

# Workforce Focus

From the Elgin, Middlesex, Oxford, Local Training Board.

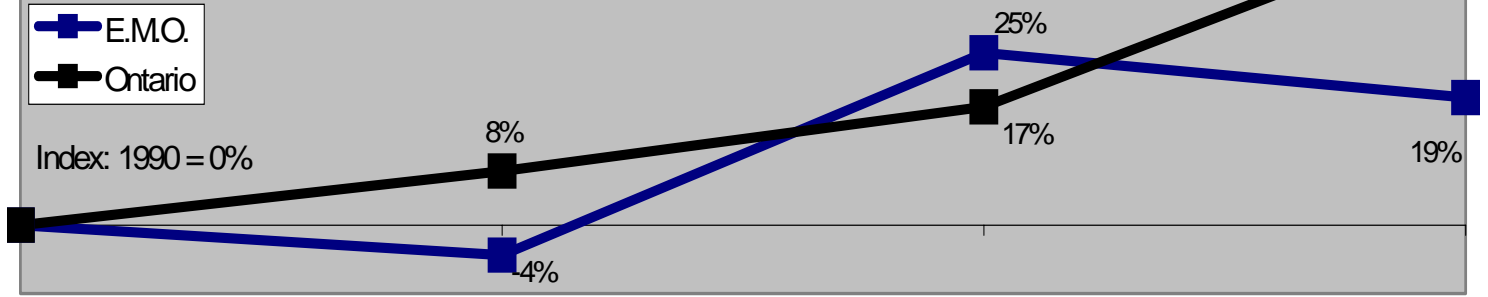
**In this Issue:**

**Healthcare**

- Industry Trends
- Workforce Profile

## Healthcare Employment Change

Elgin-Middlesex-Oxford and Ontario 1990-2005



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.

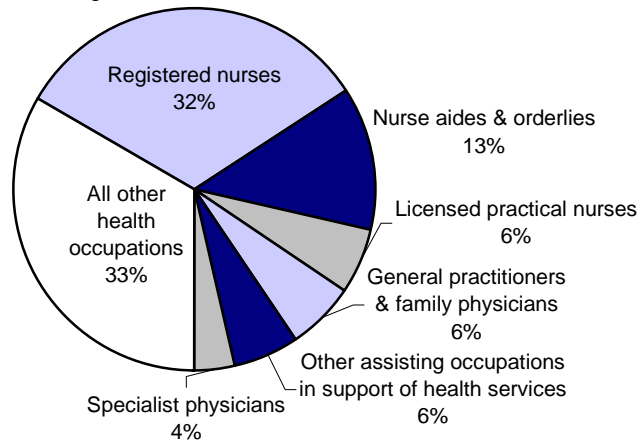
However, falling enrollments in nursing and medicine combined with the aging of the workforce validate the anticipation of a future shortage.

Source: Galarneau, 2003

### Healthcare Composition

Elgin-Middlesex-Oxford 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

Elgin-Middlesex-Oxford, 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	6085	42.9	19%	\$52,214	104%
Assisting Occ's in Support of Health Services	3580	38.1	12%	\$29,047	103%
Medical Technologists & Technicians (Ex. Dental)	2190	39.6	19%	\$45,707	107%
Physicians, Dentists & Veterinarians	2170	43.7	10%	\$101,964	97%
Other Technical Occ's in Health Care (Ex. Dental)	1785	39.7	12%	\$36,091	96%
Therapy & Assessment Professionals	785	36.5	8%	\$46,928	94%
Pharmacists, Dietitians & Nutritionists	470	43.0	5%	\$60,081	103%
Technical Occ's in Dental Health Care	390	40.1	8%	\$44,927	102%
Optometrists & Chiropractors	240	42.6	19%	\$79,192	146%
<b>All Healthcare</b>	<b>17690</b>	<b>41.0</b>	<b>15%</b>	<b>\$45,485</b>	<b>104%</b>

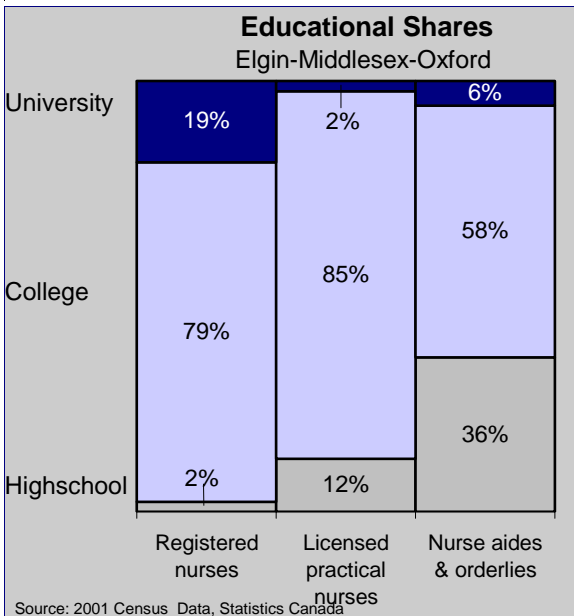


The Elgin, Middlesex, Oxford Local Training Board

Commission locale de formation pour les comtés d'Elgin, de Middlesex et d'Oxford

For more information please contact The Local Training Board at: 705 Consortium Court, London ON N6E 2S8 (519) 672-3499 info@localboard.

## Nursing



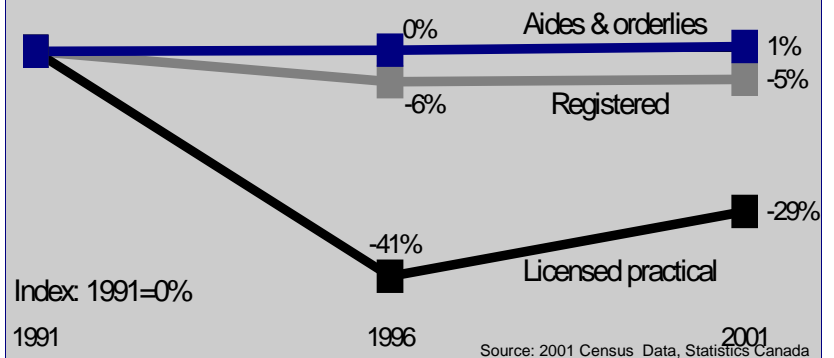
### Stagnant employment

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

Elgin-Middlesex-Oxford



### 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 16 to 19% 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.

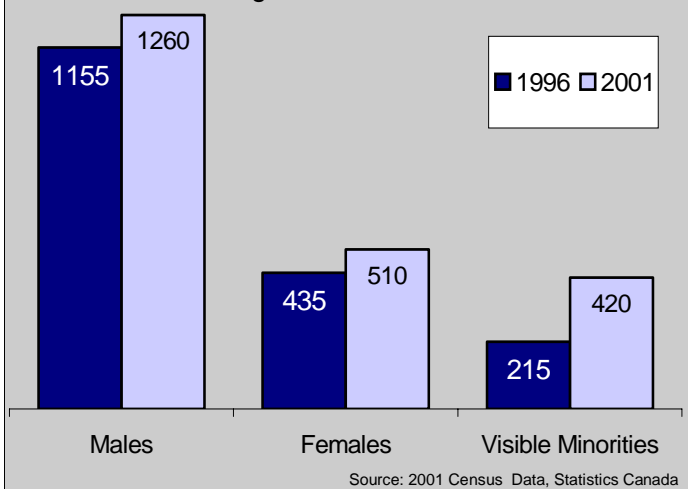
### Education

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

Source: Pyper, 2004

### Physicians Employment Change by Group

Elgin-Middlesex-Oxford



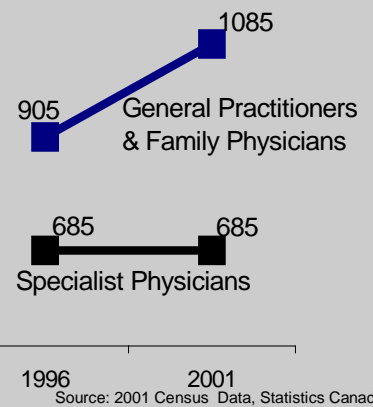
### Trends

- 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

Elgin-Middlesex-Oxford



Canada

SEE MORE LABOUR MARKET INFORMATION  
ON THE WEB AT [WWW.LOCALBOARD.ON.CA](http://WWW.LOCALBOARD.ON.CA)

Ontario

THE VIEWS EXPRESSED IN THIS DOCUMENT DO NOT NECESSARILY REFLECT THOSE OF THE GOVERNMENT OF CANADA OR THE GOVERNMENT OF ONTARIO.