

# Developing a Workplace Retention Framework to Build Capacity in Long-Term Care Using a Delphi Approach

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## Importance

## Summary

- Over 78,000 older Ontarians rely on the care and services provided by the LTC system (1).
- The growing complexity of resident care requires skilled and competent nurses and PSWs to address care needs.
- Long-standing problem of critical staffing issues in LTC especially regarding the essential workforce of nurses and PSWs (2).
- The province released a new staffing plan that prioritizes six areas of action. However, there is little guidance available for organizations to enhance planning for staffing stability to improve retention and longevity of the essential workforce(3).
- This study advances on the first phase a Staffing Stability study to explore how differing workplace factors influence staffing planning and development in LTC.

## Goals

- To explore how differing workplace factors influence staffing stability planning in LTC.
- To co-develop a workplace retention framework to inform the development of staff retention programs for building workforce capacity.

## Outcomes

- To develop a foundational outline of a workforce retention framework to inform the future development of staff retention programs and strategies, with the aim of building capacity in LTC workforce.

- To shed light on workforce retention factors that are essential to building a healthy workplace environment.
- A great resource to help inform policy and decision-making at each level of the health system, especially in LTC.
  - Findings from this study will help to bridge the gap for staffing retention programs in LTC.
- To build a comprehensive understanding of retention in LTC and identify strategies that will help to create a LTC where staff want to work.
- Co-create a foundational outline of a workforce retention framework with LTC partners (staff and leaders) that will assist LTC leaders in their efforts to sustain a knowledgeable and skilled workforce.

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## References

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