

Graduate Outmigration Among Health Professionals in Canada

Presented by:

Babita Gupta and Rahme Daoud

Canadian Institute for Health Information

Presentation Outline

- **About CIHI**
- **Health Workforce Data at CIHI**
- **Graduate Outmigration**
- **Graduate Retention**
- **Trends to Watch**

About CIHI

❑ Independent not-for-profit corporation

❑ 27 data holdings

❑ Expertise in:

- Data collection and analysis
- Information standards
- Education and outreach

Health Workforce Database at CIHI

Contents	Record-level supply and distribution information on 9 professions: Regulated Nurses (RNs/NPs, LPNs and RPNs), Occupational therapists, Physiotherapists, Pharmacists, Medical Laboratory Technicians, Medical Radiation Technologists - Including demographic, education, employment and geographic
	Aggregate data on 23 other health professions
Data Source	Provincial and territorial regulatory bodies,
	Provincial/Territorial government
	National associations
	Schools
Data back to	Varies by profession
	Selected historical data back to 1980

Physicians' Database at CIHI

Contents	Record-level supply, distribution, migration, service, and payment information
	2 different databases: Scott's Medical database (SMDB) and the National Physicians database (NPDB)
Data Source	Scott's Medical Database
	Provincial/Territorial ministries of health
	Canadian Medical Association
	Royal College of Physicians and Surgeons of Canada
	College of Family Physicians of Canada
Data back to	SMDB: 1978
	NPDB: 1989



Data and Analysis

Trends among health professions



Registered Nurses



Family Medicine Physicians

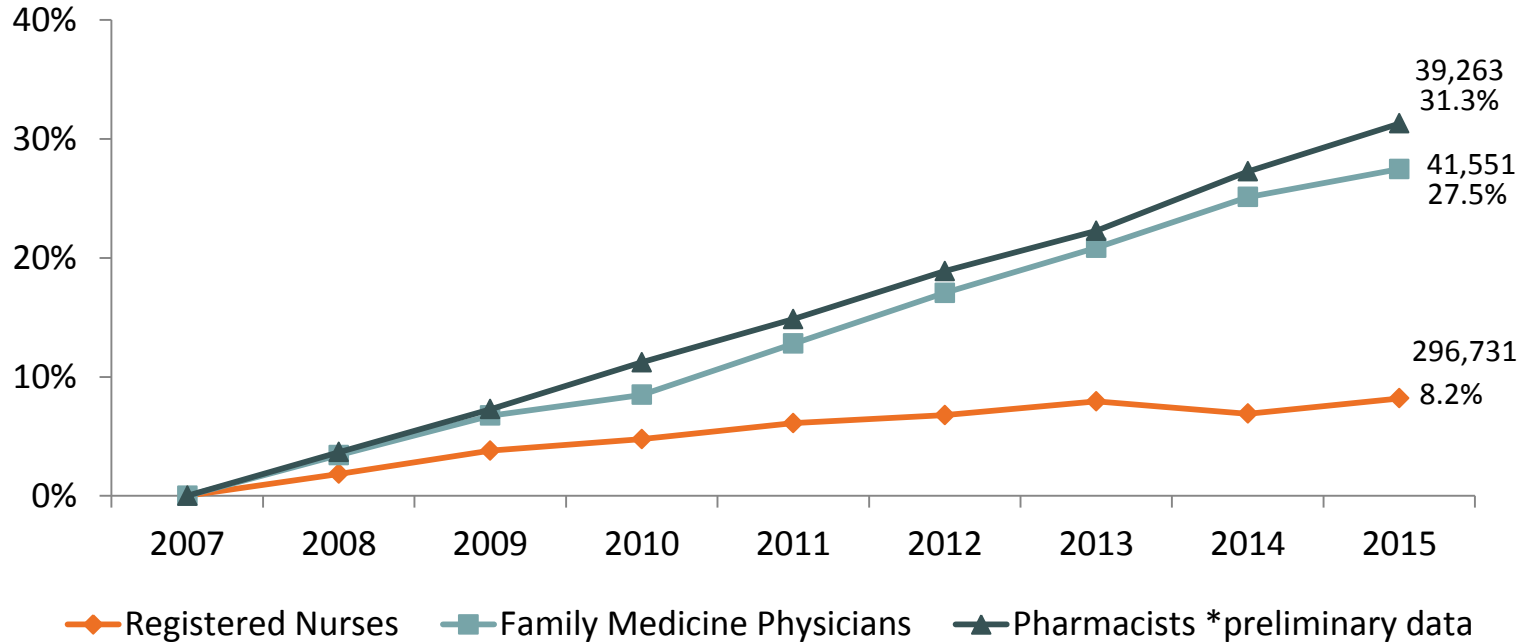


Pharmacists

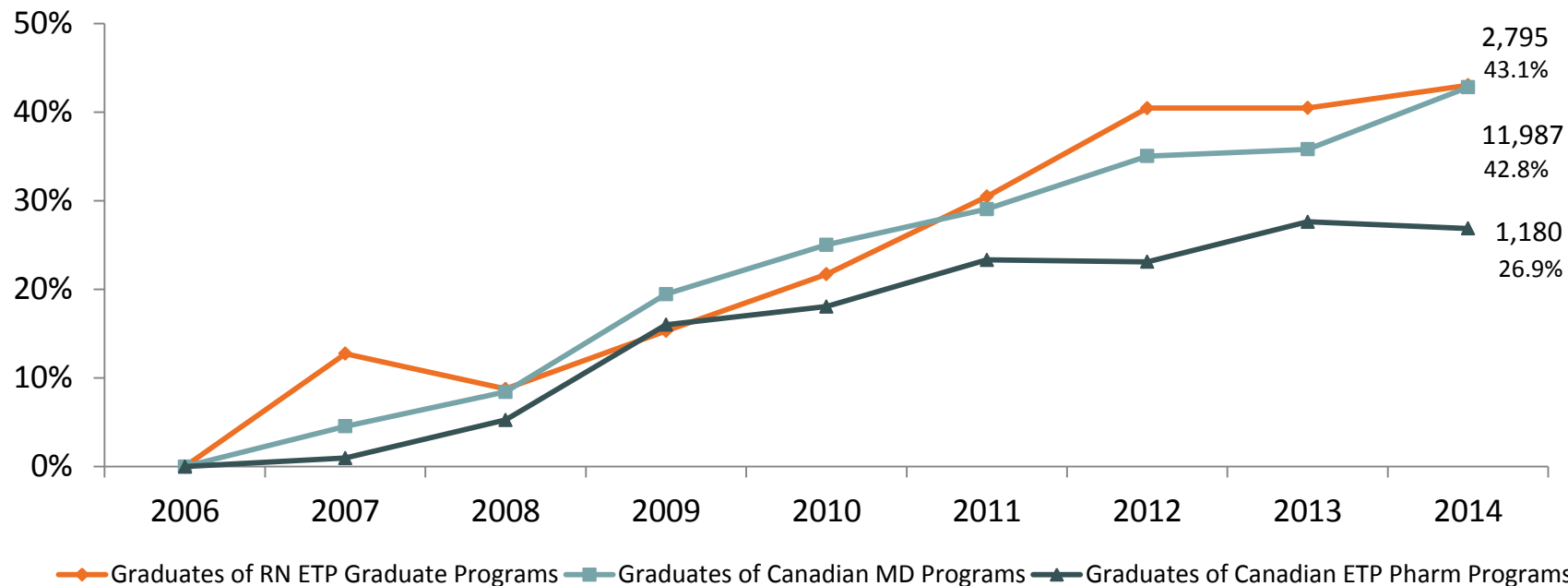
2015 Supply	296,731	41,551	39,263* preliminary data
AAGR 2006-2015	1.0%	2.9%	3.3%

Together, these professions represent almost 40% of the health workforce

Cumulative growth in supply, Canada, 2007-15



Cumulative Growth in Canadian Health Profession Program Graduates, 2006-2014

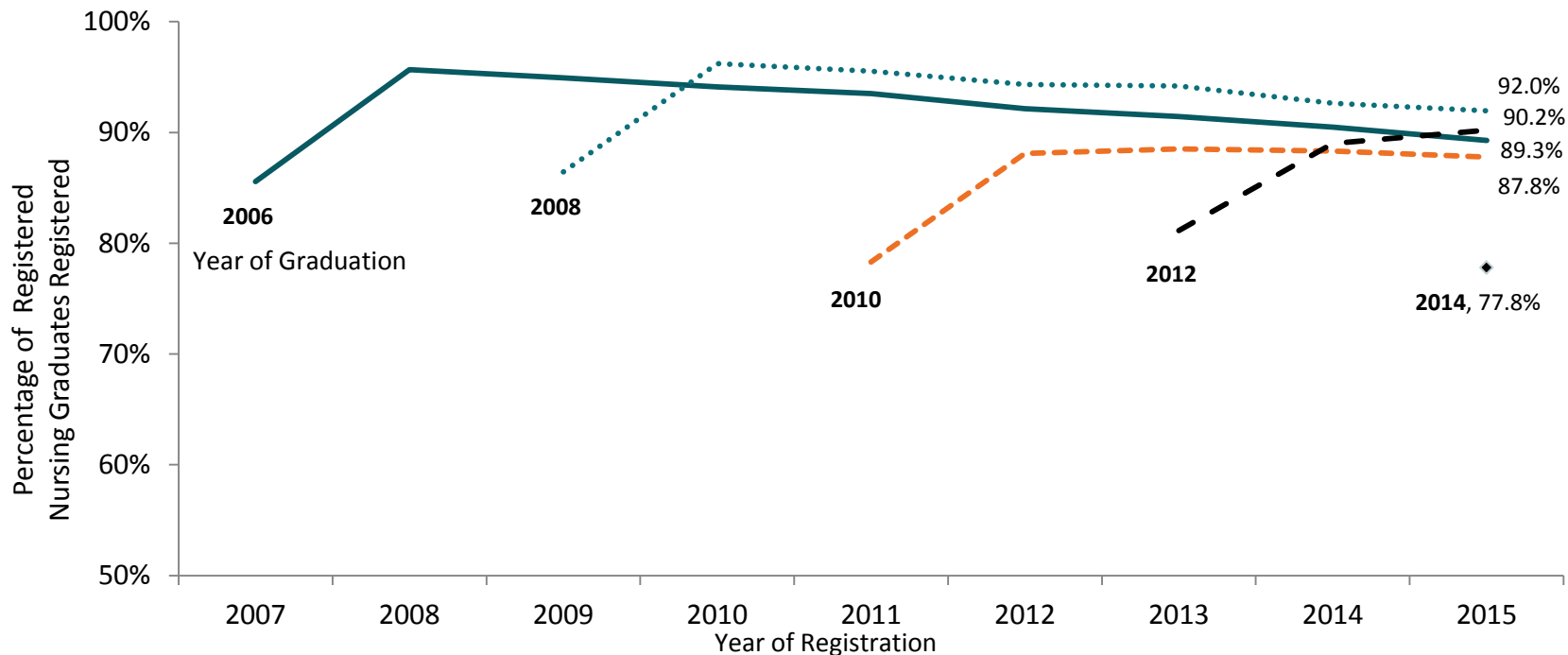




Graduate Outmigration

Graduate outmigration is the proportion of new graduates from Canadian health professional Entry to Practice (ETP) programs who do not apply for registration with a Canadian regulatory body or college.

Close to 90 percent of RN entry-to-practice graduates are licensed to practice in Canada



Sources

Canadian Association of Schools of Nursing; Ordre des infirmières et des infirmiers du Québec; Health Workforce Database, 2016, CIHI.

Approximately 70 percent of Pharmacist entry-to-practice graduates are licensed to practice in Canada

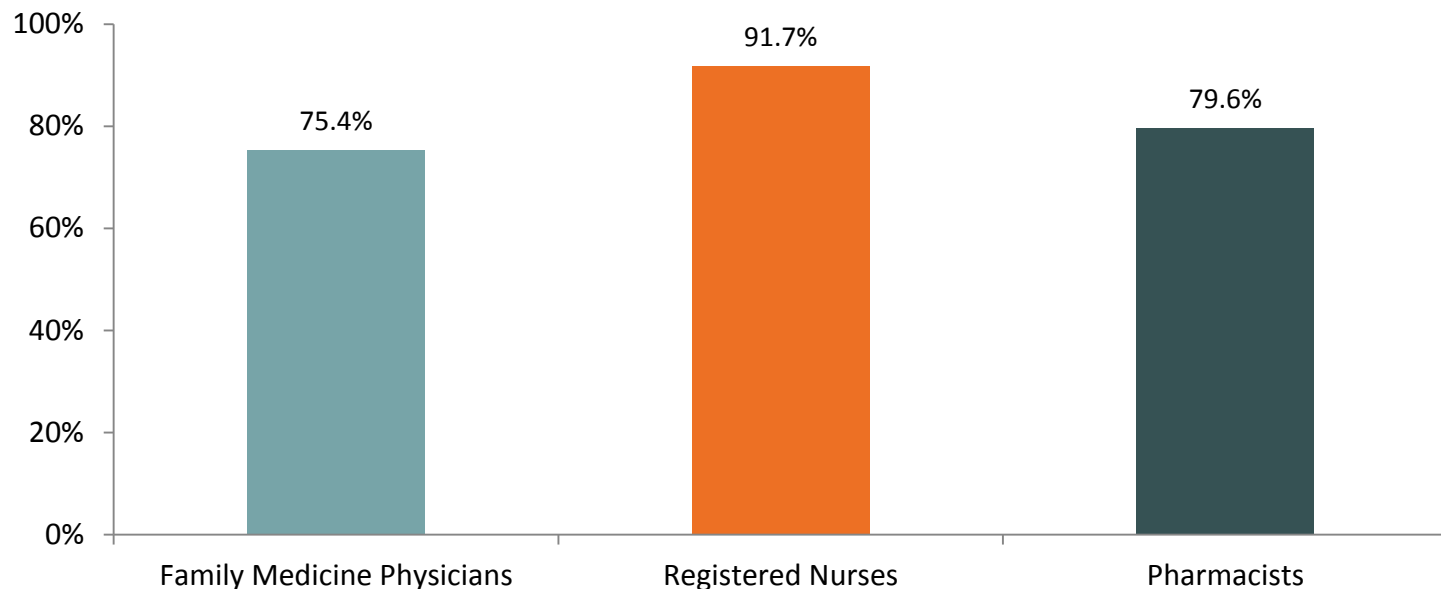




Graduate Retention

Graduate Retention looks at health care professionals who remain, and register to practise within the jurisdiction in which they graduated from

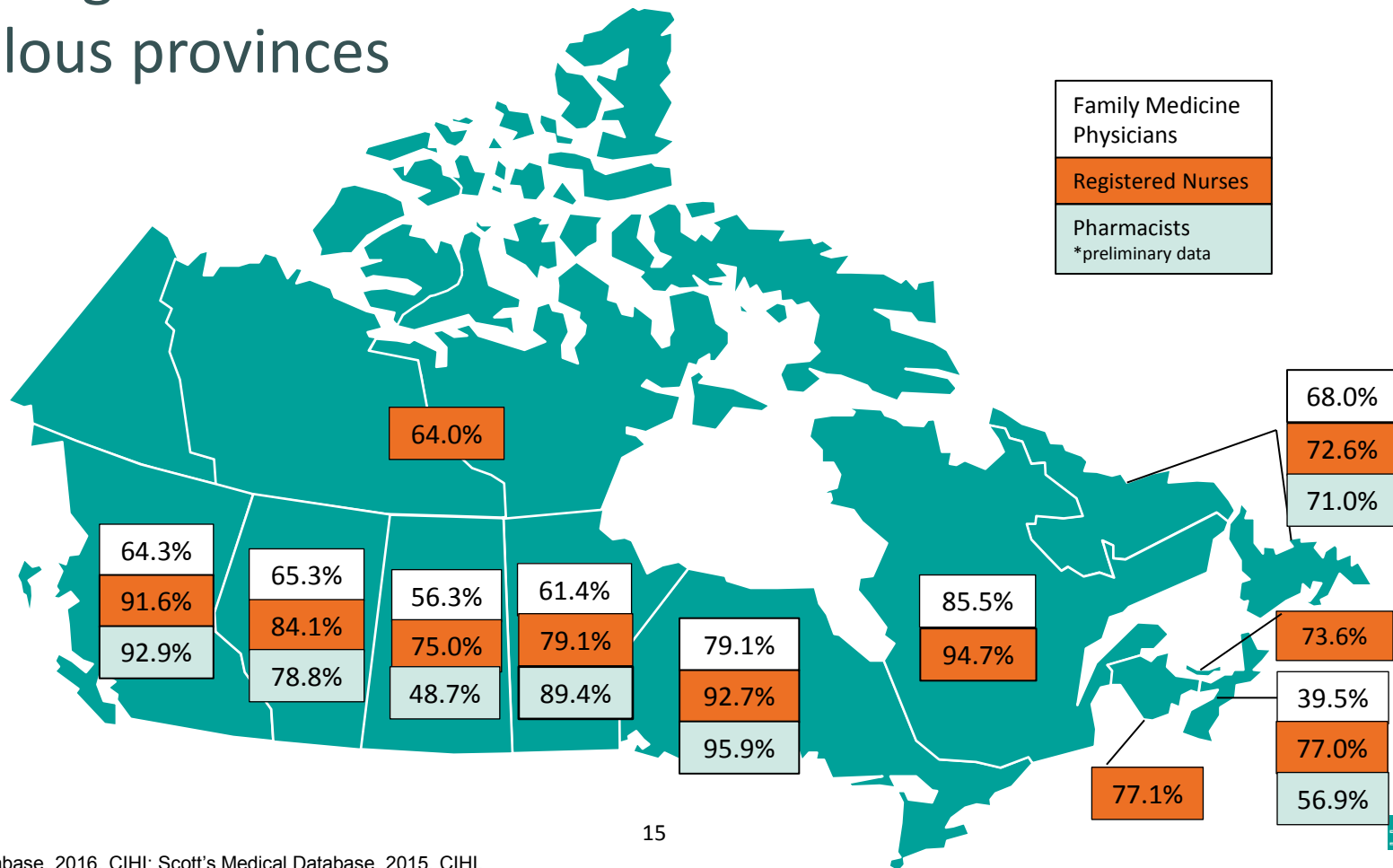
Retention Rates Among Health Professions, 5 Years Post 2010 Canadian Graduation



Sources

Health Workforce Database, CIHI, 2016; Scott's Medical Database, 2015, CIHI.

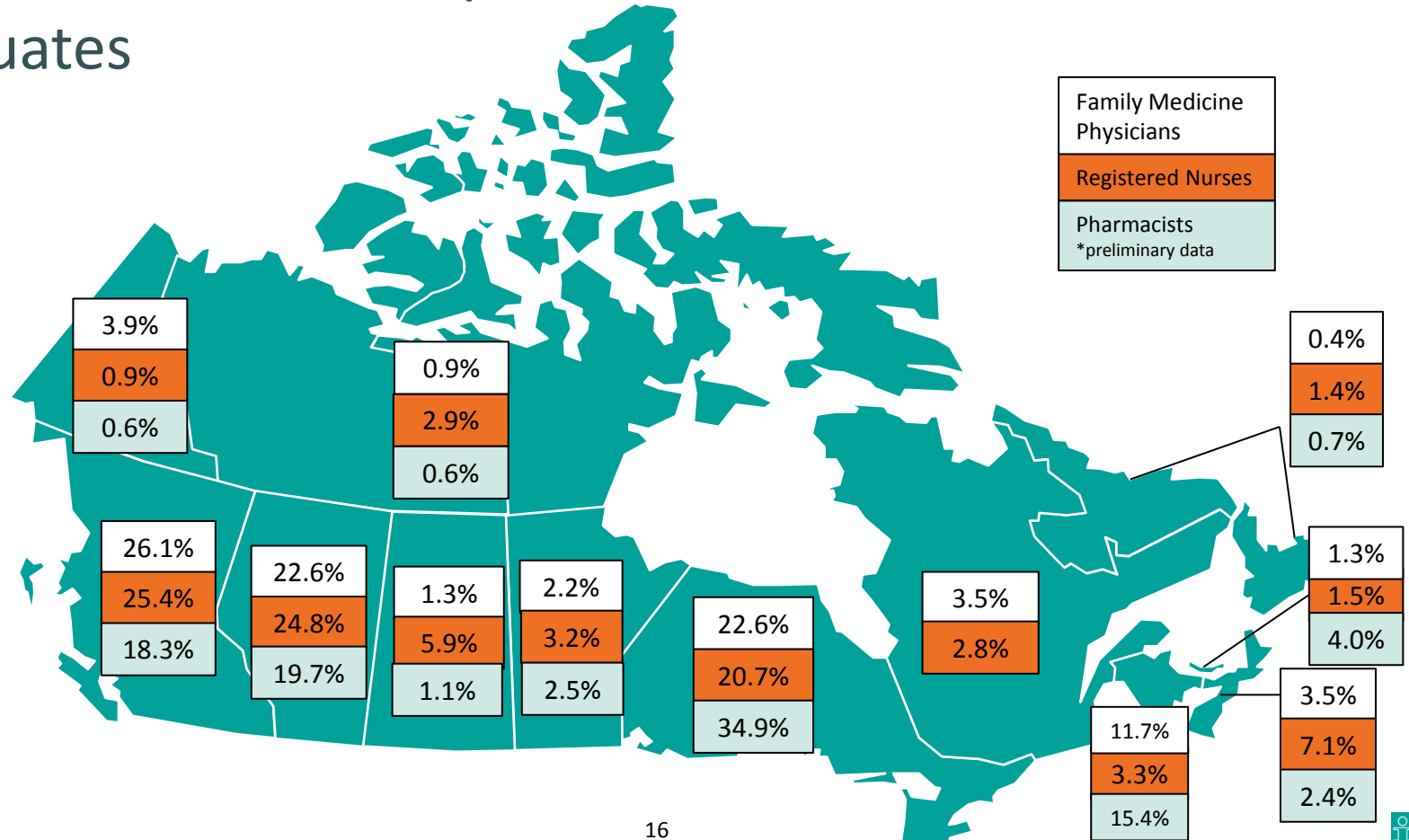
Highest graduate retention rates are in Canada's most populous provinces



Sources

Health Workforce Database, 2016, CIHI; Scott's Medical Database, 2015, CIHI.

Ont., Alta. And B.C. Top destinations for Canadian graduates



Sources

Canadian Association of Schools of Nursing; Ordre des infirmières et des infirmiers du Québec; Health Workforce Database, 2016; Scott's Medical Database, 2015 CIHI.

Trends to watch

- **Economy**

- Are health care providers moving away from once popular Canadian destinations that are currently experiencing economic downturn (Alberta, Saskatchewan)

- **Education**

- e.g. organization of programs and/or curriculum changes, seats in schools

- **Regulatory environment**

- e.g. licensure requirements; IEHPs, NNAS, NCLEX-RN; jurisdictional practise agreements

- **Health care delivery**

- e.g. Team based care; scope of practice; emerging health care professions (e.g. physician assistants and personal support workers)





Canadian Institute for Health Information

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cihi.ca

HealthWorkforceInfo@cihi.ca



@cihi_icis