

# Workforce Focus

From the Workforce Planning Board  
of Waterloo Wellington Dufferin

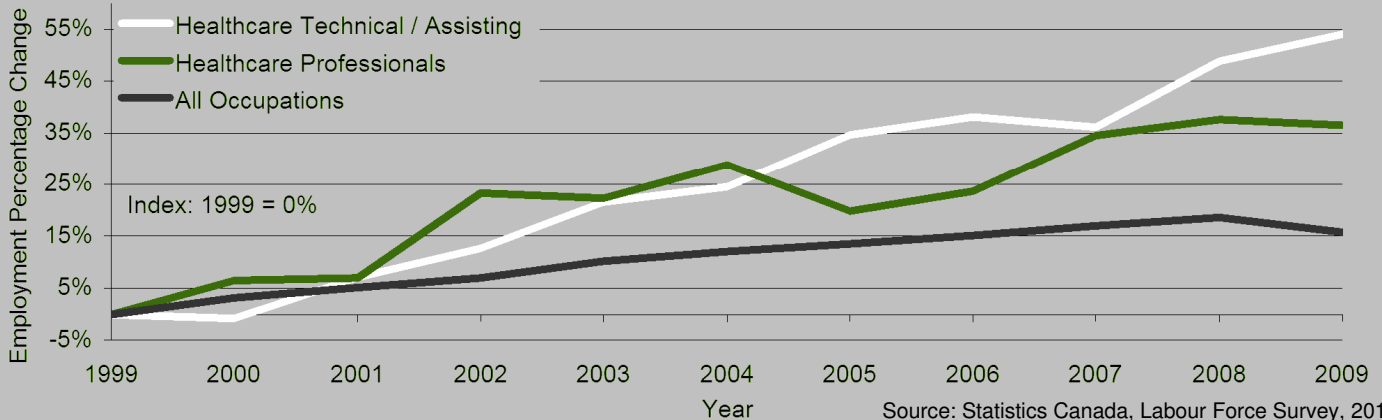
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## Employment Trend

Ontario Health Care Occupations and All Occupations, 1999 to 2009



Source: Statistics Canada, Labour Force Survey, 2010.

A decade ago, the workforces of healthcare professionals and technical / assisting workers were nearly equal in size. Since then, technical / assisting workers have grown by 54%, while professionals (which includes registered nurses) have grown by 37%. Each group of healthcare workers has outgrown the provincial average, and technical / assisting occupations have continued to expand even in the recent economic downturn.

## Labour Pool

Major labour forces with a degree, certificate or diploma in healthcare fields: Ontario, 2006

Nursing	156,645
Health aides/attendants/orderlies	51,730
Dental support services and allied professions	32,540
Health and medical administrative services	26,825
Medicine (MD)	22,485
Allied health and medical assisting services	18,230
Allied health diagnostic, intervention, treatment professions	18,180
Clinical/medical laboratory science and allied professions	17,535
Health services/allied health/health sciences, general	15,190
Rehabilitation and therapeutic professions	14,350
Pharmacy, pharmaceutical sciences and administration	12,940
Somatic bodywork and related therapeutic services	7,380
Medical scientist (MSc, PhD)	7,220
Dentistry (DDS, DMD)	6,310
Medical residency programs	6,130
Mental and social health services and allied professions	5,140
Public health	4,140
Communication disorders sciences and services	3,565
Veterinary medicine (DVM)	3,520
Ophthalmic and optometric support services professions	3,335
Chiropractic (DC)	3,135

Source: Statistics Canada, Census Data, 2006.

## Tenure Rates

Health Care Occupations and All Occupations Ontario, 1999 and 2009



The average tenure (length with one employer) of healthcare professionals is 139 weeks while the average for technical / assisting workers is 95 weeks, having slipped to just below the 101 week average of all occupations.

Source: Statistics Canada, Labour Force Survey, 2010.



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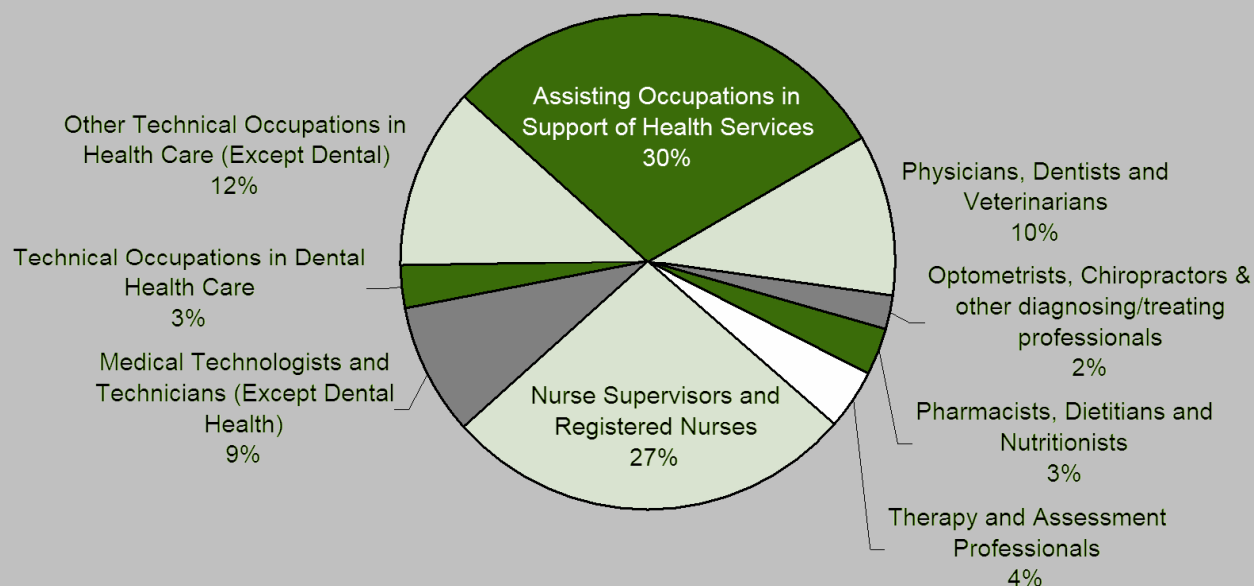
Guiding Today's Workforce for Tomorrow's Workplace

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## Health Care Employment Composition

Waterloo-Wellington-Dufferin, 2006



There are approximately 17,400 workers in this region's healthcare sector. 5,200 of these work in the assisting occupations which includes dental assistants, nurse aides, orderlies and patient service associates.

Source: Statistics Canada, Census Data, 2006.

### High Retirements Waterloo-Wellington-Dufferin

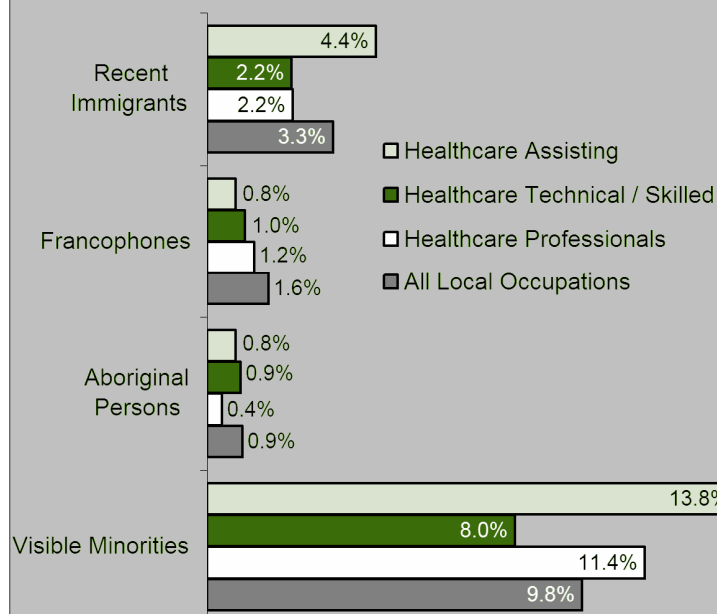
Sector	Forecasted retirements 2006 to 2016	Retirement Rate 2006 to 2016
<b>All local occupations</b>	<b>40,625</b>	<b>12.1%</b>
Registered nurses	1,115	26.6%
Nurse aides, orderlies and patient service associates	565	17.5%
Licensed practical nurses	240	32.9%
Veterinarians	90	27.3%
General practitioners and family physicians	75	11.9%
Medical lab technologists and pathologists' assistants	60	19.0%
<b>All local healthcare occupations</b>	<b>2,830</b>	<b>17.5%</b>

The local healthcare sector collectively has a much higher than average retirement rate. Occupations with the highest forecasted retirement volumes are listed above.

Source: Statistics Canada, Census Data, 2006.

### Diversity

Population Groups Share of Workforces  
Waterloo-Wellington-Dufferin, 2006



Visible minorities have a relatively high presence in assisting healthcare occupations as they comprise 13.8% of this workforce compared to the 9.8% they comprise on average.

Source: Statistics Canada, Census Data, 2006.

**EMPLOYMENT ONTARIO**

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