

# Educating Health Workers – A Statistical Portrait –

Rita Ceolin  
Centre for Education Statistics

Health Human Resources Conference  
December 5<sup>th</sup>, 2007



Statistics Canada  
Statistique Canada

Centre for Education Statistics  
Centre de la statistique de l'éducation



# Outline

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- What is the Health Human Resources and Education (HHRE) Project?
- Some findings...
- What's next?
- Questions?



# What is HHRE?

- **Objective:**  
*“Monitoring the supply of health professionals coming through Canadian health education programs”*
- Financially supported by Health Canada
- Pan-Canadian scope (versus national)
- Information will feed into health human resources planning and management



# What is HHRE?

## Project components:

- 2005 – Pan-Canadian consultations
- March 2006 – *Health Human Resources and Education: Outlining Information Needs*
- June 2007 – Feasibility study – *Educating Health Workers: A First Step in Identifying Options for Addressing Data Gaps and Limitations*
- August 2007 – First data report - *Educating Health Workers: A Statistical Portrait*
- Spring 2008 – Second data report to be released



# Some findings...

## There is a great deal of interest in health occupations among youth pursuing high school study

- Over 10% of 15-year-olds said they wanted to work in a health occupation at age 30. *The number of youth interested in health occupations is considerable when taking into account the fact that only 5% of the labour force worked in a health occupation in 2001.*
- Many youth change their minds; about half of youth who wanted to work in a health occupation no longer want to do so at age 17.



# Some findings...

## Immigrants wanting to work in health occupations: Recognition of foreign credentials

- About 4% of immigrants in 2000 said they wanted to work in health and health-related occupations before immigrating to Canada.
- Many need additional education to practice in Canada and about one-third asked to have their existing foreign credentials assessed by an educational institution during their first two years in the country.
- Most of these individuals already had a college or university education and over 70% obtained a full (36%) or partial (35%) recognition of their credentials.



# Some findings...

**However, a large proportion (67%) of immigrants seeking a health occupation when they decided to immigrate to Canada did not apply for PLAR with a postsecondary institution**

- Several reasons prevented them from going through the PLAR process, but most often stated reasons were:
- “Did not know where to go or how to get their credentials checked” (26%), and
- “Believed their credentials would not be accepted” (22%).



# Some findings...

## Students in university health education programs

- Represent between 6% and 8% of all students at each level of study
- Are mostly full-time students and women
- Are older than average (more likely to have some previous postsecondary and/or full-time work experience)



# Some findings...

**Graduates from health programs are less likely to immediately pursue additional education. Instead, they tend to make quick transitions into the labour market**

- College: 20% of health grads compared with 25% of all grads
- Bachelor's: 25% of health grads compared with 40% of all grads
- Master's: 20% compared with 30%
- Doctoral health grads are the exception: 30% compared with 10% of all grads



# Some findings...

## **The labour market outcomes of health graduates show that there is a clear demand for their skills**

- Almost all health graduates who have not gone on to additional studies are employed two years after graduation, most of them in a full-time position.
- Within two years of graduation, over three-quarters of health graduates are employed in a health occupation, and some others, such as graduates from mental and social health services or public health programs work in related fields



# Some findings...

## Health graduates tend to earn more than graduates overall

- Even just two years after graduation, when some, particularly doctors, are still in residency or entry-level positions, they tend to earn more than graduates overall.
  - College: \$33,000 compared with about \$31,000
  - Bachelor: \$47,000 compared with about \$39,000
  - Master's: \$55,000 compared with \$52,000
  - Doctoral: \$70,000 compared with about \$56,000



# Some findings...

**Higher likelihood of employment combined with higher earnings compensates for the fact that health graduates are more likely to have student debt and they tend to owe more**

- In spite of this, they are less likely to report difficulties repaying their loans, they are just as likely to have paid off their loans two years after graduation, and just as likely to expect to have their loans repaid within five years of graduating.



# Some findings...

**After entering the labour market, health workers continue to upgrade their skills, even when not required**

- Support for formal training is high among health employers and their workers take advantage of it. This is particularly true in health occupations where regulatory frameworks often require ongoing maintenance or upgrading of skills.
  - About 60% of adults in health occupations participated in formal job-related training in 2002, twice the rate observed for all occupations.
  - And while most courses are supported by employers, few of the courses taken are actually required by them.
  - At the same time, however, about one-third of adults in health occupations reported unmet training needs, saying that there was training that they wanted or needed, but were unable to take.



# What's next?

- Fill in data gaps as per the priorities established by Health Canada
- Development of statistical indicators – long term
- Consultations and exchanges with different stakeholders interested in the management of HHR



# Classification of Instructional Programs (CIP) - Revision

- CIP is being revised for the 2011 Census.
- We are inviting CIP users and CIP data users to participate in a CIP Revision Consultation Process in order to find out if CIP is meeting your needs.
- Consultation Guide posted on Statistics Canada's Standards Division web page: in English  
[http://www.statcan.ca/english/concepts/cip\\_consultation.htm](http://www.statcan.ca/english/concepts/cip_consultation.htm) ,  
and in French  
[http://www.statcan.ca/francais/concepts/cip\\_consultation\\_f.htm](http://www.statcan.ca/francais/concepts/cip_consultation_f.htm)
- Please forward your CIP Revision Consultation comments, by 15 Dec 2007, to [Sandra.Mialkowski@statcan.ca](mailto:Sandra.Mialkowski@statcan.ca) or [standards@statcan.ca](mailto:standards@statcan.ca)



# Questions?

## Publications:

- *Health Human Resources and Education: Outlining Information Needs* -  
<http://www.statcan.ca/english/research/81-595-MIE/81-595-MIE2006041.pdf>
- *Educating Health Workers: A Statistical Portrait* -  
<http://www.statcan.ca/english/research/81-595-MIE/81-595-MIE2007049.pdf>

