

# Key Research Findings

This analysis was based on the pre-determined criteria and measures listed below:

Section	Description	Measures
<b>Student Demand</b>	<p>Includes an assessment of OCAS (2007 - 2011) enrolment data at other colleges in terms of mean growth rate with a specific focus on Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p>Trends in certificate, diploma, degree, apprenticeship and continuing education (where available).</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Fall Enrollment Trend</a></p>	<ul style="list-style-type: none"> <li>● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3%</li> <li>● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9%</li> <li>● Weak = Fleming enrolment growth is less than the system demand and is less than 1%</li> </ul>
<b>Labour Market</b>	<p>Includes projected employment rate growth based on a consolidation of various Ontario, Canadian, and US sources including HRSDC, Sector Council Reports US Bureau of Labour Statistics, and the MTCU Employment Profile.</p>	<ul style="list-style-type: none"> <li>● Strong = Between 5-6 positive labour market indicators</li> <li>● Moderate = Between 3-5 positive labour market indicators</li> <li>● Weak = Between 1-2 or no positive labour market indicators</li> </ul>
<b>Competitive Analysis</b>	<p>Includes the number of actual colleges offering the program as well as the ratio of applications to acceptances at Fleming compared to other colleges and specific comment about Fleming's direct competitors where appropriate (Georgian, Sheridan, Seneca and Durham)</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Fall Conversion Report</a></p>	<ul style="list-style-type: none"> <li>● Strong = Fleming conversion ratio is greater than 2 below the system</li> <li>● Moderate = Fleming conversion ratio is 1 above, below or equal to the system</li> <li>● Weak = Fleming conversion ratio is greater than 2 above than the system</li> </ul>
<b>Financial Analysis</b>	<p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p><b>Click Below to Access Full Source Document:</b>  <a href="#">Costing Analysis</a></p>	<ul style="list-style-type: none"> <li>● Strong = CTO is greater than 35%</li> <li>● Moderate = CTO is between 30 - 34%</li> <li>● Weak = CTO is between 20 – 30%</li> </ul> <p><b>No Contribution = 19% or less</b></p>

# Key Research Findings

<b>Key Performance Indicators</b>	<p>Includes KPI trends from the Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012.</p> <p><b>Click Below to Access Full Source Document:</b> <a href="#">Key Performance Indicators</a></p>	<ul style="list-style-type: none"><li>● Strong = Above system average in 6-7 indicators</li><li>● Moderate = Above system average in 3-5 indicators</li><li>● Weak = Above system average in 0-2 indicators.</li></ul>
<b>Resource Analysis</b>	<p>Requires school level assessment regarding space, technology, capital equipment and human resources. Recommendations from recent Program Review Reports included here</p>	

# Key Research Findings

## Bachelor of Science Nursing (81400)

### Student Demand<sup>1</sup>

• **WEAK**

The following information consists of OCAS yearly student fall registration data as well as a mean growth rate and average student registration for each program under these categories:

#### Certificate

- Only two colleges offer certificate programs
- While Algonquin's mean growth rate (**74%**) is much higher than Niagara's (**14%**), Niagara attracts a greater amount of registered students (**81**) compared to Algonquin (**5**)

#### Diploma

- 23 colleges offer this diploma program
- Fleming's mean growth rate (**1%**) is slightly lower than the system's growth rate (**5%**)
- Loyalist has the largest growth over 5 years with **68%**
- St. Clair has the highest number of average registrations over 5 years with **285 students**

#### Graduate Certificate

- There are 7 colleges offering a graduate certificate program for nurses
- George Brown's Registered Nurse – Critical Care Nursing program has experienced the highest mean growth rate over a 5 year time span of **22%**

#### Degree

- Fleming's application and registration data is not included in the OCAS database
- Although Centennial's Bridging to University Nursing program has experienced the lowest mean growth rate of all graduate certificate programs offered with **-3%**, it has maintained a significantly higher number of student registrations throughout the past 5 years with an average of **147 students**
- Loyalist has the highest mean growth rate of **24%** over the past 5 years
- Mohawk has consistently had the most student registrations compared to the other colleges offering the same program, having an average of **202 students**

<sup>1</sup> Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

# Key Research Findings

## Certificate

Program: 41407 - PRACTICAL NURSING														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
NIAGARA	60	60	0	60	96	60	96	99	3	99	91	-8	14	81
<b>Total</b>	<b>60</b>	<b>60</b>	<b>0</b>	<b>60</b>	<b>96</b>	<b>60</b>	<b>96</b>	<b>99</b>	<b>3</b>	<b>99</b>	<b>91</b>	<b>-8</b>	<b>14</b>	<b>81</b>

Program: 41397 - ORIENTATION TO NURSING IN ONTARIO FOR PRACTICAL NURSES														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
ALGONQUIN	2	6	200	6	5	-17	5	7	40	7			74	5
<b>Total</b>	<b>2</b>	<b>6</b>	<b>200</b>	<b>6</b>	<b>5</b>	<b>-17</b>	<b>5</b>	<b>7</b>	<b>40</b>	<b>7</b>			<b>74</b>	<b>5</b>

## Diploma

Program: 51407 - PRACTICAL NURSING																						
	2007		2008	% Change (07-08)		2008		2009	% Change (08-09)		2009		2010	% Change (09-10)		2010		2011	% Change (10-11)		% Mean Growth Rate (07-11)	5 Year Average Reg. Students
ALGONQUIN	154	147		-5		147	166		13		166	157		-5		157	173		10		3	159
CAMBRIAN	42	45		7		45	43		-4		43	54		26		54	54		0		7	48
CANADORE	71	56		-21		56	83		48		83	65		-22		65	77		18		6	70
CENTENNIAL	159	182		14		182	191		5		191	198		4		198	177		-11		3	181
COLLÈGE BORÉAL	31	67		116		67	78		16		78	114		46		114	72		-37		35	72
CONESTOGA	99	99		0		99	150		52		150	108		-28		108	150		39		16	121
CONFEDERATION	92	88		-4		88	124		41		124	72		-42		72	112		56		13	98
DURHAM	94	88		-6		88	84		-5		84	91		8		91	123		35		8	96
FANSHAWE	81	84		4		84	130		55		130	119		-8		119	115		-3		12	106
FLEMING	97	95		-2		95	96		1		96	97		1		97	101		4		1	97
GEORGE BROWN	225	189		-16		189	207		10		207	203		-2		203	163		-20		-7	197
GEORGIAN	120	112		-7		112	159		42		159	166		4		166	134		-19		5	138
HUMBER	197	195		-1		195	187		-4		187	258		38		258	222		-14		5	212
LA CITÉ COLLÉGIAL	56	54		-4		54	60		11		60	63		5		63	64		2		4	59
LAMBTON	67	77		15		77	72		-6		72	65		-10		65	87		34		8	74
LOYALIST	41						65				65	28		-57		28	82		193		68	54
MOHAWK	102	109		7		109	102		-6		102	143		40		143	107		-25		4	113
NORTHERN	56	33		-41		33	83		152		83	46		-45		46	96		109		44	63
SAULT	73	68		-7		68	102		50		102	61		-40		61	56		-8		-1	72
SENECA	111	114		3		114	131		15		131	162		24		162	171		6		12	138
SHERIDAN	87	87		0		87	131		51		131	82		-37		82	89		9		5	95
ST. CLAIR	247	256		4		256	306		20		306	296		-3		296	319		8		7	285
ST. LAWRENCE	155	161		4		161	187		16		187	176		-6		176	181		3		4	172
Total	2457	2406		-2		2406	2937		22		2937	2824		-4		2824	2925		4		5	2710

# Key Research Findings

## Graduate Certificate

### Program: 71476 - FAMILY PRACTICE NURSING

	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
GEORGE BROWN										7				7
<b>Total</b>										7				7

### Program: 71398 - CLINICALLY INTENSIVE ORIENTATION TO NURSING IN ONTARIO

	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
ALGONQUIN	11	4	-64	4	5	25	5	3	-40	3	5	67	-3	6
<b>Total</b>	<b>11</b>	<b>4</b>	<b>-64</b>	<b>4</b>	<b>5</b>	<b>25</b>	<b>5</b>	<b>3</b>	<b>-40</b>	<b>3</b>	<b>5</b>	<b>67</b>	<b>-3</b>	<b>6</b>

### Program: 71397 - ORIENTATION TO NURSING IN ONTARIO FOR NURSES

	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
ALGONQUIN	8	7	-13	7	3	-57	3	8	167	8	4	-50	12	6
<b>Total</b>	<b>8</b>	<b>7</b>	<b>-13</b>	<b>7</b>	<b>3</b>	<b>-57</b>	<b>3</b>	<b>8</b>	<b>167</b>	<b>8</b>	<b>4</b>	<b>-50</b>	<b>12</b>	<b>6</b>

### Program: 71423 - REGISTERED NURSE - CRITICAL CARE NURSING

	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
DURHAM	64	65	2	65	91	40	91	92	1	92	95	3	11	81
GEORGE BROWN	61	68	11	68	63	-7	63	32	-49	32	75	134	22	60
<b>Total</b>	<b>125</b>	<b>133</b>	<b>6</b>	<b>133</b>	<b>154</b>	<b>16</b>	<b>154</b>	<b>124</b>	<b>-19</b>	<b>124</b>	<b>170</b>	<b>37</b>	<b>10</b>	<b>141</b>

### Program: 71400 - BRIDGING TO UNIVERSITY NURSING

	2007	2008	% Change (07-08)	2008	2009	% Change (08-09)	2009	2010	% Change (09-10)	2010	2011	% Change (10-11)	% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CENTENNIAL	154	170	10	170	138	-19	138	143	4	143	132	-8	-3	147
<b>Total</b>	<b>154</b>	<b>170</b>	<b>10</b>	<b>170</b>	<b>138</b>	<b>-19</b>	<b>138</b>	<b>143</b>	<b>4</b>	<b>143</b>	<b>132</b>	<b>-8</b>	<b>-3</b>	<b>147</b>

# Key Research Findings

## Degree

Program: 81400 - BSC NURSING														
	2007 2008 % Change (07-08)			2008 2009 % Change (08-09)			2009 2010 % Change (09-10)			2010 2011 % Change (10-11)			% Mean Growth Rate (07-11)	5 Year Average Reg. Students
CAMBRIAN	67	78	16	78	77	-1	77	102	32	102	90	-12	9	83
CENTENNIAL	71													71
COLLÈGE BORÉAL	15			15	18	20	18	17	-6	17	19	12	9	17
CONESTOGA	140	166	19	166	198	19	198	148	-25	148	163	10	6	163
FANSHAWE	9	1	-89	1									-89	5
GEORGE BROWN	72	70	-3	70	57	-19	57	63	11	63	57	-10	-5	64
GEORGIAN	122	126	3	126	107	-15	107	115	7	115	129	12	2	120
HUMBER	209	199	-5	199	201	1	201	184	-8	184	189	3	-2	196
LAMBTON	50	51	2	51	50	-2	50	58	16	58	61	5	5	54
LOYALIST	34			36			36	35	-3	35	53	51	24	40
MOHAWK	182	208	14	208	216	4	216	205	-5	205	201	-2	3	202
NORTHERN	27	39	44	39	39	0	39	51	31	51	42	-18	14	40
SAULT	43	58	35	58	68	17	68	61	-10	61	61	0	10	58
SENECA	145	135	-7	135	155	15	155	150	-3	150	151	1	1	147
ST. CLAIR	184	186	1	186	183	-2	183	189	3	189	192	2	1	187
ST. LAWRENCE	133	158	19	158	191	21	191	174	-9	174	181	4	9	167
Total	1488	1490	0	1490	1596	7	1596	1552	-3	1552	1589	2	2	1543

## Labour Market

• **STRONG**

### Employment Ontario<sup>2</sup>

#### Practical Nurses (NOC - 3233)

- Employment Ontario Rating (2009-2013):
  - **Average**
- Education and Training
  - "RPNs require a diploma in practical nursing from an Ontario College of Applied Arts and Technology, or equivalent, and must pass a national exam. These requirements may not apply to applicants who are currently fully licensed and practicing in another province or territory of Canada. Registration with the College of Nurses of Ontario (CNO) is mandatory to practice as an RPN in Ontario. The CNO may determine that some internationally educated nurses need to complete additional study for registration; bridging programs are in place at some educational institutions."
  - "Operating room technicians are not regulated by the government of Ontario and registration with a health regulatory college is not required."
  - "The Ontario government supports programs that can help newcomers get their license or certificate in their profession or trade so that they can work in Ontario."

<sup>2</sup> "3233 Licensed Practical Nurses." *Employment Ontario*. N.p., n.d. Web. 26 June 2012.  
<[http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3233\\_e.pdf](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3233_e.pdf)>.

## Key Research Findings

- Demand
  - “Changes in employment patterns may occur as the health care system shifts from institutional to home care for people with chronic illnesses and disabling conditions in response to an increasing elderly population. A substantial number of job openings though will arise each year from the need to replace workers who retire.”
  - “The role of registered practical nurses is changing as more technology is introduced at the bedside. The growing complexity of nursing care and limiting of hospitalization to critically ill patients will place additional educational demands on the workers employed in acute care.”

### HRSDC<sup>3</sup>

#### Practical Nurses (NOC - 3233)

- Job Openings (2011/2020): **62,326**
- Job Seekers(2011/2020): **56,447**
- Post Secondary Education Graduates: **42,944 (76%)**
- “As the Canadian population ages, the demand for health services will increase substantially, thus resulting in increased demand for health professionals in general. On the other hand, the number of job seekers is also expected to increase appreciably. They will come from the school system and from immigration, but will be insufficient to fill the job openings.”
- “An analysis of recent nursing school leavers showed that, although most university graduates in the field go on to become registered nurses, **a much smaller proportion of college graduates in nursing go on to become registered nurses**, whereas, in the 1990s most nursing graduates had only a college diploma. In fact, compared to a few years ago, **only half of all college graduates in nursing will actually work as nurses in the coming years**. A significant proportion of those graduates will enter occupations outside the health sector. There may be several explanations for this situation, such as the fact that it is now common for a university degree to be required for jobs in this field and the difficult working conditions (night shifts, overtime, etc.), which discourage some school leavers from entering or remaining in the occupation.”

<sup>3</sup>“Other Technical Occupations In Health Care (Except Dental) (323).” *Human Resources and Skills Development Canada*. N.p., n.d. Web. 18 July 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=53>>.

# Key Research Findings

## US Bureau of Labour<sup>4</sup>

### Licensed Practical and Licensed Vocational Nurses (SOC – 29-2061)

- Employment Growth (2010/2020): **Increase 22%**
  - **752,300 (2010) to 920,800 (2020)**
- “As the U.S. population ages, the overall need for healthcare is expected to increase. This trend will lead to increased employment of LPNs and LVNs in hospitals, physicians' offices, and other healthcare settings. LPNs and LVNs also will be needed in residential care facilities such as nursing homes and assisted-living centers. Many procedures that once could be done only in hospitals are now being done outside of hospitals, creating demand in other settings, such as outpatient care centers.”

## Sector Council Report<sup>5</sup>

- “From 2006 to 2010 (the last five years for which data is available), the number of RNs employed in nursing in Ontario remained below the national average. In 2010, Ontario employed only 721 RNs per 100,000 people, compared to 787 RNs per 100,000 people in all of Canada. The number of RNs employed in Ontario is therefore almost 10 per cent lower than the national average.”
- “Losses in the numbers of RPNs and RNs are attributable to a variety of factors, including emigration, retirement, and leaving the nursing profession. Some of the losses in the numbers of RPNs are due to RPNs leaving the RPN role to bridge to the RN role. Between 2010 and 2011 Ontario gained 3,001 RPNs, but lost 1,751 RPNs. Over the same period, the province gained 4,136 RNs, but lost 4,181 RNs, which amounts to a net loss for the first time in five years. Although efforts made over the past five or six years to recruit and retain RNs and RPNs have been largely successful, more needs to be done to ensure an adequate number of nurses in Ontario.”

<sup>4</sup>Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2012-13 Edition*, Licensed Practical and Licensed Vocational Nurses, Web. <http://www.bls.gov/ooh/healthcare/licensed-practical-and-licensed-vocational-nurses.htm>, June 26, 2012.

<sup>5</sup> "Nursing Policy." *Registered Practical Nurses Association of Ontario*. N.p., 3 Apr. 2012. Web. 20 June 2012. <<http://www.rpnao.org/issues/nursing-policy>>.



## Key Research Findings

- “In the past five years, the rate of full-time employment of regulated nurses in Ontario has increased steadily, due in large part to a number of strategies aimed at meeting the Ministry of Health and Long-Term Care’s commitment to achieving a 70 percent rate of full-time employment for nurses in Ontario. Seventy percent rate is considered the optimal rate of full-time employment for Ontario’s nursing workforce. In 2007, only 61.3 percent of regulated nurses in Ontario reported working full-time, compared to 66.4 percent in 2011. In 2011, the rate of full-time employment for RPNs increased from 58.0 percent to 61.0 percent. In the same period, 67.9 percent of RNs reported their employment status as full-time, an increase of 2.4 percent from the previous year.”
- “In 2011, a large percentage of RPNs (39.0 percent) employed in nursing in Ontario reported long-term care as their sector of employment, compared to 9.2 percent of RNs. In the same year, the majority of RNs (60 percent) employed in nursing in Ontario reported hospital as their sector employment, compared to 39.3 percent of RPNs. A large percentage of RNs (18.0 percent) reported working in the community sector, as did a smaller percentage of RPNs (13.9 percent).”

### Employment Ontario<sup>6</sup>

#### Registered Nurses (NOC - 3152)

- Employment Ontario Rating (2009-2013):
  - **Good**
- Education and Training
  - “Registered nurses require a four-year bachelor’s degree in nursing from a community college-university collaborative program, or a university; and must successfully complete the national exam. Nurse practitioners are RNs who have acquired work experience and have taken an additional NP university program and passed the qualifying exam. These requirements may not apply to applicants who are currently fully licensed and practising in another province or territory of Canada. Registration with the College of Nurses of Ontario (CNO) is required to practice as a nurse, either as an RN or NP, in Ontario. The CNO may determine that some internationally educated nurses need to complete additional study for registration as an RN; bridging programs are in place at some educational institutions. Complete and current registration requirements are detailed on the CNO website at [www.cno.org](http://www.cno.org), along with information on RN and nurse practitioner educational programs; and bridging programs for some internationally educated nurses.”

<sup>6</sup>“3152 Registered Nurses.” *Employment Ontario*. N.p., n.d. Web. 20 June 2012.  
<[http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3152\\_e.pdf](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3152_e.pdf)>.

# Key Research Findings

- Demand
  - “Because of the large size of this occupational group, many more job openings will be created over the medium term from the need to replace workers who retire or leave. In addition to strong growth, recent changes requiring all new registered nurses to have a four-year bachelor degree in nursing (BScN) may curtail the number of new graduates. The Canadian Nurses Association predicts a shortage of 59,000-113,000 nurses nationally (excluding Quebec) by 2011. To meet longer term needs, the Government of Ontario has committed \$10 million for PhD nursing program over four years which started in 2004-05 and which is anticipated to increase the supply of nurses with PhDs and help educate the next generation of nurses.”
  - “The employment of nurses will not grow at the same pace in every industry. Employment in hospitals is expected to be stable in the forecast period as inpatients are discharged earlier and many treatments are performed on an outpatient basis. However, employment in outpatient care facilities, nursing homes and home health care will continue to spur demand for these professionals.”
  - “Nurses' roles will change as new technology continues to be introduced at the bedside and as nurses are allowed to perform more advanced procedures. Restructuring of the health care system, including specialization and the shift from institutional to home care is also changing the locations of work, skills and requirements for nurses. Nurses are encouraged to obtain additional training and qualifications, such as nurse practitioners. Nurse practitioners are registered nurses who have a master's degree. They provide basic primary health care that complements that provided by physicians, such as diagnosing and treating common acute illnesses and injuries and prescribing medicine.”

## HRSDC<sup>7</sup>

### Registered Nurses (NOC - 3152)

- Job Openings (2011/2020): **161,992**
- Job Seekers(2011/2020): **128,671**
- Post Secondary Education Graduates: **73,509 (57%)**
- “As the Canadian population ages, the demand for health services will increase substantially, thus resulting in increased demand for health professionals in general. On the other hand, the number of job seekers is also expected to increase appreciably. They will come from the school system and from immigration, but will be insufficient to fill the job openings.”

<sup>7</sup>“Nurse Supervisors And Registered Nurses (315).” *Human Resources and Skills Development Canada*. N.p., n.d. Web. 20 June 2012. <<http://www23.hrsdc.gc.ca/.4cc.5p.1t.3onsummaryd.2tail@-eng.jsp?tid=50>>.

## Key Research Findings

- “An analysis of recent nursing school leavers showed that, although most university graduates in the field go on to become registered nurses, **a much smaller proportion of college graduates in nursing go on to become registered nurses**, whereas, in the 1990s most nursing graduates had only a college diploma. In fact, compared to a few years ago, **only half of all college graduates in nursing will actually work as nurses in the coming years**. A significant proportion of those graduates will enter occupations outside the health sector. There may be several explanations for this situation, such as the fact that it is now common for a university degree to be required for jobs in this field and the difficult working conditions (night shifts, overtime, etc.), which discourage some school leavers from entering or remaining in the occupation.”

### US Bureau of Labour<sup>8</sup>

#### Registered Nurses (SOC – 29-1111)

- Employment Growth (2010/2020): **Increase 26%**
  - **2,737,400 (2010) to 3,449,300 (2020)**
- “Growth will occur primarily because of technological advancements, permitting a greater number of health problems to be treated; an increased emphasis on preventive care; and the large, aging baby boomer population who will demand more healthcare services as they live longer and more active lives than previous generations. Faster than average growth is expected in traditional hospital settings, as well as in non-hospital settings, such as physician’s offices and home healthcare services.”
- “Growth is expected to be much faster than average in outpatient care centers, where patients do not stay overnight, such as those that provide same-day chemotherapy, rehabilitation, and surgery. Also, an increased number of procedures, as well as more sophisticated procedures once done only in hospitals, are being done in physicians' offices.”
- “The financial pressure on hospitals to discharge patients as soon as possible should mean more people admitted to extended and long-term care facilities and more need for home healthcare. As the baby boomers grow older, there will be greater demand for home healthcare.”
- “In addition, because many older people want to be treated at home or in residential care facilities, registered nurses will be in demand in those settings. Job growth is also expected in facilities that provide long-term rehabilitation for stroke and head injury patients, as well as facilities that treat people with Alzheimer's disease (memory loss, dementia).”

<sup>8</sup>Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Registered Nurses, Web. <http://www.bls.gov/ooh/healthcare/registered-nurses.htm>, June 20, 2012.

# Key Research Findings

## Sector Council Report<sup>9</sup>

- “CNA envisions a tomorrow in which all Canadians benefit from access to a comprehensive, not-for-profit, publicly funded, publicly administered health-care system. An expanded health-care system better serves the needs of vulnerable populations and includes national pharmacare and home-care programs. Nurses are present throughout the system – in homes, hospitals, clinics and other community settings – helping deliver the health care Canadians need. Even though there is a growing focus on health promotion and the prevention of disease and injury, illness care remains one of the priorities.”
- “Supportive care is always provided, including at the end of life. Hospitals are settings for emergency services and for short-stay and critical care. Surgical and diagnostic wait lists are non-existent or at an acceptable minimum level, and the need for institutional beds is substantially reduced.”
- “Nurses support individuals and communities in managing their own health. Nurses care for those who are ill and have an increasing role helping clients manage chronic diseases. Thanks to increased nursing support, clients are making many more decisions regarding their care, quality of life and health promotion at every age and stage of their lives. Nurses are part of a collaborative team of health-care professionals and support staff. They are one of the everyday entry points to this health-promotion, disease-prevention and illness-care system.”
- “Nurses exercise leadership in all areas of the health-care system; in addition to direct clinical care, nurses are senior executives, educators, researchers and policy-makers. Nursing curriculum is based on nationally determined competencies in accordance with regulatory requirements for entry to practice. The undergraduate and graduate curricula are designed to address the shift from an illness treatment model to one that focuses on keeping people well, with care and support for maintaining health delivered in the community. Mentorship programs, internships and other supports help nurses adapt to the dynamic environment and transition to new and emerging roles. These initiatives also help retain senior nurses in clinical roles as mentors.”
- “Nurses practice in a healthy environment that prioritizes their safety and mental wellbeing. They express satisfaction with their work, are supported by sufficient numbers of colleagues and mentors, and want to remain in the profession. The talent and competencies of nurses working in clinical settings are put to full and efficient use. They work with other regulated health-care providers as well as support staff; all non-nursing work is carried out by other personnel.”

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<sup>9</sup>“The Next Decade: CNA’s Vision for Nursing and Health.” *Canadian Nurses Association*. N.p., Sept. 2009. Web. 20 June 2012. <[http://www2.cna-aiic.ca/CNA/documents/pdf/publications/Next\\_Decade\\_2009\\_e.pdf](http://www2.cna-aiic.ca/CNA/documents/pdf/publications/Next_Decade_2009_e.pdf)>.

## Key Research Findings

- “Interprofessional teams across the health system are well supported by information and communications technology that seamlessly links patients, health services and health professionals, regardless of geographic borders. Technology allows nurses and other healthcare professionals to provide patients with access to the right care at the right time. Every Canadian has an electronic health record.”
- “The key to effective nursing education remains nurses teaching nurses. Nurse experts in the field provide clinical support as mentors and preceptors and are important partners in curriculum development. Education programs support nurses and nursing students at all levels through strong, effective partnerships among nurses in education, clinical practice, research, policy and administrative roles.”
- “Nursing education uses interprofessional and innovative curriculum models to prepare nurses to work confidently in a world of robotics, gene therapy, complex information technologies, and constantly evolving clinical decision-making tools. Having completed their basic nursing education, nurses have a broad, solid foundation for providing direct clinical care to people of all ages from birth to death, in homes, hospitals and communities, and in areas ranging from child-bearing to mental health to illness prevention and palliative care. Bridging programs recognize prior learning and allow nurses to move into different regulated categories of nursing. Nurses are committed to learning throughout their careers and readily demonstrate this through their participation in continuing competence programs.”
- “All levels of nursing education programs are accredited and all are funded appropriately for classroom, online, laboratory and clinical learning. Education requirements are consistent across the country. Doctoral programs are available in all provinces and support well-developed nursing research programs. A variety of doctorates, including clinical and others, are available to those interested in pursuing specialized practice.”
- “A robust pan-Canadian health human resources plan means that Canada graduates sufficient nursing students to meet the country’s needs. It also supports nurses who choose to come and work in Canada. The plan, based on population health needs, projects Canada’s requirements on a 20-year horizon and is updated regularly; policy and funding decisions are based on the plan. The women and men who make up the nursing workforce reflect the diverse communities they serve.”

## Key Research Findings

- “Thanks to national assessment and registration, and ongoing provincial/territorial regulation and licensing, nurses can move between jurisdictions with relative ease. Licensing processes are transparent; regulatory requirements are consistent across the country. The nursing profession acts together to regulate registered nurses, nurse practitioners, licensed practical nurses and registered psychiatric nurses (in regions of the country where they exist) and also coordinates regulatory processes with other professions. Guided by a code of ethics, nurses in all regulated categories serve in all domains of practice, including direct clinical care. Canadians trust nursing as a self-regulated profession and hold nurses in high regard. In turn, nursing continues to include public involvement and other health-care partners in the regulatory process.”

### Working in Canada

#### Practical Nurses (NOC - 3233)<sup>10</sup>

- Ontario Rating: **Good**
- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	18.00	24.99	30.53
Hamilton--Niagara Peninsula Region	18.00	24.07	31.25
Kingston - Pembroke Region	18.00	24.99	30.53
Kitchener--Waterloo--Barrie Region	18.00	24.71	35.00
London Region	18.00	24.99	30.53
Muskoka-Kawartha Region	18.00	24.99	30.53
Northeast Region	17.00	25.00	30.00
Northwest Region	18.00	24.99	30.53
Ottawa Region	17.49	25.00	31.11
Stratford--Bruce Peninsula Region	18.00	24.99	30.53
Toronto Region	18.33	25.00	30.00
Windsor-Sarnia Region	18.00	24.99	30.53

<sup>10</sup>“Licensed Practical Nurses (NOC 3233).” *Working in Canada*. N.p., n.d. Web. 20 June 2012.

<<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3233&action=final&ln=p@ionKeyword=Peterborough%2C+Ontario&s=2&source=3&titleKeyword=registered+practical+nurse+%28R.P.N.%29#out>>.

# Key Research Findings

## Working in Canada<sup>11</sup>

### Registered Nurses (NOC - 3152)

- Ontario Rating: **Good**
- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	20.83	35.96	42.50
Hamilton--Niagara Peninsula Region	20.66	34.00	42.70
Kingston - Pembroke Region	23.00	38.46	42.00
Kitchener--Waterloo--Barrie Region	20.00	35.47	42.95
London Region	20.00	37.04	42.44
Muskoka-Kawartha Region	22.50	33.97	42.00
Northeast Region	22.00	36.00	42.00
Northwest Region	20.23	33.00	42.44
Ottawa Region	21.00	35.00	42.00
Stratford--Bruce Peninsula Region	19.50	39.00	45.64
Toronto Region	20.17	36.71	42.50
Windsor-Sarnia Region	24.50	37.00	43.00

## Competitive Analysis<sup>12</sup>

- **MODERATE**

The following information consists of OCAS yearly fall application and registration data as well as a conversion ratio for each program under this category:

### Certificate

- Although Niagara has more applicants and registrations, Algonquin has a better conversion ratio

### Diploma

- Fleming's conversion ratio has been close to that of the system throughout the previous 5 years, and in 2011 was equal to that of the system (**7:1**)
- In 2011, Northern had the best conversion ratio of 2:1 and Centennial has the worst conversion ratio of 14:1

<sup>11</sup>"Registered Nurses (NOC 3152)." *Working in Canada*. N.p., n.d. Web. 20 June 2012.

<[http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3152&action=final@ionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=registered+nurse+%28R.N.%29#report\\_tabs\\_containe](http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3152&action=final@ionKeyword=Peterborough%2C+Ontario&s=1&source=0&titleKeyword=registered+nurse+%28R.N.%29#report_tabs_containe)>.

<sup>12</sup> Application data obtained from OCAS College Count Cube October 19, 2011 Registration data obtained from the Program Counts by Applicant Type Report (RPT0050P) in the OCAS Reporting and Analytics Cube December 7, 2011. Some programs/colleges may not be included because they were missing MCU codes in the OCAS dataset Prepared by Fleming Data Research (07-2012)

# Key Research Findings

## Graduate Certificate

- Durham had the best conversion ratio over the past 5 years, with a 1:1 ratio
- George Brown had the lowest conversion ratio at 7:1, however this could be due to the newness of the program, as they have only begun offering their Family Practice Nursing program as of 2011

## Degree

- There are currently 16 colleges offering this program, not including Fleming because its data was not part of the provided OCAS applications and registrations report
- Georgian and Seneca, two of Fleming's direct competitors, also offer the program
- George Brown has the lowest conversion ratio of 31:1

## Certificate

Program: 41407 - PRACTICAL NURSING												
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio
NIAGARA	390	60	7:1	427	60	7:1	538	96	6:1	647	99	7:1
<b>Total</b>	<b>390</b>	<b>60</b>	<b>7:1</b>	<b>427</b>	<b>60</b>	<b>7:1</b>	<b>538</b>	<b>96</b>	<b>6:1</b>	<b>647</b>	<b>99</b>	<b>7:1</b>

  

Program: 41397 - ORIENTATION TO NURSING IN ONTARIO FOR PRACTICAL NURSES												
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio
ALGONQUIN	11	2	6:1	12	6	2:1	17	5	3:1	14	7	2:1
<b>Total</b>	<b>11</b>	<b>2</b>	<b>6:1</b>	<b>12</b>	<b>6</b>	<b>2:1</b>	<b>17</b>	<b>5</b>	<b>3:1</b>	<b>14</b>	<b>7</b>	<b>2:1</b>



# Key Research Findings

## Diploma

Program: 51407 - PRACTICAL NURSING															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	802	154	5:1	839	147	6:1	985	166	6:1	1024	157	7:1	1113	173	6:1
CAMBRIAN	265	42	6:1	305	45	7:1	307	43	7:1	376	54	7:1	385	54	7:1
CANADORE	316	71	4:1	280	56	5:1	404	83	5:1	297	65	5:1	370	77	5:1
CENTENNIAL	1495	159	9:1	1655	182	9:1	1814	191	9:1	2105	198	11:1	2391	177	14:1
COLLÈGE BORÉAL	149	31	5:1	186	67	3:1	259	78	3:1	285	114	3:1	211	72	3:1
CONESTOGA	649	99	7:1	639	99	6:1	705	150	5:1	754	108	7:1	1014	150	7:1
CONFEDERATION	343	92	4:1	311	88	4:1	456	124	4:1	313	72	4:1	477	112	4:1
DURHAM	530	94	6:1	516	88	6:1	469	84	6:1	589	91	6:1	612	123	5:1
FANSHAWE	823	81	10:1	867	84	10:1	1281	130	10:1	1368	119	11:1	1370	115	12:1
FLEMING	410	97	4:1	447	95	5:1	529	96	6:1	574	97	6:1	676	101	7:1
GEORGE BROWN	1832	225	8:1	1697	189	9:1	2248	207	11:1	2157	203	11:1	1901	163	12:1
GEORGIAN	500	120	4:1	542	112	5:1	744	159	5:1	789	166	5:1	886	134	7:1
HUMBER	1827	197	9:1	1916	195	10:1	2378	187	13:1	2041	258	8:1	2015	222	9:1
LA CITÉ COLLÉGIAL	231	56	4:1	276	54	5:1	255	60	4:1	286	63	5:1	320	64	5:1
LAMBTON	258	67	4:1	309	77	4:1	351	72	5:1	389	65	6:1	374	87	4:1
LOYALIST	298	41	7:1	286			356	65	5:1	266	28	10:1	397	82	5:1
MOHAWK	894	102	9:1	1065	109	10:1	1029	102	10:1	1296	143	9:1	1104	107	10:1
NORTHERN	75	56	1:1	0	33	0:1	146	83	2:1	0	46	0:1	202	96	2:1
SAULT	183	73	3:1	222	68	3:1	281	102	3:1	230	61	4:1	217	56	4:1
SENECA	906	111	8:1	1031	114	9:1	963	131	7:1	1037	162	6:1	1126	171	7:1
SHERIDAN	651	87	7:1	701	87	8:1	817	131	6:1	1060	82	13:1	1091	89	12:1
ST. CLAIR	809	247	3:1	997	256	4:1	1179	306	4:1	994	296	3:1	960	319	3:1
ST. LAWRENCE	539	155	3:1	643	161	4:1	680	187	4:1	750	176	4:1	892	181	5:1
Total	14785	2457	6:1	15730	2406	7:1	18636	2937	6:1	18980	2824	7:1	20104	2925	7:1

## Graduate Certificate

Program: 71476 - FAMILY PRACTICE NURSING															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
GEORGE BROWN	0			0			0			0			50	7	7:1
<b>Total</b>	<b>0</b>			<b>0</b>			<b>0</b>			<b>0</b>			<b>50</b>	<b>7</b>	<b>7:1</b>

Program: 71398 - CLINICALLY INTENSIVE ORIENTATION TO NURSING IN ONTARIO															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	25	11	2:1	16	4	4:1	15	5	3:1	11	3	4:1	11	5	2:1
<b>Total</b>	<b>25</b>	<b>11</b>	<b>2:1</b>	<b>16</b>	<b>4</b>	<b>4:1</b>	<b>15</b>	<b>5</b>	<b>3:1</b>	<b>11</b>	<b>3</b>	<b>4:1</b>	<b>11</b>	<b>5</b>	<b>2:1</b>

# Key Research Findings

## Program: 71397 - ORIENTATION TO NURSING IN ONTARIO FOR NURSES

	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
ALGONQUIN	19	8	2:1	13	7	2:1	10	3	3:1	18	8	2:1	10	4	3:1
<b>Total</b>	<b>19</b>	<b>8</b>	<b>2:1</b>	<b>13</b>	<b>7</b>	<b>2:1</b>	<b>10</b>	<b>3</b>	<b>3:1</b>	<b>18</b>	<b>8</b>	<b>2:1</b>	<b>10</b>	<b>4</b>	<b>3:1</b>

## Program: 71423 - REGISTERED NURSE - CRITICAL CARE NURSING

	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
DURHAM	109	64	2:1	101	65	2:1	114	91	1:1	117	92	1:1	131	95	1:1
GEORGE BROWN	109	61	2:1	118	68	2:1	113	63	2:1	85	32	3:1	126	75	2:1
<b>Total</b>	<b>218</b>	<b>125</b>	<b>2:1</b>	<b>219</b>	<b>133</b>	<b>2:1</b>	<b>227</b>	<b>154</b>	<b>1:1</b>	<b>202</b>	<b>124</b>	<b>2:1</b>	<b>257</b>	<b>170</b>	<b>2:1</b>

## Program: 71400 - BRIDGING TO UNIVERSITY NURSING

	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CENTENNIAL	448	154	3:1	517	170	3:1	627	138	5:1	643	143	4:1	599	132	5:1
<b>Total</b>	<b>448</b>	<b>154</b>	<b>3:1</b>	<b>517</b>	<b>170</b>	<b>3:1</b>	<b>627</b>	<b>138</b>	<b>5:1</b>	<b>643</b>	<b>143</b>	<b>4:1</b>	<b>599</b>	<b>132</b>	<b>5:1</b>

# Key Research Findings

## Degree

Program: 81400 - BSC NURSING															
	App. 2007	Reg. 2007	Conversion Ratio	App. 2008	Reg. 2008	Conversion Ratio	App. 2009	Reg. 2009	Conversion Ratio	App. 2010	Reg. 2010	Conversion Ratio	App. 2011	Reg. 2011	Conversion Ratio
CAMBRIAN	363	67	5:1	355	78	5:1	355	77	5:1	436	102	4:1	450	90	5:1
CENTENNIAL	1299	71	18:1	1393			1422			1672			1651		
COLLÈGE BORÉAL	0			68	15	5:1	83	18	5:1	82	17	5:1	74	19	4:1
CONESTOGA	907	140	6:1	976	166	6:1	1045	198	5:1	1116	148	8:1	1099	163	7:1
FANSHAWE	1	9	0:1	0	1	0:1	0			0			0		
GEORGE BROWN	1688	72	23:1	1751	70	25:1	1577	57	28:1	1723	63	27:1	1787	57	31:1
GEORGIAN	635	122	5:1	681	126	5:1	697	107	7:1	832	115	7:1	745	129	6:1
HUMBER	1602	209	8:1	1509	199	8:1	1529	201	8:1	1360	184	7:1	1436	189	8:1
LAMBTON	285	50	6:1	313	51	6:1	421	50	8:1	377	58	7:1	468	61	8:1
LOYALIST	312	34	9:1	312			395	36	11:1	297	35	8:1	390	53	7:1
MOHAWK	1162	182	6:1	1407	208	7:1	1586	216	7:1	1670	205	8:1	1755	201	9:1
NORTHERN	124	27	5:1	124	39	3:1	152	39	4:1	157	51	3:1	157	42	4:1
SAULT	164	43	4:1	233	58	4:1	196	68	3:1	251	61	4:1	225	61	4:1
SENECA	1362	145	9:1	1408	135	10:1	1466	155	9:1	1522	150	10:1	1304	151	9:1
ST. CLAIR	1120	184	6:1	1156	186	6:1	1191	183	7:1	1073	189	6:1	1035	192	5:1
ST. LAWRENCE	560	133	4:1	677	158	4:1	795	191	4:1	830	174	5:1	938	181	5:1
Total	11584	1488	8:1	12363	1490	8:1	12910	1596	8:1	13398	1552	9:1	13514	1589	9:1

## Financial Analysis

**NOT AVAILABLE**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: –
- Program Weight: –
- Funding Unit: –

## Key Performance Indicators

**NOT AVAILABLE**

Source: Key Performance Indicator Summary 5 Year Historical Overview KPI Data from Reporting Years 2008-2012

KPI1-Graduation Rate	-
KPI2-Working	-
KPI3-Working Related	-
KPI4-Grad. Satisfaction	-
KPI8-Student Satisfaction-Learning	-
KPI9-Student Satisfaction- Teachers	-
KPI11-Grad. Satisfaction-Program	-

# Key Research Findings

## Additional Observations and Opportunities

- Some graduate certificates offered by the Canadian Nurses Association are:<sup>13</sup>
  - Cardiovascular
  - Community Health
  - Critical Care
  - Critical Care Pediatrics
  - Emergency
  - Enterostomal Therapy
  - Gastroenterology
  - Gerontology
  - Hospice Palliative Care
  - Medical-Surgical
  - Nephrology
  - Neuroscience
  - Occupational Health
  - Oncology
  - Orthopaedics
  - Perinatal
  - Perioperative
  - Psychiatric and Mental Health
  - Rehabilitation
  - PeriAnesthesia Nursing

## Resource Analysis

### Equipment

### Staffing

### Space

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<sup>13</sup> "Certification." *Canadian Nurses Association*. N.p., n.d. Web. 20 June 2012. <[http://www2.cna-aiic.ca/CNA/documents/pdf/publications/Certification\\_poster\\_brochure\\_e.pdf](http://www2.cna-aiic.ca/CNA/documents/pdf/publications/Certification_poster_brochure_e.pdf)>.

# Key Research Findings

## Appendix

**The following is the original environmental scan conducted by the Library Researchers to form the basis of the previous summary of Key Research Findings Report.**

### Overview of the Profession:

**NOC: 3152**

<http://www30.hrsdc.gc.ca/NOC/English/NOC/2006/ProfileNocCode.aspx?val=3&val1=3152&val17=3152&val18=1&val19=0>

**And**

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=3152&area=8792&titleKeyword=registered+nurse+%28R.N.%29&regionKeyword=Peterborough,+Ontario&source=0&action=final>

General duty registered nurses perform some or all of the following duties:

- Assess patients to identify appropriate nursing interventions
- Collaborate with members of an interdisciplinary health team to plan, implement, co-ordinate and evaluate patient care in consultation with patients and their families
- Administer medications and treatments as prescribed by a physician or according to established policies and protocols
- Monitor, assess, address, document and report symptoms and changes in patients' conditions
- Operate or monitor medical apparatus or equipment
- Assist in surgery and other medical procedures
- May supervise licensed practical nurses and other nursing staff
- May develop and implement discharge planning process on admission of patients
- May teach and counsel patients and their families on health-related issues in collaboration with other health care providers.
- Occupational health nurses develop and implement employee health education programs and provide registered nursing care in private businesses and industry.
- Community health nurses provide health education and registered nursing care in public health units and through home visits, manage complex home care cases, participate in community needs assessment and program development, conduct disease screening and deliver immunization programs.
- Psychiatric nurses provide nursing care, supportive counselling and life skills programming to patients in psychiatric hospitals, mental health clinics, long-term care facilities and community-based settings.
- Nursing consultants provide consultative services to institutes, associations and health care organizations regarding issues and concerns relevant to the nursing profession and nursing practice.
- Nursing researchers engaged in research activities related to nursing are self-employed or are employed by hospitals, public and private organizations and governments.
- Clinical nurses provide leadership, advice and counsel on the provision of research-based care for specific patient groups within the care of particular health care organizations.

# Key Research Findings

*Registered nurses may specialize in areas such as surgery, obstetrics care, psychiatric care, critical care, pediatrics, geriatrics, community health, occupational health, emergency care, rehabilitation or oncology. Nurse practitioners are independent care providers with a broader scope of practice relative to registered nurses.*

## Common Job Titles

- clinical nurse
- community health nurse
- critical care nurse
- graduate nurse
- intensive care nurse
- nurse researcher
- nursing consultant
- nursing researcher
- occupational health nurse
- private duty nurse
- registered nurse (R.N.)
- registered psychiatric nurse (R.P.N.)

## Typical Employers

- hospitals
- nursing homes
- extended care facilities
- rehabilitation centres
- doctors' offices
- clinics
- community agencies
- companies and private homes, or they may be self-employed

## Labour Market

### Working in Canada

1. Employment potential for the Muskoka-Kawartha-Peterborough Areas is “Good” (Working in Canada) <http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=3152&area=8792&titleKeyword=registered+nurse+%28R.N.%29&regionKeyword=Peterborough,+Ontario&source=0&action=final>

### HRSDC

2. National Outlook – 10-Year Projection (2011-2020) <http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=53>

This occupation (RN) is part of a larger occupational group called **Nurse Supervisors And Registered Nurses (315)**

<b>Occupations in this group</b>	Head Nurses and Supervisors (3151)
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## Key Research Findings

	Registered Nurses (3152)
<b>Employment (non-student) in 2010</b>	273,051
<b>Median Age of workers in 2010</b>	43.3
<b>Average Retirement Age in 2010</b>	60

1. Estimated that there will be more job openings in this field than job seekers for the 2011-2020 periods (job openings are expected to total **162,000**. It is expected that **128,671** job seekers will be available to fill these job openings). The majority of job seekers will come from the school system (57%) and 9% from immigration. Another 21% will change careers into this field (net mobility).
2. Over the 2008-2010 period, employment growth in this occupation was strong and the unemployment rate remained virtually unchanged and very low. The average hourly wage increased slightly more quickly than the average over this period
3. Retirements especially will be responsible for the creation of job openings. In fact, over the projection period, employment growth and replacement demand will be among the highest for all occupations. Workers in this occupation are generally older and retire earlier than other occupations.
4. As the Canadian population ages, the demand for health services will increase substantially, thus resulting in increased demand for health professionals in general. On the other hand, the number of job seekers is also expected to increase appreciably. They will come from the school system and from immigration, but will be insufficient to fill the job openings.
5. An analysis of recent nursing school leavers showed that, although most university graduates in the field go on to become registered nurses, **a much smaller proportion of college graduates in nursing go on to become registered nurses**, whereas, in the 1990s most nursing graduates had only a college diploma. In fact, compared to a few years ago, **only half of all college graduates in nursing will actually work as nurses in the coming years**. A significant proportion of those graduates will enter occupations outside the health sector. There may be several explanations for this situation, such as the fact that it is now common for a university degree to be required for jobs in this field and the difficult working conditions (night shifts, overtime, etc.), which discourage some school leavers from entering or remaining in the occupation.
6. According to Employment Ontario (Estimates 2006), 72% of workers in this group were Full-Time, 27% were Part-Time, with only 1% self-employed. Also 95% were female, with only 5% male.

[http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3152\\_e.pdf](http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3152_e.pdf)

7. Local wage for Peterborough/Kawartha Region 2010:

○ Low: \$19.40      Average: \$23.15      High: \$ 25.79

[http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3233&action=final&regionKeyword=Peterborough%2C+Ontario&s=1&source=3&titleKeyword=registered+practical+nurse+%28R.P.N.%29#report\\_tabs\\_container2](http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3233&action=final&regionKeyword=Peterborough%2C+Ontario&s=1&source=3&titleKeyword=registered+practical+nurse+%28R.P.N.%29#report_tabs_container2)

### US Bureau of Labour

<http://www.bls.gov/ooh/Healthcare/Registered-nurses.htm>

### **Job Outlook:**

Employment of registered nurses is expected to grow 26 percent from 2010 to 2020, faster than the average for all occupations. Growth will occur primarily because of technological advancements, permitting a greater number of health problems to be treated; an increased emphasis on preventive

## Key Research Findings

care; and the large, aging baby boomer population who will demand more healthcare services as they live longer and more active lives than previous generations. Faster than average growth is expected in traditional hospital settings, as well as in non-hospital settings, such as physician's offices and home healthcare services.

Growth is expected to be much faster than average in outpatient care centers, where patients do not stay overnight, such as those that provide same-day chemotherapy, rehabilitation, and surgery. Also, an increased number of procedures, as well as more sophisticated procedures once done only in hospitals, are being done in physicians' offices.

The financial pressure on hospitals to discharge patients as soon as possible should mean more people admitted to extended and long-term care facilities and more need for home healthcare. As the baby boomers grow older, there will be greater demand for home healthcare.

In addition, because many older people want to be treated at home or in residential care facilities, registered nurses will be in demand in those settings. Job growth is also expected in facilities that provide long-term rehabilitation for stroke and head injury patients, as well as facilities that treat people with Alzheimer's disease (memory loss, dementia).

### *Job Prospects*

Overall, job opportunities for registered nurses are expected to be excellent. Employers in some parts of the country and in some employment settings report difficulty in attracting and keeping enough registered nurses.

Job opportunities should be excellent, even in hospitals, because of the relatively high turnover of hospital nurses. To attract and keep qualified nurses, hospitals may offer signing bonuses, family-friendly work schedules, or subsidized training.

In physicians' offices and outpatient care centers, registered nurses may face greater competition for positions because these jobs generally offer regular working hours and provide more comfortable working conditions than hospitals.

Generally, registered nurses with at least a bachelor's degree in nursing (BSN) will have better job prospects than those without one.

In addition, all four advanced practice registered nurses—clinical nurse specialists, nurse anesthetists, nurse-midwives, and nurse practitioners—will be in high demand, particularly in medically underserved areas such as inner cities and rural areas.

### **Industry Standards:**

The occupation is **regulated** in all provinces in Canada.

The occupation (**Registered Nurse**) requires certification in the province or territory: [College of Nurses of Ontario](#)

Information for internationally trained individuals is available on the Ontario Ministry of Citizenship and Immigration [website](#).

The occupation (**Primary Health Care Nurse Practitioner**) requires certification in the province or territory:

[College of Nurses of Ontario](#)

### **Professional Associations:**

[College of Nurses of Ontario](#)

[Council of Ontario University Programs in Nursing](#)

[Nurse Practitioners Association of Ontario](#)

[Ontario Nurses' Association](#)



# Key Research Findings

[Ontario Occupational Health Nurses Association](#)  
[Registered Nurses' Association of Ontario](#)  
[Canadian Nurses Association](#)

## Employment Requirements

Employment requirements are prerequisites generally needed to enter an occupation.

- Registered nurses
- Completion of a university, college or other approved registered nursing program is required.
- Additional academic training or experience is required to specialize in a specific area of nursing.
- A master's or doctoral degree in nursing is usually required for clinical nurse specialists, clinical nurses, nursing consultants and nursing researchers.
- Registration with a regulatory body is required in all provinces and territories.
- Nurse practitioners
- A master's degree in nursing, or a nursing program or other advanced nurse practitioner diploma program is required.
- Registration with a regulatory body is required in all provinces and territories
- In Ontario, successful completion of the Extended Class Registration Examination (ECRE) is required for registration as Registered Nurse in the Extended Class RN(EC).
- Registered psychiatric nurses
- Completion of a university or college registered psychiatric nursing program is required.
- Registration with a regulatory body is required in Manitoba, Saskatchewan, Alberta and British Columbia.

## Working Conditions

Registered nurses work in healthcare facilities in variable full-time or part-time hours depending on the position and type of work. Shift work, evening, weekend and holiday work are common in hospitals where 24-hour patient care services are provided. Twelve hour shifts are now common in hospital settings. Standard business hours are common in physician's offices, clinics, companies, rehabilitation centres and in community agencies. Some travel may be involved, especially for public health nurses and others working in community-based services.

Direct patient care can be physically and emotionally demanding, involving prolonged periods of standing, bending and walking, and dealing with emergencies and stress. Care is required to guard against disease and exposure to potentially hazardous chemicals, anaesthetics and radiation.

## Educational Programs Leading to this Occupation

N/A

## Educational Competitors

### Individual Community College/Institute Information

(Click on Program Title to view college program page)

**22 Ontario Colleges currently offer this Diploma Program**

**Includes Highlights of unique program characteristics.**

# Key Research Findings

## Algonquin

### [B.Sc. Nursing](#)

- Partnership with University of Ottawa

## Boreal

### [Baccalaureat en Sciences Infirmieres](#)

- Partnership with Laurentian University

## Cambrian

### [B.Sc. Nursing](#)

- Partnership with Northeastern Collaborative's School of Nursing

## Centennial:

### [B.Sc. Nursing](#)

- Partnership with Ryerson University

### [Bridging to University Nursing](#) Graduate Certificate

## Conestoga

### [B.Sc. Nursing](#)

- Partnership with McMaster University

## Confederation

### [B.Sc. Nursing](#)

- Partnership with Lakehead University

## Durham

### [B.Sc. Nursing](#)

- Partnership with UIOT

## Fanshawe

### [B.Sc. Nursing](#)

- Partnership with University of Western Ontario

## George Brown

### [B.Sc. Nursing](#)

- Partnership with Ryerson University

## Georgian

### [B.Sc. Nursing](#)

- Partnership with York University

## Humber

### [B.Sc. Nursing](#)

- Partnership with University of New Brunswick

# Key Research Findings

## Lambton

### [B.Sc. Nursing](#)

- Partnership with University of Windsor

## Loyalist

### [B.Sc. Nursing](#)

- Partnership with Brock University

## Mohawk

### [B.Sc. Nursing](#)

- Partnership with McMaster University

## Northern

### [B.Sc. Nursing](#)

- Partnership with Laurentian University

## Sault

### [B.Sc. Nursing](#)

- Partnership with Laurentian University

## Seneca

### [B.Sc. Nursing](#)

- Partnership with York University

## St. Clair

### [B.Sc. Nursing](#)

- Partnership with University of Windsor

## St. Lawrence

### [B.Sc. Nursing](#)

- Partnership with Laurentian University

APS#	MTCU Code	Approved Program Title	Program Weight	Funding Unit	Degree Factor	Institution
1198	71400	Bridging To University Nursing	1.50	1.20	1.00	CENTENNIAL
1258	71400	RPN Bridge to BScN	1.50	1.20	1.00	GEORGE BROWN
1340	81400	Collaborative Nursing				ALGONQUIN
1105	81400	Collaborative Nursing				BOREAL
1239	81400	Collaborative Nursing				CAMBRIAN
1138	81400	Collaborative Nursing				CANADORE
1180	81400	Collaborative Nursing				CENTENNIAL

## Key Research Findings

1137	81400	Collaborative Nursing				CONSESTOGA
1121	81400	Collaborative Nursing				DURHAM
1156	81400	Collaborative Nursing				DURHAM
1216	81400	Collaborative Nursing				FANSHAWE
1157	81400	Collaborative Nursing				GEORGIAN
1193	81400	Collaborative Nursing				GEORGE BROWN
1263	81400	Collaborative Nursing				HUMBER
1122	81400	Collaborative Nursing				LA CITE
1084	81400	Collaborative Nursing				LAMBTON
1108	81400	Collaborative Nursing				LOYALIST
1165	81400	Collaborative Nursing				MOHAWK
1191	81400	Collaborative Nursing				NORTHERM
1152	81400	Collaborative Nursing				SAULT
1217	81400	Collaborative Nursing				SENECA
1166	81400	Collaborative Nursing				ST LAWRENCE
1186	81400	Collaborative Nursing				ST LAWRENCE
1180	81400	Collaborative Nursing				FLEMING
1162	81400	Collaborative Nursing				ST CLAIR
1116	71422	(P-T) Registered Nurse - Community Nursing	1.40	0.40	0.50	GEORGIAN
1226	71422	(P-T) Registered Nurse - Community Nursing	1.40	0.40	0.50	HUMBER
1109	71415	(P-T) Registered Nurse - Cardiac Care Nursing	1.60	0.30	0.25	CONESTOGA
1077	71415	(P-T) Registered Nurse - Coronary Care Nursing	1.60	0.30	0.25	HUMBER
1089	71415	(P-T) Registered Nurse - Advanced Cardiac Care Nursing	1.60	0.30	0.25	MOHAWK
1103	71423	(P-T) Registered Nurse - Critical Care Program	1.60	0.60	0.50	ALGONQUIN
1067	71423	Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	CONESTOGA
1079	71423	Registered Nurse - Critical	1.60	0.60	0.50	DURHAM

## Key Research Findings

		Care Nursing				
1107	71423	(P-T) Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	GEORGIAN
1055	71423	Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	GEORGE BROWN
1194	71423	(P-T) Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	HUMBER
1067	71423	(P-T) Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	MOHAWK
1006	71423	Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	NIAGARA
1120	71423	Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	SENECA
1107	71423	(P-T) Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	ST LAWRENCE
1134	71423	(P-T) Registered Nurse - Critical Care Nursing	1.60	0.60	0.50	FLEMING
1114	71423	(P-T) Registered Nurse - Critical Care	1.60	0.60	0.50	ST CLAIR
1225	71425	(P-T) Registered Nurse - Emergency Nursing	1.40	0.50	0.50	ALGONQUIN
1181	71425	Registered Nurse - Emergency Nursing	1.40	0.50	0.50	CONESTOGA
1193	71425	(P-T) Registered Nurse - Emergency Nursing	1.40	0.50	0.50	FANSHAWE
1106	71425	(P-T) Registered Nurse - Emergency Nursing	1.40	0.50	0.50	GEORGIAN
1174	71425	(P-T) Registered Nurse - Emergency Nursing	1.40	0.50	0.50	FLEMING
1226	71426	(P-T) Registered Nurse - Medical-surgical Refresher	1.80	0.70	0.50	FANSHAWE
1179	71426	Registered Nurse - Medical-surgical Refresher	1.80	0.70	0.50	GEORGIAN
1141	71426	Programme À L'intention Des Infirmières Et Des Infirmiers Formés À l'étranger Option: Programme Préparatoire À	1.80	0.70	0.50	LA CITE
1189	71426	(P-T) Registered Nurse - Medical-surgical Refresher	1.80	0.70	0.50	FLEMING
1145	71442	(P-T) Registered Nurse - Nephrology Nursing	0.00	0.00	0.50	GEORGIAN
1191	71442	(P-T) Registered Nurse - Nephrology Nursing	0.00	0.00	0.50	HUMBER
1171	71442	(P-T) Registered Nurse - Nephrology Nursing	0.00	0.00	0.50	MOHAWK

## Key Research Findings

1219	71442	Registered Nurse - Nephrology Nursing	0.00	0.00	0.50	FLEMING
1118	71429	(P-T) Registered Nurse - Neuroscience Nursing	1.30	0.40	0.50	HUMBER
1141	71429	(P-T) Registered Nurse - Neuroscience Nursing	1.30	0.40	0.50	MOHAWK
1106	71419	(P-T) Registered Nurse - Obstetric Nursing	1.70	0.30	0.25	HUMBER
1035	71439	(P-T) Registered Nurse - Occupational Health Nursing	1.00	0.60	0.50	CAMBRIAN
1107	71439	(P-T) Registered Nurse - Occupational Health Nursing	1.00	0.60	0.50	FANSHAWE
1107	71439	(P-T) Registered Nurse - Occupational Health Nursing	1.00	0.60	0.50	HUMBER
1057	71439	(P-T) Registered Nurse - Occupational Health Nursing	1.00	0.60	0.50	MOHAWK
1048	71439	(P-T) Registered Nurse - Occupational Health Nursing	1.00	0.60	0.50	ST LAWRENCE
1134	71414	(P-T) Registered Nurse - Oncology Nursing	1.20	0.40	0.50	CENTENNIAL
1181	71414	Registered Nurse - Oncology/palliative Care	1.20	0.40	0.50	GEORGIAN
1093	71414	(P-T) Oncology Nursing	1.20	0.40	0.50	MOHAWK
1174	71413	(P-T) Registered Nurse - Perioperative Nursing	1.70	0.50	0.50	ALGONQUIN
1108	71413	(P-T) Registered Nurse - Operating Room	1.70	0.50	0.50	CAMBRIAN
1117	71413	Registered Nurse - Perioperative Nursing	1.70	0.50	0.50	CENTENNIAL
1165	71413	Registered Nurse - Perioperative Nursing	1.70	0.50	0.50	CONESTOGA
1116	71413	(P-T) Registered Nurse - Operating Room Nursing	1.70	0.50	0.50	FANSHAWE
1110	71413	(P-T) Registered Nurse - Operating Room	1.70	0.50	0.50	GEORGIAN
1229	71413	Perioperative Nursing	1.70	0.50	0.50	GEORGIAN
1052	71413	Registered Nurse - Operating Room Perioperative Nursing	1.70	0.50	0.50	GEORGE BROWN
1112	71413	(P-T) Perioperative Nursing	1.70	0.50	0.50	MOHAWK
1222	71413	Registered Nurse - First Assistant	1.70	0.50	0.50	MOHAWK
1124	71413	(P-T) Registered Nurse – Perioperative Nursing	1.70	0.50	0.50	FLEMING
1058	71413	(P-T) Registered Nurse - Operating Room	1.70	0.50	0.50	ST CLAIR

## Key Research Findings

1189	71433	(P-T) Registered Nurse - Perinatal Nursing	2.00	0.60	0.50	CENTENNIAL
1120	71433	(P-T) Registered Nurse - Perinatal Nursing	2.00	0.60	0.50	CONESTOGA
1130	71433	Registered Nurse - Perinatal Intensive Care Nursing	2.00	0.60	0.50	GEORGE BROWN
1203	71433	(P-T) Registered Nurse - Neonatal Intensive Care Nursing	2.00	0.60	0.50	HUMBER
1025	71433	(P-T) Registered Nurse - Perinatal Nursing	2.00	0.60	0.50	MOHAWK
1245	71401	(P-T) Registered Nurse - Mental Health Nursing	1.50	0.60	0.50	ALGONQUIN
1105	71401	(P-T) Registered Nurse - Mental Health Nursing	1.50	0.60	0.50	HUMBER
1106	71410	Registered Nurse - Refresher	1.70	0.60	0.50	ALGONQUIN
1109	71410	(P-T) Registered Nurse - Refresher	1.70	0.60	0.50	FANSHAWE
1167	71410	(P-T) Registered Nurse - Refresher	1.70	0.60	0.50	MOHAWK
1045	71410	(P-T) Registered Nurse - Refresher	1.70	0.60	0.50	SAULT
1010	71410	(P-T) Registered Nurse - Refresher	1.70	0.60	0.50	ST LAWRENCE
1104	71441	(P-T) Registered Nurse - Respiratory Nursing	1.20	0.30	0.25	HUMBER

### Employment Postings:

On June 7, 2012, there were 8 jobs listed locally in the JobBank. (161 job opportunities in the province and 908 in Canada). See below for the variety of postings....

Source: [jobbank.gc.ca](http://jobbank.gc.ca)

**Job Number:** 6481497

**Title:** Registered nurse - public and community health (Community Shift with Vent Training) (**NOC: 3152**)

**Terms of Employment:** Casual, Part Time leading Full Time, Shift, Night, Evening

**Salary:** \$26.50 Hourly for 24 hours per week, Group Insurance Benefits

**Anticipated Start Date:** As soon as possible

**Location:** Brooklin, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training

**Credentials (certificates, licences, memberships, courses, etc.):** Licensure as a Registered Nurse by the province/territory of work, CPR certification

**Experience:** 1 to less than 7 months

# Key Research Findings

**Languages:** Speak English, Read English, Write English

**Work Setting:** Home care and visiting care agency

**Area of Specialization:** General duty, Community, Emergency room, Home care, Intensive care, Public and community health

**Specific Skills:** Assess patients to identify appropriate nursing interventions, Dispense and administer medications and treatments as prescribed by a physician, Monitor, assess, address, document and report symptoms and changes in patients' conditions, Provide nursing care

**Additional Skills:** Infection control

**Essential Skills:** Document use, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking

**Other Information:** Vent experience required for Residential patient.

**Employer:** DHS Health Care Service

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**In Person between 8:30 and 16:30:**

88 Centre St. N., suite 1  
Oshawa, Ontario  
L1G 4B6

**By Phone: between 8:30 and 16:30:** (905) 571-1511

**By Fax:** (905) 579-2539

**By E-mail:** [info@dhshealth.com](mailto:info@dhshealth.com)

**Online:** <http://www.dhshealth.com>

**Web Site:** <http://www.dhshealth.com>

**Advertised until:** 2012/07/06

**Job Number:** 6430216

**Title:** RN (registered nurse) (North Durham Region) (**NOC: 3152**)

**Terms of Employment:** Permanent, Part Time, Weekend, Day, Evening

**Salary:** \$26.50 to \$29.00 Hourly for 22.5 hours per week, Other Benefits, Mileage Paid, Medical Benefits, Dental Benefits, Pension Plan Benefits, Vision Care Benefits

**Anticipated Start Date:** As soon as possible

**Location:** PortPerry/Sunderland/Beaverton, Ontario (2 vacancies )

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training

**Credentials (certificates, licences, memberships, courses, etc.):** Licensure as a Registered Nurse by the province/territory of work, CPR certification

**Experience:** Experience an asset

**Languages:** Speak English, Read English, Write English



# Key Research Findings

**Work Setting:** Home care and visiting care agency

**Area of Specialization:** Home care

**Specific Skills:** Assess patients to identify appropriate nursing interventions, Provide nursing care, Manage home care cases

**Essential Skills:** Oral communication, Working with others, Problem solving, Decision making, Critical thinking

**Other Information:** We offer: 24 hour clinical support, extensive paid orientation, preceptorship program, education bursaries, subsidized RNAO

**Employer:** Saint Elizabeth Health Care

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By E-mail:** [hberrada@saintelizabeth.com](mailto:hberrada@saintelizabeth.com)

**Online:** <http://www.saintelizabeth.com>

**Web Site:** <http://www.saintelizabeth.com>

**Advertised until:** 2012/06/25

**Job Number:** 6403342

**Title:** RN (registered nurse) (Long Term Care) ([NOC: 3152](#))

**Terms of Employment:** Casual, Part Time, On Call, Day, Night, Evening

**Salary:** \$32.00 to \$38.00 Hourly for 15 hours per week

**Anticipated Start Date:** As soon as possible

**Location:** Whitby, Ontario (2 vacancies )

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training, Completion of university

**Credentials (certificates, licences, memberships, courses, etc.):** Licensure as a Registered Nurse by the province/territory of work, CPR certification

**Experience:** Experience an asset

**Languages:** Speak English, Read English, Write English

**Work Setting:** Home for the aged, Nursing or convalescent home

**Area of Specialization:** General duty, Geriatrics

**Specific Skills:** Dispense and administer medications and treatments as prescribed by a physician, Monitor, assess, address, document and report symptoms and changes in patients' conditions, Provide nursing care, Supervise licensed practical nurses and other nursing staff

**Additional Skills:** General counselling

# Key Research Findings

**Essential Skills:** Reading text, Document use, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Finding information, Computer use, Continuous learning

**Other Information:** Synergy's is seeking the addition of casual RNs to assist with our LTC staffing services. We will provide training and orientation prior to working.

**Employer:** Synergy Nursing and Homecare (Placement Agency)

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By Mail:**

29 Gervais Drive, suite 205  
Toronto, Ontario  
M3C 1Y9

**By Phone: between 7:00 and 19:00:** (416) 850-1079 ext. 320

**By Fax:** (416) 286-1709

**By E-mail:** sboodhan@synergy-employment.com

**Online:** <http://www.synergy-employment.com>

**Web Site:** <http://www.synergy-employment.com>

**Advertised until:** 2012/06/08

**Title:** RN (registered nurse) (**NOC: 3152**)

**Terms of Employment:** Permanent, Part Time

**Salary:** \$18.00 to \$20.00 Hourly for 20 hours per week, Medical Benefits, Dental Benefits, Vision Care Benefits

**Anticipated Start Date:** 2012/06/16

**Location:** Brighton, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Some college/CEGEP/vocational or technical training

**Credentials (certificates, licences, memberships, courses, etc.):** Licensure as a Registered Nurse by the province/territory of work, Eligible for licensure as a Registered Nurse by the province/territory of work

**Experience:** Will train

**Languages:** Speak English, Read English, Write English

**Work Setting:** Physician's office

**Area of Specialization:** General duty

**Specific Skills:** Assess patients to identify appropriate nursing interventions, Collaborate to plan, implement, co-ordinate and evaluate patient care, Dispense and administer medications and treatments as prescribed by a physician, Monitor, assess, address, document and report symptoms and changes in patients' conditions, Deliver health education programs, Provide health education, Provide nursing care, Provide supportive counselling and life skills programming, Provide consultative services regarding issues relevant to nursing profession and nursing practice, Plan, develop, implement, monitor and evaluate health education services, Conduct disease screening, Deliver immunization programs

# Key Research Findings

**Additional Skills:** General counselling, Infection control

**Essential Skills:** Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

**Employer:** DR. Arlene MacIntyre Medicine

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By Mail:**

Box 1450, 22 DundasStBrighton, OntarioK0K 1H0

**In Person between 10:00 and 16:30:**

22 Dundas street,, suite P.O.Bo  
Brighton, Ontario  
K0K 1H0

**Advertised until:** 2012/06/22

**Job Number:** 6471037

**Title:** Emergency nurse (Registered Nurse) ([NOC: 3152](#))

**Terms of Employment:** Casual, Part Time, On Call, Shift, Weekend, Day, Night, Evening

**Salary:** \$40.00 to \$55.00 Hourly for 1 hours per week

**Anticipated Start Date:** As soon as possible

**Location:** Brampton, Ontario (6 vacancies )

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training, Completion of university

**Credentials (certificates, licences, memberships, courses, etc.):** Licensure as a Registered Nurse by the province/territory of work, Advanced cardiac life support (ACLS), Basic cardiac life support (BCLS), CPR certification

**Experience:** Experience an asset

**Languages:** Speak English, Read English, Write English

**Work Setting:** Hospital

**Area of Specialization:** Emergency room

**Specific Skills:** Assess patients to identify appropriate nursing interventions, Collaborate to plan, implement, co-ordinate and evaluate patient care, Dispense and administer medications and treatments as prescribed by a physician, Monitor, assess, address, document and report symptoms and changes in patients' conditions, Provide health education, Provide nursing care

**Additional Skills:** Infection control

## Key Research Findings

**Essential Skills:** Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use

**Employer:** Carecor Health Services Ltd.

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By Mail:**

415 Yonge St., suite 600  
Toronto, Ontario  
M5B 2E7

**By Fax:** (416) 593-6362

**By E-mail:** [humanresources@carecor.com](mailto:humanresources@carecor.com)

**Online:** <http://www.carecor.com/>

**Web Site:** <http://www.carecor.com/>

**Advertised until:** 2012/06/21

**Job Number:** 6399536

**Title:** RN (registered nurse) ([NOC: 3152](#))

**Terms of Employment:** Permanent, Full Time, Shift, Weekend

**Salary:** \$25.45 to \$38.82 Hourly for 40 hours per week, As per collective agreement, Dental Benefits, Life Insurance Benefits, Group Insurance Benefits

**Anticipated Start Date:** As soon as possible

**Location:** Fergus, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training

**Credentials (certificates, licences, memberships, courses, etc.):** Licensure as a Registered Nurse by the province/territory of work, Eligible for licensure as a Registered Nurse by the province/territory of work, CPR certification

**Experience:** 1 year to less than 2 years

**Languages:** Speak English, Read English, Write English

**Work Setting:** Nursing or convalescent home

**Area of Specialization:** General duty

**Specific Skills:** Assess patients to identify appropriate nursing interventions, Collaborate to plan, implement, co-ordinate and evaluate patient care, Dispense and administer medications and treatments as prescribed by a physician, Monitor, assess, address, document and report symptoms and changes in patients' conditions, Deliver health education programs, Provide nursing care, Provide supportive counselling and life skills programming, Deliver immunization programs, Supervise licensed practical nurses and other nursing staff

## Key Research Findings

**Essential Skills:** Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

**Employer:** Caessant Care Nursing & Retirement Homes Ltd

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**Contact Name:** Lee Griffi

**By Mail:**

264 Norwich Ave  
Woodstock, Ontario  
N4S 3V9

**By Fax:** (519) 539-9601

**By E-mail:** [resumes@caessantcare.com](mailto:resumes@caessantcare.com)

**Online:** <http://www.caessantcare.com>

**Web Site:** <http://www.caessantcare.com>

**Advertised until:** 2012/06/27

**Job Number:** 6476417

**Title:** RN (registered nurse) (Nurse Manager) ([NOC: 3152](#))

**Terms of Employment:** Permanent, Full Time, Day

**Salary:** \$60,000.00 to \$70,000.00 Yearly for 40 hours per week, Other Benefits, Medical Benefits, Dental Benefits, Life Insurance Benefits, RRSP Benefits

**Anticipated Start Date:** As soon as possible

**Location:** Hamilton, Ontario (1 vacancy)

**Skill Requirements:**

**Education:** Completion of college/CEGEP/vocational or technical training, Completion of university

**Credentials (certificates, licences, memberships, courses, etc.):** Licensure as a Registered Nurse by the province/territory of work, Basic cardiac life support (BCLS), CPR certification

**Experience:** 3 years to less than 5 years

**Languages:** Speak English, Read English, Write English

**Work Setting:** Home for the aged

**Area of Specialization:** Geriatrics

**Specific Skills:** Assess patients to identify appropriate nursing interventions, Collaborate to plan, implement, co-ordinate and evaluate patient care, Monitor, assess, address, document and report symptoms and changes in patients' conditions, Deliver health education programs, Provide nursing care, Conduct disease screening, Supervise licensed practical nurses and other nursing staff

**Essential Skills:** Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Significant use of memory, Finding information, Computer use, Continuous learning

# Key Research Findings

**Employer:** ST ELIZABETH HOME SOCIETY

**How to Apply:**

Please apply for this job only in the manner specified by the employer. Failure to do so may result in your application not being properly considered for the position.

**By Fax:** (905) 383-4415

**By E-mail:** [dmartines@stelizabethhomesociety.org](mailto:dmartines@stelizabethhomesociety.org)

**Advertised until:** 2012/07/04