

Workforce Focus

From the Niagara Training & Adjustment Board
 ...Niagara's Workforce Development Board

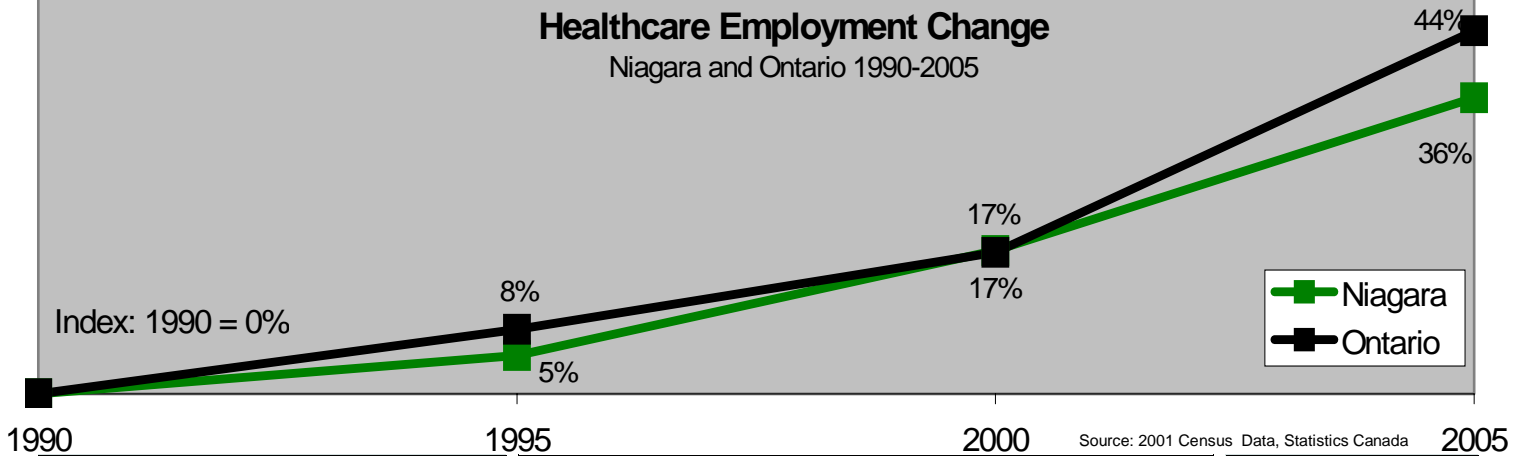
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Healthcare Employment Change

Niagara and Ontario 1990-2005



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.

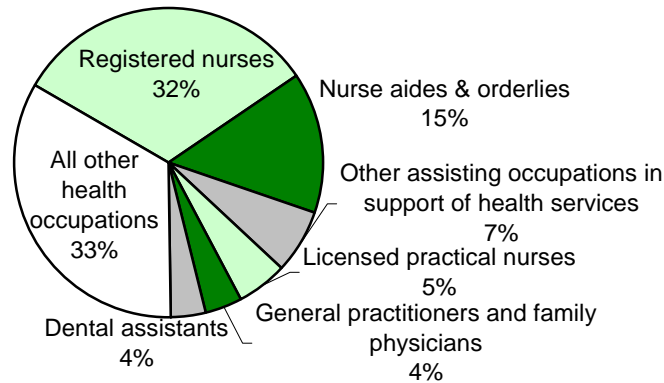
However, falling enrollments in nursing and medicine combined with the aging of the workforce validate the anticipation of a future shortage.

Source: Galarneau, 2003

Healthcare Composition

Niagara 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

Niagara, 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	2770	44.1	24%	\$48,987	98%
Assisting Occ's in Support of Health Services	2315	39.1	12%	\$26,430	93%
Other Technical Occ's in Health Care (Ex. Dental)	1105	39.7	17%	\$38,928	103%
Physicians, Dentists & Veterinarians	895	47.1	12%	\$140,150	133%
Medical Technologists & Technicians (Ex. Dental)	705	41.4	18%	\$39,889	93%
Therapy & Assessment Professionals	340	38.0	12%	\$50,083	100%
Technical Occ's in Dental Health Care	265	36.4	4%	\$45,917	104%
Pharmacists, Dietitians & Nutritionists	250	42.1	2%	\$42,223	73%
Optometrists & Chiropractors	160	36.0	6%	\$56,929	105%
All Health Occupations	8795	41.9	16%	\$39,772	91%



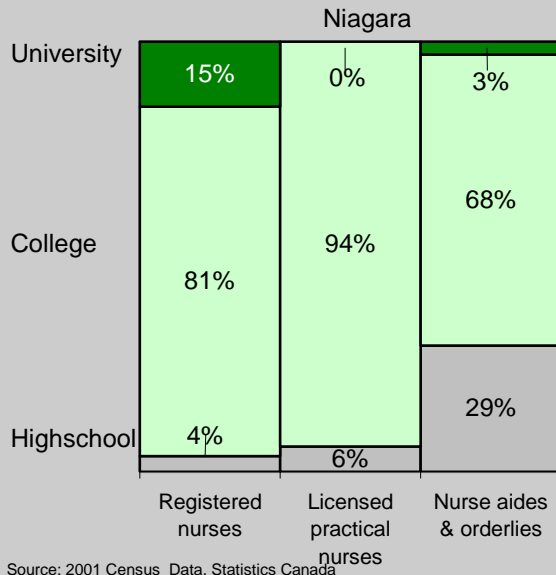
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Nursing

Educational Shares

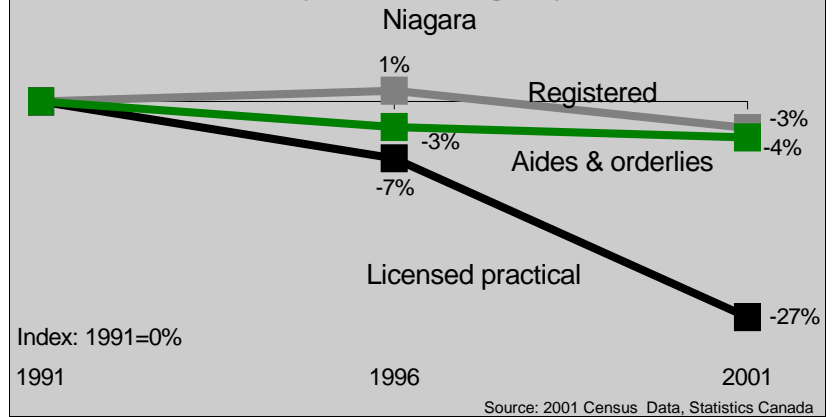


Stagnant employment

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 from 10 to 15% 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

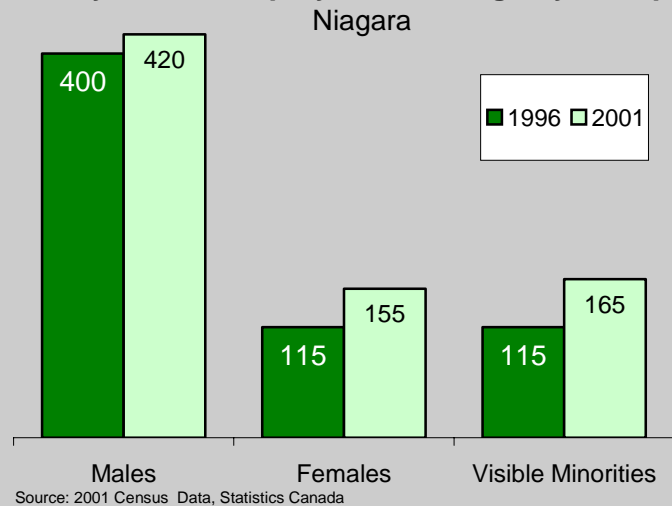
The Ontario Medical Association and the Professional Association of Interns and Residents of Ontario are lobbying the provincial government to defer interest on student loans until after residency is completed. By reducing the financial burden, best suited rather than best compensated career paths would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

Education

In 1992, 80% of medical students opted for family medicine, compared to 45% in 2000. This change in supply has yet to be matched by local sector demand as specialist growth lagged behind that of other physicians.

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



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