

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>	

Key Research Findings

Practical Nursing (51407)

Student Demand¹

- **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

- 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**
- 23 colleges offer this diploma program, including all of Fleming's direct competitors

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%**
- 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**

Degree

- Fleming's data for the Bachelor of Science Nursing program was not included in the OCAS applications and registrations report
- 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**

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

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
Total	60	60	0	60	96	60	96	99	3	99	91	-8	14	81

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
Total	2	6	200	6	5	-17	5	7	40	7			74	5

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
Total										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
Total	11	4	-64	4	5	25	5	3	-40	3	5	67	-3	6

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
Total	8	7	-13	7	3	-57	3	8	167	8	4	-50	12	6

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
Total	125	133	6	133	154	16	154	124	-19	124	170	37	10	141

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
Total	154	170	10	170	138	-19	138	143	4	143	132	-8	-3	147

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

Key Research Findings

Labour Market

• **STRONG**

Employment Ontario²

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.”
- 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.”

HRSDC³

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.”

² "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>.

³"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

- “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 Labour⁴

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 Report⁵

- “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.”

⁴Bureau 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.

⁵ “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).”

Key Research Findings

Employment Profile⁶

In 2010-2011, **48.6%** of graduates were employed in a full time position which related to this program of study provincially

Nursing Related				
Total Graduates:	5,224	Total Graduates in Survey:	3,643	Response Rate: 71.7%
<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 Nursing Related

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
Bridging To University Nursing	Post Diploma	192	133	58	Centennial, George Brown
Clinically Intensive Orientation To Nursing In Ontario	Post Diploma	4	3	3	Algonquin
Orientation To Nursing In Ontario For Practical Nurses	1 Year	5	4	3	Algonquin
Personal Support Worker	1 Year	2,088	1,478	1,279	Algonquin, Borsal, Cambrian, Canadore, Centennial, Conestoga, Confederation, Durham, Fanshawe, George Brown, Georgian, Humber, La Cité, Lambton, Loyalist, Mohawk, Niagara, Northern, Sault, Sheridan, Sir Sandford Fleming, St. Clair, St. Lawrence
Practical Nursing	2 Years	2,566	1,786	1,599	All 24 colleges
Registered Nurse – Critical Care Nursing	Post Diploma	194	116	114	Durham, George Brown, St. Lawrence
Registered Nurse – Emergency Nursing	Post Diploma	2	–	–	Georgian
Registered Nurse – Occupational Health Nursing	Post Diploma	27	22	21	St. Lawrence
Registered Nurse – Oncology Nursing	Post Diploma	6	4	4	Georgian
Registered Nurse – Operating Room	Post Diploma	49	36	35	Centennial, Fanshawe, Georgian, George Brown
Registered Nurse – Perinatal Nursing	Post Diploma	50	38	35	George Brown
Registered Practical Nurse – Administration Of Medications	Post Diploma	35	20	20	Sault
Registered Practical Nurse – Operating Room	Post Diploma	3	3	3	Fanshawe
Registered Practical Nurse – Psychiatric Nursing	Post Diploma	3	–	–	St. Lawrence

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

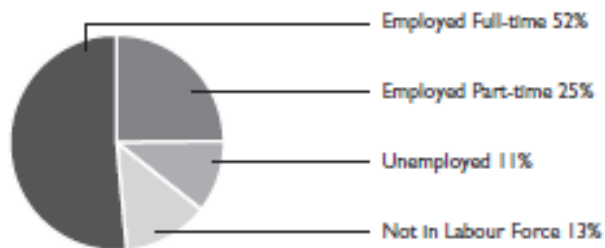
Nursing Related

Summary of Survey Data

	Program Cluster	All Programs
Survey Population	3,643	50,622
Labour Force Participation	87%	74%
Employment Rate^a	88%	83%
Employed Part-time ^a	28%	18%
Employed Full-time ^a	59%	65%
Average Annual Earnings – Total	\$39,716	\$33,199
Average Annual Earnings – Female	\$39,604	\$31,897
Average Annual Earnings – Male	\$40,618	\$34,607
Graduate Satisfaction	90%	79%
Employer Satisfaction	94%	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

	#	%
Nursing and Residential Care Facilities	1,075	40.9%
Hospitals	686	26.1%
Ambulatory Health Care Services	326	12.4%
Social Assistance	188	7.2%
Food Services and Drinking Places	59	2.2%

Top Five Occupational Categories

	#	%
Licensed Practical Nurses	963	36.4%
Visiting Homemakers, Housekeepers and Related Occupations	718	27.1%
Registered Nurses	337	12.7%
Nurse Aides, Orderlies and Patient Service Associates	209	7.9%
Retail Salespersons and Sales Clerks	46	1.7%

Nursing Related

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	
	#	%	#	%	#	%	#	%	#	%	#	%
Bridging To University Nursing	20	15.0	20	15.0	10	7.5	7	5.3	1	0.8	75	56.4
Personal Support Worker	494	33.4	172	11.6	396	26.8	82	5.5	135	9.1	199	13.5
Practical Nursing	868	48.6	99	5.5	302	16.9	78	4.4	252	14.1	187	10.5
Registered Nurse – Critical Care Nursing	98	84.5	5	4.3	9	7.8	–	–	2	1.7	2	1.7
Registered Nurse – Occupational Health Nursing	15	68.2	3	13.6	2	9.1	1	4.5	–	–	1	4.5
Registered Nurse – Operating Room	20	55.6	8	22.2	5	13.9	–	–	2	5.6	1	2.8
Registered Nurse – Perinatal Nursing	33	86.8	1	2.6	–	–	–	–	1	2.6	3	7.9
Registered Practical Nurse – Administration Of Medications	17	85.0	1	5.0	1	5.0	1	5.0	–	–	–	–
All Programs in Cluster*	1,565	43.1	309	8.5	725	20.0	169	4.7	393	10.8	468	12.9

* Does not include 6 programs with fewer than 5 graduates in the labour force.

Earnings of Full-time Employed Participants

Program	Average – Females	Average – Males	Median – Females	Median – Males	Average for Program	Median for Program
Bridging To University Nursing	\$41,826	\$45,728	\$43,018	\$50,057	\$42,654	\$43,800
Personal Support Worker	\$28,965	\$31,533	\$27,782	\$31,286	\$29,298	\$28,157
Practical Nursing	\$42,416	\$44,027	\$42,868	\$45,886	\$42,595	\$43,396
Registered Nurse – Critical Care Nursing	\$63,394	\$59,290	\$60,486	\$59,742	\$63,007	\$60,486
Registered Nurse – Occupational Health Nursing	\$60,540	–	\$65,000	–	\$63,828	\$65,872
Registered Nurse – Operating Room	\$53,423	–	\$57,292	–	\$55,062	\$58,270
Registered Nurse – Perinatal Nursing	\$58,480	–	\$59,443	–	\$58,477	\$59,052
Registered Practical Nurse – Administration Of Medications	\$43,418	–	\$47,415	–	\$43,418	\$47,415
All Programs in Cluster*	\$39,513	\$40,618	\$38,382	\$39,814	\$39,642	\$38,569

* Does not include 6 programs with fewer than 5 graduates in the labour force.

Key Research Findings

Working in Canada⁷

Practical Nurses (NOC - 3233)

- 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

Competitive Analysis⁸

- **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
- In 2011, Northern had the best conversion ratio of **2:1** and Centennial has the worst conversion ratio of **14:1**
- "George Brown School of Nursing is currently engaged in a partnership with City Adult Learning Centre (CALC) and Yorkdale Adult Learning Centre (YALC) to provide access for students wishing to pursue Practical Nursing and also complete their high school diploma. Students who choose this avenue take semester 1 at CALC/YALC and then enter semester 2 at GBC."

⁷"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>>.

⁸ 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

- “Students within Lambton’s program benefit from hands-on experience working in both lab and clinical settings. Lambton’s facilities include a human simulation lab, where students work with mid and high-fidelity mannequins that can breathe, talk, produce vital signs and simulate the birthing process. Hospital and clinical placements help students to form a relationship with clients, solidify their critical thinking skills and professional nursing practice.”
- “Niagara has partnerships with six northern colleges, which enhances program accessibility and transferability of credits. Students receive more than 1,000 hours of nursing practice in a variety of agencies, and the program culminates in a eight-week practicum experience. RPN employment rates are high in Niagara and beyond. The school has a state-of-the-art simulation lab, a unique interprofessional education experience, and is housed in the new Applied Health Institute at the Welland Campus.”
- “Northern College is a member of the Northern Partners in Practical Nursing Education (NPPNE). As one of the seven colleges in the consortium, Northern College delivers the current diploma program standards that meet the requirements of the national PN registration examination.”
- “Approximately 25% of courses offered at Sheridan are lab courses held in its state-of-the-art clinic complete with simulation mannequins that can be programmed to display various symptoms by computers with medical software applications. Digital cameras and other clinical teaching supports provide innovative alternatives to traditional methods of instruction.”

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 they have only begun offering their Family Practice Nursing program as of 2011

Degree

- 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
Total	390	60	7:1	427	60	7:1	538	96	6:1	647	99	7:1

Key Research Findings

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
Total	11	2	6:1	12	6	2:1	17	5	3:1	14	7	2:1

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
ALGONQUIN	802	154	5:1	839	147	6:1	985	166	6:1	1024	157	7:1
CAMBRIAN	265	42	6:1	305	45	7:1	307	43	7:1	376	54	7:1
CANADORE	316	71	4:1	280	56	5:1	404	83	5:1	297	65	5:1
CENTENNIAL	1495	159	9:1	1655	182	9:1	1814	191	9:1	2105	198	11:1
COLLÈGE BORÉAL	149	31	5:1	186	67	3:1	259	78	3:1	285	114	3:1
CONESTOGA	649	99	7:1	639	99	6:1	705	150	5:1	754	108	7:1
CONFEDERATION	343	92	4:1	311	88	4:1	456	124	4:1	313	72	4:1
DURHAM	530	94	6:1	516	88	6:1	469	84	6:1	589	91	6:1
FANSHAWE	823	81	10:1	867	84	10:1	1281	130	10:1	1368	119	11:1
FLEMING	410	97	4:1	447	95	5:1	529	96	6:1	574	97	6:1
GEORGE BROWN	1832	225	8:1	1697	189	9:1	2248	207	11:1	2157	203	11:1
GEORGIAN	500	120	4:1	542	112	5:1	744	159	5:1	789	166	5:1
HUMBER	1827	197	9:1	1916	195	10:1	2378	187	13:1	2041	258	8:1
LA CITÉ COLLÉGIAL	231	56	4:1	276	54	5:1	255	60	4:1	286	63	5:1
LAMBTON	258	67	4:1	309	77	4:1	351	72	5:1	389	65	6:1
LOYALIST	298	41	7:1	286			356	65	5:1	266	28	10:1
MOHAWK	894	102	9:1	1065	109	10:1	1029	102	10:1	1296	143	9:1
NORTHERN	75	56	1:1	0	33	0:1	146	83	2:1	0	46	0:1
SAULT	183	73	3:1	222	68	3:1	281	102	3:1	230	61	4:1
SENECA	906	111	8:1	1031	114	9:1	963	131	7:1	1037	162	6:1
SHERIDAN	651	87	7:1	701	87	8:1	817	131	6:1	1060	82	13:1
ST. CLAIR	809	247	3:1	997	256	4:1	1179	306	4:1	994	296	3:1
ST. LAWRENCE	539	155	3:1	643	161	4:1	680	187	4:1	750	176	4:1
Total	14785	2457	6:1	15730	2406	7:1	18636	2937	6:1	18980	2824	7:1

Key Research Findings

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
Total	0			0			0			0			50	7	7:1

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
Total	25	11	2:1	16	4	4:1	15	5	3:1	11	3	4:1	11	5	2:1

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
Total	19	8	2:1	13	7	2:1	10	3	3:1	18	8	2:1	10	4	3:1

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
Total	218	125	2:1	219	133	2:1	227	154	1:1	202	124	2:1	257	170	2:1

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
Total	448	154	3:1	517	170	3:1	627	138	5:1	643	143	4:1	599	132	5:1

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

• **STRONG**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 42.0%
- Program Weight: 1.6
- Funding Unit: 2.5

Key Performance Indicators

• **WEAK**

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

KPI1-Graduation Rate	-7% below system
KPI2-Working	+5% above system
KPI3-Working Related	-2% below system
KPI4-Grad. Satisfaction	+1% above system
KPI8-Student Satisfaction-Learning	-1% below system
KPI9-Student Satisfaction- Teachers	-7% below system
KPI11-Grad. Satisfaction-Program	-2% below system

Key Research Findings

Additional Observations and Opportunities

Some graduate certificates offered by the Canadian Nurses Association are:⁹

- 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

⁹ "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>.

Key Research Findings

Possible continuing education programs that Fleming could offer are:¹⁰

- Administration of Medication
- Advanced Law & Mental Health for RPNs
- Antepartum Nursing
- Arrhythmia Interpretation
- Assessment Skills for Nurses
- Breastfeeding Program
- Complex Continuing Care Certificate
- Counseling Skills in Oncology
- Cross Cultural Awareness for Health Care Practitioners
- Dementia Studies
- Diabetic Educator
- Disability Management Certificate
- ECG
- Exam Review- Preparation for CPNE
- Foot Care
- Forensic Mental Health Nursing Certificate
- Gerontology
- Health Assessment Theory Review
- IM Injections
- Infection Control & Epidemiology
- Interprofessional Professional Preceptor Workshop
- Intro to Mental Health, Addictions & Concurrent Disorders
- Introduction to Medical Research
- Introduction to Psychology
- IV Initiation & Maintenance
- Leadership (RPNAO)
- Maternal Newborn Certificate
- Medication Review
- Mental Health Nursing
- Nursing Care of Children with Cardio- Respiratory Disorders
- Occupational Health Nursing Certificate
- OR Nursing
- Palliative Care
- Patient Centred Care (RPNAO)
- Pediatric Assessment
- Professionalism & Ethical Practice
- RPN Refresher Course
- RPN Oncology
- RPN Orthopedic Nursing
- Venipuncture
- Wound Management (Management of Wounds)

¹⁰ "Continuing Education." Registered Practical Nurses Association of Ontario. N.p., n.d. Web. 20 June 2012.
<<http://www.rpnao.org/rpncareers/developing-your-career/continuing-education> >.

Key Research Findings

Resource Analysis

Equipment

Staffing

The following information was extracted from 2011-2012 program review:

- Recruitment of a new full-time faculty and new coordinator
- Recruitment and succession planning for clinical faculty

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:

NOC: 3233

<http://www5.hrsdc.gc.ca/noc/english/noc/2011/ProfileKeyword.aspx?val=3&val1=3233&val11=practical+nurse&val12=0&val13=0&val14=&val15=0&val16=0>

And

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

Note: R.P.N. share the same NOC as L.P.N.

Licensed practical nurses perform some or all of the following duties:

- Provide nursing services, within defined scope of practice, to patients based on patient assessment and care planning procedures
- Perform nursing interventions such as taking vital signs, applying aseptic techniques including sterile dressing, ensuring infection control, monitoring nutritional intake and conducting specimen collection
- Administer medication and observe and document therapeutic effects
- Provide pre-operative and post-operative personal and comfort care
- Monitor established respiratory therapy and intravenous therapy
- Monitor patients' progress, evaluate effectiveness of nursing interventions and consult with appropriate members of healthcare team
- Provide safety and health education to individuals and their families.

Common Job Titles

- certified nursing assistant (CNA)
- licensed nursing assistant
- licensed practical nurse (L.P.N.)
- operating room technician
- registered nursing assistant (R.N.A.)
- registered practical nurse (R.P.N.)

Typical Employers

- hospitals
- nursing homes
- clinics
- long-term care facilities
- home support service providers
- doctors' offices

Key Research Findings

Labour Market

Working in Canada

1. Employment potential for the Muskoka-Kawartha-Peterborough Area is “Good” (Working in Canada)

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

HRSDC

2. National Outlook – 10-Year Projection (2011-2020)

<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=53>

This occupation (RPN) is part of a larger occupational group called **Other Technical Occupations in Health Care (except Dental) (323)**

Occupations in this group	Opticians (3231) Midwives and Practitioners of Natural Healing (3232) Registered Nursing Assistants (3233) Ambulance Attendants and Other Paramedical Occupations (3234) Other Technical Occupations in Therapy and Assessment (3235)
Employment (non-student) in 2010	124,682
Median Age of workers in 2010	40.4
Average Retirement Age in 2010	60

3. 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 **61,310**. It is expected that **56,447** job seekers will be available to fill these job openings). The majority of job seekers will come from the school system (76%) and 7% from immigration.
4. .
5. Over the 2006-2008 periods, there was a balance between the labour supply and demand in this occupation. In fact, despite strong employment growth since 2003, the unemployment rate remained stable, which suggests that the number of job seekers was sufficient to fill the job openings.
6. An analysis of recent school leavers in this occupational category showed that a significant proportion of school leavers in these fields of study entered occupations outside the health sector. The main reason for this is likely the difficult working conditions (night shifts, overtime, etc.), which discourage some school leavers from entering or remaining in the occupation. Since this situation will likely remain the same in the future, it is expected that a large number of qualified workers will continue to leave or fail to enter this occupation over the coming years.
7. According to Employment Ontario (Estimates 2006), 68% of workers in this group were Full-Time, 30% were Part-Time, with only 1% self-employed
http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3233_e.pdf
8. Local wage for Peterborough/Kawartha Region 2010:

Key Research Findings

- 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®ionKeyword=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/Licensed-practical-and-licensed-vocational-nurses.htm>

Note: Job titles change per province and country; caution must be taken when comparing positions geographically.

Job Outlook:

Employment of licensed practical and licensed vocational nurses is expected to grow 22 percent from 2010 to 2020, faster than the average for all occupations. 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.

Job Prospects

A large number of licensed practical and licensed vocational nurses are expected to retire over the coming decade. Job prospects should, therefore, be excellent for licensed and experienced LPNs and LVNs.

Industry Standards:

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

Only those nurses with a valid Certificate of Registration from the College are permitted to practise in Ontario, are authorized to perform the procedures in the [Controlled Acts](#) that are authorized to nursing, and are allowed to refer to themselves as nurses.

Applicants can be divided into three groups, based on where they obtained their nursing education or are currently registered to practise nursing: [Ontario](#) (for graduates of an Ontario nursing school), [Canada](#) (for graduates of Canadian nursing schools outside Ontario or nurses registered in another province or territory) or [International](#) (for nurses educated outside Canada and have never practised within Canada).

<http://www.cno.org/en/become-a-nurse/>

Requirements to become registered: <http://www.cno.org/en/become-a-nurse/new-applicants/ontario1/>

Professional Associations:

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

[College of Nurses of Ontario](#)

[Registered Practical Nurses Association of Ontario](#)

[Ontario Nurses Association](#)

Employment Requirements

Employment requirements are prerequisites generally needed to enter an occupation.

- Completion of a vocational, college or other approved program for licensed practical nurses is required.
- Registration with a regulatory body is required in all provinces and territories.

Key Research Findings

- Completion of the Canadian Practical Nurse Registration Examination is required in all provinces and territories except Quebec.
- Operating room technicians require either additional academic training in operating room techniques or on-the-job training.

Working Conditions

Registered practical nurses work in all areas of the healthcare sector, most often in hospitals or nursing and residential care facilities. Shift work is common and nurses may have to work nights, weekends and holidays.

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.

Essential Skills

Oral Communication:

- Confirm appointments with clients, other caregivers, medical staff and service providers before moving clients.
- Speak to patients during first contact to take medical information and fill out medical histories.
- Present information about their patients' continuing care at health team meetings.
- Speak to head nurses and supervisors about daily job assignments.
- Speak to patients and their immediate families about continuing care. They also speak with disgruntled family members who are not satisfied with the level of care being given or who feel they are not being given enough information.
- Take instructions over the phone from doctors and other health specialists.
- Take part in group discussions regarding health care delivery policy. For example, they may suggest changes that will make service more efficient and effective.
- Call for support, provide information and follow detailed instructions during emergency or medical code situations such as when patients are in cardiac arrest or have fallen.

Decision Making:

- Decide the order of job tasks. For example they may decide to check supplies at the start of their shifts so that shortages will not become a problem during more active times.
- Decide to change patients' daily routines or schedules of activities. For example, a licensed practical nurse in a long-term care facility may use a wheelchair to move a patient out into the lounge to socialize with other patients if it is beneficial to the patient.
- Decide if they are competent and properly credentialed to perform procedures such as the replacement of surgical dressings.
- Decide to inform nurses or head nurses about changes in patients' vital signs when they feel the changes are medically significant.
- Decide to spend more time with patients and their families describing medical procedures so that they understand and are at ease with the procedures.
- May decide how hard to push patients as they progress in rehabilitation programs. They try to allow patients enough time to progress without causing frustration or further injury but they also try to keep them moving ahead in their treatment programs despite occasional discomfort and pain.

Key Research Findings

Working with Others:

Licensed practical nurses usually work as members of health care teams in a variety of institutional settings. They coordinate their work with other nursing staff and health care professionals. Although licensed practical nurses may work alone with patients, they communicate with immediate team members to coordinate all actions taken on behalf of patients. In emergency situations, licensed practical nurses must work quickly as part of their teams. A smaller number of LPNs work independently in home care, health education and other independent roles in the community. Licensed practical nurses who work independently share information and coordinate job tasks with others involved in clients' welfare.

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.

Algonquin

[Practical Nursing](#)

Boreal

[Practical Nursing](#)

Cambrian

[Practical Nursing](#)

Canadore

[Practical Nursing](#)

- Canadore's leading-edge simulated nursing laboratory is equipped with interactive mannequins that speak and replicate real symptoms, on which students act out common medical emergencies.

Centennial:

[Practical Nursing](#)

Conestoga

[Practical Nursing](#)

Confederation

[Practical Nursing](#)

Durham

[Practical Nursing](#)

Key Research Findings

Fanshawe

[Practical Nursing](#)

George Brown

[Practical Nursing](#)

- George Brown School of Nursing is currently engaged in a partnership with City Adult Learning Centre (CALC) and Yorkdale Adult Learning Centre (YALC) to provide access for students wishing to pursue Practical Nursing and also complete their high school diploma. Students who choose this avenue take semester 1 at CALC/YALC and then enter semester 2 at GBC.

Georgian

[Practical Nursing](#)

Humber

[Practical Nursing](#)

La Cite

[Practical Nursing](#)

Lambton

[Practical Nursing](#)

- Students within this program benefit from hands-on experience working in both lab and clinical settings. Lambton's facilities include a human simulation lab, where students work with mid and high-fidelity mannequins that can breathe, talk, produce vital signs and simulate the birthing process. Hospital and clinical placements help students to form a relationship with clients, solidify their critical thinking skills and professional nursing practice.

Loyalist

[Practical Nursing](#)

- Learn hands-on in Loyalist's interactive, state-of-the-art Human Simulation Lab. Visit the [Human Simulation Lab](#) page. View the [photo gallery](#).
- Practice in small clinical groups with intensive, personal instruction.

Mohawk

[Practical Nursing](#)

Niagara

[Practical Nursing](#)

- Partnership with six northern colleges enhances program accessibility and transferability of credits
- Students receive more than 1,000 hours of nursing practice in a variety of agencies
- Program culminates in a eight-week practicum experience
- RPN employment rates are high in Niagara and beyond
- State-of-the-art simulation lab
- Unique interprofessional education experience
- Housed in the new Applied Health Institute at the Welland Campus

Key Research Findings

Northern

[Practical Nursing](#)

- Northern College is a member of the Northern Partners in Practical Nursing Education (NPPNE). As one of the seven colleges in the consortium, Northern College delivers the current diploma program standards that meet the requirements of the national PN registration examination.

Sault

[Practical Nursing](#)

Seneca

[Practical Nursing](#)

Sheridan

[Practical Nursing](#)

- Approximately 25% of your courses are lab courses held in our state-of-the-art clinic complete with simulation mannequins that can be programmed to display various symptoms by computers with medical software applications. Digital cameras and other clinical teaching supports provide innovative alternatives to traditional methods of instruction.

St. Clair

[Practical Nursing](#)

St. Lawrence

[Practical Nursing](#)

Of Interest:

The Northern Partners in Practical Nursing Education (NPPNE) which includes Sault College, College Boreal, Cambrian College, Canadore College, Niagara College, Confederation College and Northern College have made modifications to their practical nursing programs. The consortium has developed a program for Practical Nursing that is based on strong beliefs about the client, health, caring, nursing, and the role that teaching and learning play in enabling individuals and their families and groups to achieve health outcomes.

Students wishing to transfer to or continue in a college within the consortium must maintain a minimum grade of 60% in all courses, including communications, service courses and electives.

APS	MTCU	APS Title	Program Weight	Funding Unit	Degree Factor	Institution
1352	51407	Practical Nursing	1.60	2.50	2.50	ALGONQUIN
1040	41407	Nursing Assistant	1.60	1.60	1.50	BOREAL
1110	51407	Practical Nursing	1.60	2.50	2.50	BOREAL
1251	51407	Practical Nursing	1.60	2.50	2.50	CAMBRIAN
1150	51407	Practical Nursing	1.60	2.50	2.50	CANADORE

Key Research Findings

1183	51407	Practical Nursing	1.60	2.50	2.50	CENTENNIAL
1154	51407	Practical Nursing	1.60	2.50	2.50	CONESTOGA
1156	71462	(P-T) Registered Practical Nursing - Upgrading	n/a	n/a	n/a	CONESTOGA
1164	51407	Practical Nursing	1.60	2.50	2.50	CONFEDERATION
1090	41407	Practical Nursing	1.60	1.60	1.50	DURHAM
1124	51407	Practical Nursing	1.60	2.50	2.50	DURHAM
1227	51407	Practical Nursing	1.60	2.50	2.50	FANSHAWE
1213	51407	Practical Nursing	1.60	2.50	2.50	GEORGE BROWN
1162	51407	Practical Nursing	1.60	2.50	2.50	GEORGIAN
1272	51407	Practical Nursing	1.60	2.50	2.50	HUMBER
1130	51407	Practical Nursing	1.60	2.50	2.50	LA CITE
1086	51407	Practical Nursing	1.60	2.50	2.50	LAMBTON
1110	51407	Practical Nursing	1.60	2.50	2.50	LOYALIST
1183	51407	Practical Nursing	1.60	2.50	2.50	MOHAWK
1197	51407	Practical Nursing	1.60	2.50	2.50	NIAGARA
1196	51407	Practical Nursing	1.60	2.50	2.50	NORTHERN
1157	51407	Practical Nursing	1.60	2.50	2.50	SAULT
1229	51407	Practical Nursing	1.60	2.50	2.50	SENECA
1203	51407	Practical Nursing	1.60	2.50	2.50	SHERIDAN
1125	41407	(P-T) Practical Nursing	1.60	1.60	1.50	ST CLAIR
1169	51407	Practical Nursing	1.60	2.50	2.50	ST CLAIR
1167	51407	Practical Nursing	1.60	2.50	2.50	ST LAWRENCE

Employment Postings:

On April 9, 2012, there were 10 jobs listed locally in the Job Bank for R.P.N's. (49 job opportunities in the province and 326 in Canada). See below for the variety of postings....

Source: jobbank.gc.ca

Job Number: 6351818

Title: Registered practical nurse (R.P.N.) ([NOC: 3233](#))

Terms of Employment: Permanent, Part Time leading Full Time, Shift, Night

Salary: \$20.18 to \$21.50 Hourly for 16 hours per week, Other Benefits, Medical Benefits, Dental Benefits, Disability Benefits, Life Insurance Benefits

Key Research Findings

Anticipated Start Date: As soon as possible

Location: Peterborough, Ontario (2 vacancies)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Licensure by the appropriate province or territory of work, Cardiopulmonary Resuscitation (CPR) Certificate, First Aid Certificate

Experience: Will train

Languages: Speak English, Read English, Write English

Work Setting: Home care or visiting care agency

Area of Specialization: Pediatrics

Registered Nursing Assistant Specific Skills: Take patients' blood pressure, temperature and pulse, Distribute medication to patients, Change patients' dressings, Monitor established respiratory therapy and intravenous therapy, Provide safety and health education to individuals and their families

Additional Skills: Monitor patients' progress and report any changes

Security and Safety: Immunization records, Tuberculosis test

Work Conditions and Physical Capabilities: Manual dexterity, Attention to detail, Combination of sitting, standing, walking

Transportation/Travel Information: Valid driver's licence, Own transportation

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

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Credentials (certificates, licences, memberships, courses, etc.): Licensure by the appropriate province or territory of work, Cardiopulmonary Resuscitation (CPR) Certificate, First Aid Certificate

Experience: Will train

Languages: Speak English, Read English, Write English

Work Setting: Home care or visiting care agency

Area of Specialization: Pediatrics

Registered Nursing Assistant Specific Skills: Take patients' blood pressure, temperature and pulse, Distribute medication to patients, Change patients' dressings, Monitor established respiratory therapy and intravenous therapy, Provide safety and health education to individuals and their families

Additional Skills: Monitor patients' progress and report any changes

Key Research Findings

Security and Safety: Immunization records, Tuberculosis test

Work Conditions and Physical Capabilities: Manual dexterity, Attention to detail, Combination of sitting, standing, walking

Transportation/Travel Information: Valid driver's licence, Own transportation

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

Employer: Nightingale Nursing Registry 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: Kelly

By Mail:

2948 Lakefield Rd. RR#4 Peterborough, Ontario K9J 6X5

In Person between 9:00 and 17:00:

2948 Lakefield Rd. RR#4
Peterborough, Ontario
K9J 6X5

By Phone: between 8:30 and 17:00: (705) 652-6118

By Fax: (705) 652-5002

By E-mail: khembruff@nightingalenursing.net

Web Site: <http://www.nightingalenursing.net>

Advertised until: 2012/04/10

Job Number: 6312266

Title: Registered practical nurse (R.P.N.) (Medical/Surgical) ([NOC: 3233](#))

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

Salary: \$18.00 to \$27.00 Hourly for 1 hours per week

Anticipated Start Date: As soon as possible

Location: Oshawa, Ontario (3 vacancies)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Licensure by the appropriate province or territory of work, Basic cardiac life support (BCLS)

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Work Setting: Hospital

Key Research Findings

Area of Specialization: Medical unit, Surgery, General duty

Registered Nursing Assistant Specific Skills: Take patients' blood pressure, temperature and pulse, Distribute medication to patients, Change patients' dressings, Provide pre-operative and post-operative personal and comfort care, Monitor established respiratory therapy and intravenous therapy, Assist registered nurses with various medical procedures

Additional Skills: Monitor patients' progress and report any changes

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Attention to detail, Walking

Essential Skills: Oral communication, Working with others, Problem solving, Decision making, Job task planning and organizing, 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 Fax: (416) 593-6362

By E-mail: humanresources@carecor.com

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

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

Advertised until: 2012/04/20

Job Number: 6310177

Title: Registered practical nurse (R.P.N.) ([NOC: 3233](#))

Terms of Employment: Permanent, Full Time

Salary: \$45,000.00 to \$50,000.00 Yearly for 37.5 hours per week

Anticipated Start Date: As soon as possible

Location: Toronto, Ontario (1 vacancy)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Licensure by the appropriate province or territory of work, Completion of the Canadian Practical Nurse Registration Examination, Cardiopulmonary Resuscitation (CPR) Certificate

Experience: 3 years to less than 5 years

Languages: Speak English, Read English, Write English

Work Setting: Home for the aged

Registered Nursing Assistant Specific Skills: Take patients' blood pressure, temperature and pulse, Distribute medication to patients, Change patients' dressings, Provide safety and health education to individuals and their families, Bathe and dress patients, Assist registered nurses with various medical procedures

Key Research Findings

Additional Skills: Monitor patients' progress and report any changes

Work Conditions and Physical Capabilities: Attention to detail, Combination of sitting, standing, walking, Standing for extended periods

Essential Skills: Reading text, Oral communication, Working with others, Problem solving, Decision making, Critical thinking, Job task planning and organizing, Finding information

Other Information: Previous experience as a charge nurse required; ability to monitor and supervise non regulated staff; excellent working knowledge of RAI-MDS to provide support to RAI-MDS Coordinator

Employer: Tony Stacey Centre for Veterans 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: tscvc1@gmail.com

Web Site: <http://www.tonystaceycentre.ca/contact.html>

Advertised until: 2012/04/16

Job Number: 6312238

Title: Registered practical nurse (R.P.N.) (Medical/Surgical) ([NOC: 3233](#))

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

Salary: \$18.00 to \$27.00 Hourly for 1 hours per week

Anticipated Start Date: As soon as possible

Location: Etobicoke, Ontario (3 vacancies)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Licensure by the appropriate province or territory of work, Basic cardiac life support (BCLS)

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Work Setting: Hospital

Area of Specialization: Emergency room, Medical unit, Palliative care, Rehabilitation unit, Surgery, General duty

Registered Nursing Assistant Specific Skills: Take patients' blood pressure, temperature and pulse, Distribute medication to patients, Change patients' dressings, Provide pre-operative and post-operative personal and comfort care, Monitor established respiratory therapy and intravenous therapy, Assist registered nurses with various medical procedures

Additional Skills: Monitor patients' progress and report any changes

Key Research Findings

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Attention to detail, Walking

Essential Skills: Oral communication, Working with others, Problem solving, Decision making, Job task planning and organizing, 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 Fax: (416) 593-6362

By E-mail: humanresources@carecor.com

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

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

Advertised until: 2012/04/20

Job Number: 6312067

Title: Registered practical nurse (R.P.N.) (long term care - casual) ([NOC: 3233](#))

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

Salary: \$21.39 Hourly for 15 hours per week

Anticipated Start Date: As soon as possible

Location: London Ontario, Ontario (2 vacancies)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Licensure by the appropriate province or territory of work, Completion of the Canadian Practical Nurse Registration Examination

Experience: 2 years to less than 3 years

Languages: Speak English, Read English, Write English

Work Setting: Home for the aged

Area of Specialization: Geriatrics, General duty

Registered Nursing Assistant Specific Skills: Take patients' blood pressure, temperature and pulse, Distribute medication to patients, Change patients' dressings, Assist registered nurses with various medical procedures

Additional Skills: Monitor patients' progress and report any changes

Security and Safety: Criminal record check

Work Conditions and Physical Capabilities: Fast-paced environment, Attention to detail, Combination of sitting, standing, walking, Standing for extended periods

Transportation/Travel Information: Own transportation

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, Computer use, Continuous learning

Employer: The Sisters of St Joseph

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:

485 Windermere Rd P.O.Box 487
London, Ontario
N5A 4X3

In Person between 8:00 and 16:00:

485 Windermere Rd P.O.Box 487
London, Ontario
N5A 4X3

By E-mail: btwyford@csj.london.on.ca

Advertised until: 2012/04/22

ob Number: 6312449

Title: Registered practical nurse (R.P.N.) (Foot Care) ([NOC: 3233](#))

Terms of Employment: Casual, Part Time, Weekend, Day

Salary: \$19.16 to \$22.87 Hourly for 15 hours per week, Mileage Paid, Pension Plan Benefits

Anticipated Start Date: As soon as possible

Location: Oxford County, Ontario (2 vacancies)

Skill Requirements:

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

Credentials (certificates, licences, memberships, courses, etc.): Eligible for licensure as a practical nurse by the province/territory of work, Cardiopulmonary Resuscitation (CPR) Certificate, First Aid Certificate

Experience: 1 year to less than 2 years

Languages: Speak English, Read English, Write English

Work Setting: Home care or visiting care agency

Security and Safety: Criminal record check, Immunization records

Work Conditions and Physical Capabilities: Work under pressure, Repetitive tasks, Physically demanding, Manual dexterity, Attention to detail

Transportation/Travel Information: Valid driver's licence, Own transportation

Essential Skills: Reading text, Oral communication, Working with others, Decision making, Critical thinking, Job task planning and organizing, Continuous learning

Key Research Findings

Other Information:Footcare certification mandatory. Provide Foot Care services to Oxford County, incl Woodstock, Tilsonburg & Ingersoll. Apply online at www.von.ca under Careers, choose Career Listings.

Employer: VON Canada (Victorian Order of Nurses)

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: stephanie.abrams@von.ca

Online: <http://www.von.ca>

Web Site: <http://www.von.ca>

Advertised until: 2012/04/25