



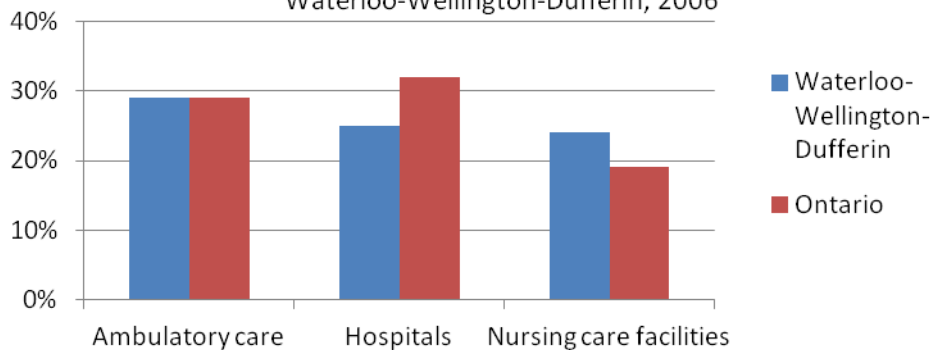
Workforce Focus

Workforce Planning Board of Waterloo-Wellington-Dufferin

Health Care in Waterloo-Wellington-Dufferin

Health Care Employment Composition by Sub-Sector

Waterloo-Wellington-Dufferin, 2006



In the Waterloo-Wellington-Dufferin region, the number of people employed in health care sectors is at par with the provincial average for Ontario. The ambulatory care services subsector represents the majority of health care opportunities in this region. In this subsector, 76% of workers are considered prime working age, that is, between 25-54 years of age, 37% have attained a university degree, and the median income is \$43,756.

FAST FACTS

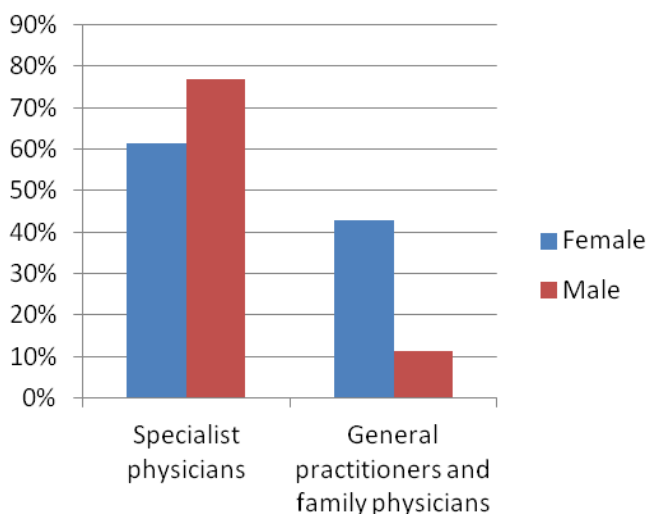
- Employment in nursing care facilities is 5% higher in the Waterloo-Wellington-Dufferin region than across Ontario
- 83% of health care workers are female in this region
- From 2005-2010, employment has increased by 10%, making this industry the third largest employer in this region

Source: Statistics Canada, 2006 Census, Labour Force Survey

Source: Statistics Canada, 2006 Census

Change in Gender Distribution Among Physicians

Waterloo-Wellington-Dufferin, 2001-2006

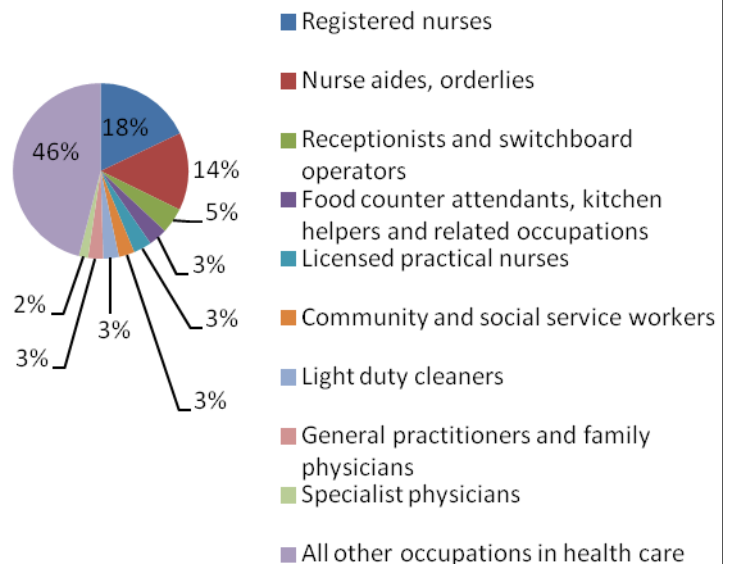


In the broader occupational group of physicians, the number of female physicians increased by 35% compared to 12% among males from 2001 to 2006. More specifically, female and male specialist physicians grew by 62% and 77% respectively over this period.

Source: Statistics Canada, 2001 and 2006 Census

Health Care Occupational Composition

Waterloo-Wellington-Dufferin, 2006

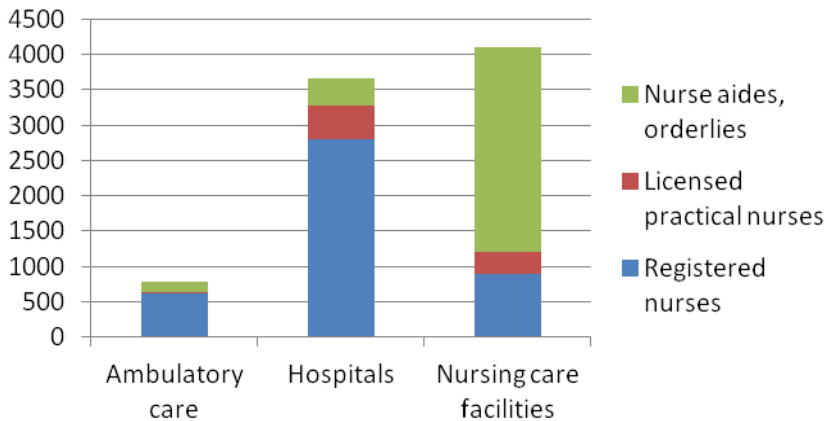


In the Waterloo-Wellington-Dufferin region, registered nurses and nurse aides or orderlies show the highest concentration of employment in the health care industry. General practitioners and specialist physicians represent approximately 5% of employment in this sector.

Source: Statistics Canada, 2006 Census

Distribution of nurse aides, orderlies, licensed practical nurses, registered nurses

Waterloo-Wellington-Dufferin, 2006



The chart above illustrates the distribution of nurse aides or orderlies, licensed practical nurses, and registered nurses. The chart also highlights the different proportions of these occupations in each subsector of health care in the Waterloo-Wellington-Dufferin region. These three occupations reflect the potential for entry-level occupations to advance to higher skilled and better paid occupations. Many employers support continuous learning opportunities wherein nurse aides or orderlies can gain the necessary skills and education needed to transition to registered nurse occupations.

Source: Statistics Canada, 2006 Census

Nursing

Nurses make up the largest proportion of health workers in Ontario. Whether in hospitals, home care or nursing care facilities, they play an integral role in the health care system. Since 2001, the largest increase in employment has been among nurse aides, orderlies (NAO) while registered nurses (RN) and licensed practical nurses (LPN) have grown at a much slower pace.

This aligns with the recruitment issues experienced in this sector across the province. The need to control costs has led to personnel substitutions, as less qualified and less well-paid employees are replacing the more qualified and better-paid.

Source: Statistics Canada, Human Resources and Skills Development Canada, 2005

General Practitioners and Specialist Physicians

The shortage of physicians and other health professionals is one of the most significant challenges facing our health care system today. Moreover, it is anticipated that the province will experience further decreases in the number of family physicians and specialists over the next decade.

Developments in Ontario's Physician Assistant Program

In 2008 McMaster University launched Ontario's first civilian physician assistant education program. The University of Toronto opened a PA Education Program in 2010 and other programs are now available across the country.

The help provided by physician assistants (PAs) will help reduce wait times and help ensure the right care is provided. The Ministry of Health and Long-Term Care supports employment of PAs across the province by providing financial support to employers of PA graduates. High priority areas include: emergency medicine, primary care and general internal medicine facilities.

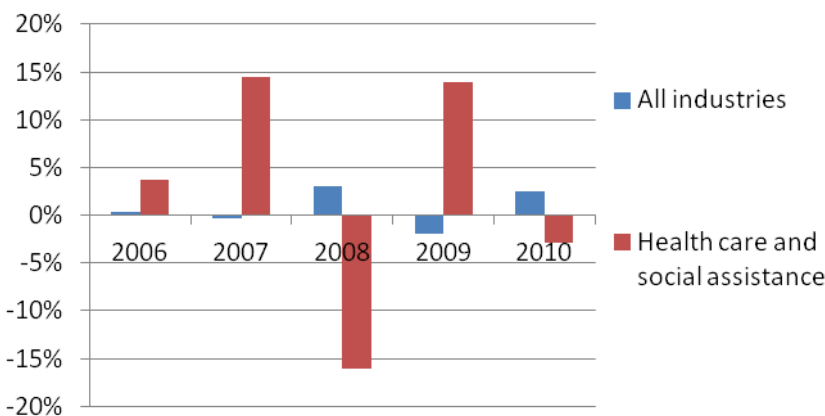
PA education programs provide a career path for entry level health care professionals to gain the necessary skills to advance in this industry.

For more information visit the Canadian Association of Physician Assistants website, www.caopa.net.

Source: Health Force Ontario, 2010

Health Care Employment Growth

Guelph and Kitchener-Cambridge-Waterloo CMA
2005-2010



The Workforce Planning Board of Waterloo-Wellington-Dufferin includes the Guelph and Kitchener-Cambridge-Waterloo census metropolitan areas (CMA). Since 2005, employment has increased by 10% in both CMAs. In 2007 employment growth peaked, rising 14% from the previous year and in 2010 the health care and social assistance industry became the third largest employer, after trade and education.

Source: Statistics Canada, Labour Force Survey

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