Canada’s Regulated Nurses

A Look at Internationally Educated Nurses in Ontario and Canada
Outline

• CIHI Snapshot
• Health Workforce Information at CIHI
• Internationally Educated Nurses
  – Nurses in Canada
  – Internationally Educated Nurses in Ontario
• Trends to Watch
CIHI Snapshot

• Independent, not-for-profit corporation
• 27 data holdings
• Expertise in:
  – Data collection and analysis
  – Information standards
  – Education and outreach
CIHI’s Data Holdings

• 27 databases of comparable health information
  – Health spending
  – Health workforce
  – Types of care: acute hospital, specialized services, community and pharmaceutical care

• A single database may receive an average of up to 3.2 million records per month
Health Workforce

• Data on 31 health professions, including record-level data collection for
  – Physicians
  – Regulated nurses
  – Pharmacists
  – Occupational therapists
  – Physiotherapists
  – Medical laboratory technologists
  – Medical radiation technologists
Health Workforce Database (HWDB)

Content
- Record-level supply and distribution information on OT, PT, MLT, MRT, RN/NP, LPN, RPN and Pharmacists, including demographics, education and employment
- Aggregate-level supply information on 23 other health professions

Data source
- Provincial and territorial regulatory bodies
- National associations
- Provincial/Territorial government

Data availability
- Varies by profession
- Selected historical data back to 1980
### Health Workforce Information Data Dictionary

<table>
<thead>
<tr>
<th>Category</th>
<th>Information</th>
</tr>
</thead>
</table>
| Demographics   | • Registration ID Number  
• Sex  
• Birth Year |
| Geography      | • Residence Province  
• Residence Country  
• Registration Province |
| Education      | • Initial Education in Profession  
• Graduation Year  
• Location of Graduation  
• Post-Basic Education in Profession  
• Education Outside of Profession |
| Employment     | • Employment Status  
• Hours Worked  
• Full-Time/Part-Time Status  
• Employment Location  
• Place of Work  
• Position |
| Other          | • Registration Number Type |
Canada’s Regulated Nurses
Percentage Growth in the Supply of Regulated Nurses, Canada, 2003–2013

Source
Health Workforce Database, CIHI, 2014.
Regulated Nurses by Selected Age Groups, Canada, 2003, 2009 and 2013

<table>
<thead>
<tr>
<th>Year</th>
<th>39 and Under, Early-Career</th>
<th>40–59, Mid-Career</th>
<th>60+, Late-Career</th>
</tr>
</thead>
<tbody>
<tr>
<td>2003</td>
<td>31.8%</td>
<td>6.5%</td>
<td>0%</td>
</tr>
<tr>
<td>2009</td>
<td>33.5%</td>
<td>10.9%</td>
<td>55.7%</td>
</tr>
<tr>
<td>2013</td>
<td>37.6%</td>
<td>12.3%</td>
<td>50.1%</td>
</tr>
</tbody>
</table>

Source
Health Workforce Database, CIHI, 2014.
Summary Statistics for the CRNE and EAIC, 2003 to 2012

Source
Distribution of Internationally Educated Nurses, Canada, 2013

Canada:
- RN: 24,474
- LPN: 3,514
- RPN: 342

Source
Health Workforce Database, CIHI, 2014.
Internationally Educated Nurses in Ontario
Top Countries of Internationally Educated Nurses in Ontario, 2013

Source
Health Workforce Database, CIHI, 2014.
Growth in the Supply of Nurses, Ontario, 2009 to 2013

<table>
<thead>
<tr>
<th>Year</th>
<th>Canadian Educated RN</th>
<th>Canadian Educated LPN</th>
<th>Internationally Educated RN</th>
<th>Internationally Educated LPN</th>
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<tbody>
<tr>
<td>2009</td>
<td></td>
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<tr>
<td>2010</td>
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</tr>
<tr>
<td>2013</td>
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</tr>
</tbody>
</table>

Rate of Growth
- Canadian Educated RN: 2.5%
- Canadian Educated LPN: 19.1%
- Internationally Educated RN: 3.5%
- Internationally Educated LPN: 102.4%

Source
Health Workforce Database, CIHI, 2014.
RNs by Selected Age Groups, Ontario, 2009 and 2013

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canadian Educated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>39 and Under, Early Career</td>
<td>30.3%</td>
<td>11.5%</td>
</tr>
<tr>
<td>40-59 Mid-Career</td>
<td>58.2%</td>
<td>52.6%</td>
</tr>
<tr>
<td>60+ Late-Career</td>
<td>11.5%</td>
<td>15.3%</td>
</tr>
<tr>
<td>Internationally Educated</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2009</td>
<td>2013</td>
<td></td>
</tr>
<tr>
<td>39 and Under, Early Career</td>
<td>30.3%</td>
<td>11.5%</td>
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<tr>
<td>40-59 Mid-Career</td>
<td>58.2%</td>
<td>52.6%</td>
</tr>
<tr>
<td>60+ Late-Career</td>
<td>11.5%</td>
<td>15.3%</td>
</tr>
</tbody>
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Source
Health Workforce Database, CIHI, 2014.
LPNs by Selected Age Groups, Ontario, 2009 and 2013

<table>
<thead>
<tr>
<th></th>
<th>2009</th>
<th>2013</th>
<th>2009</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Canadian Educated</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39 and Under, Early Career</td>
<td>35.4%</td>
<td>41.2%</td>
<td>10.6%</td>
<td>9.8%</td>
</tr>
<tr>
<td>40-59 Mid-Career</td>
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<td></td>
</tr>
<tr>
<td>60+ Late-Career</td>
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<td></td>
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</tr>
<tr>
<td>Internationally Educated</td>
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</tr>
<tr>
<td>39 and Under, Early Career</td>
<td>54.9%</td>
<td>55.3%</td>
<td>18.8%</td>
<td>9.8%</td>
</tr>
<tr>
<td>40-59 Mid-Career</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>60+ Late-Career</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source
Health Workforce Database, CIHI, 2014.
Employment Status for All Nurses in Ontario, 2013

- Full Time: 58.1%
- Part Time: 25.5%
- Casual: 6.9%
- Not Employed: 9.4%

Source
Health Workforce Database, CIHI, 2014.
Nurses Not Employed in Nursing, Ontario, 2009 and 2013

- **Canadian Educated**
  - 2009: 14.0%
  - 2013: 40.2%

- **Internationally Educated**
  - 2009: 79.2%
  - 2013: 67.4%

Source
Health Workforce Database, CIHI, 2014.
RNs by Place of Work and Position, Ontario, 2013

Source
Health Workforce Database, CIHI, 2014.
LPNs by Place of Work and Position, Ontario, 2013

Canadian Educated
- Hospital: 36.3%
- Nursing Home/LTC Facility: 14.7%
- Other Place of Work: 5.5%

Internationally Educated
- Hospital: 53.9%
- Community Health Agency: 25.1%
- Other Place of Work: 15.1%

Source
Health Workforce Database, CIHI, 2014.
RN Rates of Inflow and Outflow, Ontario, 2003 to 2013

Source
Health Workforce Database, CIHI, 2014.
LPN Rates of Inflow and Outflow, Ontario, 2003 to 2013

Source
Health Workforce Database, CIHI, 2014.
Geographic Distribution of Nurses, Ontario, 2009 and 2013

<table>
<thead>
<tr>
<th>Year</th>
<th>Canadian Educated</th>
<th>Internationally Educated</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Urban</td>
<td>Rural/Remote/ Territories</td>
</tr>
<tr>
<td>2009</td>
<td>93.3%</td>
<td>1.5%</td>
</tr>
<tr>
<td>2013</td>
<td>93.4%</td>
<td>2.0%</td>
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</tbody>
</table>

Source
Health Workforce Database, CIHI, 2014.
Trends to watch

• Training / Education
• Regulatory Environment
• Workforce Trends
Questions
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Program Lead
Health Workforce Information
hhr@cihi.ca