

## New Personal Support Worker Investments

### What are the new Personal Support Worker Investments?

- The new personal support workers (PSWs) investments intended to help people launch rewarding careers as personal support workers to increase the care available for residents and support the staffing needs of long-term care homes and in home and community care, especially in rural, remote, and northern communities.
- The program includes, retroactive to April 1, 2023:
  - A paid clinical stipend of up to \$5,440.50 per personal support worker student for placements in long-term care or home and community care.
  - Waiving of fees for students enrolled in personal support worker programs in district school boards.
  - A \$10,000 incentive for recent personal support worker graduates who commit to work in long-term care or home and community care for 12 months.
  - An additional \$10,000 incentive to offset the costs of personal support workers relocating to a designated rural, remote, or northern community.

### Why isn't the government offering free tuition at public colleges and private career colleges anymore?

- Previous investments in personal support worker education were made in response to urgent staffing needs during COVID-19.
- The commitment to an average of four hours of direct care per resident each day and the addition of 30,000 more long-term care beds to the system continues to drive the need for more personal support workers.
- We are focusing our investments where they can have the biggest impact in long-term care and home and community care.
- The new personal support worker investments support the objectives of increasing the overall supply of personal support workers and incentivizing long-term care and home and community care as the careers of choice, in alignment with broader government supports for education and training.

### Why is tuition being waived for students enrolled in programs at district school boards?

- Fees are being waived for students enrolled in programs offered by district school boards.
- Programs offered by district school boards are not OSAP eligible. Waiving these fees will help ensure continued access to programs delivered by school boards.

### **What about students enrolled in programs at school boards who have already paid their tuition?**

- Tuition waiver for students at district school boards will be retroactive to April 1, 2023. Students who have already paid their tuition will have it reimbursed.

### **Clinical Stipends**

#### **How much is the clinical stipend?**

- Personal support worker students completing a placement in long-term care or in home and community care will be eligible to receive up to \$5,440.50 (\$17.55 per hour for up to 310 hours).
- Eligible employers will also receive up to \$852.50 to help with administrative costs of placements.

#### **Will all students receive a clinical stipend?**

- Students are required to complete clinical placements as part of a personal support worker program.
- Students are eligible for up to \$5,440.50 (\$17.55/hour up to a maximum of 310 hours) for clinical placements completed in long-term care or home and community care.
- International students with work permits are eligible to receive a clinical stipend. Prospective employers are to confirm residency status of the applicant as part of the placement process.
- Students with experience in long-term care or home and community care are more likely to work in the sectors upon graduation.

#### **What if a student can't get a placement in long-term care or home and community care?**

- Student clinical placements are typically coordinated between the student and the program after a student has enrolled.
- The program is helping personal support workers start their career in long-term care or home and community care through clinical placements and employment incentives.

#### **Will clinical stipends be retroactive?**

- Clinical stipends for personal support worker students who completed their placements will be retroactive to April 1, 2023.

## **Will clinical stipends impact student's OSAP application?**

- The clinical stipend is considered in-study income under the OSAP assessment and must be declared by the student.
- Even though the clinical placement is completed later in the personal support worker student journey, the student is required to provide an update to their OSAP application for all income received for the placement through this initiative.
- We encourage personal support worker students to declare their intention of completing their clinical placement in long-term care or home and community care in advance in consultation with their financial aid office at their educational institution, to include the clinical stipend as in-study income in their OSAP assessment and avoid any potential OSAP overpayments.
- Clinical stipends for personal support worker students who completed their placements will be retroactive to April 1, 2023. In the case of retroactive clinical stipend payments, students are to update their OSAP application to reflect their updated in-study income to avoid any potential OSAP overpayments. Students can contact their financial aid office for more information.

## **Recruitment Incentives**

### **How do the recruitment incentives work?**

- Any new personal support worker graduate since April 1, 2023, who is willing to commit to working in a long-term care home or home and community care for a minimum of 12-months will be eligible for \$10,000, to be paid in two installments.
- If a personal support worker agrees to work in a designated rural, remote, or northern community they can receive an additional \$10,000 to assist with relocation costs.

### **When do personal support workers receive their payments?**

- Students will receive payments of:
  - \$5,000 after the first six months.
  - \$5,000 after 12 months.

### **How do these incentives differ from the program introduced in 2021?**

- The program launched in 2021 provides a \$5,000 incentive in exchange for a six-month commitment in long-term care or home and community care.
- As part of the new program, we are providing a \$10,000 incentive in exchange for a 12-month commitment to long-term care or home and community care.
- We believe a longer commitment will have more of an impact on staffing in long-term care and home and community care.
- The new incentives will be available for eligible personal support workers starting employment on or after April 1, 2023.

### **What if a recent personal support worker graduate accepted the previous six-month commitment?**

- The new graduate will have a choice of completing their current six-month commitment or extending it to one year in order to receive an additional \$5,000.

### **Who is eligible?**

- A personal support worker may be eligible for the new incentives if:
  - The position has been approved by Ontario Health and advertised as being eligible.
  - The personal support worker graduated on or after April 1, 2023.
  - The personal support worker begins their employment on or after April 1, 2023.
  - The position is in a publicly funded long-term care home or with a home and community care provider in Ontario.
  - The position provides full-time hours (minimum 30 hours a week).

### **How many personal support workers do you expect to recruit to long-term care through the incentives?**

- The Ministry expects the new incentives will attract hundreds of personal support workers to long-term care and home and community care.
- The number of personal support workers recruited depends on the number of personal support worker positions employers can offer throughout the course of the program.
- The Ministry will track uptake in the program closely.

### **What is the role of the employer?**

- Employers in long-term care and home and community care must submit an application to Ontario Health to offer positions.
- Once an application is approved, the employer may recruit for an eligible personal support worker and sign an agreement.

### **What if an individual doesn't complete their 12-month commitment?**

- Payments will be staged and paid out after key milestones are met. The first payment will be made after 6 months of employment. The second and final payment will be made after 12 months of employment.

## **Are international students in personal support worker programs eligible for the incentives?**

- International student graduates from personal support worker programs are eligible if they agree to work in an Ontario long-term care home or in home and community care for 12 months.
- Work permits are required from prospective personal support worker graduates for both incentives.
- Prospective employers are to confirm residency status of the applicant as part of the hiring process.

## **Remote, Rural and Northern Incentive**

### **What is the Remote, Rural and Northern Incentive?**

- If the employer is located in a designated high-need geographic area, an individual can receive an additional \$10,000 incentive to help with relocation costs.
- Personal support workers receiving both incentives will receive payments of:
  - \$5,000 on their start date.
  - \$10,000 after the first six months.
  - \$5,000 after 12 months.

### **How long does a personal support worker have to commit to receive Remote, Rural and Northern Incentive?**

- A 12-month commitment is required for all long-term care and home and community care agreements, regardless of the location of the home.

### **Will a personal support worker who lives in a designated Remote, Rural and Northern Incentive community be eligible for the incentive?**

- The intention of the Remote, Rural and Northern Incentive is to support relocation costs, therefore eligibility for the Remote, Rural and Northern Incentive requires a relocation move to be 100km or more from the principal residence.
- A personal support worker who has a principal residence in a Remote, Rural and Northern community will be eligible for the \$10,000 incentive if they work in a long-term care home or in home and community care for 12-months.

### **How are high-need Remote, Rural and Northern communities designated?**

- Remote, Rural and Northern communities are defined by all of Northern Ontario via Ontario Health regions and RIO 40+ communities.

## Which communities are considered Remote, Rural and Northern?

The following communities are considered Remote, Rural and Northern. Other communities will be considered on a case-by-case community in consultation with Ontario Health.

Alexandria	Haliburton	Pembroke
Alfred	Hanover	Penetanguishene
Apsley	Harriston	Perth
Arthur	Hastings	Petawawa
Astorville	Hawkesbury	Petrolia
Atikokan	Hearst	Pickle Lake
Bancroft	Hornepayne	Plantagenet
Barrys Bay	Huntsville	Port Carling
Blind River	Iroquois Falls	Port Elgin
Bonfield	Kapuskasing	Port Mcnicoll
Bracebridge	Keewatin	Powassan
Bruce Mines	Kenora	Rainy River
Brussels	Kincardine	Red Lake
Buckhorn	Kirkland Lake	Richards Landing
Burks Falls	Lakefield	Ridgetown
Calabogie	Latchford	Sauble Beach
Callander	Levack	Schreiber
Campbellford	Limoges	Seaforth
Chapleau	Lions Head	Sharbot Lake
Chesley	Listowel	Shelburne
Clarksburg	Little Current	Sioux Lookout
Clinton	Lucknow	South River
Cobalt	Manitouwadge	Southampton
Cochrane	Manitowaning	Spanish
Colborne	Marathon	St Eugene
Coldwater	Marmora	St Isidore
Deep River	Massey	Stirling
Dryden	Matheson	Sturgeon Falls
Dundalk	Mattawa	Sundridge
Durham	Meaford	Teeswater
Ear Falls	Mildmay	Temagami
Elliot Lake	Mindemoya	Terrace Bay
Emo	Minden	Thessalon
Englehart	Mitchell	Thornbury
Espanola	Moose Creek	Vankleek Hill
Exeter	Moose Factory	Vermilion Bay
Flesherton	Morrisburg	Verner
Fort Frances	Mount Forest	Victoria Harbour
Garden Village	New Liskeard	Walkerton
Geraldton	Nipigon	Warkworth
Glencoe	Nobleton	Wawa
Goderich	Northbrook	Whitney
Gore Bay	Norwood	Warton
Grand Valley	Palmerston	Winchester
Gravenhurst	Parkhill	Wingham
Haileybury	Parry Sound	Zurich

### **Are graduates from Indigenous Institutes eligible for the incentives?**

- Indigenous Institute graduates from personal support worker programs are eligible for the incentives if they agree to work in an Ontario long-term care home or with home and community care for 12 months.
- Indigenous Institute personal support worker graduates can be eligible for the Remote, Rural and Northern Incentive if they relocate at least 100km to a designated community to work in a long-term care home or with home and community care in the area for 12 months.