

“Planning for the Future”

CLPNA Think Tank

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Alberta Economy by 2030



- “By 2030, chances are good that the world will have placed a price on carbon emissions to spur energy innovation and wean humanity off carbon-based fuels”
- “The realities of climate change could mean that the oil sands have a best-before date that is sooner than we thought.”

Globe and Mail, “How the oil sands industry is distorting Canada’s economy”, T. Dixon, June 3, 2013

Future of Canada Labour Market

- Skills shortages - biggest challenge - largest skill shortage found in health-related occupations

*In Focus, "The Haves and Have Nots of Canada's Labour Market", B Tal,
December 3, 2012*

- Jobs of the future are likely to be in health care, computer technology and the skilled trades, given an ageing population, growing global demand for resources and Canada's love affair with electronic gadgets

Toronto Star, "Health care, IT and skilled trades are the Canadian jobs of the future", D Flavelle, January 13, 2013

- Vast majority of those who will make up Canada's labour force in 2030 have already been born

"People without Jobs, Jobs without People", R Miner, March 2010

Population Health Needs

- Increased elderly, immigrant, and aboriginal populations will result in a higher demand for healthcare services
- Rising need for mental health services – child, youth and adult
- Chronic diseases will continue to rise contributing to the healthcare burden
- Increased high tech lifestyle may negatively impact Generation Xers and Millennials as they age; therefore, decreasing the healthcare workforce
- Different demands – care and care environments

Clinical Workforce Strategic Plan (2011-16)

Goal:

To achieve a sustainable, effective and efficient workforce through an integrated approach to clinical workforce planning and implementation of five strategies to manage the clinical workforce

Key Strategies:

1. Enhancing productivity
2. Effective utilizing the current clinical workforce
3. Enhancing community based services to appropriately decrease demand on acute care
4. Increasing supply
5. Innovating attraction and retention

Alberta and AHS By the Numbers

- Average age of regulated nurses is 41 (AHS)
- 8.5% of regulated nurses are over 60 (AHS)
- Largest increase in clinical workforce is in nursing (AHS)
- Number of regulated nurses increases faster than the population growth rate (CIHI 2011)
- 800 RNs per 100,000 population (785 = national ave.)
- 200 LPNs per 100,000 population (246 = national ave.)

The Key Will Be Collaboration



Collaboration to Improve Patient Outcomes

“Positive effects of collaboration on health outcomes have been documented across a wide range of service areas including geriatric evaluation, neonatal intensive care, management and treatment of people with fractured hips and chronic diseases, as well as improvements in health services, decreased in the length of hospital stays and clinical error rates, and improvements in patient safety.”

*(Collaborative Practice and Education Framework for Change,
Alberta Health, 2012)*

Clarity in Scope of Practice

- Healthcare providers must understand and work to full scope of practice and understand the scope of practice of other health care providers
- Healthcare organizations must plan for infrastructure that supports knowledge management, students and research
- All health providers must recognize the contributions of the broader healthcare team beyond their discipline
- Specialization may be necessary to optimize knowledge and skill

The right **provider**, the right **care**, at the right **time**

Patient Centered Care To Patient Led Care

Nothing About Me Without Me

- The origin of this concept was a five day global seminar held in Salzburg in 1998 to develop ideas for improving the quality of healthcare by involving patients



Providers in Community Care



Health Informatics



Evidence in Practice

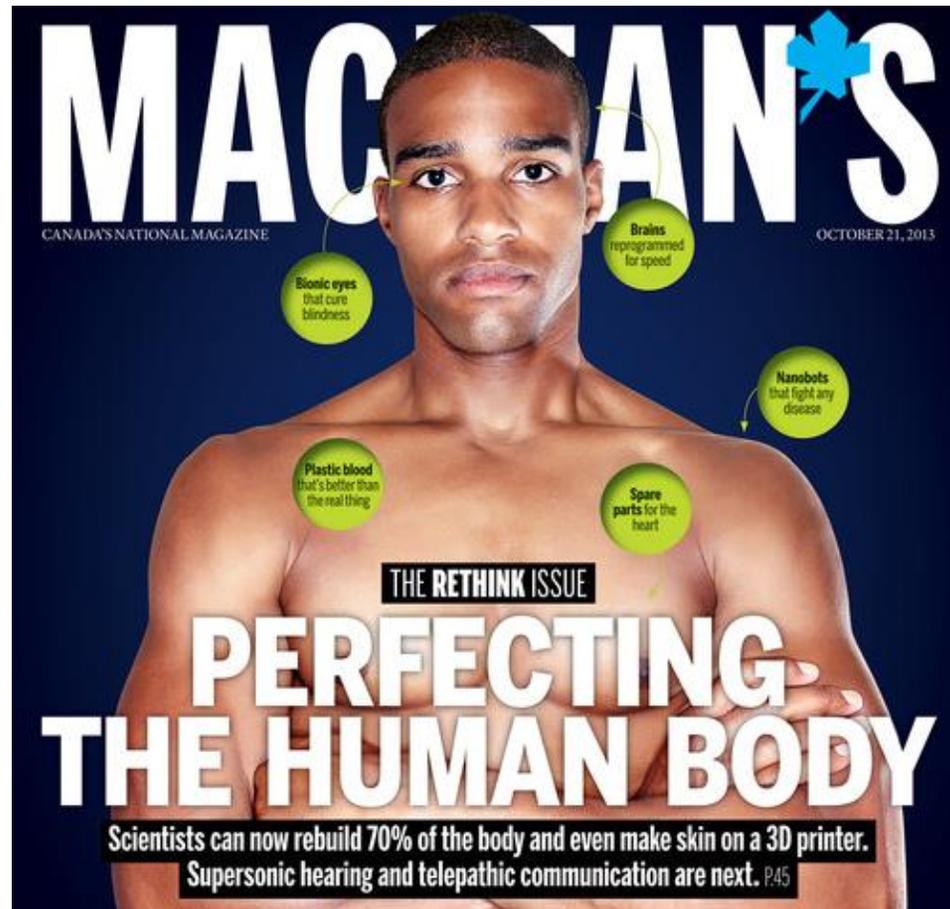
- Supporting Evidence in Practice & the Knowledge worker
- Future healthcare workers will use evidence-based knowledge to support each other and teach patients to be active participants in their health



Internationally Educated Health Professionals



Other Considerations



Robot Nurses



- In Japan, by 2025, 33% of the population will be senior citizens
- 4 Million workers will be needed to care for the elderly
- Robotic help with hygiene, eating meals and picking things up from the floor

Ubergizmo, "Japan Plans to Build Robot Nurses to Help Caregivers Assist Elderly Patients", D Perez, May 1 2013

Personalized Medicine

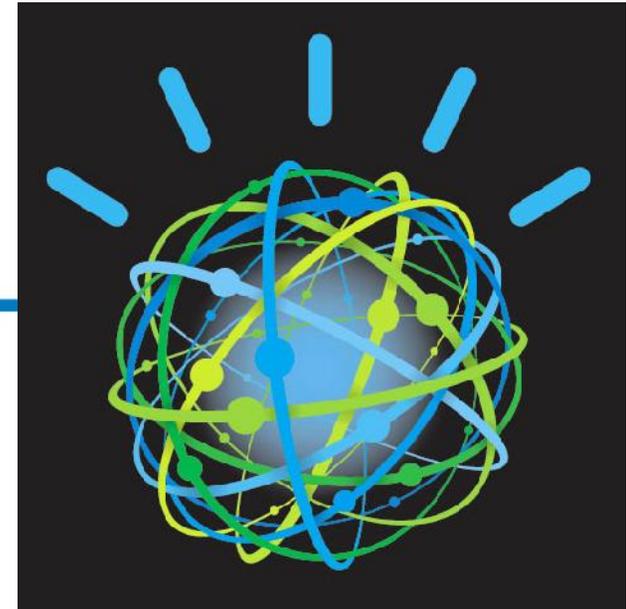
- Metabolic devices for companion diagnostics and personalized medicine
- “Metabolomic Tricorder” – portable device analyzes blood, urine and saliva compounds for their metabolites, chemical compounds produced within the body

(AI Health Solutions, Fall 2013)



Artificial Intelligence

- Artificial Intelligence
 - IBM’s Watson
- Digital and electronic records
 - AI’s ability to take unstructured and structured data and break down into information blocks to come to an un-biased conclusion
- Wearable technology
 - “biochemical” sensors – aim to obtain biochemical profiles, complete blood cell counts, cardiac enzymes and other pertinent lab results from inside the body



Gigaom Online, “Your doctor is going digital”, C Assad-Kottner, Oct 11 2013.

Thank you



Collaborative Practice

