



Registered Practical Nurses
Association of Ontario



Western
HealthSciences



Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada

Resiliency on the job as a home care nurse: experiences of Registered Practical Nurses to inform recruitment, retaining and revitalizing this workforce

March 1, 2022 – February 28, 2023

The Registered Practical Nurses Association of Ontario (WeRPN) has engaged Dr. Denise Connelly's (Western University) research team to work together to inform decision-making in solving the nursing recruitment-retention problem they have identified for RPN home care nurses (werpn.com). In partnership, our multi-disciplinary research team of academics, clinicians, home care organizations, RPNs and students aim to inform strategies to recruit, retain and revitalize resilience for an engaged RPN workforce within the home care sector.

The specific objectives of the research project to inform decision-making and construction of relevant, RPN- informed resilience resources are to:

1. Explore the intersectional elements of professional and personal resilience of RPNs working in home care to inform our understanding of their needs through their experiences in home care,
2. Understand the role of stakeholders (e.g., RPNs, home care organizations, clients, and their family/care partners) in creating a work environment that supports personal and professional resilience of RPNs working in home care, and
3. Provide the research evidence for our partner (WeRPN) and other stakeholders (e.g., university and college educators, home care organizations, clients and their family/care partners, government) to inform knowledge mobilization, practice strategies and policy that will increase recruitment-retention and resilience of RPNs within the home care sector for great societal benefit and impact.

To access experiences of home care RPNs, the proposed research will draw upon indicators of personal and professional resilience. The project will use an explanatory mixed-method study design (Creswell & Creswell 2017) employing quantitative then qualitative data collection. An online survey to Ontario home care RPNs will gather opinions of home care nursing, context, challenges, and opportunities. Sufficient sample size will be obtained to permit correlational data analysis of participant characteristics and resilience outcome measure scores to make meaning of cross-sectional data. Individual interviews with 20-30 RPNs will ask questions such as: *Tell me about nursing in someone's home? Why did you choose to work in home care nursing? Tell me about what gives you joy in your work? What is challenging for you as a home care nurse?* A social constructionist grounded theory approach (Charmaz, 2008) will guide the research team in developing a conceptual model illustrating resiliency.

Expected outcomes of this research study align with the primary goal of WeRPN to recruit-retain and re- vitalize RPNs working in the home care sector by creating resources/strategies/policy that attract RPNs to and support their personal and professional needs. The demand for professional care of people living at home is rapidly outpacing the available workforce (CMA 2021). Recent home care federal funding (Busby 2021) presents opportunity

to embed supports within this planned expansion to recruit, retain, and revitalize this workforce. The confluence of federal funding, government prioritization of home care (Home Care Ontario 2021), the nursing workforce crisis (Haddad et al. 2020) in home care (Dr Groot et al. 2018), and ongoing pandemic conditions together present a unique moment in society.

Together the team will create resources for home care RPNs in accessible formats to engage them and stakeholders (i.e., decision and policy makers, and RPN academic programs). With WeRPN we aim to support modernization of home care infrastructure to recruit, retain and revitalize the RPN workforce in home care.