

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

Primary Care Paramedic (51367)

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

- Niagara is the only college to offer a certificate program
- It has experienced a mean growth rate of **-1%** over the last five years, and an average registration of **54 students**

Diploma

- Fleming's mean growth rate (**-7%**) is well below the system (**1%**)
- Confederation has the largest growth over 5 years with **36%**
- Fleming and Centennial both have the worst mean growth rate over 5 years with **-7%**

Graduate Certificate

- 7 schools currently offer a graduate certificate program
- Throughout the past five years, Conestoga has the highest mean growth rate of **12%**, and Durham has the highest average registration of **19 students**
- Niagara has the lowest mean growth rate of **-19%** and La Cite has the lowest average registration of **5 students**

Certificate

Program: 41637 - PARAMEDIC												
	2007		2008		% Change (07-08)		2008		2009		% Change (08-09)	
	2009		2010		% Change (09-10)		2010		2011		% Change (10-11)	
NIAGARA	56	56	0	56	51	-9	51	55	8	55	54	-2
Total	56	56	0	56	51	-9	51	55	8	55	54	-2

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: 51637 - PARAMEDIC														
	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	47	53	13	53	51	-4	51	54	6	54	53	-2	3	52
CAMBRIAN	35	42	20	42	35	-17	35	42	20	42	45	7	8	40
CENTENNIAL	70	60	-14	60	64	7	64	59	-8	59	52	-12	-7	61
COLLÈGE BORÉAL	19	20	5	20	23	15	23	21	-9	21	29	38	12	22
CONESTOGA	35	36	3	36	36	0	36	39	8	39	34	-13	0	36
CONFEDERATION	25	60	140	60	25	-58	25	52	108	52	28	-46	36	38
DURHAM	43	32	-26	32	34	6	34	32	-6	32	33	3	-6	35
FANSHAWE	49	46	-6	46	48	4	48	45	-6	45	47	4	-1	47
FLEMING	45	35	-22	35	33	-6	33	38	15	38	32	-16	-7	37
GEORGIAN	51	40	-22	40	40	0	40	45	13	45	43	-4	-3	44
HUMBER	68	68	0	68	76	12	76	72	-5	72	70	-3	1	71
LA CITÉ COLLÉGIAL	71	51	-28	51	63	24	63	73	16	73	62	-15	-1	64
LAMBTON	51	54	6	54	52	-4	52	49	-6	49	51	4	0	51
LOYALIST	30				24		24	13	-46	13	26	100	27	23
NORTHERN	37	24	-35	24	44	83	44	30	-32	30	58	93	27	39
ST. CLAIR	61	45	-26	45	65	44	65	75	15	75	70	-7	7	63
ST. LAWRENCE	35	51	46	51	73	43	73	60	-18	60	50	-17	14	54
Total	772	717	-7	717	786	10	786	799	2	799	783	-2	1	771

Graduate Certificate

Program: 71637 - ADVANCED CARE PARAMEDIC														
	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	18	19	6	19	18	-5	18	17	-6	17	13	-24	-7	17
CONESTOGA					13		13	8	-38	8	13	63	12	11
DURHAM	19	19	0	19	19	0	19	23	21	23	16	-30	-2	19
FANSHAWE	10				11		11							10
GEORGIAN	12	10	-17	10	13	30	13	14	8	14	13	-7	3	12
LA CITÉ COLLÉGIAL								5		5				5
NIAGARA	16	13	-19	13				17		17			-19	15
Total	75	61	-19	61	74	21	74	84	14	84	55	-35	-5	70

Key Research Findings

Labour Market

• **STRONG**

Employment Ontario²

Ambulance Attendants and Other Paramedical Occupations (NOC – 3234)

- Employment Ontario Rating (2009-2013):
 - **Average**
- Education and Training
 - Must complete a 2-year college diploma or other recognized program
 - Supervised practical training period is also required
 - Certification according to type and length of training by an appropriate governing body is required
 - “Graduates of a recognized community college paramedic course are eligible to take the provincially administered Advanced Emergency Medical Care Assistant (A. E.M.C.A.) examinations and, if successful, may be employed as Primary Care Paramedics in services operated by municipalities, hospitals and private companies in Ontario.”
 - May also be employed as Flight Paramedics after certification in an Aeromedical course
 - “According to the Ambulance Act, paramedics must be at least 18 years of age, possess the appropriate level of vehicle license and a driving record with no offences, and provide proof of having a record without criminal offences”
 - “With additional training, Primary Care Paramedics may be promoted to Advanced Care or Critical Care levels. Specialized training in areas such as tactical, marine, bicycle, wilderness rescue, high angle rescue, hazmat, and heavy urban search and rescue is available in some services.”
- Demand
 - “The growing and ageing population will increase the demand for ambulance attendants and other paramedics”
 - “Ambulance services typically do not advertise for workers. Graduates from college programs tend to send in unsolicited applications. As a general rule, workers are initially hired on a temporary basis and from there are moved to regular part-time and then to full-time positions, as vacancies become available.”
 - “Many Primary Care Paramedics are upgrading their qualifications to Advanced Care Paramedic status. The growing use of computerized equipment and dispatch systems will lead paramedics to new computer applications.”

² “3234 Ambulance Attendants and Other Paramedical.” *Employment Ontario*. N.p., n.d. Web. 20 June 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3234_e.pdf>.

Key Research Findings

HRSDC³

Ambulance Attendants and Other Paramedical Occupations (NOC – 3234)

- Job Openings (2011/2020): **61,310**
- Job Seekers(2011/2020): **56,447**
- Post-Secondary Education Graduates: **42,944**
- A large number of graduates enter occupations outside the health sector due to difficult working conditions
- If this trend continues a large number of qualified workers will leave or fail to enter this occupation

US Bureau of Labour⁴

EMTs and Paramedics (SOC – 29-2041)

- Employment Growth (2010/2020):**Increase 33%**
 - **226,500(2010) to 301,900 (2020)**
- “Emergencies such as car crashes, natural disasters, and violence will continue to create demand for EMTs and paramedics. There will also continue to be demand for part-time, volunteer EMTs and paramedics in rural areas and smaller metropolitan areas.”
- “Growth in the middle-aged and elderly population will lead to an increase in the number of age-related health emergencies, such as heart attacks or strokes. This, in turn, will lead to an increase in the demand for EMTs and paramedic services. An increase in specialized medical facilities will require more EMTs and paramedics to transfer patients with specific conditions to these facilities for treatment.”
- “In recent years, companies that build ambulances have started to update and redesign their interiors to keep EMTs, paramedics, and patients safer during transport. These companies are hiring EMTs and paramedics as consultants to learn their ideas about such updates and designs.”

Sector Council Report⁵

The Paramedic Association of Canada endorses the six guiding principles developed by the Canadian Life and Health Insurance Association (CLHIA). These recommendations are overviewed in the Long-Term Care Policy report – To Improve the Accessibility, Quality and Sustainability of Long-Term Care in Canada. The recommendations are as follows:

³“Other Technical Occupations In Health Care (Except Dental) (323).” *Human Resources and Skills Development Canada*. N.p., n.d. Web. 20 June 2012. <<http://www23.hrsdc.gc.ca/occupationsummarydetail.jsp?&tid=53>>.

⁴Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2012-13 Edition*, EMTs and Paramedics, Web. <http://www.bls.gov/ooh/healthcare/emts-and-paramedics.htm>, June 20, 2012.

⁵“CLHIA REPORT ON LONG-TERM CARE POLICY IMPROVING THE ACCESSIBILITY, QUALITY AND SUSTAINABILITY OF LONG-TERM CARE IN CANADA.” *Canadian Life and Health Insurance Association Inc.* N.p., June 2012. Web. 20 July 2012. <[http://www.clhia.ca/domino/html/clhia/CLHIA_LP4W_LND_Webstation.nsf/resources/Content_PDFs/\\$file/LTC_Policy_Paper.pdf](http://www.clhia.ca/domino/html/clhia/CLHIA_LP4W_LND_Webstation.nsf/resources/Content_PDFs/$file/LTC_Policy_Paper.pdf)>.

Key Research Findings

1. Structural Reform to Address the Funding Shortfall

- “The CLHIA recommends the federal and provincial and territorial governments set a target to eliminate the backlog of Canadians in acute care hospital bed waiting for long-term care facilities and a target of transitioning 20 per cent of those in long-term care facilities to a more appropriate home care setting over the next decade in order to generate savings which can then be reinvested into the long-term care system.”

2. Encourage Canadians to Save for Long-term Care

- “The CLHIA recommends that the federal government introduce an RESP-type savings vehicle targeted at long-term care costs or provide tax incentives for the purchase of long-term care insurance.”
- “The CLHIA recommends that federal, provincial and territorial governments in collaboration with key stakeholders develop an awareness campaign to educate Canadians on the responsibility they will have for funding their own long-term care needs as well as the existing options available to them. This could be rolled out in conjunction with a subsidy offered by governments to promote self funding of long-term care.”

3. Patient Centered Approach to Long-term Care

- The CLHIA recommends that a patient centered approach form the core of Canada's approach to long-term care service delivery. Any funding of long-term care should be directed to individuals rather than funding institutions directly.
- The CLHIA recommends that Canadians be empowered to make choices under a patient centered care approach, including whether to obtain care at home or in an institution setting.

4. Long-term Care as a Continuum

- “To the extent that governments are involved in the funding of long-term care facilities, the CLHIA recommends that future funding be prioritized to organizations that offer the full range of long-term care services themselves, or that can demonstrate that they effectively and efficiently integrate with organizations across the continuum of care.”
- “The CLHIA recommends that patient advocates be created that can act as a point of contact for those seeking long-term care and to help them more effectively navigate the system.”

5. Ensure Sufficient Capacity of Long-term Care

- “The CLHIA recommends that private delivery of long-term care be encouraged and that governments do not regulate price private delivery of services. This will act as an incentive to a vibrant private long-term care market in Canada.”
- “The CLHIA recommends that providers of care be subject to appropriate regulation and that, in particular, adequate resources are put towards the supervision of long-term care providers from a patient quality of care perspective.”
- “The CLHIA recommends that federal, provincial and territorial governments support education and outreach campaigns promoting geriatric and gerontological health care professions as career choices, and the funding of residency positions in geriatrics.”

Key Research Findings

- “The CLHIA recommends that compensation for physicians and nurses that specialize in gerontology be reformed in order to be competitive with those that specialize in other areas of medicine.”
- “The CLHIA recommends that governments invest to ensure an appropriate supply of paramedical providers (e.g., physiotherapists) to meet the long-term care of Canadians.”
- “The CLHIA recommends that federal, provincial and territorial governments provide greater tax relief for Canadians that incur expenses to support the long-term care needs of others through informal care. This could include allowing tax credits for expenses incurred to provide informal care.”
- “The CLHIA recommends that federal, provincial and territorial governments and stakeholders work collaboratively to provide greater access to and awareness of respite care services for informal caregivers to help manage the important and challenging role they play. Private delivery of these services will help to address shortages being faced.”
- “The CLHIA recommends that federal, provincial and territorial governments along with stakeholders promote volunteerism, particularly among seniors, to assist those that require long-term care. This could include introducing tax credits for such volunteering.”

6. Encourage Health and Wellness Promotion

- “The CLHIA recommends that federal, provincial and territorial governments support more health and wellness promotion policies and provide more direct assistance as a means to encourage healthy aging of Canadians.”

Key Research Findings

Employment Profile⁶

In 2010-2011, **42.6%** of graduates were employed in a full time position which related to this program of study provincially

Health – Miscellaneous

Total Graduates:	1,072	Total Graduates in Survey:	728	Response Rate:	69.9%
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69.9% 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.

Programs in Health – Miscellaneous

Programs	Duration	Total Grads	Total in Survey	Total in Labour Force	Colleges
911 And Emergency Response	1 Year	53	38	36	Durham, Seneca
911 Emergency and Call Centre Communications	2 Years	14	8	8	Durham
Advanced Care Paramedic	Post Diploma	91	44	42	Algonquin, Cambrian, Durham, Georgian, Humber, Niagara
Anesthesia Assistant	Post Diploma	6	5	5	Fanshawe
Athletic Therapy – Bachelor Of Applied Health Sciences	4 Years	36	25	22	Sheridan
Communicative Disorders Assistant	Post Diploma	80	60	53	Durham, Georgian
Complementary Care	Post Diploma	13	9	6	Centennial
Diabetes Education	Post Diploma	1	1	1	Confederation
Dietetic Technician	2 Years	16	15	15	Conestoga
Emergency Telecommunications	1 Year	111	77	70	Fanshawe, Humber
Funeral Service Education	2 Years	87	62	62	Boréal, Humber
Health Informatics	Post Diploma	22	17	16	George Brown
Indigenous Community Health Approaches (anionkwatakaritake)	Post Diploma	15	10	10	St. Lawrence
Paramedic	2 Years	503	343	323	Algonquin, Boréal, Cambrian, Centennial, Conestoga, Confederation, Durham, Fanshawe, Georgian, Humber, La Cité, Lambton, Loyalist, Niagara, Northern, Sir Sandford Fleming, St. Clair, St. Lawrence
Sport Conditioning	2 Years	24	14	8	Canadore

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

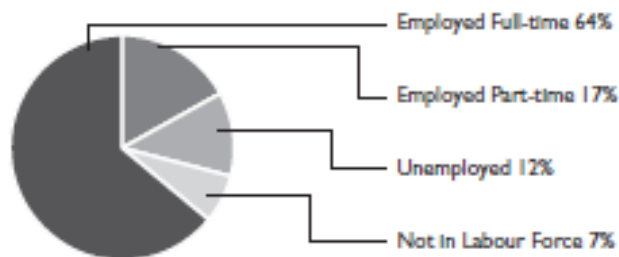
Health – Miscellaneous

Summary of Survey Data

	Program Cluster	All Programs
Survey Population	728	50,622
Labour Force Participation	93%	74%
Employment Rate^a	87%	83%
Employed Part-time ^a	19%	18%
Employed Full-time ^a	68%	65%
Average Annual Earnings – Total	\$44,380	\$33,199
Average Annual Earnings – Female	\$40,890	\$31,897
Average Annual Earnings – Male	\$48,379	\$34,607
Graduate Satisfaction	76%	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

	#	%
Ambulatory Health Care Services	186	32.9%
Local, Municipal and Regional Public Administration	65	11.5%
Personal and Laundry Services	59	10.4%
Administrative and Support Services	31	5.5%
Food Services and Drinking Places	29	5.1%

Top Five Occupational Categories

	#	%
Ambulance Attendants and Other Paramedical Occupations	203	35.7%
Funeral Directors and Embalmers	56	9.8%
Other Technical Occupations in Therapy and Assessment	21	3.7%
Food and Beverage Servers	18	3.2%
Retail Salespersons and Sales Clerks	17	3.0%

Key Research Findings

Health – Miscellaneous

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	
	#	%	#	%	#	%	#	%	#	%	#	%
911 And Emergency Response	6	15.8	14	36.8	2	5.3	4	10.5	10	26.3	2	5.3
911 Emergency and Call Centre Communications	2	25.0	3	37.5	1	12.5	—	—	2	25.0	—	—
Advanced Care Paramedic	39	88.6	2	4.5	1	2.3	—	—	—	—	2	4.5
Anesthesia Assistant	5	100.0	—	—	—	—	—	—	—	—	—	—
Athletic Therapy – Bachelor Of Applied Health Sciences	6	24.0	2	8.0	8	32.0	4	16.0	2	8.0	3	12.0
Communicative Disorders Assistant	20	33.3	10	16.7	6	10.0	11	18.3	6	10.0	7	11.7
Complementary Care	—	—	4	44.4	1	11.1	1	11.1	—	—	3	33.3
Dietetic Technician	2	13.3	7	46.7	5	33.3	—	—	1	6.7	—	—
Emergency Telecommunications	16	20.8	27	35.1	1	1.3	10	13.0	16	20.8	7	9.1
Funeral Service Education	53	85.5	1	1.6	3	4.8	1	1.6	4	6.5	—	—
Health Informatics	7	41.2	4	23.5	1	5.9	—	—	4	23.5	1	5.9
Indigenous Community Health Approaches (ononkwatakaritake)	6	60.0	1	10.0	2	20.0	—	—	1	10.0	—	—
Paramedic	146	42.6	76	22.2	43	12.5	19	5.5	39	11.4	20	5.8
Sport Conditioning	1	7.1	2	14.3	1	7.1	1	7.1	3	21.4	6	42.9
All Programs in Cluster*	309	42.5	153	21.0	75	10.3	51	7.0	88	12.1	51	7.0

* Does not include 1 program 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
911 And Emergency Response	\$35,121	—	\$31,286	—	\$36,708	\$31,286
911 Emergency and Call Centre Communications	—	—	—	—	—	—
Advanced Care Paramedic	\$72,195	\$69,362	\$73,365	\$70,914	\$70,161	\$71,749
Anesthesia Assistant	—	—	—	—	\$77,483	\$81,427
Athletic Therapy – Bachelor Of Applied Health Sciences	\$23,082	—	\$24,500	—	\$23,082	\$24,500
Communicative Disorders Assistant	\$35,700	—	\$38,000	—	\$35,700	\$38,000
Complementary Care	—	—	—	—	—	—
Dietetic Technician	\$28,488	—	\$25,014	—	\$28,488	\$25,014
Emergency Telecommunications	\$31,144	\$25,454	\$28,157	\$21,900	\$29,405	\$25,811
Funeral Service Education	\$33,235	\$36,012	\$33,000	\$35,500	\$34,293	\$35,000
Health Informatics	\$44,068	—	\$37,543	—	\$45,563	\$40,771
Indigenous Community Health Approaches (ononkwatakaritake)	—	—	—	—	—	—
Paramedic	\$46,874	\$48,055	\$46,147	\$50,000	\$47,633	\$48,493
Sport Conditioning	—	—	—	—	—	—
All Programs in Cluster*	\$40,890	\$48,379	\$35,000	\$48,246	\$44,526	\$39,107

* Does not include 1 program with fewer than 5 graduates in the labour force.

Key Research Findings

Working in Canada⁷

Ambulance Attendants and Other Paramedical Occupations (NOC – 3234)

- Ontario Rating: **Not Available (except for the Northeast Region which is Fair)**

- **Wage Range by Region:**

Location	Wage (\$/hr)		
	Low	Median	High
Ontario	15.10	33.19	40.00
Hamilton--Niagara Peninsula Region	15.10	33.19	40.00
Kingston - Pembroke Region	15.10	33.19	40.00
Kitchener--Waterloo--Barrie Region	15.10	33.19	40.00
London Region	15.10	33.19	40.00
Muskoka-Kawarthas Region	15.10	33.19	40.00
Northeast Region	15.10	33.19	40.00
Northwest Region	15.10	33.19	40.00
Ottawa Region	15.10	33.19	40.00
Stratford--Bruce Peninsula Region	15.10	33.19	40.00
Toronto Region	15.10	33.19	40.00
Windsor-Sarnia Region	15.10	33.19	40.00

Competitive Analysis⁸

- **WEAK**

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

- Niagara had a poor conversion ratio in 2011 with **10:1**

Diploma

- Over 5 years Fleming has a worse conversion rate than the system
- College Boreal has consistently had the best conversion rate out of the system over 5 years
- Humber and Centennial have had the highest number of applications each year which might warrant a second look at their advertising and promotion strategy

⁷"Ambulance Attendants and Other Paramedical Occupations (NOC 3234)." *Working in Canada*. N.p., n.d. Web. 20 June 2012. <<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3234&action=final&ln=l@ionKeyword=Peterborough%2C+Ontario&s=2&source=0&titleKeyword=paramedic#outlook>>.

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

Graduate Certificate

- In 2011, Conestoga had the best conversion rate of **3:1** and Algonquin had the worst with **8:1**

Certificate

Program: 41637 - PARAMEDIC												
	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	543	56	10:1	518	56	9:1	433	51	8:1	598	55	11:1
Total	543	56	10:1	518	56	9:1	433	51	8:1	598	55	11:1

Diploma

Program: 51637 - PARAMEDIC												
	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	554	47	12:1	489	53	9:1	527	51	10:1	664	54	12:1
CAMBRIAN	355	35	10:1	345	42	8:1	307	35	9:1	358	42	9:1
CENTENNIAL	1067	70	15:1	1007	60	17:1	995	64	16:1	1173	59	20:1
COLLÈGE BORÉAL	103	19	5:1	80	20	4:1	83	23	4:1	94	21	4:1
CONESTOGA	713	35	20:1	595	36	17:1	631	36	18:1	724	39	19:1
CONFEDERATION	267	25	11:1	329	60	5:1	221	25	9:1	478	52	9:1
DURHAM	619	43	14:1	613	32	19:1	560	34	16:1	671	32	21:1
FANSHAWE	817	49	17:1	777	46	17:1	745	48	16:1	854	45	19:1
FLEMING	573	45	13:1	576	35	16:1	560	33	17:1	596	38	16:1
GEORGIAN	611	51	12:1	562	40	14:1	546	40	14:1	686	45	15:1
HUMBER	1000	68	15:1	888	68	13:1	823	76	11:1	1115	72	15:1
LA CITÉ COLLÉGIAL	245	71	3:1	234	51	5:1	251	63	4:1	258	73	4:1
LAMBTON	259	51	5:1	307	54	6:1	280	52	5:1	312	49	6:1
LOYALIST	159	30	5:1	141			120	24	5:1	143	13	11:1
NORTHERN	195	37	5:1	75	24	3:1	234	44	5:1	92	30	3:1
ST. CLAIR	547	61	9:1	581	45	13:1	490	65	8:1	506	75	7:1
ST. LAWRENCE	231	35	7:1	208	51	4:1	268	73	4:1	259	60	4:1
Total	8315	772	11:1	7807	717	11:1	7641	786	10:1	8983	799	11:1

Key Research Findings

Graduate Certificate

Program: 71637 - ADVANCED CARE PARAMEDIC															
	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	105	18	6:1	96	19	5:1	84	18	5:1	77	17	5:1	104	13	8:1
CONESTOGA	0			0			13	13	1:1	13	8	2:1	43	13	3:1
DURHAM	98	19	5:1	90	19	5:1	79	19	4:1	66	23	3:1	68	16	4:1
FANSHAWE	67	10	7:1	0			79	11	7:1	34			54		
GEORGIAN	47	12	4:1	61	10	6:1	71	13	5:1	55	14	4:1	69	13	5:1
LA CITÉ COLLÉGIAL	0			0			0			20	5	4:1	18		
NIAGARA	51	16	3:1	58	13	4:1	0			50	17	3:1	5		
Total	368	75	5:1	305	61	5:1	326	74	4:1	315	84	4:1	361	55	7:1

Financial Analysis

• **WEAK**

Source: Program Costing Analysis 2010/2011

- Contribution to Overhead: 20.0%
- Program Weight: 1.70
- Funding Unit: 1.80

Key Performance Indicators

• **WEAK**

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

KPI1-Graduation Rate	-1% below system
KPI2-Working	-1% below system
KPI3-Working Related	+7% above system
KPI4-Grad. Satisfaction	-1% below system
KPI8-Student Satisfaction-Learning	Even with system
KPI9-Student Satisfaction- Teachers	-6% below system
KPI11-Grad. Satisfaction-Program	+9% above system

Key Research Findings

Additional Observations and Opportunities

Some of the college graduate programs listed by the Ontario Paramedic Association are:⁹

- Primary Care Paramedic
- Primary Care Flight Paramedic
- Advanced Care Paramedic
- Advanced Care Flight Paramedic
- Critical Care Paramedic

Specialized training in areas such as: ¹⁰

- Tactical
- Marine
- Bicycle
- Wilderness rescue
- High angle rescue
- Hazmat
- Heavy urban search and rescue
- Critical Care Flight Paramedic

Resource Analysis

Equipment

Staffing

The following information was extracted from the 2009 program review:

- Additional resources required as a second instructor (2 vehicles are used) 16 hrs – 4x4 hr sections for Ambulance Operation and Driving Skills

Space

The following information was extracted from the 2009 program review:

- Address awkward logistics of PMD lab
 - Currently housed in portable in parking lot
 - No water or bathrooms
 - Especially difficult during testing when more space is needed and students must wait outside at times during inclement weather

⁹"Levels and Scope of Practice." *Ontario Paramedic Association*. N.p., 4 Dec. 2011. Web. 20 June 2012. <<http://www.ontarioparamedic.ca/index.php/paramedics/levels-and-scope-of-practice>>.

¹⁰ "3234 Ambulance Attendants and Other Paramedical." *Employment Ontario*. N.p., n.d. Web. 20 June 2012. <http://www.tcu.gov.on.ca/eng/labourmarket/ojf/pdf/3234_e.pdf>.

Key Research Findings

Appendix

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

Overview of the Profession:

NOC: 3234 – Ambulance Attendants and Other Paramedical Occupations

<http://www30.hrsdc.gc.ca/NOC/English/NOC/2006/SearchNocCodeResult.aspx?val17=3234&val18=1&val19=0>

&

<http://www.workingincanada.gc.ca/report-eng.do?lang=eng&noc=3234&area=8792&titleKeyword=paramedic®ionKeyword=Peterborough,+Ontario&source=0&action=final>

Workers in this unit group perform some or all of the following duties:

- Assess extent of injuries or medical illnesses of trauma victims, patients with respiratory disease and stress, overdose and poisoning victims, industrial accident victims and other ill or injured individuals to determine emergency medical treatment
- Administer pre-hospital emergency care, such as oxygen therapy, cardiopulmonary resuscitation (CPR), spinal immobilization, bandaging and splinting, to patients
- Establish and maintain intravenous treatment (IV), apply adjunctive equipment for ventilation and circulation complications, administer medications and provide other advanced emergency treatment to patients
- Transport patients by air, land or water to hospital or other medical facility for further medical care
- Document and record nature of injuries and illnesses and treatment provided
- Assist hospital personnel with provision of medical treatment, if necessary
- Maintain ambulances and emergency care equipment and supplies
- May train and supervise other workers in this unit group
- May assist with triage of emergency patients.

Common Job Titles

- | | |
|--------------------------------------|---|
| • advanced care paramedic | • emergency medical technician, paramedic (EMT – P) |
| • ambulance attendant | • emergency medical technologist, paramedic |
| • critical care paramedic | • paramedic |
| • emergency medical attendant (EMA) | • primary care paramedic |
| • emergency medical care assistant | • supervisor, ambulance services |
| • emergency medical responder | |
| • emergency medical technician (EMT) | |

Key Research Findings

Typical Employers

Key Research Findings

- private ambulance services
- hospitals
- fire departments
- government departments and agencies
- manufacturing firms
- mining companies
- other private sector establishments

Labour Market

Working in Canada

1. Employment potential for the Muskoka-Kawarths-Peterborough Area (and all areas within Ontario) is "N/A" (Working in Canada)

<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3234&action=final&ln=p®ionKeyword=Peterborough%2C+Ontario&s=2&source=3&titleKeyword=paramedic#outlook>

Provincial Employment Potential Information

The following table identifies employment conditions within **Ontario**.

Location	Employment Potential	Release Date
Hamilton--Niagara Peninsula Region	N/A	N/A
Kingston - Pembroke Region	N/A	N/A
Kitchener--Waterloo--Barrie Region	N/A	N/A
London Region	N/A	N/A
Muskoka-Kawarths Region	N/A	N/A
Northeast Region	Fair	2010-06-07
Northwest Region	N/A	N/A
Ottawa Region	N/A	N/A
Stratford--Bruce Peninsula Region	N/A	N/A
Toronto Region	N/A	N/A
Windsor-Sarnia Region	N/A	N/A

N/A = This information is not available

HRSDC

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

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

This occupation 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
----------------------------------	--

Key Research Findings

	(3235)
Employment (non-student) in 2010	124,682
Median Age of workers in 2010	40.4
Average Retirement Age in 2010	60

1. Estimated that there will be more job openings in this field than job seekers for the 2011-2020 periods (job openings are expected to total **61,310**. It is expected that **56,447** job seekers will be available to fill these job openings).
2. The majority of job seekers will come from the school system (76%) and 7% from immigration. It is projected that 17% of employees will leave other occupations for this occupation.
3. The two sources of job openings will be expansion and replacement demand. As with most occupations in the health sector, the aging population will put pressure on the demand for health care workers.
4. The rate of retirement in this occupation will be high; workers in this occupation tend to retire at an earlier age than the average for other occupations
5. Although the number of school leavers will increase significantly, the number of job seekers will be insufficient to fill all the job openings. In addition, 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.
6. Local wage for Peterborough/Kawartha Region 2010:
 - o Low: \$15.10 Median: \$33.19 High: \$40.00
7. Median wage in Canada (2009) is: \$25.00/hr.
<http://www.workingincanada.gc.ca/report-eng.do?area=8792&lang=eng&noc=3234&action=final&ln=I®ionKeyword=Peterborough%2C+Ontario&s=1&source=3&titleKeyword=paramedic#wages>

US Bureau of Labour

<http://www.bls.gov/ooh/healthcare/massage-therapists.htm#tab-6>

Job Outlook

Employment of emergency medical technicians (EMTs) and paramedics is expected to grow by 33 percent from 2010 to 2020, much faster than the average for all occupations. Emergencies such as car crashes, natural disasters, and violence will continue to create demand for EMTs and paramedics. There will also continue to be demand for part-time, volunteer EMTs and paramedics in rural areas and smaller metropolitan areas.

Growth in the middle-aged and elderly population will lead to an increase in the number of age-related health emergencies, such as heart attacks or strokes. This, in turn, will lead to an increase in the demand for EMTs and paramedic services. An increase in specialized medical facilities will require more EMTs and paramedics to transfer patients with specific conditions to these facilities for treatment.

In recent years, companies that build ambulances have started to update and redesign their interiors to keep EMTs, paramedics, and patients safer during transport. These companies are hiring EMTs and paramedics as consultants to learn their ideas about such updates and designs.

Key Research Findings

Industry Standards:

The occupation is **regulated** in Ontario and the majority of provinces in Canada excluding Newfoundland & Labrador, North West Territories, Nunavut, and Yukon.

The [Emergency Health Services Branch Education and Patient Care Standards](#) is the regulatory body for Ontario.

- Paramedic services in Ontario are regulated by the Ministry of Health and Long-Term Care under the authority of the *Ambulance Act* and its regulations.

Professional Associations:

[Paramedic Association of Canada](#)

[Ontario Paramedic Association](#)

[Land Ambulance Transition](#)

Employment Requirements

Employment requirements are prerequisites generally needed to enter an occupation.

- Completion of a college, hospital-based or other recognized program in emergency medical technology ranging from two to twenty-four months or courses in emergency health care *and* Supervised practical training are required.
- Licensure according to type and length of training by a regulatory body is required in Prince Edward Island, Ontario, Saskatchewan, Alberta and British Columbia.
- Those operating emergency vehicles require an appropriate class of licence.

Educational Programs Leading to this Occupation

N/A

Educational Competitors

Individual Community College/Institute Information

(Click on Program Title to view college program page)

18 Ontario Colleges currently offer this Diploma Program

Algonquin

[Paramedic](#) Diploma

[Advanced Care Paramedic](#) 1 year Graduate Certificate

Boreal

[Soins paramédicaux](#) Diploma

Cambrian

[Paramedic](#) Diploma

[Advanced Care Paramedic](#) 1 year Graduate Certificate

Centennial

[Paramedic](#) Diploma

Conestoga

Key Research Findings

[Paramedic](#) Diploma

[Advanced Care Paramedic](#) 3 semester Graduate Certificate (field placement in 3rd)

Confederation

[Paramedic](#) Diploma

Durham

[Paramedic](#) Diploma

[Advanced Care Paramedic](#) 3 semester Graduate Certificate

Fanshawe

[Paramedic](#) Diploma

[Advanced Care Paramedic](#) 45 week Graduate Certificate

Georgian

[Paramedic](#) Diploma

[Advanced Care Paramedic](#) 3 semester Graduate Certificate

Humber

[Paramedic](#) Diploma

La Cite

[Soins Paramedicaux](#) Diploma

[Soins Paramedicaux Avances](#) – Graduate Certificate (16 months; 1 day/week)

Lambton

[Paramedic](#) Diploma

Loyalist

[Paramedic](#) Diploma

- P/T option

Niagara

[Paramedic](#) Diploma

[Advanced Care Paramedic](#) Graduate Certificate (waitlisted)

Northern

[Paramedic](#) Diploma

[Paramedic Bridging](#) (from Pre-Firefighter Service)Diploma

St. Clair

[Paramedic](#) Diploma

St. Lawrence

[Paramedic](#) Diploma

Key Research Findings

APS #	MTCU Code	Approved Program Name	Program Weight	Funding Unit	Degree Factor	Institution
1372	71637	Advanced Care Paramedic	3.50	1.00	1.00	ALGONQUIN
1330	51637	Paramedic	1.70	1.80	2.00	ALGONQUIN
1097	51637	Soins Ambulanciers Paramédicaux	1.70	1.80	2.00	BOREAL
1278	71637	Advanced Care Paramedic	3.50	1.00	1.00	CAMBRIAN
1229	51637	Paramedic	1.70	1.80	2.00	CAMBRIAN
1168	51637	Paramedic	1.70	1.80	2.00	CENTENNIAL
1154	51637	Paramedic	1.70	1.80	2.00	CONFEDERATION
1150	71637	Advanced Care Paramedic	3.50	1.00	1.00	CONESTOGA
1121	51637	Paramedic	1.70	1.80	2.00	CONESTOGA
1137	71637	Advanced Care Paramedic	3.50	1.00	1.00	DURHAM
1138	51637	Paramedic	1.70	1.80	2.00	DURHAM
1240	71637	Advanced Care Paramedic	3.50	1.00	1.00	FANSHAWE
1196	51637	Paramedic	1.70	1.80	2.00	FANSHAWE
1185	71637	Advanced Care Paramedic	3.50	1.00	1.00	GEORGIAN
1178	51637	Paramedic	1.70	1.80	2.00	GEORGIAN
1261	71637	Advanced Care Paramedic	3.50	1.00	1.00	HUMBER
1244	51637	Paramedic	1.70	1.80	2.00	HUMBER
1154	71637	Soins paramédicaux avancés	3.50	1.00	1.00	LACITE
1116	51637	Soins Ambulanciers Paramédicaux	1.70	1.80	2.00	LACITE
1092	51637	Paramedic	1.70	1.80	2.00	LAMBTON
1099	51637	(P-T) Paramedic	1.70	1.80	2.00	LOYALIST
1190	71637	Advanced Care Paramedic	3.50	1.00	1.00	NIAGARA
1164	51637	Paramedic	1.70	1.80	2.00	NIAGARA
1184	51637	Paramedic	1.70	1.80	2.00	NORTHERN
1173	51637	Paramedic	1.70	1.80	2.00	ST. LAWRENCE
1191	71637	Advanced Care Paramedic	3.50	1.00	1.00	ST CLAIR
1153	51637	Paramedic	1.70	1.80	2.00	ST CLAIR

Employment Postings:

On May23, 2012, there were 0 jobs listed locally in the Job Bank, and 5 job opportunities in the province and 38 in Canada. *Note: Paramedic postings tend to coincide with the conclusion of the diploma program in the Spring.*

Key Research Findings

Source: jobbank.gc.ca

Job Number: 6398194

Title: Emergency medical attendant (EMA) ([NOC: 3234](#))

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

Salary: \$14.00 Hourly for 8 hours per week

Anticipated Start Date: As soon as possible

Location: Mississauga, Ontario (7 vacancies)

Skill Requirements:

Education: Completion of high school

Credentials (certificates, licences, memberships, courses, etc.): Fundamentals of Casualty Care Certificate, Cardiopulmonary Resuscitation (CPR) Certificate, Emergency First Response Course, Advanced Life Support Skills Certificate, Driver's licence

Experience: Experience an asset

Languages: Speak English, Read English, Write English

Specific Skills: Assess extent of injuries or illness of trauma victims to determine emergency medical treatment, Administer pre-hospital emergency care, Document and record nature of injuries and treatment provided

Security and Safety: Criminal record check

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Attention to detail, Sitting, Combination of sitting, standing, walking, Standing for extended periods, Bending, crouching, kneeling

Transportation/Travel Information: Valid driver's licence

Essential Skills: Reading text, Document use, Writing, Oral communication, Working with others, Decision making, Critical thinking

Employer: Tazz Medical Inc.

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: tazzmedical@gmail.com

Advertised until: 2012/05/31

Job Number: 6417548

Title: Paramedic ([NOC: 3234](#))

Terms of Employment: Temporary, Part Time, Day, Evening

Salary: \$15.00 to \$20.00 Yearly for 6 hours per week

Anticipated Start Date: As soon as possible

Location: London, Ontario (1 vacancy)

Skill Requirements:

Key Research Findings

Education: Completion of university

Credentials (certificates, licences, memberships, courses, etc.): Fundamentals of Casualty Care Certificate, St. John's Ambulance First-Aid Certificate, Canadian Red Cross First-Aid Certificate, Cardiopulmonary Resuscitation (CPR) Certificate, Emergency First Response Course, Advanced Life Support Skills Certificate, Driver's licence, Ambulance driver's licence

Experience: 3 years to less than 5 years

Languages: Speak English, Read English, Write English

Specific Skills: Administer pre-hospital emergency care, Administer medications and provide advanced emergency treatments to patients, Assist hospital personnel with provision of medical treatment, if necessary

Work Conditions and Physical Capabilities: Fast-paced environment, Work under pressure, Tight deadlines, Manual dexterity, Attention to detail, Sitting, Combination of sitting, standing, walking, Standing for extended periods, Bending, crouching, kneeling

Transportation/Travel Information: Valid driver's licence

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

Other Information: Mediprobe Research require a casual temporary ACLS trained Ontario Licenced Paramedic/ICU RN to assist in a clinical trial involving IV drug infusions in subjects.

Employer: Mediprobe Research

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: bbrintnell@mediproberesearch.com

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

Advertised until: 2012/05/23

Source: Workopolis.com

Paramedic, WEENEEBAYKO AREA HEALTH AUTHORITY

Moose Factory, ON, CANADA; North Bay, ON, CANADA; Toronto, ON, CANADA

Posted May 15, 2012 3 Position(s)

The Weeneebayko Area Health Authority is a unified, integrated First Nations Regional Health Authority and delivers most health services to area residents in the communities of Peawanuck, Attawapiskat, Fort Albany, Kashechewan, Moose Factory and Moosonee. These services include primary care, nursing services, pre-hospital care, mental health services, diabetes education and support services and home and community care support.

Why Weeneebayko

Key Research Findings

- Competitive salary
- Competitive benefits package
- Relocation fee
- Subsidized housing
- Northern living allowance
- Semi-annual travel benefits
- Retention incentives
- Continuing education opportunities
- Specialized professional experience
- Wonderful outdoor lifestyle

The Weeneebayko Area Health Authority is seeking candidates for the following positions of **PRIMARY CARE PARAMEDIC(S)**

One permanent part-time for all Stations - **Competition #WAHA-2012- 050**

Two full-time for Fort Albany, Ontario - **Competition #WAHA-2012-051**

You will be responsible for assessing the extent of injuries or illness of trauma victims, patients with respiratory and/or cardiac disease and stress, overdose and poisoning victims, industrial accident victims and other ill or injured individuals to determine emergency medical treatment. You will Administer pre-hospital emergency care, such as cardio-pulmonary resuscitation (CPR), oxygen, bandaging and splinting and apply adjunctive equipment for ventilation and circulation complications to patients. As well, certified in the use of Semi Automatic Defibrillation and Symptom Relief drug administration.

Qualifications:

- Must meet all requirements for employment under the Ambulance Act of Ontario, Revised Statutes of Ontario as amended and Regulation 229/02, Revised Regulations of Ontario
- Hold a valid certificate signed by the Base Hospital Physician allowing the Paramedic to perform the following controlled medical act: Semi-automatic External Defibrillation, Symptom Relief or be willing to obtain within 60 days of hire
- Successful candidate will be required to work on site and standby duties.

Please apply in writing, providing three recent work references, quoting the Competition number as indicated above by no later than **Tuesday, May 22, 2012 at 12:00 noon**