevalence of workplace violence
- Shift work, 24/7 – childcare inaccessibility
- Access to housing
- Other options for careers

# Human Resources - Retain

## Actions:

- Expanding support for occupational and psychological health and safety
- Violence Prevention Training and Protection Services Officers
- Targeted retention incentives – priority professions and high needs communities and services
- Flexible childcare spaces for new and existing healthcare workers
- Peer support mentoring – retired professionals working with new grads

# Human Resources - Retain

## Actions:

- Clinical management capacity building
  - Clinical managers
  - Manager supports
- Clinical practice leader and clinical educator capacity building

# Human Resources - Redesign

## Considerations:

- Technology and artificial intelligence
  - Opportunity to dramatically shift care delivery and improve productivity
  - Work adaptation, changing roles
  - Micro-credentialing and upskilling
- Traditional models of care delivery – inefficiencies, bottlenecks due to HR availability and other constraints

# Human Resources - Redesign

## Actions:

- Workload standards – targeted recruitment and training plans
- Specialized work design teams – inpatient medical and critical care; primary care; home support; long term care; cancer care
- Primary care training program – team based care
- Surgical and anesthesia nursing role – Masters of Nursing in Anesthesia program
- Associate Physician
- Nursing and Allied Health role optimization

# Human Resources - Redesign

## Actions:

- Virtual care and telehealth
- Provincial artificial intelligence and health workforce technology strategy

# Human Resources - Recruit

## Consideration:

- Over 70 allied health professions in addition to medicine and nursing
- Many other health careers outside of health professions
- “Every job is a health care job”
- 2031: 19% of new health care workers from outside BC, including 16% from outside Canada
- Flexible employment over life cycle of career: transitions from full-time to part-time and back



# Human Resources - Recruit

## Actions:

- Support for IE Nurses and Allied Health
  - Grants and bursaries for Training and assessment grants
- Indigenous specific recruitment strategy
- Health and Care Careers Promotion Project – high school students:
  - Health career sampler
  - Dual credit expansion
  - Work experience expansion
- New health care grad transition program
  - Clinical mentorship, peer support, early career training



# Human Resources – Train

## Considerations:

- 23 PSI deliver over 100 health programs
- PSI and health sector must modernize
  - More flexible and responsive to learners' and employers' needs
  - Modular training, more online and virtual options, expanding 'earn and learn' programs
  - Recommendations 18 – 23 “In Plain Sight”
- Professional development and micro-credential
  - to expand skills
- Rural and remote – generalist practice supported by targeted and innovative educational approaches

# Human Resources - Train

## Actions:

- ‘earn and learn” for in-demand professions
- Health authority led training
  - Entry-level training, professional upgrading, micro-credentialing...in partnership with PSIs as appropriate
- Priority program bursaries – to attract students
- SFU Medical School
- BSN – Specialty Nursing Learning Pathways
  - Integrating specialty nursing into BSN programs
- Nurse Practitioner Program expansion
- Health Information Science Program expansion – UG and Graduate
- Health Education Program Expansions
- Student Practice Education Capacity building

# KPU Faculty of Health Response

## Current activities:

- Program expansion – BSN-Advance Entry, Bachelor of Psychiatric Nursing (BPN), GNIE
- “Earn and Learn” – Health Care Assistant Program
- “Earn while you Learn” Licensed Practical Nursing into BSN
- Specialty Nursing Learning Pathways
- Expansion of FOH Professional Studies – 168% increase; 1,143 seats in 2023/34
- Violence Prevention Training

# KPU Faculty of Health Response

“Earn while you Learn” Licensed Practical Nursing into BSN

- KPU, Fraser Health, BC Nurses Union, Ministry of Health
- Pilot cohort of 24 LPNs from Royal Columbian Hospital
- KPU Flex to recognize their LPN education and experience
- 4 consecutive terms – blended delivery
- Benefits to learner and employer
- Faculty of Arts and Faculty of Science

# Strategic Opportunities to Consider – New Programming & Infrastructure

## **Nursing Related**

- HCA to LPN
- LPN to BSN
- Mental Health Worker
- Mental Health Worker to BPN
- Diploma to BPN
- Opioid Management & Harm Reduction

## **Simulation Centre of Excellence**

- FOH Programs
- FHA
- SFU Medical School

## **Allied Health**

- Medical Laboratory Professionals
- Respiratory Therapy
- Health Management – HR, Finance, Data Analytics, QI
- New role for “Unit Clerks”
- Pharmacy Technician

## **Integrative Health**

- Bachelor of TCM
- Indigenous Healing & Medicine
- South Asian Medicine

## **Partnerships**

- SFU Medical School
- FHA – new programming
- IPE – student & patient experience

# Fraser Health HR Response

As per your request, here are the top 10 priority professions that Fraser Health and the province have identified.

1. Registered Nurses & Registered Psychiatric Nurses
2. Licensed Practical Nurses
3. Nurse Practitioners
4. Health Care Assistants & Community Health Workers
5. Social Workers
6. Physiotherapists
7. Occupational Therapists
8. Respiratory Therapists
9. Medical Lab Technologists
10. Medical Diagnostics & Cardiac Sonographers

## BC Cancer

400 – 600 oncology  
nurses over the next 10  
years

In Fraser Health, in no particular order, our top five (with raw numbers needed from 2023-2029) are:

1. RN's: LPN to BSN bridging program (650+) – prefer an 'earn and learn' approach
2. Nurse Practitioners (50+) prefer acceptance of nurses with and without a Masters' degree already
3. LPN's: HCA to LPN bridging program (150+) – prefer an 'earn and learn' approach
4. Respiratory Therapists (150+)
5. Clinical Informaticists (50+)

# Discussion with MPSFS

Laddered programs  
“Earn and Learn”  
Accelerated  
Flexible delivery models

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# Guiding Principles

- In demand, new funding potential
- “laddering” on both ends
- KPU Flex, where appropriate
- Flexible delivery models – learners working, learners not local
- Compressed delivery
- Integration of simulation into curriculum
- Articulation agreements
- Shorter time for program development – purchasing curriculum from other PSI
- Ability to deliver quality education

# Trends in Healthcare

- Digitally enabled healthcare
  - Centralized data and EMR
- Telehealth
- Artificial intelligence – diagnostic and clinical decisions
- Genomics and Personalized medicine
  - Predictive and prognostic analytics
- Wearable devices – continuous monitoring
- Primary healthcare delivery
- Innovations in mental health approaches and delivery
- Public health and surveillance

# How KPU Can Respond

- Future students – promote careers in health care
- Graduating students – careers in health care
- Not all health careers have defined health programming
- What does this mean for your Faculty?
- Opportunities for collaborative programming