

## CSCP Staff Vacancy Survey Findings:

### Background:

The CSCP recently conducted a survey of perfusion departments across the country regarding current and projected future staffing vacancies. This was done to examine growing concerns from members that hospitals were having difficulties recruiting perfusionists to replace retiring staff. These data will be shared with our educational partners such that they have the necessary data to adjust enrollment in their perfusion departments, if deemed needed.

### Findings:

There was a good response rate, with 25 centers providing information (Eastern Region: 9, Central Region: 9 and Western Region: 7).

To make the most of this survey, data were also collected on number of cases (Eastern Region: 8095, Central Region: 11327, Western Region: 5400), number of VAD/ECMO (Eastern Region: 96, Central Region: 278, Western Region: 158) and number of cell salvage cases (Eastern Region: 3007, Central Region: 4635, Western Region: 2800).

A large number of staff vacancies are currently available, with increasing need for perfusion staff over the next 5 years. Currently, there are 16 vacancies reported, there are projections of 21, 34 and 58 vacancies in the next 1, 2 and 5 years, respectively.

These will be offset to a small extent by upcoming perfusion students entering the workforce. BCIT will be graduating 7 students this summer, The Michener Institute will be graduating 12 students in March 2018 and University of Montreal will be graduating 3 students in the summer of 2018 and 4 students in the summer of 2019.

Region (# of centers)	Cases	VAD/ECMO	C/S	Vacancies			
				Current	1 year	2 year	5 year
Eastern (9)	8095	96	3007	4	6	11	15
Central (9)	11327	278	4635	7	11	14	30
Western (7)	5400	158	2800	5	4	9	13
Total (25)	24822	532	10442	16	21	34	58

Figure 1: Survey Data: A summary of the survey data.

### Conclusion:

With the increasing number of perfusionists retiring across the country, there is a growing need for new perfusion staff. Currently, the perfusion programs do not appear to be able to cover these vacancies, leaving perfusion departments looking for other sources of staff, including the Internationally-Educated stream (<http://www.cscp.ca/Professionals/Careers/Apply-for-Membership/International-Applicants>).