

Meeting Health Human Resource Needs



Human Resource Supply and Demand Analysis

The HR Supply and Demand Analysis

Maintaining an adequate supply of professionals is one of the major challenges facing the health and social services sector in Prince Edward Island.

To assist in human resource planning, a Human Resource Supply and Demand Analysis is now being conducted by a partnership of government and non-government groups.

Purpose

The purpose of the analysis is to:

- provide a profile of our current supply of providers
- identify supply, demand and training issues over the next five years
- develop a forecasting model and a central database to assist in planning for future needs

The study is being conducted by DMR Consulting in Fredericton who began in February to develop a profile of 52 occupational groups in the public sector, and 28 groups in the private sector. A final report will be available in the fall.

The study is managed by an advisory committee of representatives from the

Department of Health and Social Services, the Department of Education, Human Resources Development Canada (ex officio), the PEI Public Service Commission, Regional Health Authorities, and private sector



employers.

Project Overview

The analysis includes four components: a Human Resource Inventory; Environmental Scan; Demographic Analysis; and a Forecasting Model.

Human Resource Inventory

The first step in the process is the development of an inventory of all health professionals in the public and private sectors. Information has been captured from existing information systems such as the government PeopleSoft program. Surveys are being conducted in areas where data does

not currently exist.

A database of all health education and training programs in Atlantic Canada is also being developed to identify our capacity to produce trained professionals, and guide the allocation of resources in this area.

Environmental Scan

An environmental scan of issues and trends impacting health human resources is being conducted through a literature review,



interviews, and focus groups with staff, professional groups and unions.

Demographic Analysis

A demographic analysis will then be conducted on the inventory database to provide a current snapshot of the supply of health and social services professionals in Prince Edward Island by occupational group, region, employment sector (private or public)

and by health service sector (e.g. acute care, mental health).

The demographic analysis will provide a comprehensive picture of our health and social services workforce based on factors such as age, gender mix, years of service, origin of training, and retirement eligibility. A labour market analysis will also be performed on historical trends and population data to determine rates of change in future.

Forecasting Model

Finally, a forecasting model will be developed to provide a profile of the anticipated demand for and supply of health professionals in PEI over the next five years, factoring in issues and trends impacting supply and demand. Based on a gap analysis, the forecast will also help to identify future surpluses or shortages within each occupational group.

For the first time, PEI will have a dynamic health human resource planning model that can be used by public and private sector groups, and educators who will have continued access to the central information database. This coordinated approach to human resource planning will help to ensure an adequate supply of health professionals

and continued access to quality health and social services in Prince Edward Island.

For more information contact:

Department of Health and Social Services

902 368 4927

or

a member of the Advisory Committee

Advisory Committee

Enid Dollar, Atlantic Baptist Home

Royden Stetson, The Medicine Shop

Ray Loxdale, Garden Home

Kathie Gallant, HRDC

Gavin Lutz, Queens Health Region

Glen Doyle, Public Service Commission

Debbie Pineau, Department of Education

Dan McCarthy, Public Service Commission

Susan MacKenzie, Department of Health
and Social Services

Pam Trainor, Department of Health
and Social Services

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