

Key Research Findings

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

| Section | Description | Measures |
|-----------------------------|--|---|
| Student Demand | <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>Click Below to Access Full Source Document: Fall Enrollment Trend</p> | <ul style="list-style-type: none"> ● Strong = Fleming enrolment growth is outpacing system and is equal to or greater than 3% ● Moderate = Fleming enrolment growth is equivalent to system demand and is between 1.0 to 2.9% ● Weak = Fleming enrolment growth is less than the system demand and is less than 1% |
| Labour Market | <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"> ● Strong = Between 5-6 positive labour market indicators ● Moderate = Between 3-5 positive labour market indicators ● Weak = Between 1-2 or no positive labour market indicators |
| Competitive Analysis | <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>Click Below to Access Full Source Document: Fall Conversion Report</p> | <ul style="list-style-type: none"> ● Strong = Fleming conversion ratio is greater than 2 below the system ● Moderate = Fleming conversion ratio is 1 above, below or equal to the system ● Weak = Fleming conversion ratio is greater than 2 above than the system |
| Financial Analysis | <p>Includes a review of Contribution to Overhead (CTO) for existing programs (2010-11)</p> <p>Click Below to Access Full Source Document: Costing Analysis</p> | <ul style="list-style-type: none"> ● Strong = CTO is greater than 35% ● Moderate = CTO is between 30 - 34% ● Weak = CTO is between 20 – 30% <p>No Contribution = 19% or less</p> |

Key Research Findings

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

Pharmacy Technician (51623)

NOT AVAILABLE

Diploma

- ## Certificate

¹ 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

Diploma

| Program: 51623 - PHARMACY TECHNICIAN | | | | | | | | | | | | | | | | |
|--------------------------------------|----------------------------|-----|-----|----------------------------|-----|-----|----------------------------|-----|-----|----------------------------|-----|-----|----------------------------|------------------------------|--|--|
| | 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 | 61 | 57 | -7 | 57 | 49 | -14 | 49 | 47 | -4 | 47 | 39 | -17 | -10 | 51 | | |
| COLLÈGE BORÉAL | 10 | 10 | 0 | 10 | 9 | -10 | 9 | 13 | 44 | 13 | 7 | -46 | -3 | 10 | | |
| FANSHAWE | 37 | 39 | 5 | 39 | 45 | 15 | 45 | 38 | -16 | 38 | 43 | 13 | 5 | 40 | | |
| FLEMING | | | | | | | | | | 15 | | | | 15 | | |
| GEORGIAN | | | | | | | | | | 20 | | | | 20 | | |
| HUMBER | 53 | 48 | -9 | 48 | 52 | 8 | 52 | 35 | -33 | 35 | 54 | 54 | 5 | 48 | | |
| LA CITÉ COLLÉGIAL | 11 | 13 | 18 | 13 | 11 | -15 | 11 | | | | | | 1 | 12 | | |
| LAMBTON | 23 | 20 | -13 | 20 | 39 | 95 | 39 | 19 | -51 | 19 | 18 | -5 | 6 | 24 | | |
| MOHAWK | 38 | 38 | 0 | 38 | 42 | 11 | 42 | 31 | -26 | 31 | 39 | 26 | 3 | 38 | | |
| NIAGARA | 42 | 44 | 5 | 44 | 41 | -7 | 41 | 42 | 2 | 42 | 44 | 5 | 1 | 43 | | |
| SAULT | | | | | | | | | | 28 | | | | 28 | | |
| SHERIDAN | 46 | 35 | -24 | 35 | 49 | 40 | 49 | 42 | -14 | 42 | 23 | -45 | -11 | 39 | | |
| ST. CLAIR | 44 | 45 | 2 | 45 | 53 | 18 | 53 | 53 | 0 | 53 | 45 | -15 | 1 | 48 | | |
| Total | 365 | 349 | -4 | 349 | 390 | 12 | 390 | 320 | -18 | 320 | 375 | 17 | 2 | 360 | | |

Labour Market

• **MODERATE**

Employment Ontario

Not Available

HRSDC²

Other Medical Technologists and Technicians (Except Dental Health) (NOC – 3219)

- Job Openings (2011/2020): **40,304**
- Job Seekers(2011/2020): **41,321**
- Post Secondary Education Graduates: **32,614 (79%)**
- “Based on projections and considering that there was a shortage of labour supply in this occupation, it is expected that the number of job seekers will be insufficient to fill the job openings over the 2011-2020 period. Job openings will arise from both expansion demand and retirements. Similar to the other health occupations, employment growth in this occupation over the next few years will be sizeable as a result of the aging population. This will lead to an increased demand for health services and, therefore, an increased demand for health professionals. Moreover, the arrival of new medical technologies and techniques, as well as the introduction of more advanced equipment, will require more technologists. With regard to labour supply, the majority of job seekers will come from the school system, which is not surprising, given the specific and high-level skills required for this occupation.”

²“Medical Technologists And Technicians (Except Dental Health) (321).” *Human Resources and Skills Development Canada*. N.p., n.d. Web. 2 Aug. 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=51>>.

Key Research Findings

HRSDC³

Assisting Occupations In Support Of Health Services (NOC – 3414)

- Job Openings (2011/2020): **165,027**
- Job Seekers(2011/2020): **158,109**
- Post Secondary Education Graduates: **98,643 (62%)**
- “Given that recently there was a shortage of labour in this occupation, projections indicate that the number of job seekers will be insufficient to fill all job openings over the 2011-2020 period. Job openings will result from both employment growth and retirements. Expansion demand will increase at a faster rate than for all occupations, but the number of job openings arising from economic growth will be fewer than over the past decade (2001-2010). As with most occupations in the health sector, Canada's aging population will continue to increase the demand for health care workers. Employment growth in this occupation will therefore be among the strongest for all occupations. With regard to labour supply, a large increase in the number of school leavers is expected in response to the high demand for workers in this occupation. As was the case in recent years, labour supply from other occupations will also represent a large number of job seekers.”

US Bureau of Labour⁴

Pharmacy Technicians (SOC – 29-2052)

- Employment Growth (2010/2020):**Increase 32%**
 - **334,400 (2010) to 442,600 (2020)**
- “As a result of advances in pharmaceutical research, more prescription medications are being used to fight diseases. Also, the number of older people is growing, and older people use more prescription drugs than younger people.”

³“Assisting Occupations In Support Of Health Services (341).” *Human Resources and Skills Development Canada*. N.p., n.d. Web. 2 Aug. 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=54>>.

⁴Bureau of Labor Statistics, U.S. Department of Labor, Occupational Outlook Handbook, 2012-13 Edition, Pharmacy Technicians, Web. <http://www.bls.gov/ooh/healthcare/pharmacy-technicians.htm>, June 20, 2012.

Key Research Findings

Sector Council Report⁵

- “On December 3, 2010 Ontario became the first jurisdiction in Canada to formally recognize this new class of health professional Pharmacy Technician.”
- “Pharmacy Technicians officially became recognized as a new class of registrant with the Ontario College of Pharmacists (OCP) when revisions to its Registration Regulation (Ontario Regulation 202/94) made under the Pharmacy Act were proclaimed December 3rd, 2010.”
- “Just a few weeks after the passage of the new regulation, more than 100 new technicians had already registered with the College — and at the time of this report, this number has more than tripled! Another 7,000 applicants are either eligible for or already enrolled in the required programs for registration – numbers that surpass initial expectations. “

⁵"Annual Report 2010-2011." Ontario College of Pharmacists. N.p., 2011. Web. 20 June 2012.
<http://www.ocpinfo.com/magazine/Annual_Report_2010_11/downloads/OCP_2011_Annual_Report.pdf>.

Key Research Findings

Employment Profile⁶

In 2010-2011, **45.1%** of graduates were employed in a full time position which related to this program of study provincially

| Health Technology | | | | | |
|---|--------------|-----------------------------------|-----------------|-----------------------|---|
| Total Graduates: | 2,268 | Total Graduates in Survey: | 1,595 | Response Rate: | 70.3% |
| <small>594 graduates were reported after the survey window had closed. While program information for these graduates has been included wherever possible, these graduates are not included in survey results, such as response rates.</small> | | | | | |
| Programs in Health Technology | | | | | |
| Programs | Duration | Total Grads | Total in Survey | Total in Labour Force | Colleges |
| Bridging Program For Medical Laboratory Technology | 3 Years | 6 | 3 | 3 | Mohawk |
| Cardiovascular Technology | 2 Years | 38 | 26 | 21 | Mohawk |
| Clinical Methods In Orthotics/prosthetics | Post Diploma | 8 | 4 | 3 | George Brown |
| Dental Assisting (Levels I And II) | 1 Year | 510 | 374 | 279 | Algonquin, Boreal, Cambrian, Canadore, Confederation, Durham, Fanshawe, George Brown, Georgian, La Cité, Niagara, St. Clair |
| Dental Hygiene | 2 Years | 433 | 295 | 275 | Algonquin, Boreal, Cambrian, Canadore, Durham, Fanshawe, George Brown, Georgian, La Cité, Niagara, St. Clair |
| Dental Hygiene – Expanded Duties | Post Diploma | 17 | 12 | 10 | George Brown |
| Dental Technology | 3 Years | 24 | 18 | 17 | George Brown |
| Denturism | 3 Years | 28 | 22 | 19 | George Brown |
| Diagnostic Cardiac Sonography | Post Diploma | 31 | 24 | 23 | Mohawk |
| Hearing Instrument Specialist | 2 Years | 23 | 22 | 22 | Conestoga |
| Hearing Instrument Specialist | 3 Years | 27 | 20 | 19 | George Brown |
| Massage Therapy | 3 Years | 178 | 126 | 111 | Algonquin, Boreal, Centennial, Georgian, Lambton, Sir Sandford Fleming |
| Medical Electroneurophysiology Technician | 2 Years | 9 | 4 | 4 | La Cité |
| Medical Imaging Technology – Radiography | 3 Years | 108 | 70 | 59 | Boreal, Cambrian, Confederation, Fanshawe |
| Medical Laboratory Assistant | 1 Year | 110 | 77 | 67 | Centennial, Confederation, St. Clair, St. Lawrence |
| Medical Laboratory Technology | 3 Years | 78 | 47 | 45 | Cambrian, St. Clair, St. Lawrence |
| Occupational Therapist Assistant | 2 Years | 1 | 1 | 1 | Humber |
| Occupational Therapist Assistant/Physiotherapist Assistant (ota/pta) | 2 Years | 162 | 119 | 107 | Boreal, Centennial, Conestoga, Humber, La Cité, Mohawk, Sault, Sir Sandford Fleming |
| Opticianry | 2 Years | 56 | 37 | 34 | Georgian |
| Orthotic/Prosthetic Technician | 2 Years | 11 | 8 | 7 | George Brown |
| Pharmacy Technician | 2 Years | 268 | 193 | 160 | Boreal, Centennial, Fanshawe, Humber, La Cité, Lambton, Mohawk, Niagara, Sheridan, St. Clair |
| Respiratory Therapy | 3 Years | 142 | 93 | 89 | Algonquin, Canadore, Conestoga, Fanshawe, La Cité |

⁶"Employment Profile." *Ontario*. N.p., 2011. Web. 19 July 2012.
<http://www.tcu.gov.on.ca/pepg/audiences/colleges/serials/eprofile09-10/profile10.pdf>.

Key Research Findings

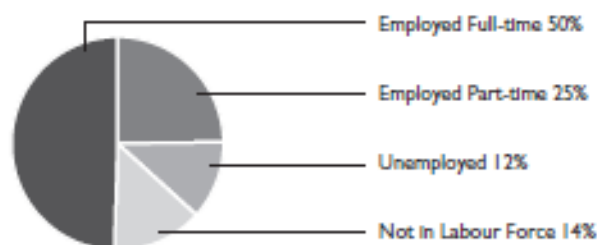
Health Technology

Summary of Survey Data

| | Program Cluster | All Programs |
|--|-----------------|-----------------|
| Survey Population | 1,595 | 50,622 |
| Labour Force Participation | 86% | 74% |
| Employment Rate^a | 87% | 83% |
| Employed Part-time ^a | 29% | 18% |
| Employed Full-time ^a | 58% | 65% |
| Average Annual Earnings – Total | \$36,801 | \$33,199 |
| Average Annual Earnings – Female | \$36,574 | \$31,897 |
| Average Annual Earnings – Male | \$38,580 | \$34,607 |
| Graduate Satisfaction | 87% | 79% |
| Employer Satisfaction | 95% | 93% |

a. As a percentage of graduates in the labour force.

Graduate Outcomes for Program Cluster (as a percentage of all respondents)



Top Five Industries of Employment

| | # | % |
|---|-----|-------|
| Ambulatory Health Care Services | 489 | 42.2% |
| Hospitals | 222 | 19.2% |
| Health and Personal Care Stores | 132 | 11.4% |
| Food Services and Drinking Places | 53 | 4.6% |
| Nursing and Residential Care Facilities | 27 | 2.3% |

Top Five Occupational Categories

| | # | % |
|---|-----|-------|
| Dental Assistants | 176 | 15.2% |
| Other Assisting Occupations in Support of Health Services | 152 | 13.1% |
| Dental Hygienists and Dental Therapists | 130 | 11.2% |
| Other Technical Occupations in Therapy and Assessment | 113 | 9.7% |
| Respiratory Therapists, Clinical Perfusionists and Cardio-Pulmonary Technologists | 75 | 6.5% |

Key Research Findings

Health Technology

Summary of Graduate Outcomes by Program

| | Full-time Employed, Program Related | | Full-time Employed, Program Unrelated | | Part-time Employed, Program Related | | Part-time Employed, Program Unrelated | | Unemployed | | Not in Labour Force | |
|--|--|-------------|--|------------|--|-------------|--|------------|------------|-------------|------------------------|-------------|
| | # | % | # | % | # | % | # | % | # | % | # | % |
| Cardiovascular Technology | 6 | 23.1 | 2 | 7.7 | 7 | 26.9 | 2 | 7.7 | 4 | 15.4 | 5 | 19.2 |
| Dental Assisting (Levels I And II) | 148 | 39.6 | 39 | 10.4 | 26 | 7.0 | 35 | 9.4 | 31 | 8.3 | 95 | 25.4 |
| Dental Hygiene | 58 | 19.7 | 45 | 15.3 | 73 | 24.7 | 40 | 13.6 | 59 | 20.0 | 20 | 6.8 |
| Dental Hygiene – Expanded Duties | 6 | 50.0 | – | – | 3 | 25.0 | 1 | 8.3 | – | – | 2 | 16.7 |
| Dental Technology | 8 | 44.4 | 2 | 11.1 | 3 | 16.7 | 2 | 11.1 | 2 | 11.1 | 1 | 5.6 |
| Denturism | 14 | 63.6 | – | – | 3 | 13.6 | – | – | 2 | 9.1 | 3 | 13.6 |
| Diagnostic Cardiac Sonography | 18 | 75.0 | – | – | 3 | 12.5 | – | – | 2 | 8.3 | 1 | 4.2 |
| Hearing Instrument Specialist – 2 Year | 19 | 86.4 | 1 | 4.5 | – | – | – | – | 2 | 9.1 | – | – |
| Hearing Instrument Specialist – 3 year | 11 | 55.0 | 1 | 5.0 | – | – | 2 | 10.0 | 5 | 25.0 | 1 | 5.0 |
| Massage Therapy | 30 | 23.8 | 13 | 10.3 | 44 | 34.9 | 10 | 7.9 | 14 | 11.1 | 15 | 11.9 |
| Medical Imaging Technology – Radiography | 32 | 45.7 | 4 | 5.7 | 13 | 18.6 | 1 | 1.4 | 9 | 12.9 | 11 | 15.7 |
| Medical Laboratory Assistant | 14 | 18.2 | 15 | 19.5 | 15 | 19.5 | 8 | 10.4 | 15 | 19.5 | 10 | 13.0 |
| Medical Laboratory Technology | 33 | 70.2 | 4 | 8.5 | 6 | 12.8 | – | – | 2 | 4.3 | 2 | 4.3 |
| Occupational Therapist Assistant/Physiotherapist Assistant (ota/pta) | 61 | 51.3 | 9 | 7.6 | 21 | 17.6 | 8 | 6.7 | 8 | 6.7 | 12 | 10.1 |
| Opticianry | 29 | 78.4 | – | – | 1 | 2.7 | 1 | 2.7 | 3 | 8.1 | 3 | 8.1 |
| Orthotic/Prosthetic Technician | 5 | 62.5 | – | – | – | – | – | – | 2 | 25.0 | 1 | 12.5 |
| Pharmacy Technician | 87 | 45.1 | 13 | 6.7 | 32 | 16.6 | 11 | 5.7 | 17 | 8.8 | 33 | 17.1 |
| Respiratory Therapy | 61 | 65.6 | 2 | 2.2 | 18 | 19.4 | 4 | 4.3 | 4 | 4.3 | 4 | 4.3 |
| All Programs in Cluster* | 640 | 40.4 | 150 | 9.5 | 268 | 16.9 | 125 | 7.9 | 181 | 11.4 | 219 | 13.8 |

* Does not include 4 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Working in Canada⁷

Other Medical Technologists and Technicians (Except Dental Health) (NOC – 3219)

- Ontario Rating: **Not Available**

Wage Range by Region:

| Location | Wage (\$/hr) | | |
|------------------------------------|--------------|--------|-------|
| | Low | Median | High |
| Ontario | 12.62 | 21.94 | 31.31 |
| Hamilton--Niagara Peninsula Region | N/A | N/A | N/A |
| Kingston - Pembroke Region | N/A | N/A | N/A |
| Kitchener--Waterloo--Barrie Region | 12.62 | 21.94 | 31.31 |
| London Region | N/A | N/A | N/A |
| Muskoka-Kawarthas Region | N/A | N/A | N/A |
| Northeast Region | N/A | N/A | N/A |
| Northwest Region | N/A | N/A | N/A |
| Ottawa Region | 12.62 | 21.94 | 31.31 |
| Stratford--Bruce Peninsula Region | N/A | N/A | N/A |
| Toronto Region | 12.33 | 21.85 | 30.47 |
| Windsor-Sarnia Region | N/A | N/A | N/A |

Working in Canada⁸

Other Assisting Occupations in Support of Health Services (NOC – 3414)

Wage Range by Region:

| Location | Employment Potential |
|------------------------------------|----------------------|
| Hamilton--Niagara Peninsula Region | Fair |
| Kingston - Pembroke Region | Fair |
| Kitchener--Waterloo--Barrie Region | N/A |
| London Region | N/A |
| Muskoka-Kawarthas Region | N/A |
| Northeast Region | Fair |
| Northwest Region | N/A |
| Ottawa Region | N/A |
| Stratford--Bruce Peninsula Region | N/A |
| Toronto Region | Fair |
| Windsor-Sarnia Region | Fair |

⁷"Other Medical Technologists and Technicians (Except Dental Health) (NOC 3219)." *Working in Canada*. N.p., n.d. Web. 2 Aug. 2012. <http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3219&action=final@ionKeyword=Peterborough%2C+Ontario&s=2&source=0&titleKeyword=technician%2C+aeromedicine#report_tabs_container>.

⁸"Other Assisting Occupations in Support of Health Services (NOC 3414)." *Working in Canada*. N.p., n.d. Web. 30 Aug. 2012. <<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3414&action=final&ln=p@ionKeyword=Peterborough%2C+Ontario&s=2&source=2&titleKeyword=pharmacy+assistant#outlook>>.

Key Research Findings

• Wage Range by Region:

| Location | Wage (\$/hr) | | |
|------------------------------------|--------------|--------|-------|
| | Low | Median | High |
| Ontario | 11.00 | 16.50 | 28.75 |
| Hamilton--Niagara Peninsula Region | 10.50 | 16.00 | 25.00 |
| Kingston - Pembroke Region | 11.00 | 16.50 | 28.75 |
| Kitchener--Waterloo--Barrie Region | 11.00 | 16.25 | 24.57 |
| London Region | 11.00 | 18.00 | 26.00 |
| Muskoka-Kawartha Region | 11.00 | 16.50 | 28.75 |
| Northeast Region | 12.00 | 17.81 | 24.00 |
| Northwest Region | 11.00 | 16.50 | 28.75 |
| Ottawa Region | 11.00 | 16.50 | 28.75 |
| Stratford--Bruce Peninsula Region | 11.00 | 16.50 | 28.75 |
| Toronto Region | 11.00 | 15.00 | 30.00 |
| Windsor-Sarnia Region | 10.50 | 16.00 | 21.40 |

Competitive Analysis⁹

• 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:

Diploma

- Fleming for its first year of offering the program is about even(7:1) with the system (8:1)
- Niagara has had the best conversion rates over the 5 year period
- Humber and Centennial have both had the highest number of applications each year (might warrant a closer look at their promotion strategy)

Certificate

| Program: 41624 - RETAIL PHARMACY ASSISTANT | | | | | | | | | | | | |
|--|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|
| | App. 2007 | Reg. 2007 | Conversion Ratio | App. 2008 | Reg. 2008 | Conversion Ratio | App. 2009 | Reg. 2009 | Conversion Ratio | App. 2010 | Reg. 2010 | Conversion Ratio |
| LAMBTON | 0 | | | 0 | | | 0 | | | 0 | | |
| NIAGARA | 0 | | | 0 | | | 0 | | | 0 | | |
| Total | 0 | | | 0 | | | 0 | | | 0 | | |

⁹ 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

Diploma

| Program: 51623 - PHARMACY TECHNICIAN | | | | | | | | | | | | | | | |
|--------------------------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|--------------|--------------|---------------------|
| | 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 | 474 | 61 | 8:1 | 453 | 57 | 8:1 | 575 | 49 | 12:1 | 431 | 47 | 9:1 | 470 | 39 | 12:1 |
| COLLÈGE BORÉAL | 65 | 10 | 7:1 | 30 | 10 | 3:1 | 40 | 9 | 4:1 | 46 | 13 | 4:1 | 38 | 7 | 5:1 |
| FANSHAWE | 311 | 37 | 8:1 | 296 | 39 | 8:1 | 298 | 45 | 7:1 | 292 | 38 | 8:1 | 285 | 43 | 7:1 |
| FLEMING | 0 | | | 0 | | | 0 | | | 0 | | | 102 | 15 | 7:1 |
| GEORGIAN | 0 | | | 0 | | | 0 | | | 0 | | | 157 | 20 | 8:1 |
| HUMBER | 615 | 53 | 12:1 | 464 | 48 | 10:1 | 500 | 52 | 10:1 | 425 | 35 | 12:1 | 623 | 54 | 12:1 |
| LA CITÉ COLLÉGIAL | 79 | 11 | 7:1 | 53 | 13 | 4:1 | 65 | 11 | 6:1 | 2 | | | 0 | | |
| LAMBTON | 122 | 23 | 5:1 | 111 | 20 | 6:1 | 162 | 39 | 4:1 | 127 | 19 | 7:1 | 99 | 18 | 6:1 |
| MOHAWK | 296 | 38 | 8:1 | 280 | 38 | 7:1 | 262 | 42 | 6:1 | 309 | 31 | 10:1 | 350 | 39 | 9:1 |
| NIAGARA | 212 | 42 | 5:1 | 205 | 44 | 5:1 | 223 | 41 | 5:1 | 197 | 42 | 5:1 | 182 | 44 | 4:1 |
| SAULT | 0 | | | 0 | | | 0 | | | 0 | | | 111 | 28 | 4:1 |
| SHERIDAN | 396 | 46 | 9:1 | 363 | 35 | 10:1 | 377 | 49 | 8:1 | 349 | 42 | 8:1 | 299 | 23 | 13:1 |
| ST. CLAIR | 242 | 44 | 6:1 | 245 | 45 | 5:1 | 297 | 53 | 6:1 | 277 | 53 | 5:1 | 243 | 45 | 5:1 |
| Total | 2812 | 365 | 8:1 | 2500 | 349 | 7:1 | 2799 | 390 | 7:1 | 2455 | 320 | 8:1 | 2959 | 375 | 8:1 |

Financial Analysis

NOT AVAILABLE

Source: Program Costing Analysis 2010/2011

New Program 2011 (No Financial Data)

Key Performance Indicators

• WEAK

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 | -2% below system |
| KPI9-Student Satisfaction- Teachers | +3% above system |
| KPI11-Grad. Satisfaction-Program | - |

Key Research Findings

Resource Analysis

Equipment

Staffing

Space

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: **This has been reclassified in the NOC 2011 version, yet LMI data is based on the NOC 2006 code.*

2011 NOC: 3219 - Other medical technologists and technicians (except dental health)

<http://www5.hrsdc.gc.ca/noc/english/noc/2011/ProfileKeyword.aspx?val=3&val1=3219&val11=pharmacy&val12=0&val13=0&val14=&val15=0&val16=0>

2006 NOC: 3414 - Other assisting occupations in support of health services

<http://www5.hrsdc.gc.ca/noc/english/noc/2011/ProfileNocCode.aspx?val=3&val1=3414&val17=3414&val18=1&val19=0>

And

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=3414&area=8792&titleKeyword=pharmacy+assistant®ionKeyword=Peterborough,+Ontario&source=2&action=final>

The following is a summary of the main duties for some occupations in this unit group:

- Dietary technicians assist dietitians or nutritionists to plan and supervise food service operations; plan menus and diet for individuals or groups under the direction of a dietitian or nutritionist; assist in the supervision of personnel who prepare and serve food; help patients select menu items; and assist dietitians with research in food, nutrition and food service systems.
- Pharmacy technicians assist pharmacists to maintain inventories of medications and prescription records of pharmaceutical products; ensure the information on prescriptions is accurate, enter client information in databases and prepare medications for clients; compound oral solutions, ointments and creams; bill third party insurers; and may help with scheduling and workflow.
- Ocularists design, fabricate and fit ocular prostheses and conformers, and may design and fabricate implants; paint the iris and pupil of artificial eyes; clean and restore ocular prostheses; advise patients concerning the loss of depth perception and the care and use of ocular prostheses; repair and maintain fabrication and laboratory equipment; and consult with ophthalmologists concerning insertion of ocular prostheses.
- Prosthetists and orthotists design, fabricate and fit prosthetic and orthotic appliances such as artificial limbs, braces or supports; interpret physicians' specifications and examine and measure patients to develop working sketches of appliances; make and modify plaster casts of areas to receive prostheses or orthoses; fit, adjust and repair appliances; advise patients in the use and care of prostheses and orthoses; and supervise and direct the activities of prosthetic and orthotic technicians.
- Prosthetic and orthotic technicians assemble or build prosthetic and orthotic appliances according to drawings, measurements and plaster casts using a variety of materials such as metals, plastics and leathers; repair, rebuild and modify prosthetic and orthotic appliances or orthopaedic footwear; and may take the body or limb measurements of patients.

Key Research Findings

Common Job Titles

- pharmacy technical assistant
- pharmacy technician
- technician, pharmacy
- technical assistant, pharmacy

Typical Employers

- retail and hospital pharmacies
- long-term care facilities
- pharmaceutical manufacturers

Labour Market

Working in Canada

1. Employment potential for the Muskoka-Kawartha-Peterborough Areas is "N/A" (Working in Canada) <http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3414&action=final&ln=1®ionKeyword=Peterborough%2C+Ontario&s=2&source=3&titleKeyword=pharmacy+assistant#outlook>

For Ontario:

| Location | Employment Potential | Release Date |
|--|----------------------|--------------|
| Hamilton--Niagara Peninsula Region | Fair | 2012-05-28 |
| Kingston - Pembroke Region | Fair | 2012-05-28 |
| Kitchener--Waterloo--Barrie Region | N/A | 2012-05-28 |
| London Region | N/A | 2012-05-28 |
| Muskoka-Kawartha Region | N/A | 2012-05-28 |
| Northeast Region | Fair | 2012-05-28 |
| Northwest Region | N/A | 2012-05-28 |
| Ottawa Region | N/A | 2012-05-28 |
| Stratford--Bruce Peninsula Region | N/A | 2012-05-28 |
| Toronto Region | Fair | 2012-05-28 |
| Windsor-Sarnia Region | Fair | 2012-05-28 |

N/A = This information is not available

[Source: Labour Market Information - HRSDC]

HRSDC

2. National Outlook – 10-Year Projection (2011-2020) <http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=54>

This occupation is part of a larger occupational group called **Assisting Occupations In Support Of Health Services (341)**

| | |
|---|---|
| Occupations in this group | Dental Assistants (3411) Nurse Aides and Orderlies (3413) Other Aides and Assistants in Support of Health Services (3414) |
| Employment (non-student) in 2010 | |

Key Research Findings

| | |
|---------------------------------------|---------|
| | 316,195 |
| Median Age of workers in 2010 | 40.5 |
| Average Retirement Age in 2010 | 60 |

- 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 **162,168**. It is expected that **158,109** job seekers will be available to fill these job openings). The majority of job seekers will come from the school system (62%) and 10% from immigration.
- Although recently the labour supply and demand in this occupation was balanced, projections indicate that the number of job seekers will not be sufficient to fill all the job openings over the 2009-2018 periods.
- Job openings will result from both employment growth and retirements. As with most occupations in the health sector, the aging of the population will increase the demand for health care workers. Employment growth in this occupation will therefore be among the strongest of all occupations. This situation, combined with the need to replace the large number of workers retiring, will increase pressure on the demand in this occupation.
- With regard to the labour supply, a large increase in the number of school leavers is expected in response to the high demand for workers in this occupation. As was the case in recent years, labour supply from other occupations (mobility) will also represent a large number of job seekers.
- Local wage for Peterborough/Kawartha Region 2010:
 - Low: \$11.00 Median: \$16.50 High: \$ 28.75<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3414&action=final&ln=I®ionKeyword=Peterborough%2C+Ontario&s=1&source=3&titleKeyword=pharmacy+assistant#wages>

US Bureau of Labour

A: <http://www.bls.gov/ooh/Healthcare/Physical-therapist-assistants-and-aides.htm>

Job Outlook

Employment of pharmacy technicians is expected to grow by 32 percent from 2010 to 2020, much faster than the average for all occupations. As a result of advances in pharmaceutical research, more prescription medications are being used to fight diseases. Also, the number of older people is growing, and older people use more prescription drugs than younger people.

Job Prospects

Job prospects should be excellent for pharmacy technicians, particularly those with formal training and those with experience in retail settings.

Industry Standards:

This occupation is **regulated** in Ontario.

[Ontario College of Pharmacists](#)

Key Research Findings

- Pharmacy Technicians officially became recognized as a new class of registrant with the Ontario College of Pharmacists (OCP) when revisions to its Registration Regulation (Ontario Regulation 202/94) made under the Pharmacy Act were proclaimed December 3rd, 2010.
- **For Individuals Entering the Profession**
Graduate from a CCAPP Accredited Pharmacy Technician Education Program The Canadian Council for Accreditation of Pharmacy Programs (CCAPP) has initiated the accreditation process for Pharmacy Technician Programs and as of July 2011, there are 19 accredited programs in Ontario. Approved education programs in the future will only be those that have achieved a *provisional or full* CCAPP Accreditation. Accreditation of more programs is expected over the next year; **anyone starting a program is advised to check if the institution has the necessary CCAPP accreditation.** Graduates from an unaccredited program who want to pursue registration will need to pursue a diploma from a CCAPP accredited program. Eligibility for advanced standing is up to your CCAPP college to decide with you.

[Canadian Council for Accreditation of Pharmacy Programs](#)

Professional Associations:

[Ontario Pharmacists Association](#)

Employment Requirements (outdated info)

Employment requirements are prerequisites generally needed to enter an occupation.

- Orthopedic technologists usually require completion of secondary school
and
 Several months of on-the-job training
or
 A college orthopedic technologist program.
- Registration with the Canadian Society of Orthopaedic Technologists is available and may be required by employers.
- Health care courses or short-term college programs related to the work of medical therapy assistants, such as recreational therapy programs, are available and may be required by employers.
- Pharmacy aides require completion of secondary school
and
 Several months of on-the-job training.
- Sterile processing technicians require completion of secondary school and A six- to nine-month sterile processing college program.
- Completion of secondary school and several months of on-the-job training are usually required for other assisting occupations in this unit group.
-

Educational Programs Leading to this Occupation

N/A

Educational Competitors

Individual Community College/Institute Information

Key Research Findings

(Click on Program Title to view college program page)

12 Ontario Colleges currently offer this Diploma Program

Boreal

[Techniques pharmaceutiques](#) Diploma

Centennial

[Pharmacy Technician](#) Diploma

- Fast track option available for students who have previous pharmacy experience

Fanshawe

[Pharmacy Technician](#) Diploma

Georgian

[Pharmacy Technician](#) Diploma

Humber

[Pharmacy Technician](#) Diploma

La Cite

[Techniques pharmaceutiques](#) Diploma

Lambton

[Pharmacy Technician](#) Diploma

Mohawk

[Pharmacy Technician](#) Diploma

Niagara

[Pharmacy Technician](#) Diploma

[Retail Pharmacy Assistant](#) Certificate

Sault

[Pharmacy Technician](#) Diploma

Sheridan

[Pharmacy Technician](#) Diploma

St. Clair

[Pharmacy Technician](#) Diploma

| APS# | MTCU Code | Approved Program Name | Program Weight | Funding Unit | Degree Factor | Institution |
|------|-----------|-----------------------|----------------|--------------|---------------|-------------|
| 1109 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | BOREAL |

Key Research Findings

| | | | | | | |
|------|-------|---------------------|------|------|------|------------|
| 1173 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | CENTENNIAL |
| 1218 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | FANSHAW |
| 1226 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | GEORGIAN |
| 1262 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | HUMBER |
| 1129 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | LA CITE |
| 1094 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | LAMBTON |
| 1163 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | MOHAWK |
| 1174 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | NIAGARA |
| 1197 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | SAULT |
| 1192 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | SHERIDAN |
| 1249 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | FLEMING |
| 1158 | 51623 | Pharmacy Technician | 1.30 | 1.90 | 2.00 | ST CLAIR |

Employment Postings:

On May 30, 2012, there were 7 jobs listed locally in the Job Bank and 51 job opportunities in the province and 221 in Canada.

Source: jobbank.gc.ca

Job Number: 6450186

Title: Pharmacy technician ([NOC: 3414](#))

Terms of Employment: Temporary, Part Time leading Full Time, Shift, Weekend, Day

Salary: \$13.00 to \$15.00 Hourly for 40 hours per week

Anticipated Start Date: As soon as possible

Location: Oshawa, Ontario (1 vacancy)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Not applicable

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Work Setting: Pharmacy

Key Research Findings

Pharmacy Assistant Specific Skills: Assist health care professionals, Compound, package and label pharmaceutical products, Maintain prescription records and inventories of medications and pharmaceutical products

Additional Skills: Maintain records and inventories of supplies, Order supplies and equipment

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Repetitive tasks, Manual dexterity, Attention to detail, Combination of sitting, standing, walking

Essential Skills: Reading text, Document use, Numeracy, Writing, Oral communication, Working with others, Problem solving, Critical thinking, Significant use of memory, Finding information, Computer use, Continuous learning

Employer: RPI Consulting Group Inc. (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 E-mail: ken@rpigroup.ca

Advertised until: 2012/06/16

Job Number: 6365423

Title: Pharmacy technician (certified by Ont College of Pharmacists) ([NOC: 3414](#))

Terms of Employment: Permanent, Full Time, Day

Salary: \$20.00 to \$22.00 Hourly for 30 hours per week, Bonus

Anticipated Start Date: As soon as possible

Location: Cambridge, Ontario (1 vacancy)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: 2 years to less than 3 years

Languages: Speak English, Read English, Write English

Work Setting: Pharmacy

Pharmacy Assistant Specific Skills: Assist health care professionals, Compound, package and label pharmaceutical products, Maintain prescription records and inventories of medications and pharmaceutical products

Additional Skills: Maintain records and inventories of supplies, Order supplies and equipment, Schedule appointments

Security and Safety: Bondable, Criminal record check, Immunization records, Eligible for professional liability insurance

Key Research Findings

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Repetitive tasks, Manual dexterity, Attention to detail, Combination of sitting, standing, walking, Standing for extended periods

Transportation/Travel Information: Own transportation

Essential Skills: Oral communication, Working with others, Decision making, Critical thinking, Job task planning and organizing, Finding information, Computer use, Continuous learning

Other Information: MUST be working towards College of Pharmacy license as a "Registered Pharmacy Technician". No nights or holidays, profit sharing MUST SUPPLY 3 WORK REFERENCES

Employer: Preston Medical Pharmacy

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:

125 Waterloo St. S.
Cambridge, Ontario
N3H 1N3

By Fax: (519) 653-9232

By E-mail: prestonmed@rogers.com

Web Site: <http://www.prestonmed.on.ca>

Advertised until: 2012/05/31

Job Number: 6461545

Title: Pharmacy technician (**NOC: 3414**)

Terms of Employment: Permanent, Full Time, Shift, Weekend, Day, Evening

Salary: \$11.00 to \$14.00 Hourly for 40 hours per week, Bonus

Anticipated Start Date: As soon as possible

Location: Brampton, Ontario (2 vacancies)

Skill Requirements:

Education: Some college/CEGEP/vocational or technical training

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: Experience an asset

Languages: Speak English, Read English, Write English

Work Setting: Pharmacy

Pharmacy Assistant Specific Skills: Maintain prescription records and inventories of medications and pharmaceutical products

Additional Skills: Maintain records and inventories of supplies, Clean and maintain equipment, Order supplies and equipment, Perform general clerical duties

Key Research Findings

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

Other Information: experience is an asset

Employer: Saint Peters Pharmacy Care Ltd. o/a REXAL IDA ST.PETER PHARMACY

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:

20 Rambler Dr.
Brampton, Ontario
L6W 1E2

By Fax: (905) 451-7327

By E-mail: y.botros@hotmail.com

Advertised until: 2012/06/17

Job Number: 6456694

Title: Pharmacy technician (Pharmacy Technician) ([NOC: 3414](#))

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

Salary: \$14.00 to \$17.00 Hourly for 24 hours per week

Anticipated Start Date: As soon as possible

Location: Russell, Ontario (1 vacancy)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Not required

Experience: Experience an asset

Languages: Speak English, Read English, Write English

Work Setting: Pharmacy

Pharmacy Assistant Specific Skills: Assist health care professionals, Compound, package and label pharmaceutical products, Maintain prescription records and inventories of medications and pharmaceutical products

Work Conditions and Physical Capabilities: Fast-paced environment, Attention to detail, Standing for extended periods

Transportation/Travel Information: Own transportation

Essential Skills: Reading text, Numeracy, Oral communication, Working with others, Problem solving, Critical thinking, Finding information, Computer use

Employer: Russell IDA Pharmacy

How to Apply:

Key Research Findings

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: (613) 445-0382

By E-mail: bmehr@on.aibn.com

Advertised until: 2012/06/09