

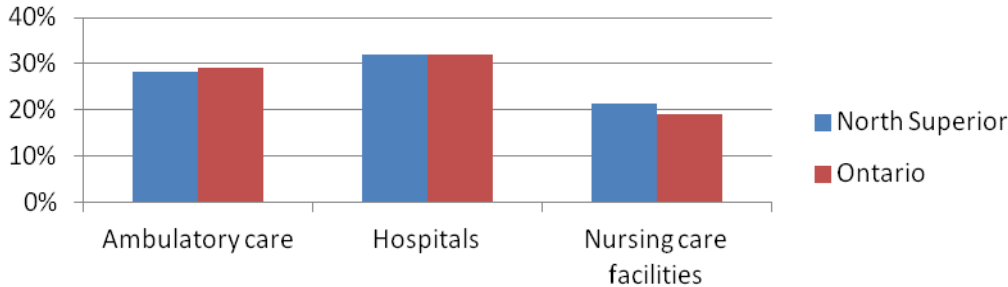


Workforce Focus

North Superior Workforce Planning Board

Health Care in the North Superior Region

Health Care Employment Composition by Sub-Sector
North Superior, 2006



The health care industry accounted for 12% of the total employment in the North Superior region compared to 8% across Ontario in 2006. In this region, the hospitals subsector offers the greatest opportunities for employment. In this subsector, 82% of workers are considered prime working age, that is, between 25-54 years of age, 48% have attained a college diploma, and have a median income of \$54,930.

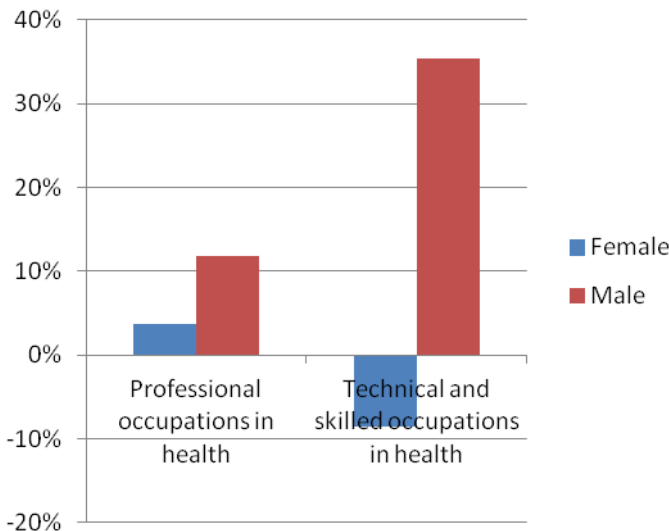
FAST FACTS

- Health care accounted for 12% of all jobs in this region in 2006
- 82% of health care workers are female in this region
- This industry offers stable employment opportunities and in 2010 there was a 13% increase in employment from the previous year

Source: Statistics Canada, 2006 Census, Labour Force Survey

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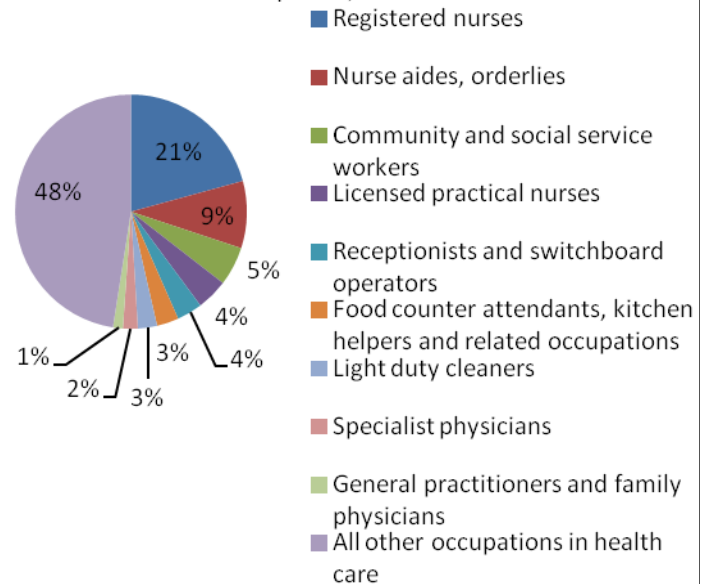
Gender Distribution Among Professional and Technical Occupations
North Superior, 2001-2006



From 2001 to 2006, the number of females working in professional or technical occupations in health did not increase much as males in these fields. However, the majority of professional occupations in health are occupied by females, as this occupational group is made up of 80% female workers.

Source: Statistics Canada, 2001 and 2006 Census

Health Care Occupational Composition
North Superior, 2006

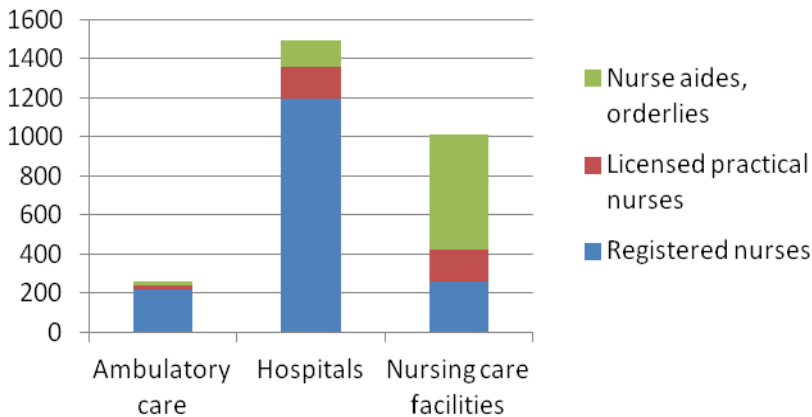


In the North Superior region, registered nurses and nurse aides or orderlies show the highest concentration of employment in the health care industry. General practitioners and specialist physicians represent 2% and 1% of employment respectively.

Source: Statistics Canada, 2006 Census

Distribution of nurse aides, orderlies, licensed practical nurses, registered nurses

North Superior, 2006

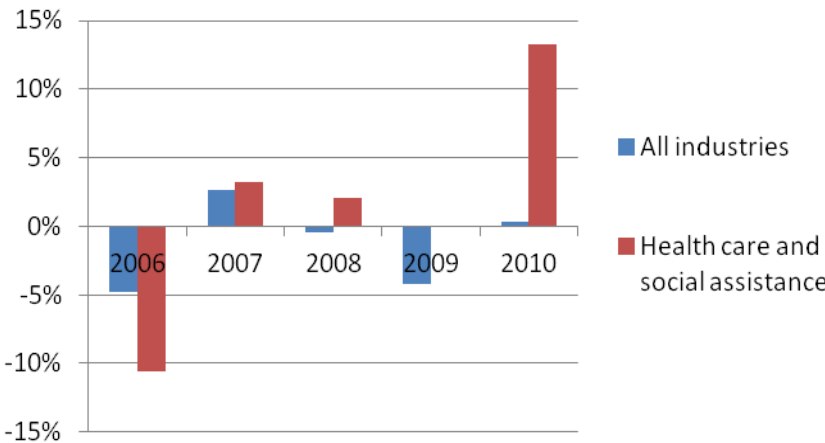


The chart above illustrates the distribution of nurse aides or orderlies, licensed practical nurses, and registered nurses. The chart also highlights the different proportions of these occupations in each subsector of health care in the North Superior region. These three occupations reflect the potential for entry-level occupations to advance to higher skilled and better paid occupations. Many employers support continuous learning opportunities wherein nurse aides or orderlies can gain the necessary skills and education needed to transition to registered nurse occupations.

Source: Statistics Canada, 2006 Census

Health Care Employment Growth

Thunder Bay CMA, 2005-2010



From 2005-2010 employment has remained stable in the health care and social assistance industry in the Thunder Bay CMA. In 2010, employment growth in this industry peaked, rising 13% from the previous year. Moreover, the health care industry is the largest employer in this region.

Source: Statistics Canada, Labour Force Survey

Nursing

Nurses make up the largest proportion of health workers in Ontario. Whether in hospitals, home care or nursing care facilities, they play an integral role in the health care system. Since 2001, the largest increase in employment has been among nurse aides, orderlies (NAO) while registered nurses (RN) and licensed practical nurses (LPN) have grown at a much slower pace.

This aligns with the recruitment issues experienced in this sector across the province. The need to control costs has led to personnel substitutions, as less qualified and less well-paid employees are replacing the more qualified and better-paid.

Source: Statistics Canada, Human Resources and Skills Development Canada, 2005

General Practitioners and Specialist Physicians

The shortage of physicians and other health professionals is one of the most significant challenges facing our health care system today. Moreover, it is anticipated that the province will experience further decreases in the number of family physicians and specialists over the next decade.

Developments in Ontario's Physician Assistant Program

In 2008 McMaster University launched Ontario's first civilian physician assistant education program. The University of Toronto opened a PA Education Program in 2010 and other programs are now available across the country.

The help provided by physician assistants (PAs) will help reduce wait times and help ensure the right care is provided. The Ministry of Health and Long-Term Care supports employment of PAs across the province by providing financial support to employers of PA graduates. High priority areas include: emergency medicine, primary care and general internal medicine facilities.

PA education programs provide a career path for entry level health care professionals to gain the necessary skills to advance in this industry.

For more information visit the Canadian Association of Physician Assistants website, www.caopa.net.

Source: Health Force Ontario, 2010