

C19 Immunity Study **Workforce Survey: Exploring multiple job holding amongst the personal support care workforce**

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Background | Workforce

- Demand for long-term care services is **increasing**
- Personal support workers (PSWs), face **challenging working conditions**
- Workplace conditions place PSWs at **risk**
- PSWs **face limited job security** with a sector reliance on part-time and casual work contracts

(OECD, 2020)



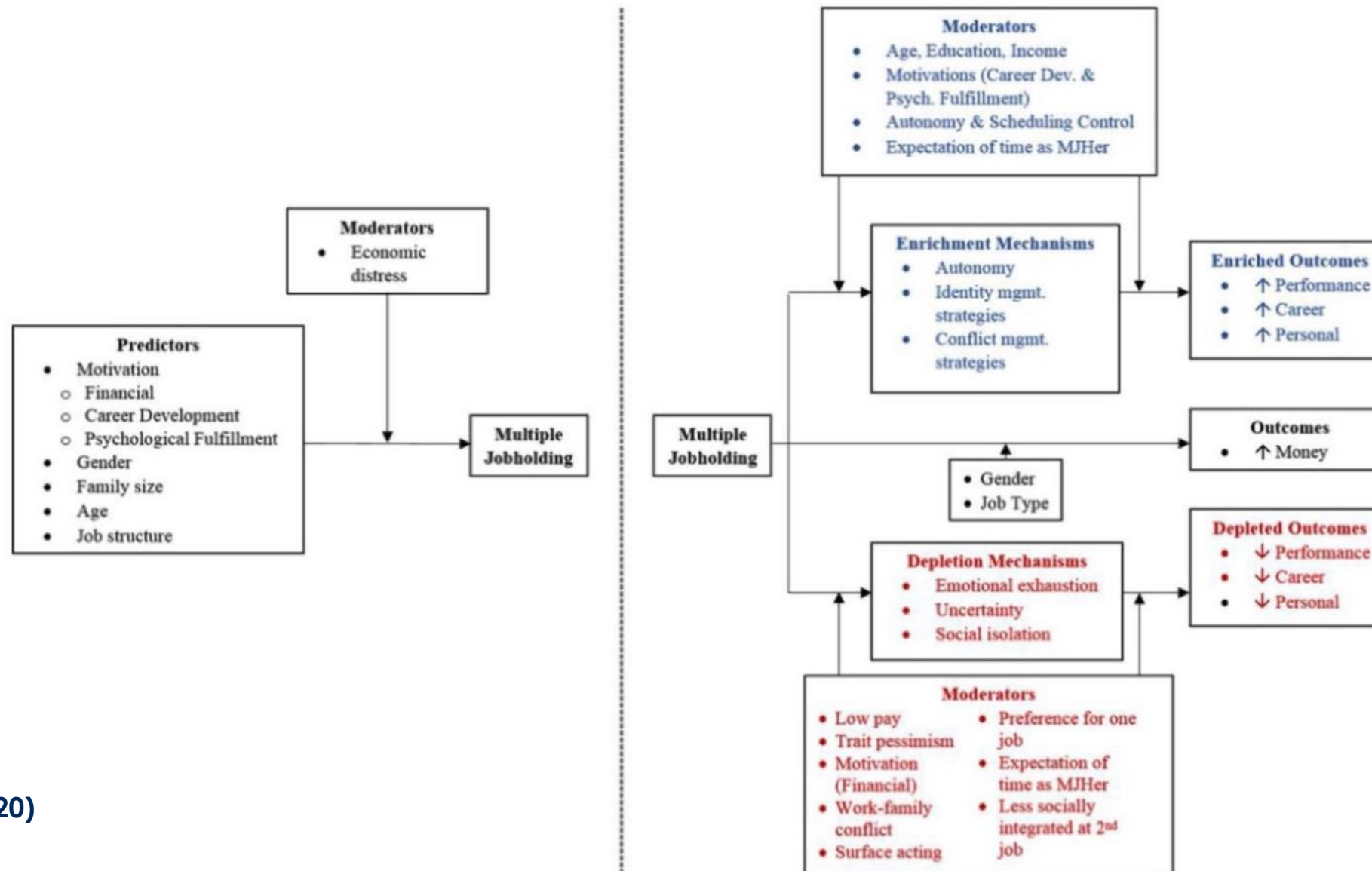
Background | Workforce

- PSWs hold multiple jobs to earn a living wage
- A survey found that **24.3%** of PSWs are employed in **<1 nursing home** and **15%** held employment outside of the nursing home sector
 - **73% held multiple jobs due to finances**



(Duan, 2020)

Integrated Model of Multiple Job Holding



(Campion et al., 2020)

Background | Multiple Job Holding

Motivations & Drivers:

- To make ends meet
- Dissatisfaction with primary employer
- Increase in salary
- Scheduling flexibility
- **Wanted to vs. had to**

Consequences & Outcomes:

- Impacts family and leisure time
- Higher probabilities of depression
- Job dissatisfaction
- Intent to leave the workforce



Rationale & Research Objectives

- Not yet been closely examined
- This is a **critical gap**
- We need a better understanding of this practice
- Assessing the fit of the *Integrated Model of Multiple Job Holding*
- Inform policies & programs

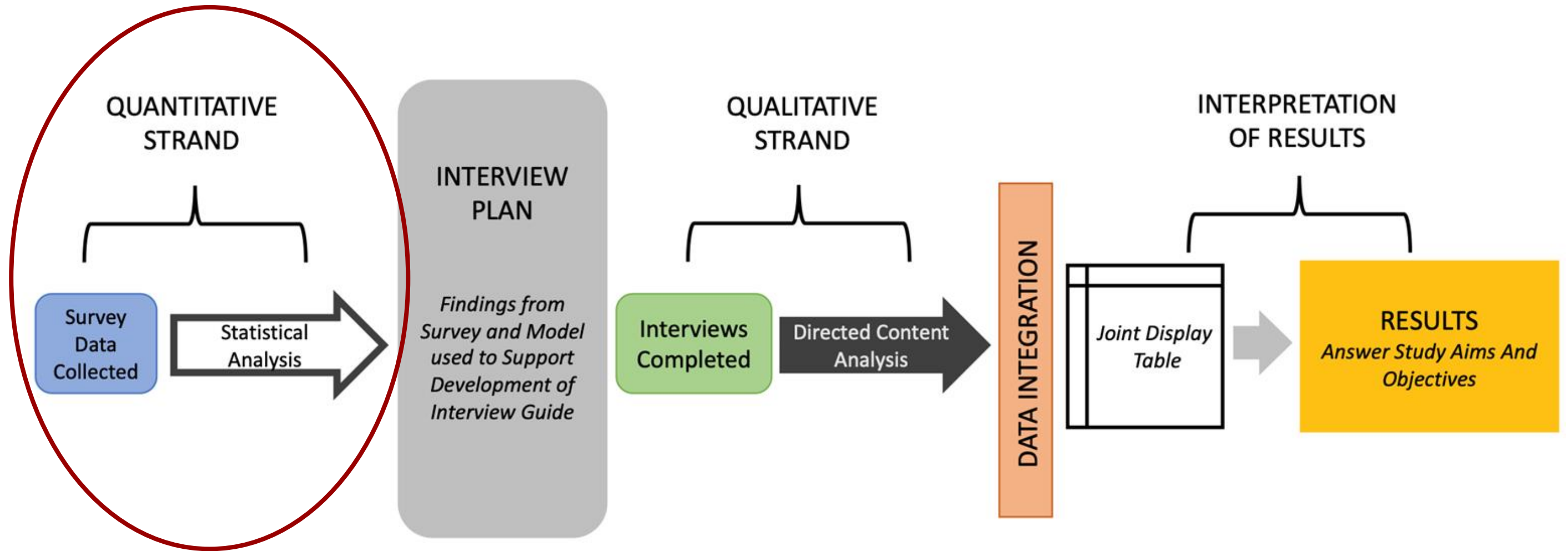


Research Question

1. What are the characteristics, including sociodemographic, health and workplace arrangements, of personal support workers in Ontario nursing homes?



Study Design



Study Setting

- ON has a total of 627 nursing homes; 16% are publicly owned, **57% are owned by private for-profit organizations**, and 27% are owned by private not-for-profit organizations
- ON nursing homes employ over 100,000 staff, who support ~ 78,000 residents
- About **58% of this workforce are personal support workers** (2018 Staffing Report)
 - 41% work full-time
 - **48% work part-time**
 - 10.7% are casual
 - **1/2 of these would prefer to work more hours**
- 25% of PSWs who have 2+ years of experience leave the sector annually
- **Turnover highest for part-time and casual staff**
- Average wage in ON for PSWs is \$22.69 CAD

Methods

Participants:

- Ontario nursing homes, part of C19 Immunity Study
- As of May 22, 2022, 27 nursing homes have participated

Inclusion Criteria: PSWs, who work in an Ontario nursing home that is part of the C19 Immunity Study

Exclusion Criteria: PSWs who do not work in one of these homes and those who are not proficient in English

Data Collection



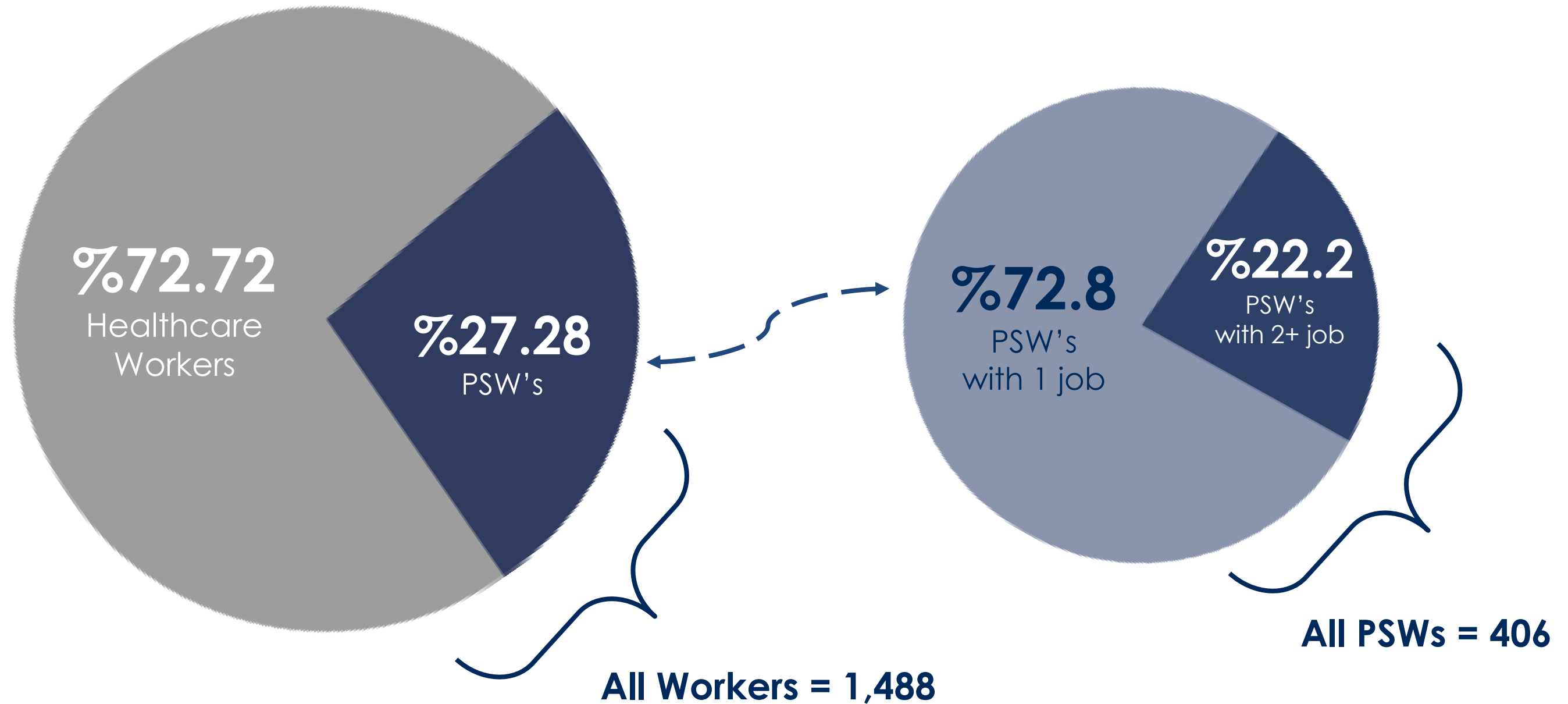
- **Subset of the data** from the **C19 Workforce Survey**
- **C19 Workforce Survey domains:**
 - Participant sociodemographics
 - Workplace Arrangements
 - Health status
 - Health care use

Data Analysis

- Descriptive analyses to characterize PSWs
 - Measures of central tendency
 - Frequencies & proportions
- Stratified by their status as single-job vs. multiple job holder
 - T-tests for continuous variables
 - Chi-square test for binary or dichotomous variables



Results



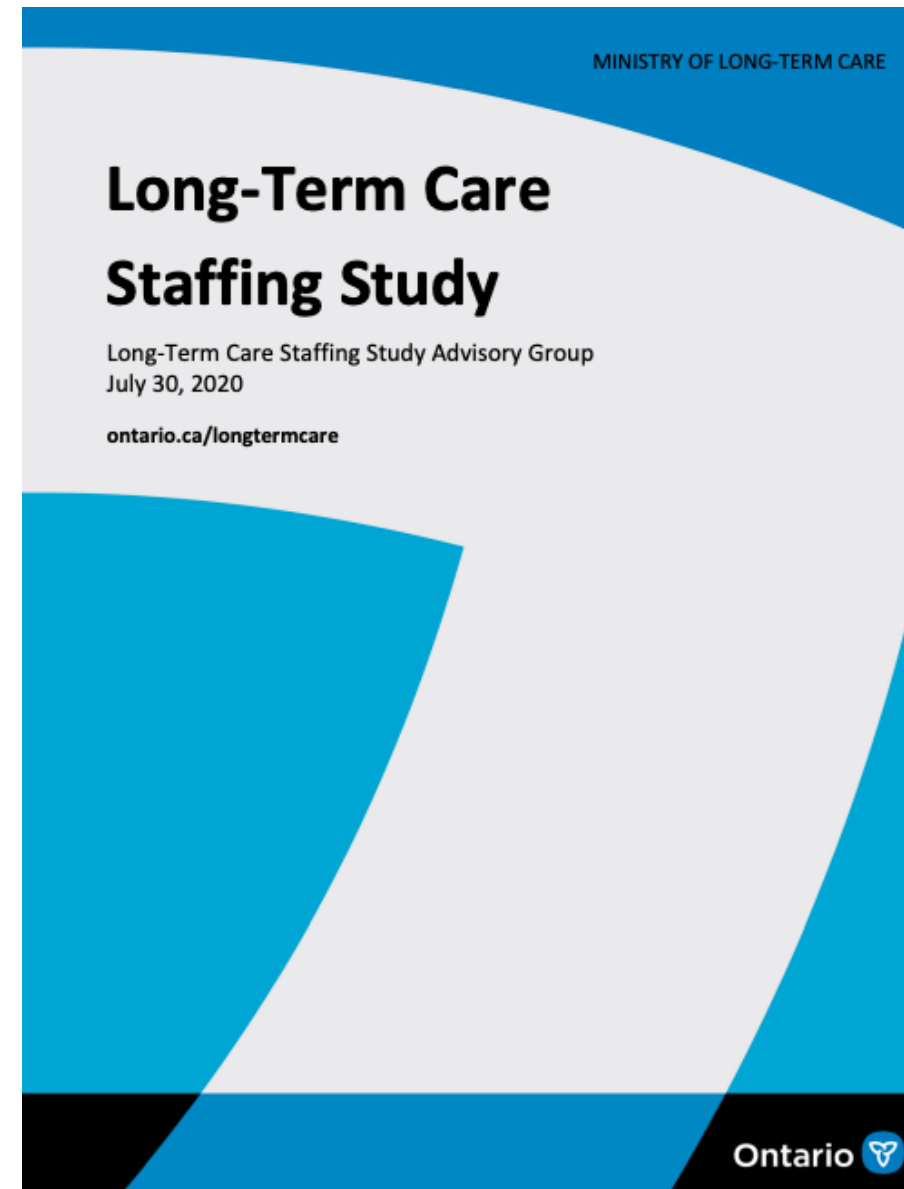
Results

	Workforce Type		
Number of Jobs	Personal Support Workers n(%)	Other Healthcare Workers n(%)	Odds Ratio
1 Job	312 (76.85%)	902 (83.36%)	
2+ Jobs	94 (23.15%)	180 (16.64%)	1.509758
Total	406	1,082	p = 0.0039

Results

Characteristic	Number of jobs, n(%)	
	1	2+
Sex/Identified Gender		
Female	273 (87.5%)	82 (87.23%)
Male	38 (12.18%)	12 (12.77%)
Race		
Other/Non-white	183 (60%)	72 (79.12%)
White	122 (40%)	(20.88%)
General Mental Health Status		
Poor	98 (36.03%)	42 (50.6%)
Average	121 (44.49%)	35 (42.17%)
Excellent	53 (19.49%)	6 (50.6%)

Impact of Research



Limitations & Strengths

- Impact of COVID-19 Waves
- Sample size is relatively small
- First study in Eastern Canada
+ Qual methods
- Contribute to literature





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www.c19immunitystudy.ca

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