

Workforce Focus

From the Waterloo-Wellington Training & Adjustment Board
 "Guiding today's workforce for tomorrow's workplace"

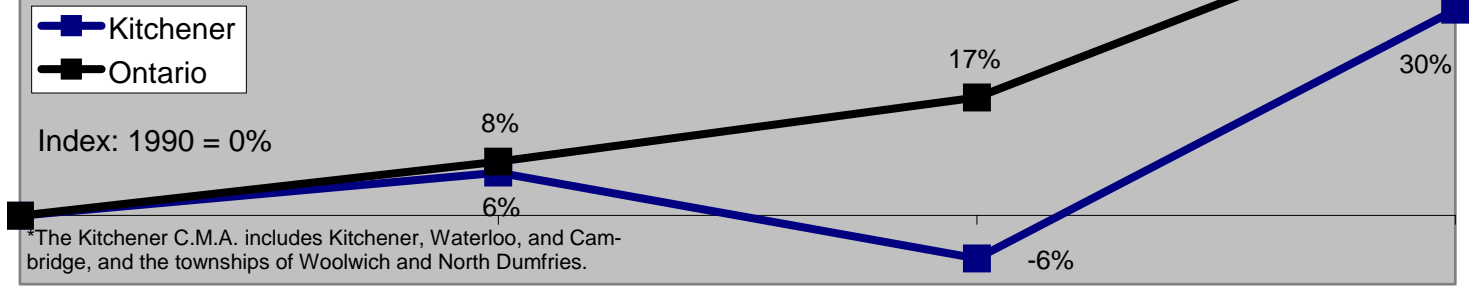
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Healthcare Employment Change

Kitchener C.M.A.* and Ontario 1990-2005



*The Kitchener C.M.A. includes Kitchener, Waterloo, and Cambridge, and the townships of Woolwich and North Dumfries.

1990 1995 2000 2005 Source: 2001 Census Data, Statistics Canada

Shortages?

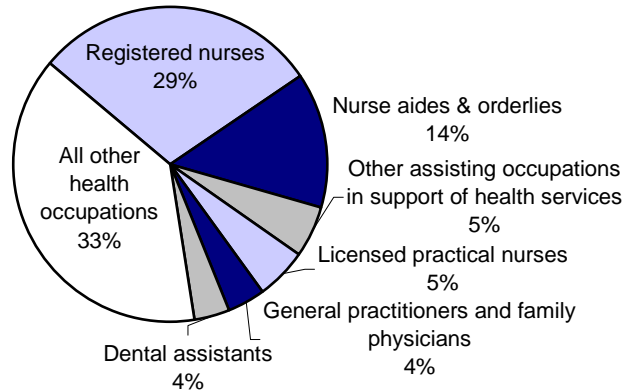
The high median age of nurses and physicians coupled with the high number of women in the sector accentuates the perception of a labour shortage, as women and older employees work fewer hours than males under 55. Policies to reduce procedures and bed counts lengthen waiting lists and also add to this perception.

However, falling enrollments in nursing and medicine combined with the aging of the workforce validate the anticipation of a future shortage.

Source: Galarneau, 2003

Healthcare Composition

Waterloo-Wellington 2001



Source: 2001 Census Data, Statistics Canada

Immigration

Recruitment of foreign workers is often mentioned as a solution to labour shortages. However the proportion of recent immigrants in healthcare has changed little in the last 15 years. Recognition of credentials continues to be a barrier to employment.

Source: Galarneau, 2003

Healthcare Snapshot

Waterloo-Wellington, 2001

Source: 2001 Census Data, Statistics Canada

	Employment	Median age	% of workers retiring before 2011	Annual median income	Income as % of Ontario average
Nurse Supervisors & Registered Nurses	3790	43.3	22%	\$50,042	100%
Assisting Occ's in Support of Health Services	3075	37.4	11%	\$27,996	99%
Other Technical Occ's Health Care (Ex. Dental)	1395	39.6	15%	\$37,463	99%
Medical Technologists & Technicians (Ex. Dental)	1380	37.3	15%	\$38,110	89%
Physicians, Dentists and Veterinarians	1375	45.7	6%	\$109,632	104%
Therapy & Assessment Professionals	590	38.3	5%	\$49,441	99%
Pharmacists, Dietitians and Nutritionists	530	42.3	14%	\$65,857	113%
Technical Occupations in Dental Health Care	415	37.8	6%	\$46,207	105%
Optometrists & Chiropractors	365	37.7	5%	\$59,127	109%
All Healthcare	12910	40.5	14%	\$41,029	94%

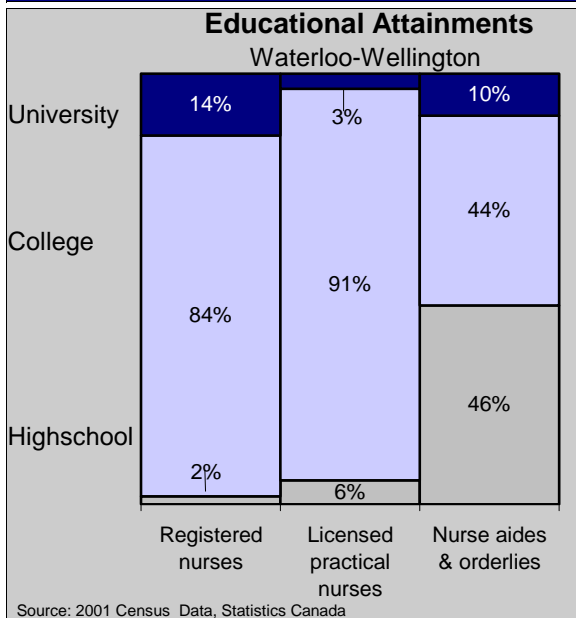


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Nursing

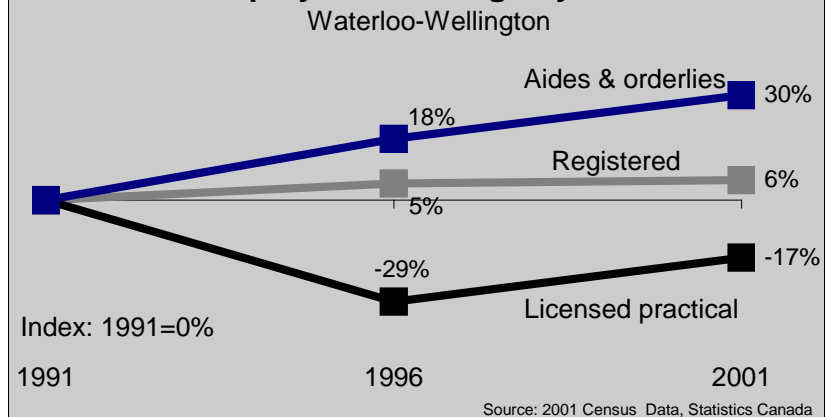


Stagnant employment

Nursing employment has grown slower than the local and provincial economy. This is a consequence of low hiring rates in the early 1990s and falling enrollment in nursing programs.

Source: Galarnau, 2003

Employment Change by Field



Education

In the past registered nurses required a 3 year nursing diploma or a four year bachelors degree. Most provinces have now changed the entry requirement to a four year bachelors degree. As a result the share of this regions registered nurses with degrees rose a percentage from 1996-2001.

Source: Pyper, 2004

Changing composition

Traditionally registered and licensed practical nurses have been the primary providers of patient care. However, one method of controlling costs since the 1980s seems to have been an increase in the patient-care role of unregulated nurse aides and orderlies.

Source: Pyper, 2004

Medicine

Recruitment Strategy

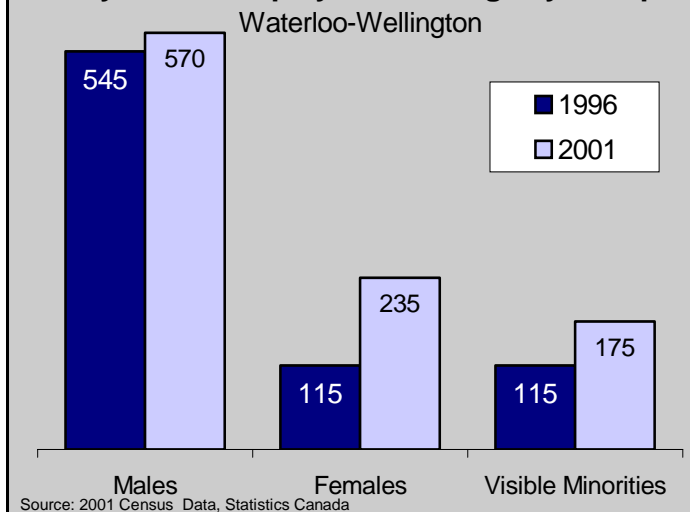
The Ontario Medical Association and the Professional Association of Interns and Residents of Ontario are lobbying the provincial government to defer interest on student loans until after residency is completed. By reducing the financial burden, best suited rather than best compensated career paths would gain interest.

Education

In 1992, 80% of medical students opted for family medicine, compared to 45% in 2000. Specialist employment has had a similar growth rate as that of other physicians in this region.

Source: Pyper, 2004

Physicians Employment Change by Group

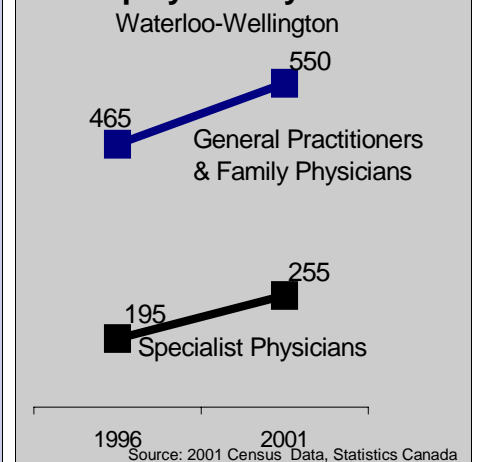


Trends

- Physicians have the highest average age among healthcare professionals as they generally retire late.
- Enrollment in faculties of medicine has been falling.
- Years of post doctoral study have been increasing.

Source: Galarnau, 2003

Employment by Field



Canada

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