

# Workforce Focus

From the Hamilton Training Advisory Board

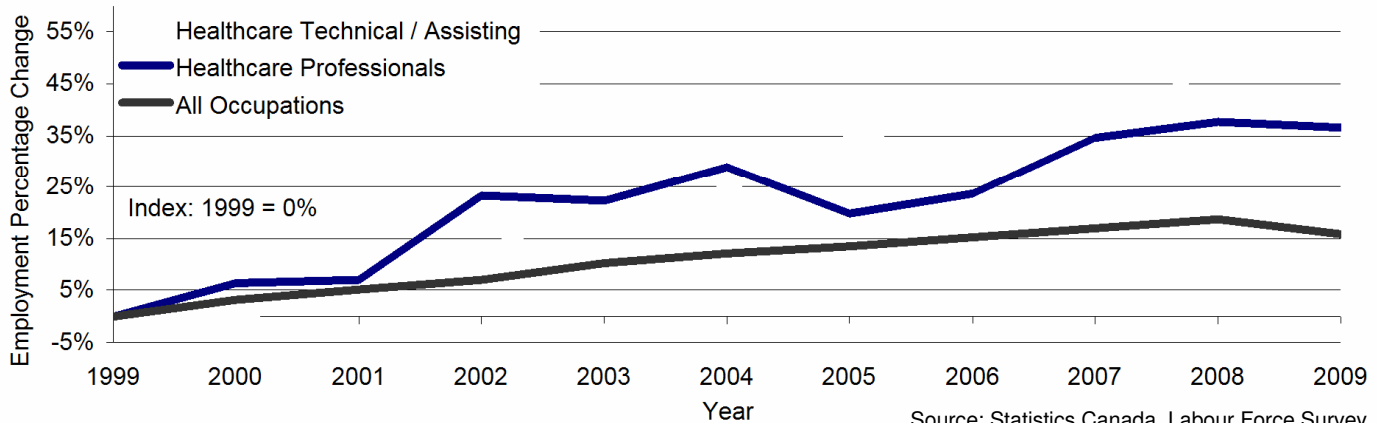
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## Employment Trend

Ontario Health Care Occupations and All Occupations, 1999 to 2009



Source: Statistics Canada, Labour Force Survey, 2010.

A decade ago, the workforces of health care professionals and technical / assisting workers were nearly equal in size. Since then, technical / assisting workers have grown by 54%, while professionals (which includes registered nurses) have grown by 37%. Each group of health care workers has outgrown the provincial average, and technical / assisting occupations have continued to expand even in the recent economic downturn.

## Labour Pool

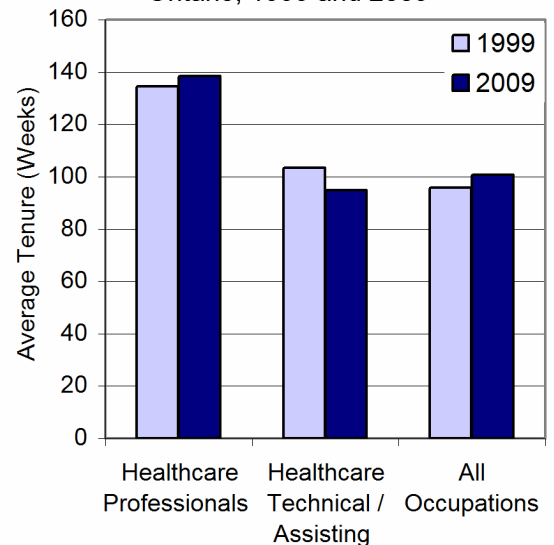
Major labour forces with a degree, certificate or diploma in health care fields: Ontario, 2006

Nursing	156,645
Health aides/attendants/orderlies	51,730
Dental support services and allied professions	32,540
Health and medical administrative services	26,825
Medicine (MD)	22,485
Allied health and medical assisting services	18,230
Allied health diagnostic, intervention, treatment professions	18,180
Clinical/medical laboratory science and allied professions	17,535
Health services/allied health/health sciences, general	15,190
Rehabilitation and therapeutic professions	14,350
Pharmacy, pharmaceutical sciences and administration	12,940
Somatic bodywork and related therapeutic services	7,380
Medical scientist (MSc, PhD)	7,220
Dentistry (DDS, DMD)	6,310
Medical residency programs	6,130
Mental and social health services and allied professions	5,140
Public health	4,140
Communication disorders sciences and services	3,565
Veterinary medicine (DVM)	3,520
Ophthalmic and optometric support services professions	3,335
Chiropractic (DC)	3,135

Source: Statistics Canada, Census Data, 2006.

## Tenure Rates

Health Care Occupations and All Occupations Ontario, 1999 and 2009



The average tenure (length with one employer) of health care professionals is 139 weeks while the average for technical / assisting workers is 95 weeks, having slipped to just below the 101 week average of all occupations.

Source: Statistics Canada, Labour Force Survey, 2010.



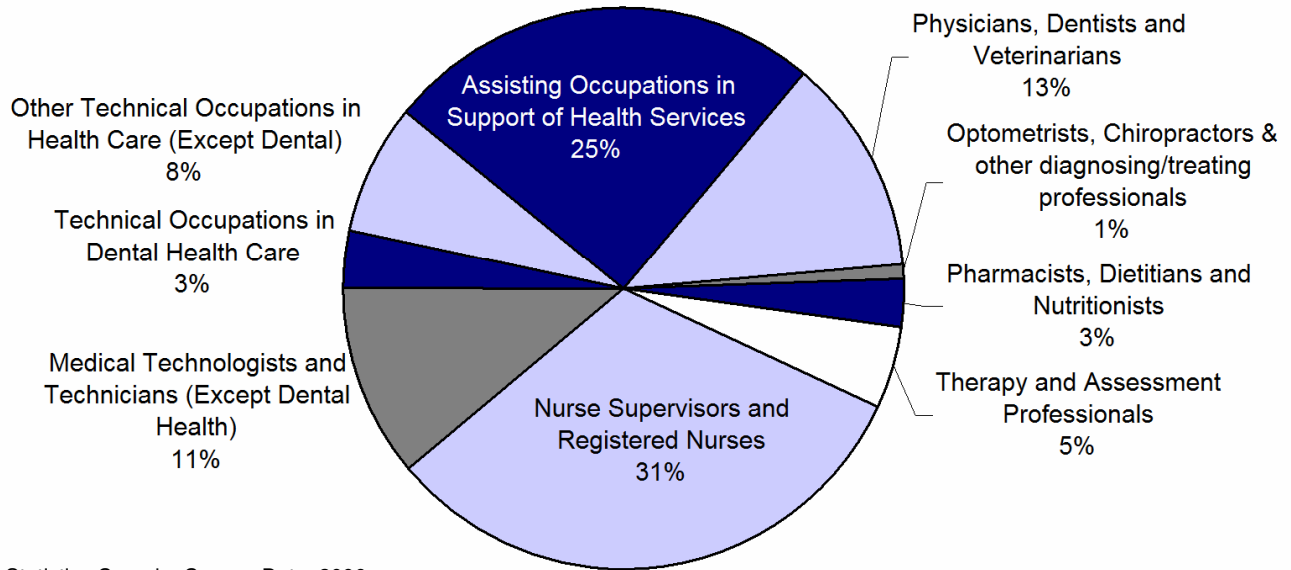
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## Health Care Employment Composition

Hamilton



Source: Statistics Canada, Census Data, 2006.

There are approximately 17,700 workers in this region's health care sector. 5,700 of these work as nurse supervisors and registered nurses while 4,500 work in the assisting occupations which includes dental assistants, nurse aides, orderlies and patient service associates.

## High Retirements

Hamilton

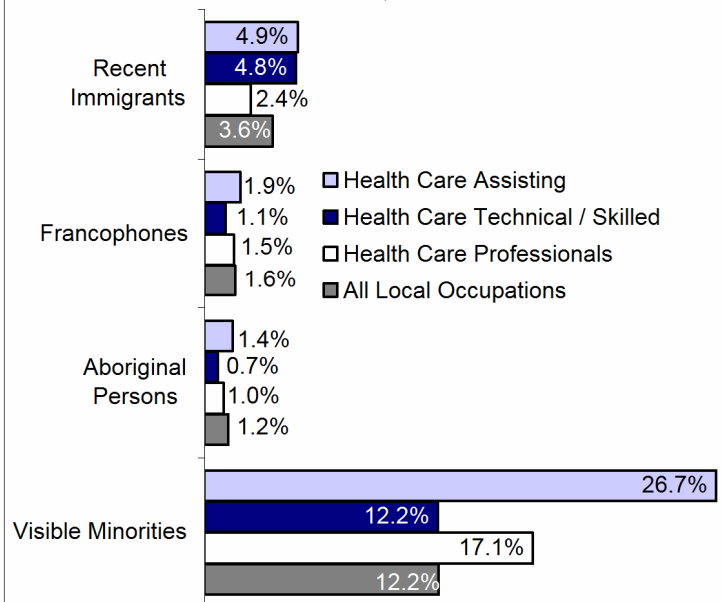
Sector	Forecasted retirements 2006 to 2016	Retirement Rate 2006 to 2016
<b>All local occupations</b>	<b>27,445</b>	<b>13.9%</b>
Registered nurses	1230	22.1%
Nurse aides, orderlies and patient service associates	485	16.6%
Other assisting occupations in support of health services	185	16.8%
Licensed practical nurses	170	24.8%
Medical laboratory technologists and pathologists' assistants	110	24.4%
Pharmacists	80	23.5%
<b>All local health care occupations</b>	<b>2,780</b>	<b>15.7%</b>

The local health care sector collectively has a higher than average retirement rate. Occupations with the highest forecasted retirement volumes are listed above.

Source: Statistics Canada, Census Data, 2006.

## Diversity

Population Groups Share of Workforces  
Hamilton, 2006



Visible minorities have a relatively high presence in assisting health care as they comprise 26.7% of this workforce compared to the 12.2% they comprise on average.

Source: Statistics Canada, Census Data, 2006.

**EMPLOYMENT  
ONTARIO**

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