



Employment Trends for Nurse Practitioners in Ontario

BACKGROUND

The purpose of this paper is to report on employment trends of Ontario Nurse Practitioners (NP). It is anticipated that a rise in numbers of NPs will be needed to meet the demands for future access to health care^{1,2}. Understanding employment trends will be informative for future recruitment and retention of NPs. Little research has been conducted on examining NP employment trends.

WHAT DID WE FIND?

NP registration and renewal data collected by the College of Nurses of Ontario (CNO) were accessed. A four-year period of data was analyzed from 2011-2014. Demographic variables were summarized. Variables in this report include: age, gender, employment status, practice status, years of NP experience, and level of education. Descriptive statistics were calculated as means and standard deviations. Counts and percentages were used to report categorical variables. T-tests were used to determine differences among groups when appropriate. All statistical analysis was performed using SAS[®] version 9.4.

FINDINGS

NUMBER OF PRACTICING NPs

There were a total number 1725 NPs practicing in 2011, 2043 in 2012, 2282 in 2013, and 2486 in 2014. There was an increase of 716 (44.1%) NPs over the four-year period.

MEAN AGE OF ONTARIO NPs

Year	Mean	SD
2011	46.4	8.85
2012	45.7	9.55
2013	45.5	9.94
2014	45.6	9.98

There was no significant change in mean age over the four-year period.

GENDER OF ONTARIO NPs

	Female	Male	Total
2011	1642 (95.3%)	84 (4.87%)	1725
2012	1932 (94.57%)	111 (5.43%)	2043
2013	2152 (94.30%)	130 (5.7%)	2282
2014	2338 (94.05%)	148 (5.96%)	2486

Most NPs are female. However, between 2011 and 2014, 64 (86%) new male NPs registered to practice in Ontario.



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Employment Status of ONTARIO NPs

	Full Time	Part Time	Casual	Not Applicable
2011	1247 (73.1%)	224 (13.11%)	145 (8.49%)	92 (5.39%)
2012	1450 (71.29%)	266 (13.08%)	216 (10.6%)	102 (5.01%)
2013	1535 (67.5%)	334 (14.69%)	257 (11.3%)	148 (6.51%)
2014	1626 (65.78%)	350 (14.16%)	273 (11.04)	223 (9.02%)

From 2011 to 2014, there was a decrease in full-time NP employment by 9.9%. There was a small increase in part-time NP employment by 8.2%.

NPs Currently Practicing as a NP

Working as a NP	
2011	1556 (90.26%)
2012	1873 (91.68%)
2013	2026 (90.27%)
2014	2211 (88.94%)

Throughout 2011 to 2014,, between 8.3% and 11.1% of registered NPs did not practice as a NP.

NPs Registered in Ontario but Working Outside Ontario

Working Outside of Ontario	
2011	60 (3.48%)
2012	59 (2.89%)
2013	66 (2.89%)
2014	38 (1.53%)

Since 2011, the proportion of NPs registered in Ontario but working outside Ontario has decreased. Currently, there are 38 (1.53%) NPs registered with the College of Nurses of Ontario who practice outside of Ontario.

Years of NP Experience

Year	Mean	SD
2011	5.75	4.17
2012	5.85	4.31
2013	6.07	4.44
2014	6.32	4.59

The average number of years of experienced as a NP has not differed significantly between 2011 and 2014. However, between 2011 to 2014 NP experience does increase.

NP Highest Level of Education

	2011	2012	2013	2014
Certificate/ Diploma	161 (9.43%)	198 (9.74%)	231 (10.15%)	246 (9.95%)
BScN	774 (45.32%)	820 (40.31%)	828 (36.38%)	837 (33.85%)
Masters	759 (44.44%)	996 (48.97%)	1189 (52.24%)	1356 (54.83%)
PhD	14 (0.82%)	20 (0.98%)	28 (1.23%)	34 (1.37%)

From 2011 to 2014, the number of NPs with a Baccalaureate degree as highest level of education has decreased. However, the number and proportion of



Masters and Doctorate prepared NPs have increased over the four-year period.

Experience and Multiple NP roles

There is no statistical significant relationship between years of experience and number of roles held by NPs ($p < .05$). However, there appears to be a trend in NPs who hold 2 work roles.

HOW CAN YOU USE THIS INFORMATION?

This information can be used to increase understanding of the NP workforce. Knowing and anticipating these trends and outcomes described above, strategies can then be implemented to retain and recruit NPs.

ABOUT THE RESEARCHERS

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Where can you find more information about this project?

Information regarding this project and other resources is available at www.tourangeauresearch.com and www.nhsru.com

References

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