

# Creating Sustainability of Nurses

Locally and Internationally

## Overview



The demand for registered nurses (RNs) and licensed practical nurses (LPNs) exceeds current supply.

Increasing retirements, career advancement, career change, fatigue from COVID-19, and the growth of various health-care programs and services have all impacted the supply of nurses in the province. In addition, the labour supply is impacted by a shortage of available nurses locally, as well as increased competing opportunities for nursing careers in the private sector and non-traditional roles. As a result, alternate labour supplies are required to meet demands.

Recruitment and retention is directly connected to many of NL Health Services' strategic priorities including People, Access and many of the recommendations from Health Accord NL.

## Goals

To create sustainability of RNs and LPNs as part of the key components of NL Health Services Talent Acquisition Strategy, in line with the recommendations of the Health Accord NL, and supporting the vision of NL Health Services by:

- Offering either permanent or temporary full-time-employment to new nursing graduates;
- Targeting difficult to fill areas, effectively using signing bonuses and incentives;
- Facilitating the arrival of 250 RNs from India/Dubai; and
- Reducing agency resources to 60 by March 2026.

## Activities

- Engaged government, academic institutions, students, and experienced health professionals
- Developed the new graduate employment strategy for each classification
- Developed recruitment plans focused on international nurses
- Met with graduating students earlier and issued conditional job offers to students upon graduation and successful completion of the selection process
- Reintroduced and/or expanded the nurse collegian role, supporting the pathway to RN employment
- Maintained the recruitment and selection standards/process



## Outcomes/Progress



1. Recruited over 450 internally educated nurses as personal care attendants, LPNs and RNs
2. Job offers to over 430 RNs in India/Dubai
3. Increased the number of nursing graduates accepting full-time employment
4. Increased the number of nurses on units leading to improved quality of care for patients and residents
5. Improved work/life balance for current nursing staff due to increased availability of relief
6. Decreased agency RN resources
7. Improved stability for areas, such as long-term care in the Eastern Urban Zone, as more RN positions are filled
8. Increased the number of students hired as nurse collegians, as well as programs hiring nurse collegians
9. Contributed to the provincial immigration growth activities, including support for multiple immigration pathways

The creation of a Health Human Resource Plan will help support the sustainability of nursing resources and will standardize how efforts are operationalized throughout the province. This work also links with the capabilities of the Integrated Capacity Management System, and other workforce planning and retention initiatives.

**“ I am grateful for the opportunity to complete bridging education with the Centre for Nursing Studies and look forward to working as a licensed practical nurse. I am eager to apply the knowledge and skills I've acquired and make a meaningful impact in the lives of patients and families, as I join the NL Health Services' team in the Labrador-Grenfell Zone. ”**

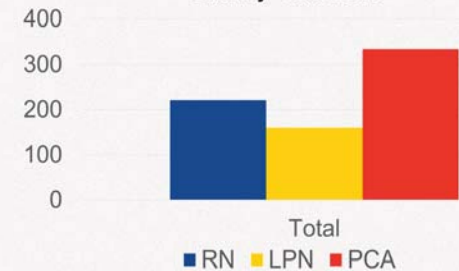
- Internationally-Educated Nurse



### Current Internationally Educated Nurses Working in NL Health Services

Total # Working as PCA: 260	Total # Working as LPN: 16	Total # Working as RN: 181
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### Total NL Health Services hires January - June 2024



## Opportunities

- Further growth of the nurse collegian program
- Support NL Health Services in delivering quality care by bringing new knowledge and ideas
- Enhance the culture of NL



Recruitment Team

