

Pillar 3

Grow

The provincial health system won't be able to meet long-term needs without growing and transforming today's workforce. The province is making significant investments in training and education to add new health workers to the system over time, and to provide opportunities for existing workers to increase their skills and progress in their careers.



Pillar Objectives

3.1

Grow the province's post-secondary capacity to educate future health care workers

3.2

Expand opportunities for existing health care workers to gain new education, skills, and credentials



Actions to Date

New educational capacity for nurses, health care aides (HCAs), and allied health professionals: Advanced Education's Targeted Enrollment Expansion Program is already providing funding for 1,090 new HCA seats and 1,338 new nursing seats in Alberta's post-secondary institutions. This program is also providing additional funding for 75 social work, 46 paramedicine, and 64 lab assistant seats over 3 years starting in 2022-23, over and above previous capacity.

HCA educational financial support: Alberta Health has established a HCA tuition bursary program to provide up to \$9,000 in financial support to eligible HCA students in exchange for a commitment to work for an Alberta continuing care provider for a period of time after completing their education. The Alberta HCA Workplace Tutor Program funds eligible operators (with up to \$9,400) to hire regulated nurses to educate HCAs. AHS also offers an in-house 12-month training program for HCAs and covers tuition for students in the program who commit to their position for 24 months.

New training approaches for mental health and addictions care: Alberta's new Ministry of Mental Health and Addictions is implementing a new Recovery Training Institute (RTI). This institute is being created as part of the Gunn Recovery Community. The RTI will serve as a centralized, province-wide hub of highly trained personnel who deliver a training program for all health care workers involved in Alberta's Recovery Communities.

Expansion of the New Beginnings Bursary for low-income nursing students: An additional \$8.5 million is invested to expand the bursary program to support more low-income nursing students so they can afford nursing education.



Future Actions

New medical school seats with a rural focus: The Ministries of Health and Advanced Education are working with Alberta's post-secondary institutions to expand the number of undergraduate medical seats and post-graduate medical residency seats in Alberta's medical schools, including seats reserved for international medical graduates. Once the seat expansion is fully realized, we expect Alberta will be producing 100 more physicians every year.

Furthering educational capacity for health professions: In addition to new medical school seats, the Ministry of Advanced Education will continue to explore opportunities to create additional capacity in health care programs.

New AHS registered nurse and licensed practical nurse training: Alberta Health will work with AHS and the regulatory colleges to expand programs that enable nurses to work in specialized settings. Specific areas of focus include peri-operative training for registered nurses and licensed practical nurses, and condensed emergency department training for licensed practical nurses.

Expanded access to primary care mental health training: Alberta will work with primary care providers to provide increased access to pediatric mental health education. This will support physicians in rural and remote areas to increase access to mental health services.

New strategies to align EMS resources to provincial demands: Alberta Health will work with the Health Quality Council of Alberta to determine whether there are enough EMS resources in the province to meet the demand. This work will inform future efforts to train and recruit EMS personnel to meet the health needs of Albertans.