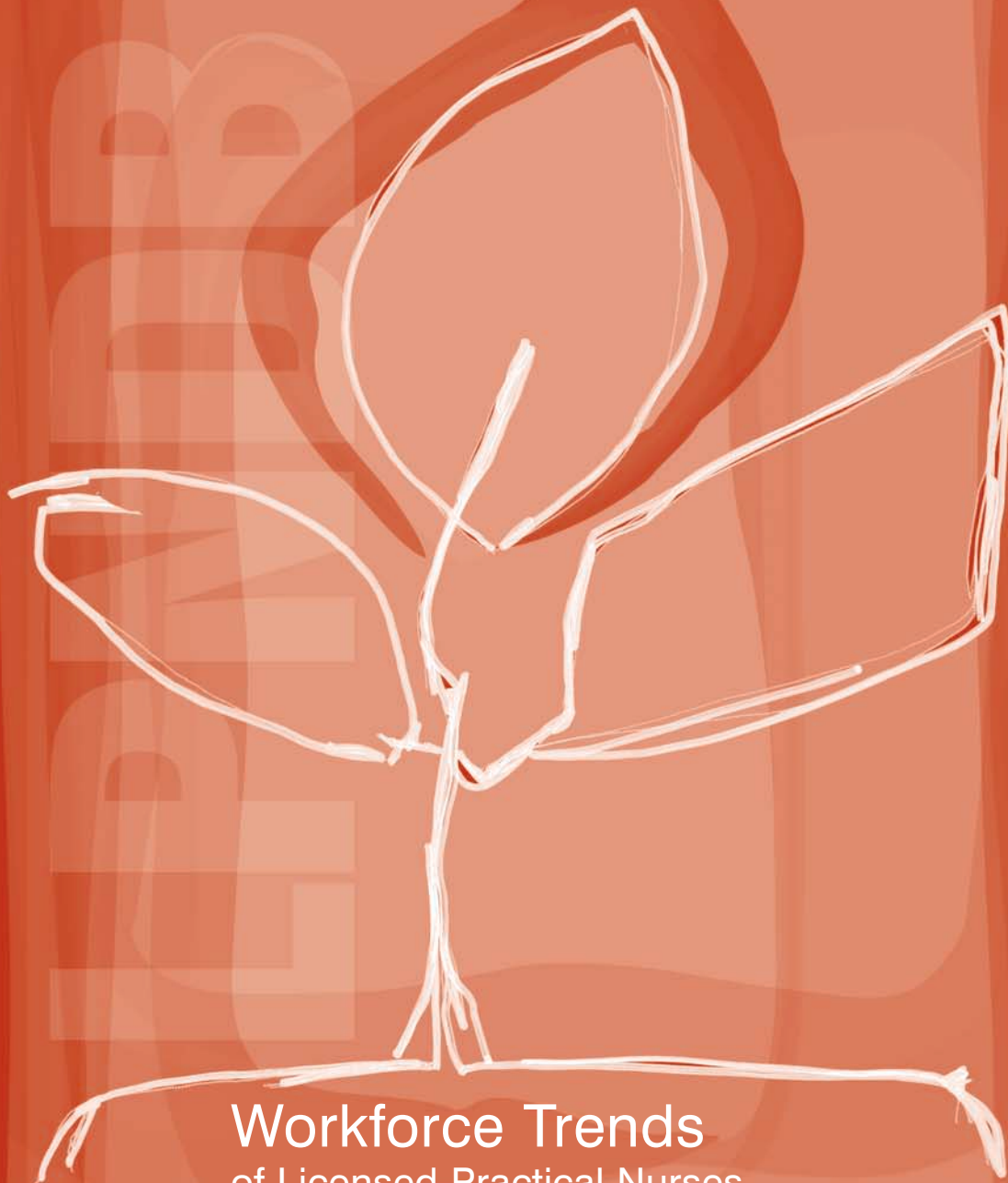


2005



Workforce Trends
of Licensed Practical Nurses
in Canada, 2005

L i c e n s e d P r a c t i c a l N u r s e s D a t a b a s e



Canadian Institute
for Health Information

Institut canadien
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Requests for permission should be addressed to:

Canadian Institute for Health Information
495 Richmond Road, Suite 600
Ottawa, Ontario
K2A 4H6

Phone: 613-241-7860

Fax: 613-241-8120

www.cihi.ca

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Workforce Trends of Licensed Practical Nurses in Canada, 2005

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Workforce Trends of Licensed Practical Nurses in Canada, 2005

List of Data Tables Available on the CIHI Website (www.cihi.ca/nurses)

Series A—Total Registrations

Series B—Employment Status

Series C—Place of Work

Series D—Area of Responsibility

Series E—Position

Series F—Multiple Employment Status

Series G—Sex

Series H—Location of Graduation

Series I—Years Since Graduation

Please refer to Appendix D for a complete list of data tables available on the CIHI website.

Preface

The Canadian Institute for Health Information (CIHI) collects and analyzes information on health and health care in Canada and makes it publicly available. Canada's federal, provincial and territorial governments created CIHI as a not-for-profit, independent organization dedicated to forging a common approach to Canadian health information. CIHI's goal: to provide timely, accurate and comparable information. CIHI's data and reports inform health policies, support the effective delivery of health services and raise awareness among Canadians of the factors that contribute to good health.

To meet this mandate, CIHI's core functions include the coordination and promotion of national health information standards and health indicators, the development and management of health databases and registries, the funding and facilitation of population health research and analysis, the coordination and development of education sessions and conferences, and the production and dissemination of health information research and analysis.

The Licensed Practical Nurses Database (LPNDB) is one example of a health database maintained by CIHI. Any questions or requests regarding this publication or the Licensed Practical Nurses Database should be directed to:

Program Lead, Health Human Resources
Canadian Institute for Health Information
495 Richmond Road, Suite 600
Ottawa, Ontario K2A 4H6
Tel: 613-241-7860
Fax: 613-241-8120
Email: nursing@cihi.ca
Website: www.cihi.ca/nurses

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- Council for Licensed Practical Nurses of Newfoundland and Labrador;
- Prince Edward Island Licensed Practical Nurses Registration Board;
- College of Licensed Practical Nurses of Nova Scotia;
- Association of New Brunswick Licensed Practical Nurses / Association des infirmières et infirmiers auxiliaires du Nouveau-Brunswick;
- Ordre des infirmières et infirmiers auxiliaires du Québec;
- College of Nurses of Ontario / Ordre des infirmières et infirmiers de l'Ontario;
- College of Licensed Practical Nurses of Manitoba;
- Saskatchewan Association of Licensed Practical Nurses;
- College of Licensed Practical Nurses of Alberta;
- College of Licensed Practical Nurses of British Columbia;
- Yukon Licensed Practical Nurses, Yukon Government; and
- Northwest Territories Licensed Practical Nurses, Department of Health and Social Services, Government of Northwest Territories.

Please note that the analyses and conclusions in the present document do not necessarily reflect those of the individuals or organizations mentioned above.

Introduction

The Health Human Resources team of the Canadian Institute for Health Information (CIHI) is pleased to present *Workforce Trends of Licensed Practical Nurses in Canada, 2005*. This is the fourth annual publication produced by CIHI on the supply of the Licensed Practical Nurse (LPN) workforce.

The supply information contained in the Licensed Practical Nurses Database (LPNDB) is one key component to health human resource planning. An investigation into the number of health professionals required for a jurisdiction must begin with an understanding of the current supply, and how that supply is changing.

The LPNDB was developed by CIHI and the regulatory authorities for licensed practical nursing for the 2002 data year to complement similar databases on the registered nurse and registered psychiatric nurse workforces. Previously, only minimal information was available on the LPN workforce in Canada. With these three nursing databases, CIHI is able to report workforce statistics for all regulated nurse professionals in Canada. The presentation of clear, objective data and data analysis enables informed decision-making and supports policy formulation.

CIHI has again released the latest licensed practical nurse, registered nurse and registered psychiatric nurse statistics simultaneously. The annual publications for each profession have been standardized as much as possible to allow for cross-profession analyses. With this publication format, CIHI continues to view regulated nursing professionals as both a single group with common challenges and as three distinct professions with separate histories and unique challenges.

CIHI has added a section examining practical nurses who were *Not Employed* at the time of registration in 2005. CIHI is also introducing a new section looking at *Renewal Rates* of the practical nurse workforce between 2004 and 2005. This analysis will shed light on those who are renewing their registrations, those who are leaving and those who are entering the workforce.

This year's printed publication includes:

- Highlights for the LPN workforce;
- A data analysis section with a comparison of 2002 and 2005 LPN data;
- A comprehensive methodological notes section; and,
- A detailed examination of the discrepancy between CIHI statistics and year-end statistics published by each LPN regulatory authority.

For the first time, CIHI will be presenting information on the entire regulated nursing workforce in Canada in the accompanying summary report, *Highlights From the Regulated Nursing Workforce in Canada, 2005*.

This companion report includes:

- National, provincial and territorial highlights for the entire regulated nursing workforce;
- An analysis section with statistics presented on the nursing workforce in each of Canada's health regions; and
- Summary data tables with 2005 licensed practical nurse (LPN), registered nurse (RN), and registered psychiatric nurse (RPN) data (also available on the CIHI website at www.cihi.ca/nurses).

It is our hope that these reports provide a solid foundation for the work of those with an interest in nursing resources in Canada.

Highlights of the LPN Workforce

This is the fourth year of data collection and the fourth *Workforce Trends of Licensed Practical Nurses* publication. This report highlights licensed practical nurse (LPN) workforce issues and helps to underline the need for further data development relevant to the management of nursing resources. These data are used to support current and future work in health human resources planning, policy development and research.

Licensed practical nursing is a distinct regulated nursing profession; LPNs are educated and regulated separately from other nursing professionals in all thirteen provinces/territories of Canada.

Supply of the LPN Workforce

- Between 2004 and 2005, the number of LPNs employed in practical nursing increased by 2.4%, from 63,443 to 64,951.
- In 2005, 73.0% of the LPN workforce lived in urban areas of Canada, ranging from a high of 100.0% in Yukon to a low of 36.6% in Northwest Territories.
- Of the 109 LPNs currently working outside of Canada (and maintaining a Canadian licence), 80.7% (88) are employed in the United States, with an additional 19.3% (21) employed in other foreign countries such as Cameroon, Australia and the United Kingdom.

Demographic Trends of the LPN Workforce

- Females comprise 93.2% of the workforce. The proportion of male LPNs employed in practical nursing was 6.8% in 2005.
- Among the provinces, the highest proportion of male LPNs is in Newfoundland and Labrador, where male LPNs comprised 12.8% of the workforce, 6 percentage points higher than the Canadian average.
- Each jurisdiction had a greater percentage of LPNs over the age of 50 than under the age of 35. For example, the percentage of LPNs over the age of 50 in Ontario and Manitoba was 38.8% and 38.5%, respectively.
- The average age of LPNs employed in practical nursing in Canada was 44.3 years in 2005.
- Taking into consideration typical retirement age, in 2005, 18.8% of Canada's LPN workforce was aged 55 years old or greater, with 5.8% aged 60 or greater. Northwest Territories had the smallest percentage of nurses over the age of 55, at 12.9%. Alberta had the most with 21.8% of its LPN workforce aged 55 or older.

Education Trends of the LPN Workforce

- Among the 2005 workforce, the average age of LPNs at the time of their initial nursing graduation ranged from 23.5 years for those graduating between 1980 and 1984 to 30.9 years for those graduating since the year 2000.

Employment Trends of the LPN Workforce

- Just under half (46.5%) of the LPN workforce worked in full-time positions, with 16.6% on a casual basis. The percentage of LPNs with part-time and casual employment has increased since 2003 from 34.9% to 36.0% and from 14.0% to 16.6% respectively.
- Casual rates varied widely among the provinces/territories in 2005, from a low of 9.2% in Ontario to a high of 37.4% in Newfoundland and Labrador.
- In 2005, 15.4% of LPNs reported having more than one employer in practical nursing.
- The area of responsibility with the most LPNs, geriatrics/long-term care (29,176), also attracted the most recent graduates. In 2005, 45.4% of LPNs in their first five years of practical nursing worked in geriatrics/long-term care, the highest rate.
- The average age of LPN managers was 46.3 years in 2005, compared to an average age of 44.1 years for LPN staff nurses.

Mobility Trends of the LPN Workforce

- Of the 64,951 LPNs employed in practical nursing in Canada in 2005, 71.8% (46,641) graduated from a practical nursing program in Canada, 1.9% (1,213) graduated from a foreign nursing program, and 26.3% (17,097) did not state their place of graduation.
- In 2005, the LPN workforces of British Columbia (3.8%) and Ontario (3.3%) had the highest concentration of foreign graduates.
- More than 10 percent of the LPN workforces of British Columbia (19.0%), Saskatchewan (17.0%) and Alberta (13.6%) graduated from other provinces/territories in Canada.
- Among Canadian graduates in the 2005 LPN workforce (excluding Quebec where data are not available), those graduating from practical nursing programs in Ontario (97.0%), British Columbia (95.2%) and New Brunswick (93.4%) were the most likely to be employed in their province of graduation.

Data Analysis

Methodological Overview

The data and information presented in this publication are from the Licensed Practical Nurses Database. This database is maintained by the Canadian Institute for Health Information (CIHI).

To practise as a licensed practical nurse in Canada, annual registration with the respective provincial/territorial regulatory authority is mandatory. This requires the completion of a registration form.

The annual registration form is the property of the provincial/territorial regulatory authorities. They are the owners of the registration form and its content. However, through an agreement with CIHI, there exists a standardized set of questions that each regulatory authority includes on their provincial/territorial registration form. These questions pertain to the demographic, education/training and employment characteristics of the licensed practical nurse.

The regulatory authorities are responsible for administering the registration form annually. When the completed forms are returned from the licensed practical nurses, the data are entered into databases by the regulatory authority.

Under the agreement with CIHI, a portion of this information is submitted to CIHI once per year. CIHI and the regulatory authorities jointly review and scrutinize the new data, applying the principles of data quality. Once the data are complete, CIHI adds the new data to the multi-year LPN database for analysis and reporting.

The Methodological Notes in this publication provide more detail into CIHI's review process, and highlight any observed changes in data trends. While this information may be exhaustive, it is important for readers to understand how the data are collected, reviewed and reported by CIHI. This is particularly true for two reasons: first, the statistics reported by CIHI will differ from the statistics reported by the regulatory authorities, even though the source of the data (the annual registration forms) is the same. Second, changes in the registration forms can impact trends in the data; CIHI aims to highlight and explain these unexpected "jumps" in the data.

Any questions regarding the methodology may be sent to nursing@cihi.ca.

Note to Readers

1. The terms *regulated nursing workforce* and *nursing workforce* are used in this publication and accompanying documents to include members of the licensed practical nurse, registered nurse and registered psychiatric nurse workforces. The term *LPN workforce* includes only licensed practical nurses who were employed in practical nursing at the time of annual registration.
2. The statistics presented in this publication, and on the CIHI website, have been reviewed and authorized for release by representatives of the provincial/territorial licensed practical nursing associations/colleges/councils responsible for the regulation and licensure of licensed practical nurses in Canada.
3. CIHI statistics will not be the same as statistics published by provincial/territorial licensed practical nursing regulatory authorities for the following reasons:
 - i. **Collection Period**—The statistics released by provincial/territorial authorities are year-end statistics that include all registrations received during the 12-month registration period. In contrast, CIHI collects data after the first six months of the 12-month registration period, in an effort to ensure timely information. Although the resulting under-coverage is typically only 1–5%, the statistics released by CIHI are less than provincial/territorial statistics.
 - ii. **Differences in Definition**—Regulatory authorities typically report the total number of “Active” registrations received during the registration year. An Active registration enables the LPN to work in that jurisdiction, but does not distinguish between those employed in practical nursing and those not employed in practical nursing: the Active total represents the *maximum* number of LPNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: “Employed in Practical Nursing,” “Employed in Other Than Practical Nursing,” “Not Employed” and “Not Stated.” LPNs employed in other than practical nursing, LPNs not employed, and LPNs failing to state their employment status are removed from most CIHI analyses.
 - iii. **Exclusions From CIHI Data**—CIHI statistics do not necessarily include (a) practical nurses who are on maternity/paternity leave (or other types of leave) at the time of annual registration; and (b) first-time registrants (whether new graduates or those entering from other provinces/territories or countries). In each case, these LPNs may be included in statistics published by provincial/territorial regulatory authorities.
 - iv. **CIHI Editing and Processing**—The CIHI database is not an amalgamation of provincial/territorial data. When data files are submitted, CIHI removes from analysis records that do not reflect the primary jurisdiction of employment. This is done so that CIHI can accurately determine the size of the LPN workforce in Canada. Provincial/territorial associations typically do not identify or remove these secondary registrations (also termed “interprovincial duplicates”).

- v. **Provincial/Territorial Data Cleaning**—Some jurisdictions review the registration data at year-end and “clean” potential data quality issues. As CIHI receives the data at the six-month mark, this cleaning has not yet occurred. Therefore, if a jurisdiction reduces the number of “Not Stated” records in a particular field, that correction will not be reflected in the CIHI database.
4. CIHI and the provincial/territorial regulatory authorities are continually working to improve data quality, which may impair comparability with historical data.
5. In this publication and accompanying data tables, the “Canada” total excludes Nunavut data. CIHI does not currently collect LPN data from Nunavut.
6. The data presented in this publication are self-reported, which may result in higher than expected “Other” or “Not Stated” values for some data elements if a substantial proportion of LPNs chose not to complete all fields on the annual registration form.

Supply of Licensed Practical Nurses

Number of Licensed Practical Nurses

This publication highlights the LPN workforce in the three-year period between 2003 and 2005, as indicated in Table 1.

Table 1. Number of Licensed Practical Nurses by Employment Status, Canada, 2003 to 2005

	2003	2004	2005
Employed in Nursing	63,138	63,443	64,951
Employed in Other Than Nursing	2,491	2,527	2,663
Not Employed	3,207	2,917	2,746
Total	68,836	68,887	70,360
<i>Percent Employed in Nursing</i>	91.7%	92.1%	92.3%

Notes

LPNs not stating their *Employment Status* (2003, n = 1,568; 2004, n = 2,394; 2005, n = 2,059) are not included in this table.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

Data for Nunavut is not collected.

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

Source: LPNDB, CIHI.

Please refer to Data Tables A.LPN.1–A.LPN.2 and A. Summary, available on the CIHI website, for more LPN Registration data.

Number of LPNs Not Employed

Between 2003 and 2005, the proportion of LPNs employed in practical nursing remained stable. In 2005, 1.9% of LPNs licensed in Canada were not employed in practical nursing but were seeking employment in practical nursing.

Table 2. LPN Workforce by Employment Status, Canada, 2003 to 2005

Employment Status	2003		2004		2005	
	Counts	%	Counts	%	Counts	%
Employed in Nursing	63,138	91.7	63,443	92.1	64,951	92.3
Not Employed in Nursing						
Seeking	1,743	2.5	1,398	2.0	1,369	1.9
Not Seeking	3,955	5.7	4,046	5.7	4,040	5.7
Total	68,836	100.0	68,887	100.0	70,360	100.0

Notes

LPNs not stating their *Employment Status* (2003, n = 1,568; 2004, n = 2,394; 2005, n = 2,059) are not included in this table.

Data for Nunavut is not collected.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

Source: LPNDB, CIHI.

Of the 1,369 licensed LPNs who were seeking employment as an LPN in 2005 (Table 3), 26.9% were under 30 years of age.

Table 3. Age Breakdown of LPNs Not Employed and Seeking Employment in Practical Nursing, Canada, 2003 to 2005

Not Employed in Nursing – Seeking	2003		2004		2005	
	Counts	%	Counts	%	Counts	%
< 30	390	22.4	312	22.3	368	26.9
30–39	432	24.8	329	23.5	297	21.7
40–49	463	26.6	380	27.2	326	23.8
50–59	370	21.2	312	22.3	304	22.2
60+	87	5.0	65	4.6	74	5.4
Sub-Total	1,742	100.0	1,398	100.0	1,369	100.0

Notes

In 2003, 1 LPN did not state their *Year of Graduation* and is excluded from this table.

Data for Nunavut is not collected.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

Source: LPNDB, CIHI.

Number of LPNs Employed

Table 4. LPN Workforce by Province/Territory of Registration, Canada, 2003 to 2005

	2003	2004	2005	Change 2003–2005
N.L.	2,719	2,710	2,696	-0.8%
P.E.I.	619	628	606	-2.1%
N.S.	3,022	3,058	3,127	3.5%
N.B.	2,429	2,556	2,633	8.4%
Que.	14,831	15,472	16,293	9.9%
Ont.	25,730	24,467	24,458	-4.9%
Man.	2,417	2,415	2,590	7.2%
Sask.	2,056	2,131	2,194	6.7%
Alta.	4,766	5,051	5,313	11.5%
B.C.	4,391	4,811	4,884	11.2%
Y.T.	60	53	56	-6.7%
N.W.T.	98	91	101	3.1%
Canada	63,138	63,443	64,951	2.9%

Notes

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology. Data for Nunavut is not collected.

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

Source: LPNDB, CIHI.

Between 2003 and 2005, the number of LPNs employed in practical nursing increased by 2.9% in Canada, from 63,138 to 64,951.

The increase in the number of LPNs employed in practical nursing was not uniform across the country. Alberta experienced the most substantial growth between 2003 and 2005, with an increase of 11.5%. British Columbia (11.2%), Quebec (9.9%), New Brunswick (8.4%), Manitoba (7.2%), Saskatchewan (6.7%), Nova Scotia (3.5%) and the Northwest Territories (3.1%) also experienced increases.

Provincial/territorial figures are presented in Table 4.

In this publication, comparisons focus more on the proportion and/or percentage distribution of the LPN workforce than the actual numbers. In some cases, comparisons are made between 2004 and 2005 data.

Please refer to Data Tables A.LPN.1–A.LPN.2 and A. Summary, available on the CIHI website, for more LPN Registration data.

Urban/Rural Distribution

Figure 1 illustrates the urban/rural distribution of the LPN workforce in Canada in 2005. The comparison is based on the location of residence, not the location of employment.

For this analysis, urban areas are defined (in part) as communities with populations greater than 10,000 persons; rural areas are in close proximity to urban areas, with a strong or moderate economic influence from the urban area. Remote areas are those communities with comparatively weak or no economic influence from urban areas. The “territories” denotes communities outside of Whitehorse or Yellowknife in the northern territories.

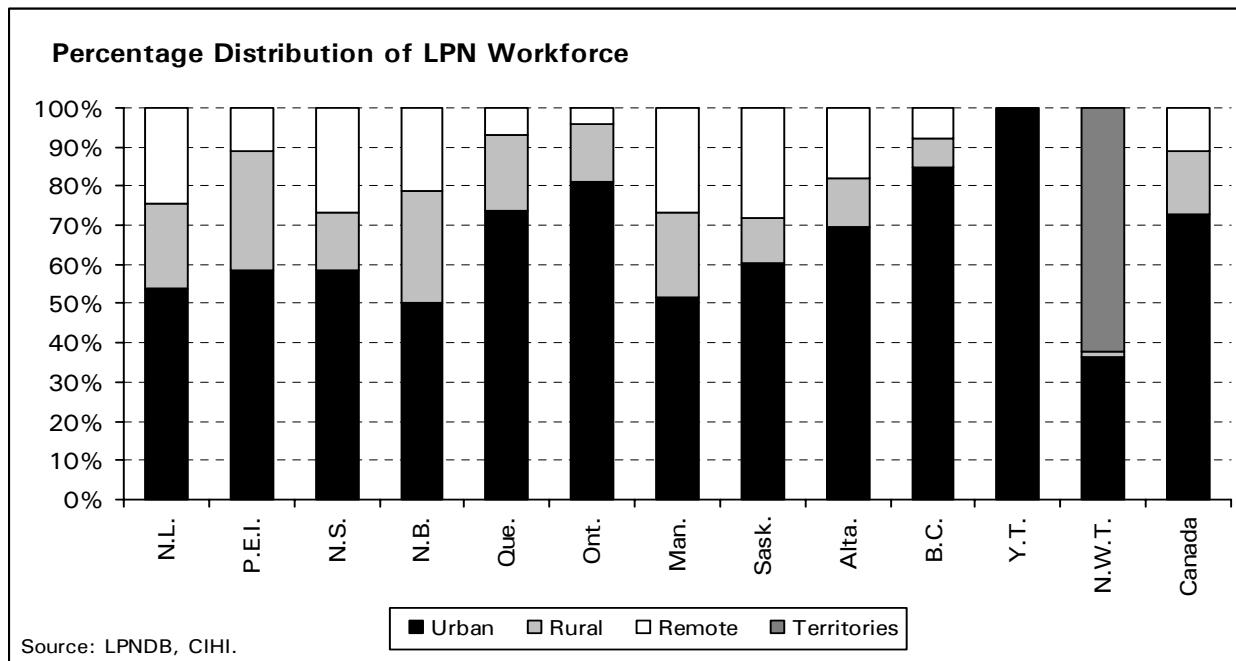


Figure 1. Percentage Distribution of LPNs Employed in Practical Nursing by Urban/Rural/Remote/Territories Location of Residence and Province/Territory of Registration, Canada, 2005

Notes

The urban/rural/remote categories are based on a classification scheme developed by Statistics Canada. Please review the Methodological Notes for more comprehensive information. The data in Figure 1 are based on the location of residence, not the location of employment. LPNs not stating their location of residence (n = 299) are excluded from this figure. Data for Nunavut is not collected.

In 2005, 73.0% of LPNs lived in urban areas, ranging from 84.9% in British Columbia to 50.4% in New Brunswick.

Commuting in Ontario

An analysis of 2005 Ontario data found that 79.6% of the provincial LPN workforce lives and works in cities with populations greater than 10,000 persons.

The 14.5% of practical nurses living in rural areas includes 3.4% commuting to the largest cities, 4.4% working in mid-size cities, and 6.8% remaining in rural or remote areas to work.

Secondary Registrations

The CIHI editing process identifies secondary registrations that do not reflect the primary jurisdiction of LPN employment. The data from these secondary registrations (also termed *interprovincial duplicates*) are typically excluded from further analysis, as CIHI aims to report accurate head counts for the LPN workforce in Canada.

These secondary registrations identify LPNs that are living outside of Canada or LPNs employed (or living) in a Canadian jurisdiction different from the province/territory of registration. While these records are typically excluded from CIHI analyses, they provide useful information to better understand current employment (and migration) patterns.

Based on available data, most LPNs with secondary registrations are employed inside of Canada. However, the statistics presented in Figure 2 do not include all LPNs currently outside of the country, but rather those LPNs choosing to maintain their Canadian registration while abroad.

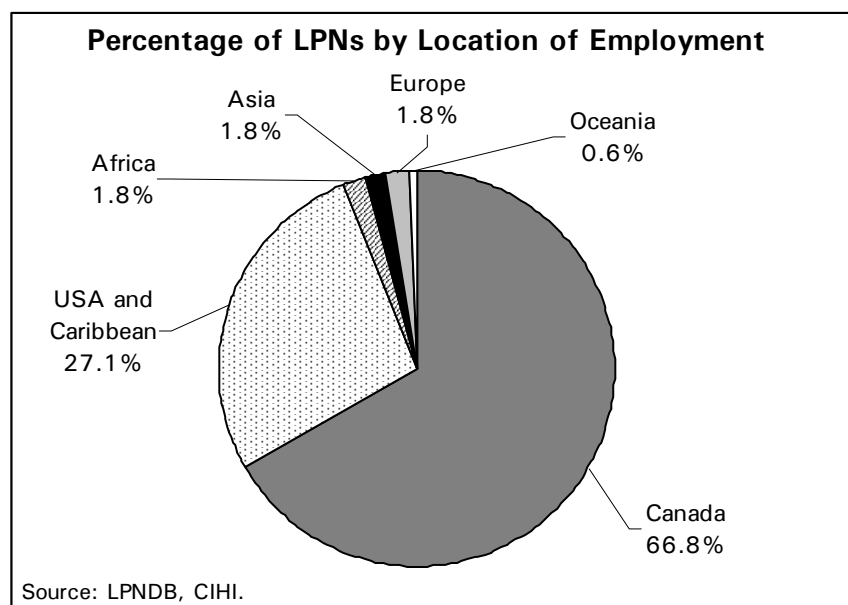


Figure 2. Percentage of LPNs With Secondary Registrations by Country of Employment, Canada, 2005

Notes

Total number of secondary registrations in 2005 was 657; 329 of these did not state their *Location of Employment*.

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

In 2005, 657 secondary registrations were identified in the data, representing 0.9% of all records received by CIHI. Of all secondary registrations in Canada, 60.1% are found in the Ontario data and half, 329 (50.1%), did not state their location of employment.

Of the 328 secondary registrations who did state their location of employment, 93.9% are employed within North America; 66.8% are employed in other jurisdictions in Canada and 27.1% are located in the United States and Caribbean. An additional 6.1% are employed in each of the continents of Africa (1.8%), Asia (1.8%) and Europe (1.8%).

Demographic Trends of Licensed Practical Nurses

Sex

The number of female LPNs employed in practical nursing represents a sizeable percentage of the LPN workforce. Females make up 93.2% of the workforce. The proportion of male LPNs employed in practical nursing is 6.8% in 2005.

While the total number of LPNs has increased between 2004 and 2005, the percentage of males and females within the profession has remained almost the same.

More than one-quarter (29.2%) of all male LPNs employed in practical nursing in Canada are employed in Quebec, where the 1,291 males account for 7.9% of the province's workforce. Among the provinces, the highest proportion of male LPNs is in Newfoundland and Labrador, where male LPNs comprise 12.8% of the workforce, 6 percentage points higher than the Canadian average. Table 5 provides the provincial/territorial breakdown by sex for LPNs in Canada for 2004 and 2005.

Table 5. Number and Percentage of LPN Workforce by Sex and Province/Territory of Registration, Canada, 2004 and 2005

	2004					2005				
	Males		Females		Total	Males		Females		Total
	Counts	%	Counts	%		Counts	%	Counts	%	
N.L.	364	13.4	2,346	86.6	2,710	344	12.8	2,352	87.2	2,696
P.E.I.	49	7.8	579	92.2	628	51	8.4	555	91.6	606
N.S.	159	5.2	2,899	94.8	3,058	159	5.1	2,968	94.9	3,127
N.B.	253	9.9	2,303	90.1	2,556	269	10.2	2,364	89.8	2,633
Que.	1,232	8.0	14,240	92.0	15,472	1,291	7.9	15,002	92.1	16,293
Ont.	1,480	6.0	22,987	94.0	24,467	1,425	5.8	23,033	94.2	24,458
Man.	100	4.1	2,315	95.9	2,415	118	4.6	2,472	95.4	2,590
Sask.	57	2.7	2,074	97.3	2,131	66	3.0	2,128	97.0	2,194
Alta.	225	4.5	4,826	95.5	5,051	237	4.5	5,076	95.5	5,313
B.C.	425	8.8	4,386	91.2	4,811	442	9.0	4,442	91.0	4,884
Y.T.	*	*	**	**	53	*	*	**	**	56
N.W.T.	**	**	**	**	91	**	**	**	**	101
Canada	4,359	6.9	59,084	93.1	63,443	4,402	6.8	60,392	93.2	64,794

Notes

* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

** Value suppressed to ensure confidentiality; cell value is 5 or greater.

Data for Nunavut is not collected.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

Source: LPNDB, CIHI.

Please refer to Data Tables G.LPN.1–G.LPN.3 and G. Summary, available on the CIHI website, for further analysis using the field Sex.

Age Distribution

Figure 3 provides a breakdown by five-year age group for LPNs in Canada.

Across Canada, the distribution of LPNs by age group varies greatly, as illustrated in Figure 4.

Each jurisdiction has a greater percentage of LPNs over the age of 50 than under the age of 35. For example, Ontario, Manitoba, and the Yukon's percentage of LPNs over the age of 50 are 38.8%, 38.5% and 41.5% respectively.

Some jurisdictions, such as Nova Scotia and New Brunswick demonstrate a more even split between these two age groups in their current workforce.

There are 1.7 LPNs aged 50 years or older for every one LPN less than 35 years old in Canada.

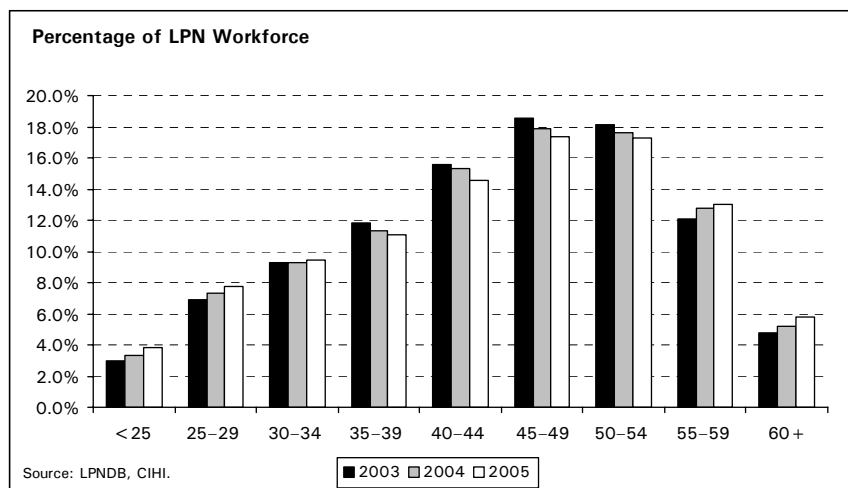


Figure 3. Percentage Distribution of LPN Workforce by Five-Year Age Group, Canada, 2003 to 2005

Notes
 LPNs not stating *Year of Birth* (2003, n = 2; 2004, n = 1; 2005, n = 3) are excluded from this figure.
 Data for Nunavut is not collected.

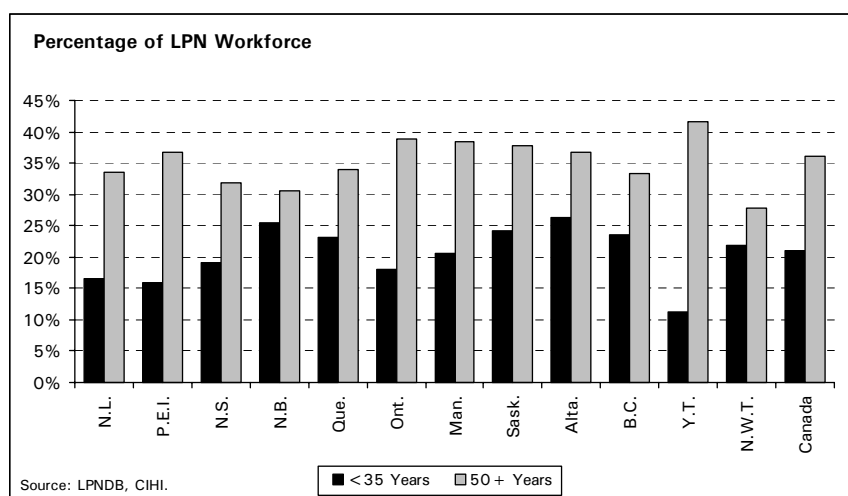


Figure 4. Percentage Distribution of LPN Workforce by Age Group and Province/Territory of Registration, Canada, 2005

Notes
 LPNs not stating *Year of Birth* (n = 3) are excluded from this figure.
 Data for Nunavut is not collected.

Please refer to Data Tables A.LPN.2, B.LPN.3, C.LPN.4, D.LPN.4, E.LPN.4, F.LPN.2, G.LPN.2 and J. Summary, available on the CIHI website, for more Age Group data.

Average Age

The average age of LPNs employed in practical nursing in Canada decreased by 0.1 years between 2004 and 2005, from 44.4 to 44.3 years.

Table 6 shows the LPN workforce in New Brunswick is generally younger than those in the rest of Canada, at an average age of 42.7 years in 2004 and 42.8 years in 2005. In the Yukon, the average age of LPNs was 47.1 years in 2005, nearly three years above the Canadian average.

These differences are further emphasized when looking at the eligibility ages for retirement in the following section.

Table 6. Average Age of LPN Workforce by Province/Territory of Registration, Canada, 2004 and 2005

	2004		2005		Increase 2004–2005
	Average Age (Years)	Difference From Canada	Average Age (Years)	Difference From Canada	
N.L.	44.2	-0.2	44.4	0.1	0.2
P.E.I.	44.8	0.4	45.0	0.7	0.2
N.S.	43.7	-0.7	44.1	-0.2	0.4
N.B.	42.7	-1.7	42.8	-1.5	0.1
Que.	44.1	-0.3	43.6	-0.7	-0.5
Ont.	44.9	0.5	45.2	0.9	0.3
Man.	45.0	0.6	44.9	0.6	-0.1
Sask.	44.4	0.0	44.0	-0.3	-0.4
Alta.	44.2	-0.2	43.8	-0.5	-0.4
B.C.	44.7	0.3	43.5	-0.8	-1.2
Y.T.	46.6	2.2	47.1	2.8	0.5
N.W.T.	44.1	-0.3	43.5	-0.8	-0.6
Canada	44.4		44.3		-0.1

Notes

LPNs not stating *Year of Birth* (n = 3) are excluded from this table. Data for Nunavut is not collected.

Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Source: LPNDB, CIHI.

Please refer to Data Tables B.LPN.4, C.LPN.5, D.LPN.5, E.LPN.5, F.LPN.3, G.LPN.3 and K. Summary, available on the CIHI website, for more Average Age data.

Eligibility Age for Retirement

Capturing retirement data on the annual registration form would be difficult because, presumably, many LPNs no longer interested in practising will stop submitting their annual form for renewal of their registration.

Very little research has investigated the age at which Canadian LPNs retire and whether the average retirement age has changed over time.

Calculating a national retirement age would be difficult, in part because the definition of “retirement” varies among jurisdictions and among individuals. For example, some LPNs who are officially “retired” still pay the full registration fee, maintaining an active registration and the right to practice. Some even continue to work afterwards.

In the absence of accurate “retirement” data from the LPNDB, different retirement scenarios were estimated based on the age of the current workforce. The calculations presented in Figure 5 are based solely on age, and do not factor in pension eligibility or years of experience. Also, the calculations do not consider other factors such as early retirement, death, migration, or other provincial/territorial policies that affect the Human Resources system. The results are only an estimate, but contribute a contextual perspective to the aging of the LPN workforce.

Figure 5 illustrates the current percentage of LPNs employed in practical nursing that have already reached the typical age for retirement.

Currently, 18.8% of Canada’s LPN workforce is aged 55 years old or greater, with 5.8% aged 60 or greater. Northwest Territories currently has the smallest proportion of nurses over the age of 55, at 12.9%. Alberta has the largest proportion with 21.8% of its LPN workforce aged 55 or older.

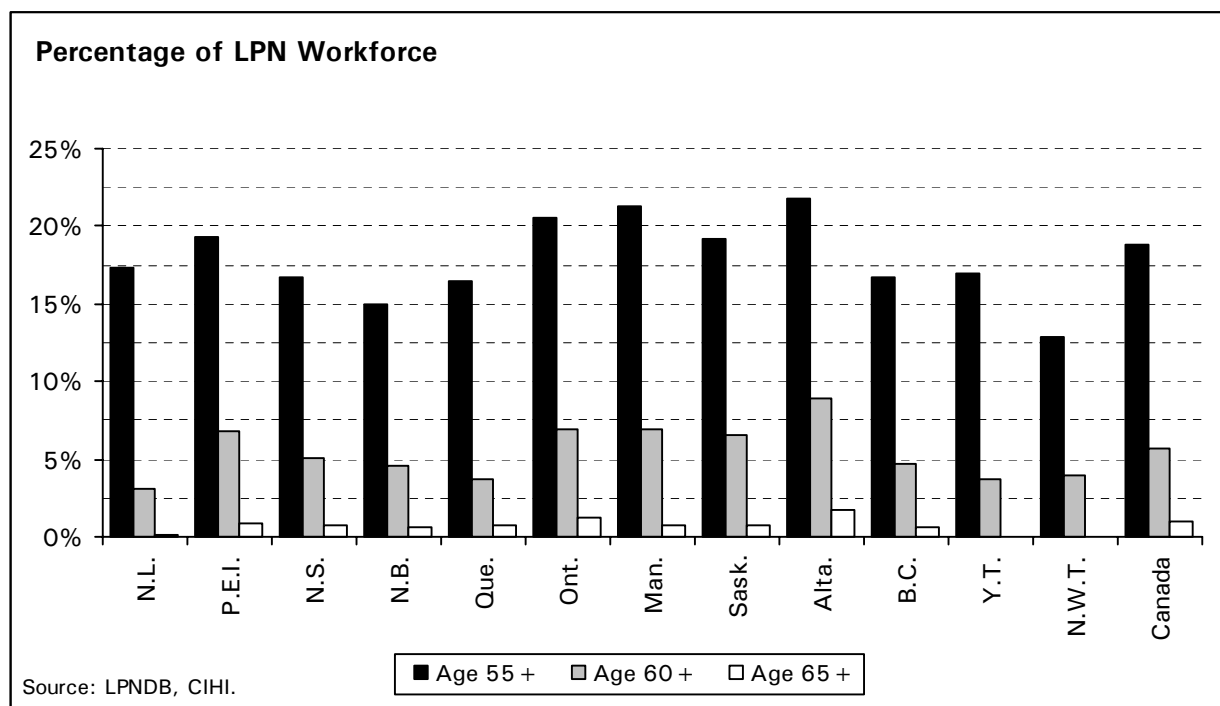


Figure 5. Percentage of LPN Workforce Currently at Eligibility Age for Potential Retirement by Retirement Age and Province/Territory of Registration, Canada, 2005

Notes

LPNs not stating *Year of Birth* (n = 3) are excluded from this figure.

Data for Nunavut is not collected.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Education Trends of Licensed Practical Nurses

The first formal LPN training program was delivered in 1945 in Manitoba and was followed promptly by the delivery of similar programs in other jurisdictions. These programs were tailored to meet jurisdictional needs and, subsequently, offered much variation in content and expectations.

Over the years, the roles of the LPN have changed. These changes have demanded revision to the LPN educational program, scope of practice and role. Educational programs for LPNs are offered in most Canadian jurisdictions. Once delivered primarily in hospitals, practical nursing education is now offered in post-secondary institutions. More importantly, the education of the LPN has moved from a skills base to a knowledge base.

Graduates of an approved program are eligible to write national examinations and, if they achieve a passing grade, are eligible for licensure. The national exam is based on competencies related to client care, communication and professional responsibility. The national exam is written in all jurisdictions except Quebec, where they are required to write a provincial examination.

While LPN educational programs are far more consistent across jurisdictions today than they ever have been, they are not consistent in their content and delivery to the degree that the full range of LPN competencies are taught in all jurisdictions. For example, in some provinces, educational components to permit LPNs to perform additional services have not been introduced into the basic education program (such as a *Initiating of IVs* program). In others, the educational program has been revised to include them.

Initial Education in Practical Nursing

LPNs in Canada graduate from an approved LPN program and receive a diploma or equivalency. Equivalency status is granted to an individual coming from another jurisdictional LPN program or educated in another country. An assessment of equivalency by LPN regulatory authorities can permit initial registration as an LPN.

All provinces/territories reported that 90.0% or more of their LPNs stated an initial education of diploma, as opposed to equivalency status, in 2005.

Please refer to Data Table L. Summary, available on the CIHI website, for more Initial Education in Practical Nursing data.

Age at Graduation

Data from the LPNDB indicate that the average age of practical nursing graduates has increased in recent years, resulting in a greater percentage of graduates aged 30 years or older.

Part of this increase can be attributed to the method used in the calculations. In the absence of demographic data for each graduating class, demographic data from LPNs currently in the workforce must be used as an indicator. Some LPNs who graduated before 1980 will have since left the profession and/or the country, while others will have retired. Those that remain in the workforce in 2005 and graduated before the 1980s were generally the youngest graduates. For this reason, five-year breakdowns are not provided for those graduating prior to 1980.

Among the current workforce, the average age of LPNs at the time of their initial nursing graduation increased from 23.5 years for those graduating between 1980 and 1984 to 30.9 years for those graduating since the year 2000, as shown in Figure 6.

The percentage of graduates aged 30 years or older at the time of graduation has increased. Among the current LPN workforce, 22.9% of those graduating in the 1980s were aged 30 years or older at the time of graduation. This compares to 44.2% of graduates from the 1990s and 47.9% since the year 2000.

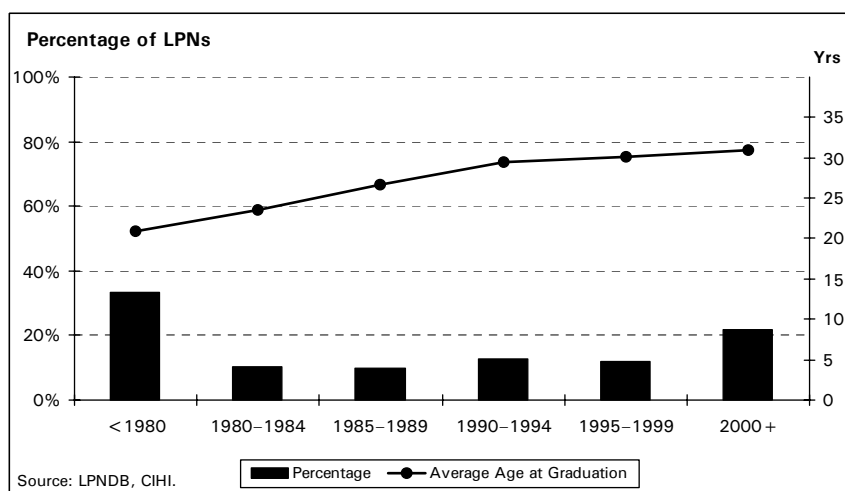


Figure 6. Percentage Distribution of LPN Workforce by Years Since Graduation and Average Age at Graduation, Canada, 2005

Notes

LPNs not stating *Year of Birth* (2005, n = 3) are excluded from average age calculations.

LPNs not stating *Year of Graduation* (2005, n = 33) are excluded from this figure.

It is unknown whether LPNs who start their career later (e.g. at age 30), still retire at the same age as other LPNs. If so, then LPNs beginning their career later in life will spend fewer years in the workforce than younger LPN graduates.

Years Since LPN Graduation

Two LPNs at age 32 may have, in fact, graduated from a practical nursing program 10 years apart. If the employment patterns of licensed practical nurses change as their careers develop, assumptions and analyses based on age alone may be incomplete; it may be useful to also consider the number of years since the LPN graduated.

For this reason, the CIHI-derived indicator *Years Since LPN Graduation* was developed to calculate the number of years between the year of graduation and the present year. This element indicates the *maximum* number of years an LPN could have been in the workforce, not the actual number of years, because it cannot account for time spent out of the workforce (e.g. continuing education or maternity/paternity leave).

This element is not an indicator of experience. Recent studies have defined experience as the number of years working, or more specifically, the number of years working in a particular unit or area of responsibility; *Years Since LPN Graduation* is only intended to indicate the stage at which LPNs may be in their careers. It is designed to supplement information presented on the age and education of licensed practical nurses.

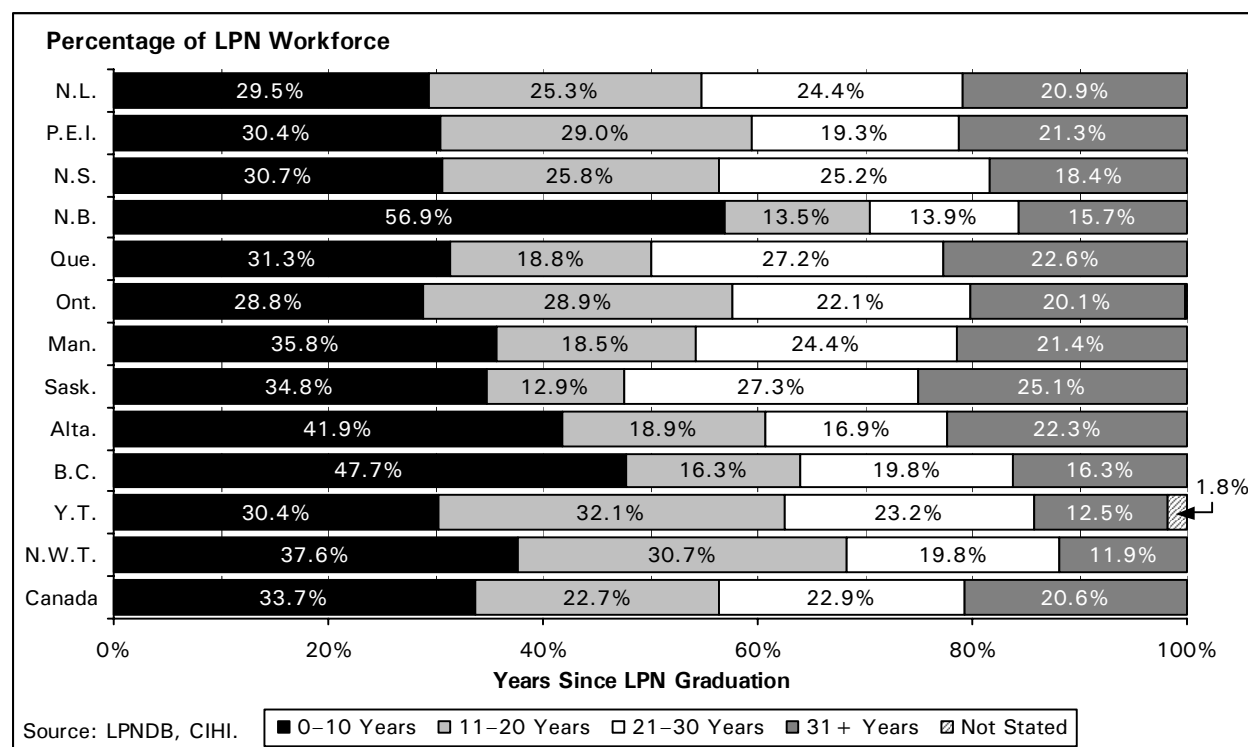


Figure 7. Percentage Distribution of LPNs Employed in Practical Nursing by Years Since LPN Graduation and Province/Territory of Registration, Canada, 2005

Notes

LPNs not stating *Year of Graduation* (2005, n = 33) are excluded from this figure. Data for Nunavut is not collected.

Surprisingly, some of the provincial/territorial workforces with the highest proportion of LPNs who graduated more than 20 years ago also have some of the youngest average ages. For example, Quebec's LPN workforce was third youngest, on average, in 2005. Yet, just under half (49.9%) of the Quebec LPN workforce graduated more than 20 years ago, the second highest rate in the country, after Saskatchewan (52.4%).

In contrast, the Yukon LPN workforce had the highest average age in 2005, yet 62.5% of its workforce graduated less than 20 years ago. These differences are partially explained by the increasing age of new graduates.

Please refer to Data Tables B.LPN.5, C.LPN.6, D.LPN.6, E.LPN.6, F.LPN.4 and I. Summary, available on the CIHI website, for more Years Since LPN Graduation data.

Employment Trends of Licensed Practical Nurses

Employment Status

Excluding "Status Unknown" data, the proportion of LPNs employed on a casual basis has increased each of the past three years, from 14.9% in 2003 to 16.7% in 2005. (The statistics presented in Table 7 below include "Status Unknown" data in the calculations.)

Excluding "Status Unknown" data, the proportion of LPNs employed on a full-time basis in 2005 was 46.9%; a decrease from 47.8% in 2003.

Table 7. Number and Percentage Distribution of LPNs Employed in Practical Nursing by Employment Status, Canada, 2002 to 2005

	2002		2003		2004		2005	
	Counts	%	Counts	%	Counts	%	Counts	%
Full-Time	25,368	42.2	28,226	44.7	27,958	44.1	30,215	46.5
Part-Time	21,463	35.7	22,038	34.9	22,281	35.1	23,395	36.0
Casual	10,002	16.6	8,810	14.0	9,165	14.4	10,754	16.6
Status Unknown	3,290	5.5	4,064	6.4	4,039	6.4	587	0.9
Total	60,123	100.0	63,138	100.0	63,443	100.0	64,951	100.0

Notes

Percentages presented in Table 7 include "Status Unknown" data in the calculations.

The data submission method was modified for the 2003 and 2004 data, contributing to substantial increases in the number of LPNs with "Status Unknown" employment status. Please review the Comparability section of the Methodological Notes regarding these observed increases.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

Source: LPNDB, CIHI.

As Figure 8 illustrates, just under half (46.5%) of the LPN workforce is working in full-time positions, while 36.0% are employed part-time and 16.6% work on a casual basis. Casual rates varied widely among the provinces/territories in 2005, from 9.2% in Ontario to 37.4% in Newfoundland and Labrador.

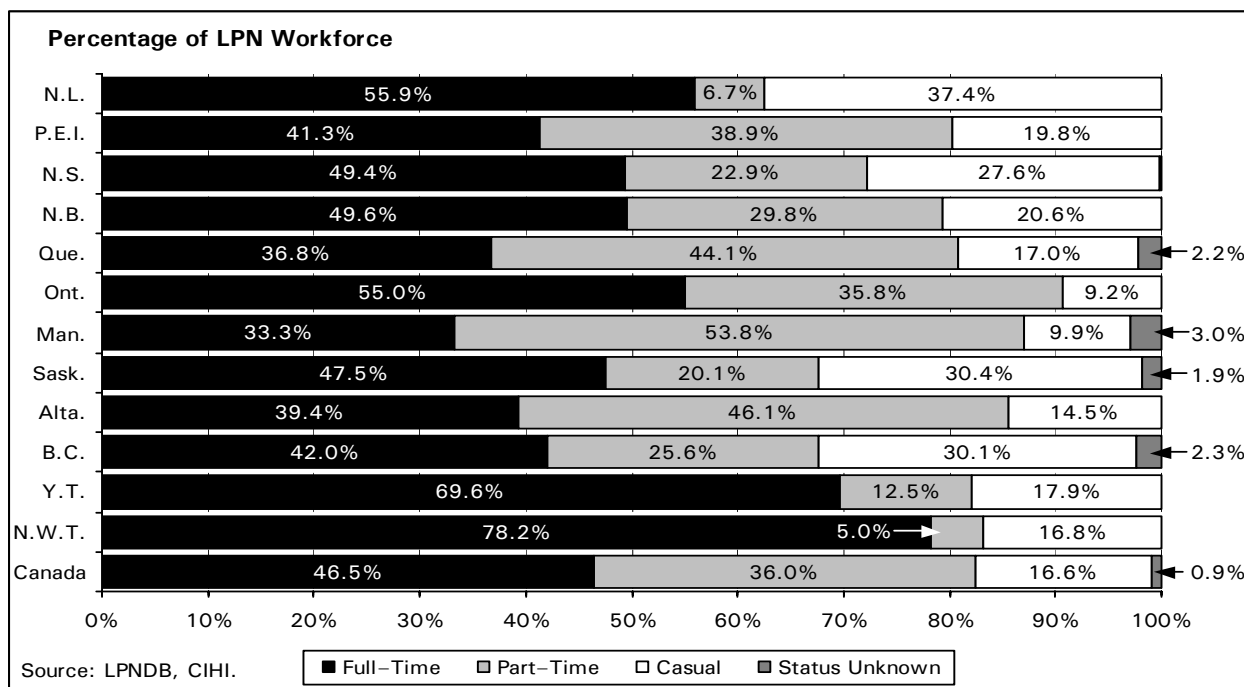


Figure 8. Percentage Distribution of LPNs Employed in Practical Nursing by Employment Status and Province/Territory of Registration, Canada, 2005

Note

Data for Nunavut is not collected.

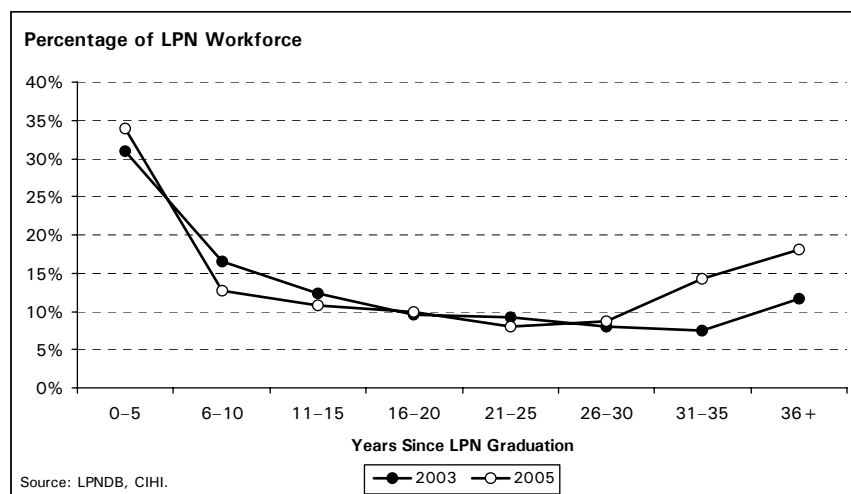


Figure 9. Percentage of LPNs Employed in Practical Nursing With Casual Employment by Years Since LPN Graduation, Canada, 2003 and 2005

Note

All LPNs not stating *Year of Graduation* (2003, n = 503; 2005, n = 33) are excluded from this figure.

LPNs who recently graduated have higher rates of casual employment than LPNs in the latter stages of their career. Figure 9 illustrates a similar pattern in 2003 and 2005.

The increased rates of casual employment for LPNs who graduated more than 30 years ago may reflect a shift to voluntary casual employment, as some LPNs may choose to work less towards the end of their career.

Please refer to Data Tables B.LPN.1–B.LPN.5, C.LPN.2, D.LPN.2, E.LPN.2 and B. Summary, available on the CIHI website, for more Employment Status data.

Multiple Employment Status

In 2005, 15.4% of LPNs reported having more than one employer in practical nursing. Multiple employment rates varied from a low of 10.7% in Ontario to a high of 28.8% in British Columbia.

Data from Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Manitoba, Saskatchewan, Alberta, British Columbia and Northwest Territories also identified the secondary place of work for LPNs with multiple employers in 2005.

Licensed practical nurses with multiple employers

in these provinces/territories most frequently identified nursing home/long-term care facilities (27.6%), hospitals (general, maternal, paediatric or psychiatric) (21.3%) and home care agencies (5.8%) as their secondary place of work.

Please refer to Data Tables B.LPN.2, C.LPN.3, D.LPN.3, E.LPN.3, F.LPN.1–F.LPN.4 and F. Summary, available on the CIHI website, for more Multiple Employment Status data.

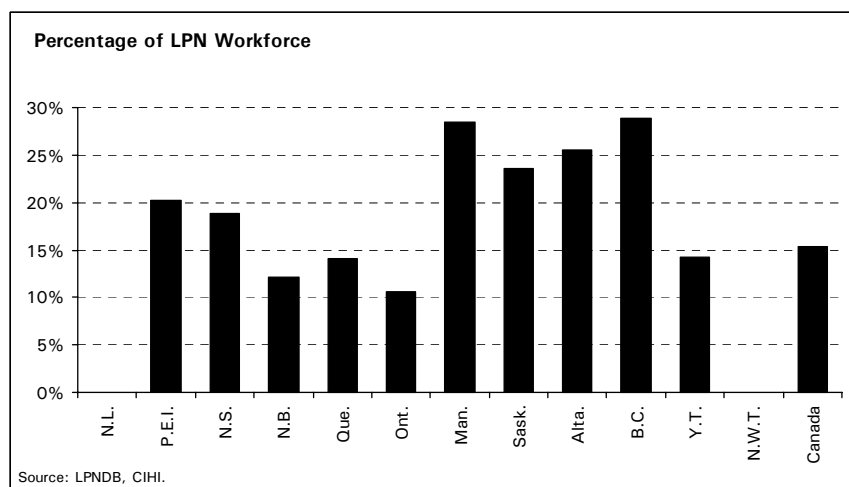


Figure 10. Percentage of LPNs Employed in Practical Nursing With Multiple Employers by Province/Territory of Registration, Canada, 2005

Notes

In 2005, all LPNs employed in practical nursing in Newfoundland and Labrador were defaulted to single employer.

Data for Northwest Territories is not available for 2005.

Data for Nunavut is not collected.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

Place of Work

The percentage distribution for LPNs' employed in practical nursing place of work tends to vary throughout Canada, as shown in Figure 11 below. For instance in Quebec, 39.0% of LPNs work in the hospital sector, while 51.3% work in the nursing home/long-term care sector. In contrast, 67.2% of Saskatchewan's LPNs are employed in the hospital sector, with only 19.6% of the workforce employed in the nursing home/long-term care sector.

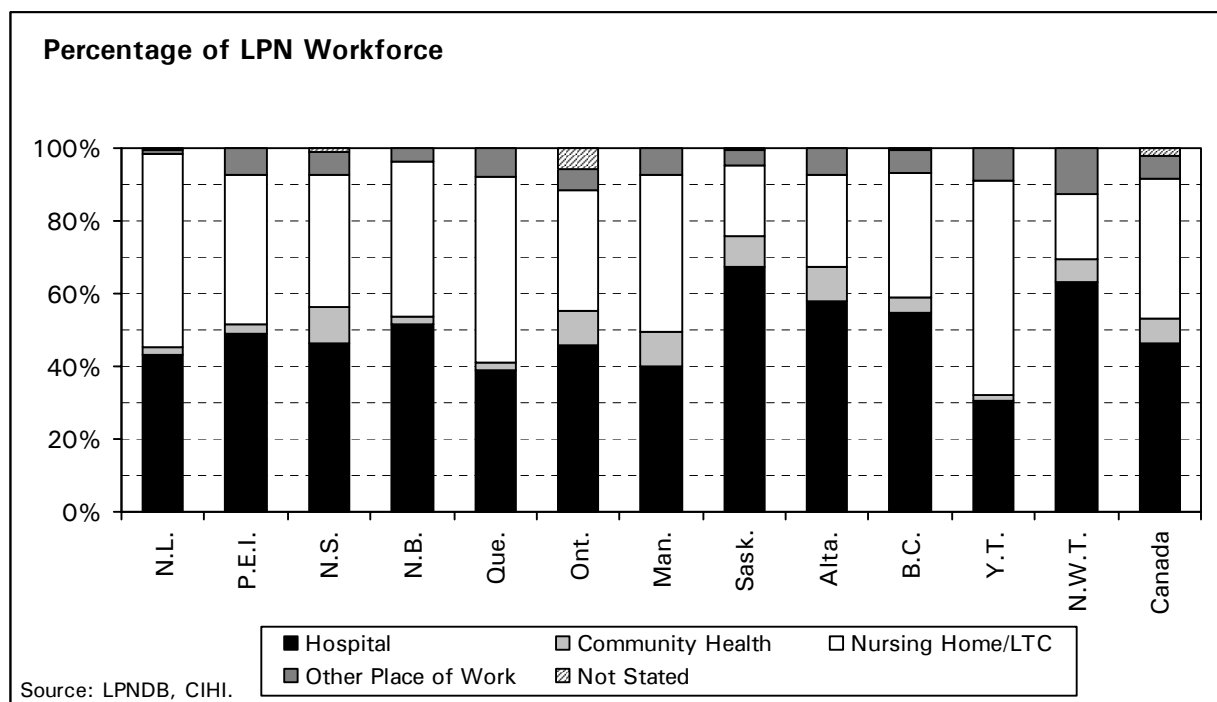


Figure 11. Percentage Distribution of LPNs Employed in Practical Nursing by Place of Work and Province/Territory of Registration, Canada, 2005

Notes

Hospital includes data from hospital (general, maternal, paediatric, psychiatric), mental health centre and rehabilitation/convalescent centre.

Community Health includes data from nursing station (outpost or clinic), home care agency and community health centre.

Nursing Home includes data from nursing home/long-term care facility.

Other Place of Work includes data from business/industry/occupational health office, private nursing agency/private duty, physician's office/family practice unit, self-employed/private practice, educational institution, association/government and other.

Data for Nunavut is not collected.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

Please refer to Data Tables C.LPN.1–C.LPN.6 and C. Summary, available on the CIHI website, for more Place of Work data.

Among the current workforce, rates of employment in Hospitals range between 40 and 50 percent for LPNs in all stages of their careers. Employment in the Hospital Sector is highest for LPNs 26–35 years after graduation.

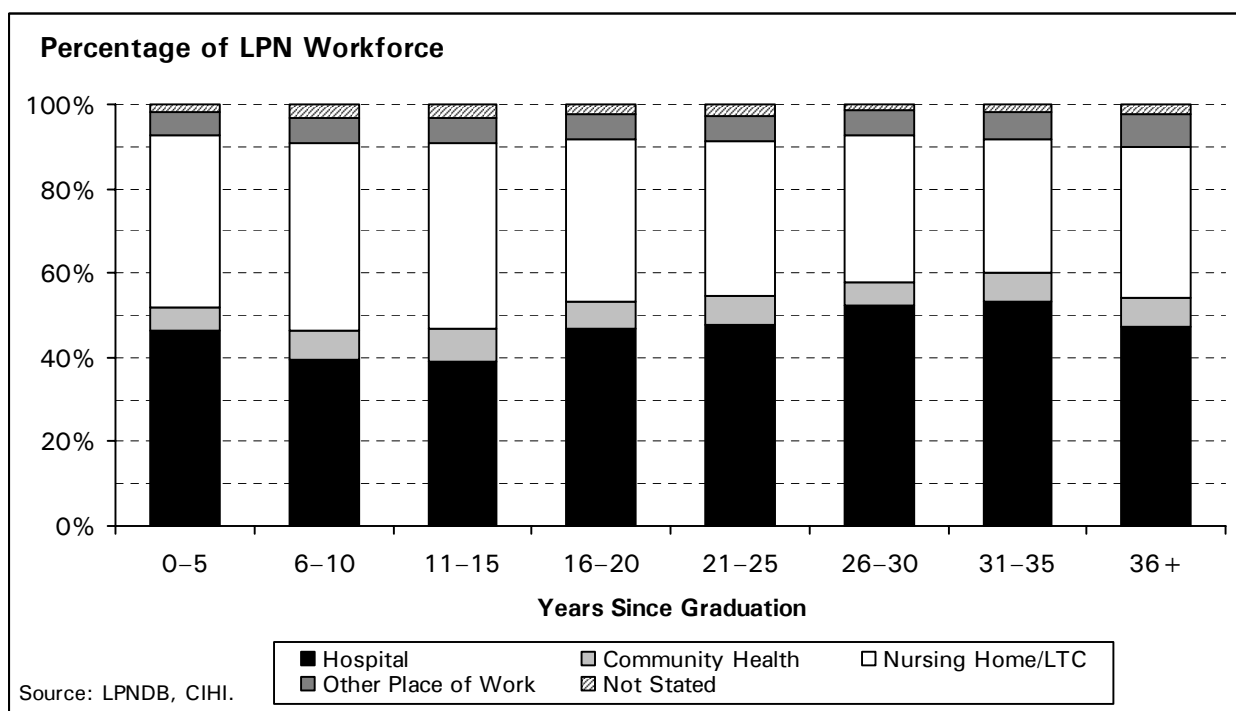


Figure 12. Percentage Distribution of LPNs Employed in Practical Nursing by Place of Work and Years Since LPN Graduation, Canada, 2005

Notes

Hospital includes data from hospital (general, maternal, paediatric, psychiatric), mental health centre and rehabilitation/convalescent centre.

Community Health includes data from nursing station (outpost or clinic), home care agency and community health centre.

Nursing Home includes data from nursing home/long-term care facility.

Other Place of Work includes data from business/industry/occupational health office, private nursing agency/private duty, physician’s office/family practice unit, self-employed/private practice, educational institution, association/government and other.

Data for Nunavut is not collected.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please refer to Data Tables C.LPN1–C.LPN.6 and C. Summary on the CIHI website for more Place of Work data.

Area of Responsibility

Among all areas of responsibility, the most commonly identified areas in 2005 were geriatrics/long-term care (44.9%) and medicine/surgery (19.3%), as shown in Table 8.

The area of responsibility with the most LPNs, geriatrics/long-term care (29,176), also attracted the most recent graduates. In 2005, 46.6% of LPNs in their first five years of practical nursing worked in geriatrics/long-term care, the highest rate.

Among male LPNs, the most frequently identified areas of responsibility in 2005 were geriatrics/long-term care (36.5%), medicine/surgery (19.4%), and psychiatry/mental health (18.3%). Despite the fact that males comprise 6.8% of the LPN workforce, they account for 23.4% of all LPNs employed in psychiatry/mental health that reported their sex.

Among female LPNs, the most frequently identified areas of responsibility in 2005 were geriatrics/long-term care (45.5%) and medicine/surgery (19.3%).

Please refer to Data Tables D.LPN.1–D.LPN.6 and D. Summary, available on the CIHI website, for more Area of Responsibility data.

Table 8. Number and Percentage Distribution of LPNs Employed in Practical Nursing by Area of Responsibility, Canada, 2005

	Counts	%
Direct Care	62,408	96.1
Medicine/Surgery	12,511	19.3
Psychiatry/Mental Health	3,470	5.3
Paediatrics	617	0.9
Maternity/Newborn	759	1.2
Geriatrics/Long-Term Care	29,176	44.9
Critical Care	160	0.2
Community Health	1,881	2.9
Ambulatory Care	1,003	1.5
Home Care	1,102	1.7
Occupational Health	138	0.2
Operating Room/Recovery Room	628	1.0
Emergency Room	550	0.8
Several Clinical Areas	2,456	3.8
Oncology	60	0.1
Rehabilitation	2,300	3.5
Palliative Care	1,034	1.6
Other Direct Care	4,563	7.0
Administration	564	0.9
Nursing Service	160	0.2
Nursing Education	12	<0.1
Other Administration	392	0.6
Education	311	0.5
Teaching—Students	163	0.3
Teaching—Employees	19	<0.1
Teaching—Patients/Clients	19	<0.1
Other Education	110	0.2
Research	29	<0.1
Research Only	10	<0.1
Other Research	19	<0.1
Not Stated	1,639	2.5
Total	64,951	100.0

Notes

<0.1 value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values.

Data for Nunavut is not collected.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

Source: LPNDB, CIHI.

Position

The distribution of LPNs in various practical nursing positions can be seen in Table 9. In 2005, there was a very small percentage of LPNs working in a manager position.

In contrast, 90.1% of LPNs worked in the position of LPN Staff Nurse. The Northwest Territories and Newfoundland and Labrador had the highest proportion of LPN staff nurses, with 96.0% and 95.3%, respectively.

The average age of LPN managers was 46.3 years in 2005, compared to an average age of 44.1 years for LPN staff nurses.

Table 9. Percentage Distribution of LPN Workforce by Position and Province/Territory of Registration, Canada, 2005

	Managers	LPN Staff Nurses	Other Positions	Not Stated	Total
<i>Percentage Distribution</i>					
N.L.	0.0	95.3	4.5	0.2	100.0
P.E.I.	**	91.6	**	0.2	100.0
N.S.	2.1	91.7	4.7	1.4	100.0
N.B.	2.2	84.8	13.0	0.0	100.0
Que.	0.0	94.9	3.7	1.4	100.0
Ont.	2.1	85.3	8.1	4.5	100.0
Man.	1.8	94.6	3.6	0.0	100.0
Sask.	0.6	91.0	8.1	0.3	100.0
Alta.	1.0	92.9	6.1	0.0	100.0
B.C.	1.1	91.7	7.1	0.0	100.0
Y.T.	n/s	n/s	n/s	100.0	100.0
N.W.T.	**	96.0	*	0.0	100.0
Canada	1.2	90.1	6.5	2.2	100.0

Notes

* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

** Value suppressed to ensure confidentiality; cell value is 5 or greater.

<0.1 value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values.

n/s Data from the Yukon Territory was not submitted to CIHI in 2005.

Data for Nunavut is not collected.

Other Positions includes data from instructor/professor/educator, LPN specialty and other.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Source: LPNDB, CIHI.

Please refer to Data Tables E.LPN.1–E.LPN.6 and E. Summary, available on the CIHI website, for more Position data.

Mobility Trends of Licensed Practical Nurses

Background

At present, licensed practical nurses in Canada do not have registration numbers that are unique at the national level. Existing provincial/territorial registration numbers are only unique within a particular jurisdiction; when an LPN moves to another jurisdiction a new registration number is issued and the “old” registration number discontinued. Without the ability to follow a single registration number over time, it is not possible to accurately track the migration and movement of LPNs within Canada.

Therefore, in the absence of national registration numbers, the place of graduation is the foremost indicator of LPN mobility. A comparison of the *Province/Territory of Graduation* to the current *Province/Territory of Registration* indicates whether LPNs are still in the same jurisdiction from which they graduated. If the two jurisdictions are different, then the LPN has moved within the country.

The place of graduation is only an indicator of mobility, and not an accurate measure. This method does not account for those attending practical nursing school out-of-province/territory with the intention of returning “home” to work, nor will it account for time spent in another jurisdiction. For example, if an LPN who initially graduated in Nova Scotia were to return to that province after 10 years in another province/territory, there would be no indication of migration, as the *Province of Graduation* (Nova Scotia) would match the current *Province of Registration* (Nova Scotia).

In addition, this indicator is unable to track mobility within a jurisdiction. Intraprovincial migration is particularly relevant for rural and/or remote populations.

Canadian Graduates vs. Canadians

In this analysis, students from foreign countries who graduate from a practical nursing school in Canada are considered “Canadian graduates” . . . Similarly, Canadians who attend practical nursing school outside of Canada but return to work are termed “Foreign graduates.” Citizenship and Place of Graduation are not the same.

Graduates of Foreign and Canadian Practical Nursing Programs

Table 10 provides a breakdown of the location of graduation data for LPNs in Canada.

Of the 64,951 LPNs employed in practical nursing in Canada in 2005, 71.8% (46,641) graduated from a practical nursing program in Canada, 1.9% (1,215) graduated from a foreign nursing program, and 26.3% (17,095) did not state their place of graduation.

Table 10. Percentage Distribution of LPN Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2005

	Canada		Foreign		Unknown		Total
	Counts	%	Counts	%	Counts	%	
N.L.	1,948	72.3	0	0.0	748	27.7	2,696
P.E.I.	**	**	*	*	0	0.0	606
N.S.	3,118	99.7	9	0.3	0	0.0	3,127
N.B.	**	**	*	*	8	0.3	2,633
Que.	n/s	n/s	n/s	n/s	16,293	100.0	16,293
Ont.	23,623	96.6	812	3.3	23	0.1	24,458
Man.	2,505	96.7	65	2.5	20	0.8	2,590
Sask.	2,162	98.5	32	1.5	0	0.0	2,194
Alta.	5,207	98.0	106	2.0	0	0.0	5,313
B.C.	4,696	96.2	185	3.8	3	0.1	4,884
Y.T.	56	100.0	0	0.0	0	0.0	56
N.W.T.	**	**	*	*	0	0.0	101
Canada	46,641	71.8	1,215	1.9	17,095	26.3	64,951

Notes

* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

** Value suppressed to ensure confidentiality; cell value is greater than 5.

n/s Data not submitted to CIHI.

In 2005, Quebec did not submit data for the field *Location of Graduation*.

Location of Graduation data for the province of Newfoundland and Labrador is currently under review by CIHI and CLPNNL; data may be revised in future publications.

Data for Nunavut is not collected.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

Source: LPNDB, CIHI.

For the 1,215 LPNs in Canada who graduated from a foreign nursing program, the six most frequently identified countries of graduation are identified in Figure 13.

More than half of all foreign graduates attended nursing programs in the United Kingdom (35.5%) or the Philippines (16.5%). Graduates from the United States comprise 11.1% of all foreign graduates in the LPN workforce.

Foreign graduates from some countries tend to “cluster” in one province or region of the country. For example, virtually all Hong Kong graduates are located in Ontario or British Columbia, and all graduates from Jamaica are located in Ontario.

Distribution Analysis

This analysis of the distribution patterns of LPNs in Canada includes two components: (1) an examination of the location of graduation for members of each provincial/territorial workforce; and (2) an analysis of the mobility of Canadian graduates across the country. These components should be used together to better understand the mobility of the LPN workforce in Canada.

Workforce Composition

Each provincial/territorial workforce is a combination of graduates from within the province/territory, graduates from other Canadian jurisdictions, and graduates from outside the country. This analysis highlights the interprovincial mobility of LPNs into each jurisdiction, which can assist recruitment methods.

In Figure 14, those graduating outside of the country are termed “Foreign-Trained,” graduates of practical nursing schools in other Canadian provinces or territories are termed “Interprovincial Graduates,” and graduates of practical nursing schools from within the province are termed “Retained Graduates,” and those who failed to state their place of graduation are termed “Unknown.”

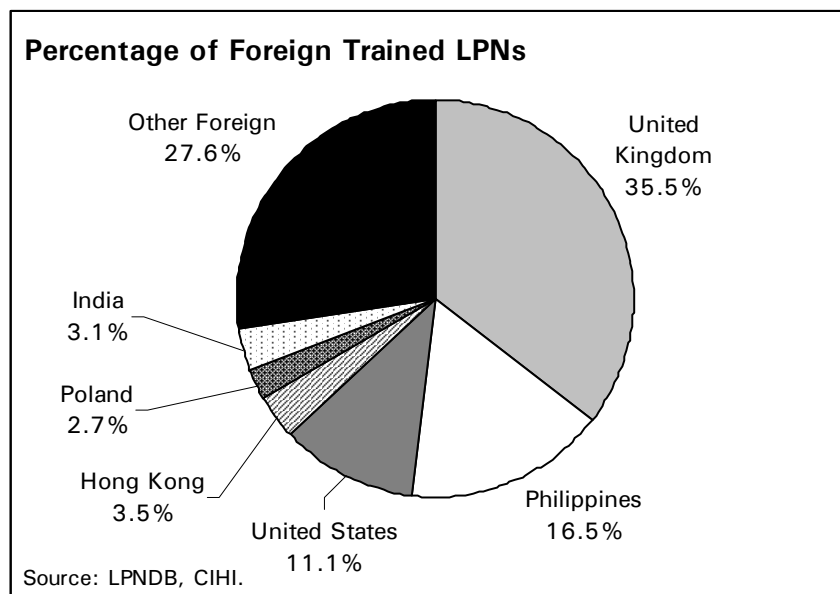


Figure 13. Percentage of Foreign-Trained LPNs by Country of Graduation, Canada, 2005

Note

Location of Graduation data for the province of Newfoundland and Labrador is currently under review by CIHI and CLPNNL; data may be revised in future publications.

In 2005, the LPN workforces of British Columbia (3.8%) and Ontario (3.3%) had the highest concentration of foreign graduates. In contrast, 0.3% of the Nova Scotia LPN workforce and 0.1% of the New Brunswick LPN workforce graduated from a foreign practical nursing school.

More than 10 percent of the LPN workforces of British Columbia (19.0%), Saskatchewan (17.0%), Alberta (13.6%), Yukon (33.9%) and Northwest Territories (82.2%) graduates from other provinces/territories in Canada.

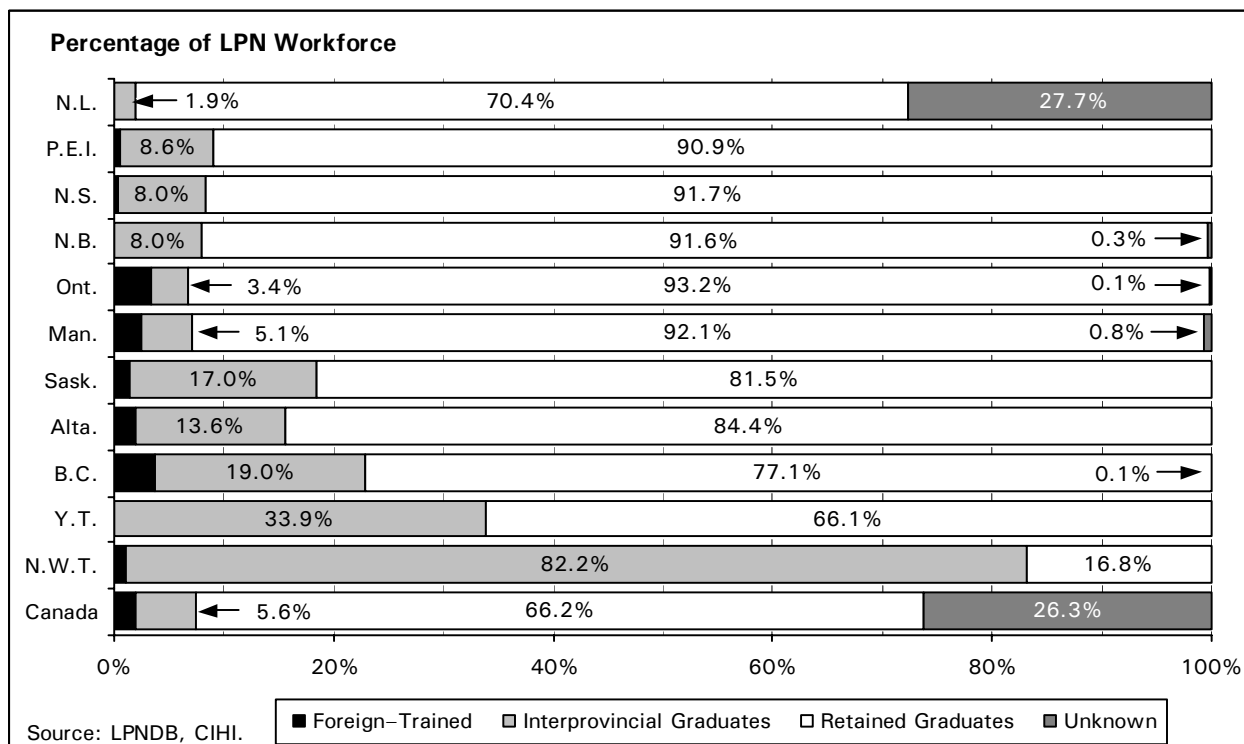


Figure 14. Percentage Distribution of LPN Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2005

Notes

In 2005, Quebec did not submit data for the field *Location of Graduation*. *Location of Graduation* data for the province of Newfoundland and Labrador is currently under review by CIHI and CLPNNL; data may be revised in future publications. Data for Nunavut is not collected. CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

Out-of-Province Graduates

A high rate of out-of-province and/or out-of-country graduates may reflect: the number of practical nursing programs (and/or seats) available in the province/territory, the migration patterns of the general population, better job availability and/or career opportunities than in neighbouring jurisdictions, or that people in that particular jurisdiction are more likely to attend school in another province/country before returning home to work.

Graduate Migration

Upon graduation from practical nursing school, those wishing to practice have three options: remain in their current province or territory; migrate to another Canadian province or territory; or emigrate to a foreign country.

This section analyzes where graduates go after completing practical nursing school. Please note that this method is only an indicator of migration, not an absolute measure: this analysis does not include all graduates of Canadian practical nursing schools because those who leave the profession and those who leave Canada to work abroad (without maintaining a Canadian LPN license) are excluded, as information is available only for those who were employed in Canada in 2005.

Further, this method compares only two points in time: the year of graduation to the 2005 registration year. Multiple moves during the period in-between cannot be identified.

Regardless, this analysis provides valuable information to better understand the mobility of graduates. Much of the mobility mirrors the east-to-west pattern of migration found in the general Canadian population.

Among Canadian graduates in the 2005 LPN workforce (excluding Quebec for which data are not available), those graduating from practical nursing programs in Ontario (97.0%), British Columbia (95.2%) and New Brunswick (93.4%) were the most likely to be employed in their province of graduation.

In contrast, 83.8% of graduates from Newfoundland and Labrador practical nursing programs (who were employed in Canada in 2005) and 86.0% of graduates from Alberta and Saskatchewan practical nursing programs remained in those provinces.

Overall, more than nine out of ten (92.2%) graduates of Canadian practical nursing programs, who were working in Canada in 2005, either didn't move after graduation or eventually returned to that jurisdiction. Figure 15 excludes Quebec, for which data were not available.

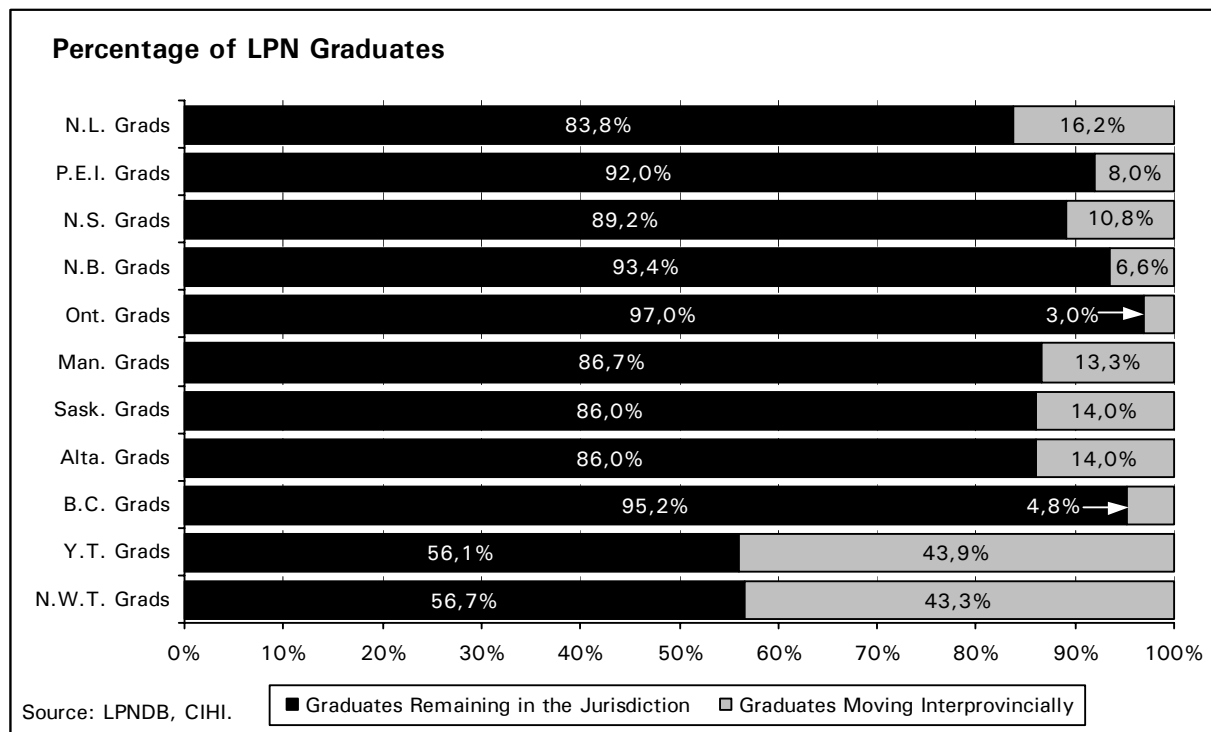


Figure 15. LPN Graduates by Province/Territory of Registration, Canada, 2005

Notes

In 2005, Quebec did not submit data for the field *Location of Gradation* and is therefore excluded from this figure.

Location of Graduation data for the province of Newfoundland and Labrador is currently under review by CIHI and CLPNNL; data may be revised in future publications.

Data for Nunavut is not collected.

The Internal Migration of LPNs

Some reasons why Canadian-trained LPNs may choose to re-locate to another province/territory after LPN graduation include: availability of jobs, greater income/benefits, availability of full-time employment, family reasons, and personal growth or development.

Figure 16 expands this analysis for each jurisdiction, showing the most frequent destinations for those who moved after graduation. Once again, only Canadian graduates employed in Canada in 2005 can be included in this analysis.

Figure 16 is a comparison at two points in time: a comparison of the province of graduation to the current province of registration. The data in Figure 16 do not account for mobility and migration in the intervening years.

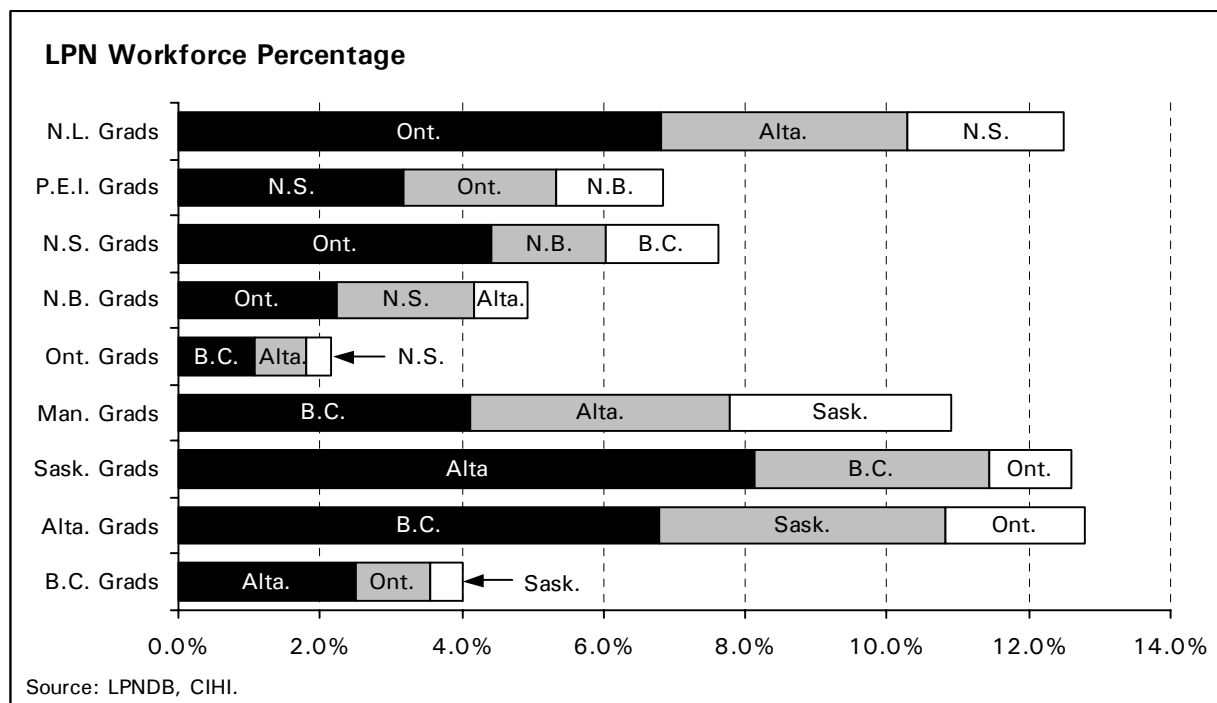


Figure 16. Three Most Frequent Destinations for LPN Graduates Leaving the Jurisdiction by Province/Territory of Graduation, Canada, 2005

Notes

Figure 16 includes only the three most frequently identified destinations for LPN graduates; not all destinations are presented.

Yukon and Northwest Territories data are not presented due to concerns for small cell values. In 2005, 24.2% (16) of all Yukon graduates were employed in British Columbia, and 23.3% (7) of all Northwest Territories graduates were employed in Alberta.

Location of Graduation data for the province of Newfoundland and Labrador is currently under review by CIHI and CLPNNL; data may be revised in future publications.

Data for Nunavut is not collected.

Please refer to Data Tables H.LPN.1 and H. Summary on the CIHI website for more Location of Graduation data.

Methodological Notes

The following information should be used to ensure a clear understanding of the basic concepts that define the data provided in this publication, of the underlying methodology of the data collection, and of key aspects of the data quality.

This information will provide a better understanding of the strengths and limitations of the data, and of how they can be effectively used and analyzed. The information is of particular importance when making comparisons with other data sources, and especially when drawing conclusions regarding changes over time.

The Canadian Institute for Health Information is founded upon the principles of data quality and privacy and confidentiality. Data collection, processing, analysis and dissemination are each guided by CIHI's commitment to ensuring good quality data in a privacy-sensitive manner. Further details regarding CIHI's privacy principles are available in the document *Privacy and Confidentiality of Health Information at CIHI: Principles and Policies for the Protection of Health Information*, which may be obtained from the CIHI website.

Background

Purpose

The Canadian Institute for Health Information produces this publication annually to provide readers with the most recent statistics on the licensed practical nursing workforce. The supply and distribution information included in this publication are used by a wide variety of governmental and non-governmental organizations to better understand the changing supply and distribution of the LPN workforce. This information contributes to policy formulation and decision-making, particularly at the national and provincial/territorial levels.

This publication includes current and historical information on the demographic, education, employment and mobility trends of the LPN workforce. These statistics from CIHI's Licensed Practical Nurses Database are supplemented with detailed information about the data collection process, pertinent limitations of the current data and an explanation of the analytical methods used in creating these statistics.

Value

The supply and distribution information presented here is one key component to health human resource planning at the national and provincial/territorial levels. Any planning or projection of the number of health professionals required for a particular jurisdiction must begin with an understanding of the current supply, and how that supply is changing.

History

The Licensed Practical Nurses Database (LPNDB) contains supply and distribution information for the licensed practical nursing workforce in Canada from 2002 to the present and is managed by the Canadian Institute for Health Information (CIHI).

Data Coverage

Definition of Licensed Practical Nurse

Licensed practical nurses (LPNs) are regulated health professionals who work independently or in collaboration with other members of the health care team to provide nursing services to individuals, families and groups of all ages.

LPNs combine nursing knowledge, skills and judgment when assessing clients, promoting health, preventing illness, providing palliative and/or rehabilitative care, and assisting clients to achieve an optimal state of health. They assess, plan, implement and evaluate care for clients throughout the life.

LPNs practise in a variety of settings and contexts including, but not limited to, hospitals, homes for the aged, public-health units, community-nursing agencies, private practices, clinics, doctors' offices, industry, schools, adult day-care centres, private homes, community health centres, child-care centres and children's camps.ⁱ

Population of Interest

For the LPNDB, the population of interest is all licensed practical nurses submitting active-practising registration in a Canadian province or territory.

Population of Reference

Because CIHI cannot wait for the 12-month registration period to end in each jurisdiction before collecting data, the population of reference for the LPNDB is all licensed practical nurses submitting active-practising registration in a Canadian province or territory in the first six months of the registration year.

The subtle difference between the population of interest and the population of reference—seeking information only from those registering in the first six months—better enables CIHI to produce timely data. Analyses completed annually by CIHI indicate that fewer than 4% of LPNs register after the six-month mark, thus ensuring that CIHI's trends are consistent with provincial/territorial trends that include those registering after the six-month mark.

Data Inclusions

Data collected for the LPNDB include:

- Registration information from twelve of Canada's provinces and territories;
- All active-practising registrations received by the provincial/territorial regulatory authority within the first six months of registration;ⁱⁱ
- LPNs working in direct care, administration, education and/or research;

i. Canadian Institute for Health Information, *Health Personnel Trends in Canada 1995–2004* (Ottawa: CIHI, 2006).

ii. CIHI only reports data from registrations that are determined to be *primary registrations*. The definition and method used to identify primary registrations are included in the *Data Processing Methods* section of the Methodological Notes.

- LPNs employed in practical nursing, LPNs employed in other than licensed practical nursing, LPNs not employed and LPNs failing to state their employment status at the time of annual registration;
- LPNs employed in the public and/or private sectors;
- LPNs employed in hospitals, clinics, nursing homes and/or other facilities (including self-employed); and
- LPNs on temporary leave (such as maternity/paternity leave or short-term illness/injury leave), who expect to practice during the registration year.

Data Exclusions

Data collected for the LPNDB exclude:

- Registered nurse and nurse practitioner data;ⁱⁱⁱ
- Registered psychiatric nurse^{iv} data;
- Unregulated aides and orderlies data;
- Information is not collected for LPNs working in Nunavut Territory;
- LPNs submitting active-practising registrations in the last six months of the registration year;
- LPNs submitting non-practising registrations (where available from the provincial/territorial regulatory authority);
- LPNs living and/or working outside of Canada, except for those choosing to simultaneously maintain their Canadian LPN license; and
- LPNs who have left the workforce (e.g. retirement, change of profession).

Applying the Definition

The methods by which data are defined and collected greatly affect the types of analyses and the final statistics produced. In fact, discrepancies between two different data holdings are often the result of differing definitions. That something as seemingly black-and-white as the number of licensed practical nurses can vary by definition can be difficult for those not used to working with data and statistics.

CIHI, in consultation with practical nursing stakeholders, developed a definition of licensed practical nurse (LPN) that best serves health human resource (HHR) planning and research needs. The definition does not focus on the duties and responsibilities of a practising LPN, but instead narrowly defines the limits of who are included in the final statistics.

The CIHI definition is consistent with existing CIHI definitions of *registered nurse* and *registered psychiatric nurse*, and satisfies the analytical needs of the organization and its clients. The CIHI definition is narrower than the definition used by provincial/territorial regulatory authorities, and this is acceptable because the primary function of regulatory authorities (LPN registration) differs from the primary function of CIHI's Licensed Practical

iii. In Canada, *registered nurses* and *nurse practitioners* are educated and regulated as separate professions from practical nursing.

iv. In Canada, *registered psychiatric nurses* are educated and regulated as a separate profession only in British Columbia, Alberta, Saskatchewan and Manitoba.

Nurses Database (health human resources planning and research). For registration, it is critical to know how many registrants are currently eligible to practice; for research, it is critical to understand how many eligible registrants are currently practising, and how many are currently without employment in practical nursing.

These differences in definition can unfortunately lead to confusion, particularly when one set of statistics is consistently less than another set. This can result in different (and in rare cases, conflicting) trends in the data, leading to questions of accuracy (i.e. which data are more accurate?), as different trends can greatly impact planning and projections.

To minimize this confusion, CIHI has developed a chart to illustrate the differences in definitions between the provincial/territorial regulatory authorities and CIHI. The chart traces the effects of CIHI's collection and processing on regulatory statistics, illustrating how regulatory statistics "become" CIHI statistics. In Appendix B, these charts are completed for each province/territory using 2005 data.

How the Definition Narrows

Provincial/territorial regulatory authorities typically report the number of active-practising registrations/licenses as their "total," as this number represents the number of registrants eligible to practice in practical nursing during the given year.

Tracing Regulatory Data to CIHI Data

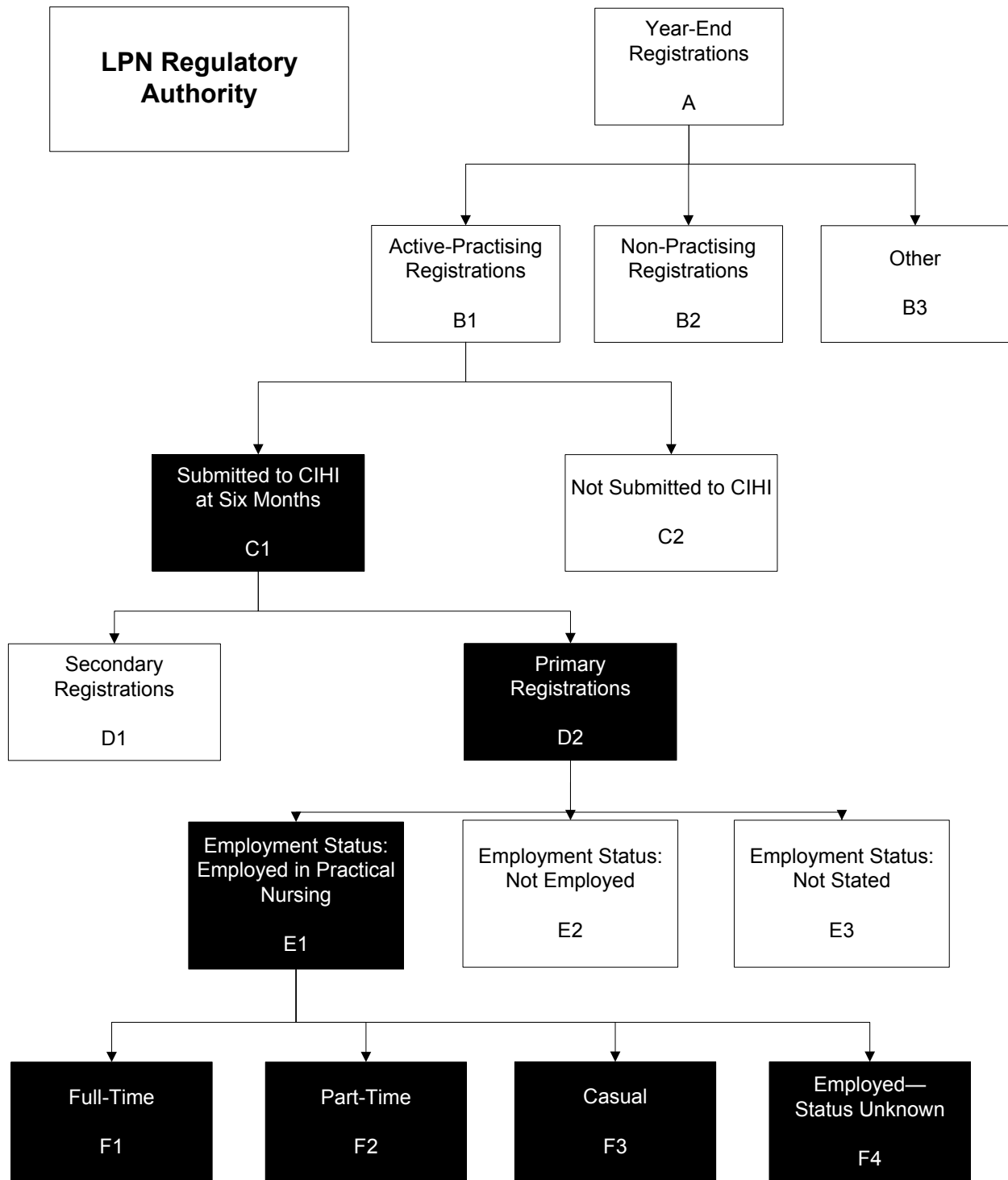


Figure 17. Tracing Regulatory Data to CIHI Data

Note

Appendix B presents this analysis for each province/territory.

A: All Registrations

Box A is the total number of registrations submitted to a provincial/territorial regulatory authority for practical nursing. The total is comprised of active-practising (B1), non-practising (B2) and other (B3) registrations.

B: Types of Registrations

Box B1 is the number of active-practising registrations received by the provincial/territorial regulatory authority. With an active-practising registration, registrants are eligible to practise as a practical nurse in that jurisdiction.

Box B2 is the number of non-practising registrations received by the provincial/territorial regulatory authority. Those registering with a non-practising registration are not eligible to practise as a practical nurse in that jurisdiction. Some types of non-practising registrations are long-term disability, associate status and retired status. Non-practising registrations are not submitted to CIHI. Box B3 includes other types of registration, such as student registrations.

C: Records Submitted to CIHI

To analyze and release timely data, CIHI receives only those active-practising registrations submitted during the first six months of the registration year (Box C1). Data for those registering in months 7 to 12 (Box C2) are not submitted to CIHI.

D: Excluding Secondary Registrations

As there are financial and administrative incentives for practical nurses to maintain registration in one jurisdiction when beginning registration in another, CIHI evaluates each record to determine whether the registration reflects the primary province/territory of employment (Box D2). It is necessary to identify and exclude from further analysis secondary records, as CIHI aims to report accurate head count (rather than full-time equivalent) data. A flow chart illustrating this process is available in Appendix A.

E: Employment Status

Whereas the statistics produced by provincial/territorial regulatory authorities include all active-practising registrations, regardless of employment status, CIHI statistics typically include only those registrants explicitly stating their employment in practical nursing (Box E1). Those employed in other than practical nursing (Box E2), those not employed (also Box E2), and those failing to state their employment status (Box E3) are excluded from the final statistics. CIHI defines the LPN workforce as those currently employed in practical nursing at the time of registration (Box E1).

F: Full-Time/Part-Time Status

Most analyses produced by CIHI, such as the full-time/part-time status of the LPN workforce, include only those LPNs employed in practical nursing.

To illustrate how this narrowing definition impacts the data, year 2005 data are compared in Table 11.

Table 11. Comparison of LPN Regulatory Authority 12-Month Counts to CIHI Six-Month Counts, Canada, 2005

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Total
Total Active Practising Registrations	2,758	677	3,292	2,830	18,685	29,415	2,765	2,349	6,214	5,246	58	107	..	74,396
Submitted to CIHI	2,758	650	3,286	2,746	18,005	29,415	2,650	2,293	5,862	5,246	58	107	..	73,076
Primary Registrations	2,755	650	3,249	2,745	17,985	29,020	2,641	2,285	5,762	5,165	56	106	..	72,419
Employed in Practical Nursing	2,696	606	3,127	2,633	16,293	24,458	2,590	2,194	5,313	4,884	56	101	..	64,951

Notes

.. Data not currently collected by CIHI.

Sources: LPNDB, CIHI and provincial/territorial LPN regulatory authorities.

Registration Periods

The 12-month registration period varies among provinces/territories, as each jurisdiction is responsible for setting the start and end dates of the registration period. Although most jurisdictions follow either a January–December or April–March registration year, it is not possible for CIHI to collect comparable data at one date in the calendar year. For example, collecting data on June 30 each year would represent eight months of registration in Nova Scotia, but only three months of registration in Quebec. Although most registration renewals occur one or two months before the start of the registration year, it is still not possible to select one calendar date.

The registration periods for each provincial/territorial jurisdiction are presented in Figure 18. This illustration represents the 2005 registration year.

	2004					2005												2006				
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
N.L.									xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
P.E.I.									xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
N.S.				xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
N.B.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Que.									xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Ont.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Man.				xxxxxx		xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Sask.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Alta.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
B.C.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Y.T.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
N.W.T.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx

Figure 18. LPN 12-Month Registration Periods by Province/Territory of Registration, 2005

Note

CIHI collects active-practising registrations submitted in the first six months of the registration period. Data for Nunavut is not collected

To produce timely information, CIHI cannot wait until the 12-month registration period has finished in each jurisdiction. Consequently, data are collected for the LPNDB at the six-month mark of each jurisdiction's registration year. This staggered submission period ensures comparable data among the provinces, but at the expense of point-in-time comparisons. In the absence of point-in-time comparisons, it is difficult to determine the impact of national or world events, such as federal/provincial health accords, on the nursing workforce.

Please review the methodological differences in the *Comparability* section of the Methodological Notes when comparing CIHI data to provincial/territorial year-end figures.

Data Collection Methods

Data Sources

The provincial and territorial authorities responsible for LPN licensure collect data for the Licensed Practical Nurses Database. Annual registration is mandatory for LPNs wishing to practice.

A Data Agreement governs CIHI's collection of LPN data. Each year, provincial/territorial regulatory authorities and CIHI review the core set of elements each province/territory includes on the registration forms. Under the current agreement, each regulatory authority submits 20 data elements collected from each licensed practical nurse.

Data Collection

Collecting data from individual LPNs is the responsibility of the regulatory authority. The data are manually entered, and a provincial/territorial file is submitted to CIHI in a standardized format. Not all data elements collected from the registration forms are sent to CIHI; each regulatory authority collects additional information for its own administrative and/or research purposes, apart from the elements outlined in the Data Agreement.

Contact information for each jurisdiction is provided in Appendix C.

Key Concepts and Definitions

Each of the data elements listed corresponds to a field on the licensed practical nurse record. Only data elements used in tabulations for *Workforce Trends of Licensed Practical Nurses in Canada, 2005* are described below. A complete list of data elements present in the LPNDB as well as the Licensed Practical Nurses System Data Dictionary and Processing Manual are available upon request to nursing@cihi.ca or on the CIHI website at www.cihi.ca/nurses.

Province/Territory of Registration

The province/territory in which an LPN is licensed to practice practical nursing.

Sex

The self-reported gender of the licensed practical nurse.

Year of Birth

The four-digit birth year of the practical nurse. Age is calculated as of December 31st in the registration year.

Initial Education in Practical Nursing

Basic education program, or assessment of equivalency, used to prepare an LPN for entry into practice, leading to initial registration/licensure as an LPN.

Province/Country of Graduation

Province/territory/country in which initial education in practical nursing was completed.

Graduation Year

Year of graduation from initial education in practical nursing was completed.

Employment Status

Current employment in a field(s) directly related to practical nursing practice: direct care, administration, education or research. Status is self-reported and based on hiring practices of employer and/or union contract. Based on "official status" with the primary employer. Reflects employment status as of time registrant is completing form or at time registration/licensure comes into effect.

Place of Work

Primary place of employment.

Area of Responsibility

Within agency/facility of primary employment, the major focus of activities.

Position

Current assigned role at primary place of employment as per title/job description.

Multiple Employment Status

Currently employed as an LPN by more than one employer.

Data Processing Methods***File Processing***

Once provincial/territorial data files are received by CIHI, all records undergo two stages of processing before inclusion in the national database.

The first stage of processing ensures that data are in the proper format, and that all responses pass specific validity and logic tests. Should submitted codes not match the standardized CIHI codes, an exception report is produced that identifies the error. In addition, the data also undergo tests to check for a logical relationship between specific fields. For example, an error is identified in the exception report if *Graduation Year* is less than *Birth Year*.

Errors are reviewed jointly by CIHI and the respective regulatory authority representative, and corrected where possible. If a correction cannot be made, the code is changed to the appropriate default value.^v

Once the file has passed all validity and logic tests, the second stage of processing begins. As licensed practical nurses are able to register simultaneously in more than one jurisdiction, a methodology was developed to identify (or “flag”) LPNs living outside of Canada or LPNs registered in more than one province/territory.

For more information on file processing contact nursing@cihi.ca.

Identification of Secondary Registrations

To accurately count the number of LPNs registered and working in Canada, it is necessary to identify records that do not reflect the primary jurisdiction of employment.

For instance, there are administrative incentives for LPNs to maintain their Canadian LPN license while living and/or working outside of the country. Therefore, an LPN living abroad may continue to register with a Canadian LPN regulatory authority each year, even though she/he may have no intention of returning to Canada in the next 12 months. CIHI must identify these LPNs living abroad and remove their data from analysis, as CIHI only reports on the LPN workforce in Canada.

For those living and working in Canada, CIHI must also identify registrations that do not reflect the primary jurisdiction of practice. For example, similar to the international situation identified above, there are administrative incentives for LPNs to maintain their provincial/territorial LPN license while living and/or working in another Canadian jurisdiction. Therefore, an LPN may continue to register in one province while living and/or working in another. To include both of these registrations in analyses would be double-counting. Therefore, CIHI evaluates each registration to ensure that it reflects the primary jurisdiction of practice. These secondary registrations are also termed “interprovincial duplicates.”

All data received from the provinces/territories are kept in the LPNDB; however, secondary registrations are excluded from the annual publication, media release, and ad hoc queries. Primary registrations are defined as records meeting the following conditions:

Province/Country of Residence is either in Canada, or “Not Stated.”

- For LPNs employed in practical nursing, the *Province of Employment* equals *Province of Registration*; if *Province of Employment* is “Not Stated,” then *Province of Residence* equals *Province of Registration*; or
- For LPNs not employed in practical nursing (or for LPNs with *Employment Status* of “Not Stated”), *Province of Residence* equals *Province of Registration*; if *Province of Residence* is “Not Stated,” then the *Province of Registration* is accepted.

A flow chart that visually illustrates the duplicate identification process is presented in Appendix A, or is available upon request to the Program Lead, Health Human Resources.

v. For more information on this methodology, contact nursing@cihi.ca.

Such a method for eliminating LPNs living abroad and secondary registrations does introduce certain errors. For example:

1. An LPN living in the United States but working in Canada will be erroneously removed as "Living Abroad."
2. An LPN registered and living in one province/territory at the beginning of the year moves to and registers in another province/territory one to six months later. This duplicate registration will not be detected, and the LPN will be counted twice.
3. An LPN not working in practical nursing registers in a province/territory other than her/his province of residence. This registration will be identified erroneously as a secondary registration.

Theoretically, an LPN who registers and works in more than one province/territory simultaneously would be double-counted in the LPNDB, as the *Province of Employment* would match the *Province of Registration* in each jurisdiction.

The methodology for the removal of inter-provincial duplicates was developed by Statistics Canada in the early 1980s. This methodology was evaluated in 2000 for the Registered Nurses Database and has proven to be of great value. The methodology was then reviewed and applied to the new Licensed Practical Nurses Database in 2002.

Summary of Records Received by CIHI

Table 12 provides a summary of the records received by CIHI from each provincial/territorial regulatory authority for 2002–2005.

Table 12. Number of LPN Records Submitted to CIHI by Province/Territory, Canada, 2002 to 2005

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
2005													
<i>Total Records Submitted</i>	2,758	650	3,286	2,746	18,005	29,415	2,650	2,293	5,862	5,246	58	107	72,969
Secondary Registrations	3	0	37	1	20	395	9	8	100	81	2	1	656
Primary Registrations	2,755	650	3,249	2,745	17,985	29,020	2,641	2,285	5,762	5,165	56	106	72,419
Employed in Practical Nursing	2,696	606	3,127	2,633	16,293	24,458	2,590	2,194	5,313	4,884	56	101	64,951
Other	58	22	22	0	123	4351	34	88	449	257	0	5	5,409
Not Stated	1	22	100	112	1569	211	17	3	0	24	0	0	2,059
2004													
<i>Total Records Submitted</i>	2,763	647	3,257	2,720	17,028	29,907	2,553	2,191	5,516	5,189	56	100	71,927
Secondary Registrations	4	0	20	6	32	408	8	15	81	65	*	**	646
Primary Registrations	2,759	647	3,237	2,714	16,996	29,499	2,545	2,176	5,435	5,124	**	**	71,281
Employed in Practical Nursing	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	63,443
Other	45	18	60	0	165	4,381	33	43	384	310	*	*	5,444
Not Stated	4	1	119	158	1,359	651	97	2	0	3	0	0	2,394
2003													
<i>Total Records Submitted</i>	2,779	**	3,342	2,583	16,341	30,579	2,484	2,142	5,176	4,760	**	104	70,290
Secondary Registrations	0	0	25	9	15	441	11	11	41	24	0	6	583
Primary Registrations	2,779	**	3,317	2,574	16,326	30,138	2,473	2,131	5,135	4,736	**	98	69,707
Employed in Practical Nursing	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	63,138
Other	58	**	221	0	241	4,405	12	72	369	308	*	0	5,686
Not Stated	2	6	74	145	1,254	3	44	3	0	37	0	0	583
2002													
<i>Total Records Submitted</i>	2,811	603	3,222	2,494	16,073	30,795	2,387	2,066	4,887	4,585	64	107	70,094
Secondary Registrations	4	0	17	3	57	503	12	10	58	40	0	16	720
Primary Registrations	2,807	603	3,205	2,491	16,016	30,292	2,375	2,056	4,829	4,545	64	91	69,374
Employed in Practical Nursing	2,759	593	2,950	2,333	14,560	23,827	2,250	2,011	4,435	4,262	64	79	60,123
Other	46	8	215	0	18	4,167	4	29	387	280	0	0	5,154
Not Stated	2	2	40	158	1,438	2,298	121	16	7	3	0	12	4,097

Notes

* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

** Value suppressed to ensure confidentiality; cell value is 5 or greater.

"Other" includes the categories of *Employed in Other Than Practical Nursing* and *Not Employed*.

Data for Nunavut is not collected.

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

Source: LPNDB, CIHI.

Analytical Methods*Nunavut Data*

Nunavut Territory did not participate for the 2002 to 2005 data years. CIHI is working towards having Nunavut data available for future publications.

Urban/Rural Statistics

For analytical purposes, urban areas are defined (in part) as communities with populations greater than 10,000 persons and are labelled by Statistics Canada as either a Census Metropolitan Area (CMA) or a Census Agglomeration (CA); Rural/Remote is equated with those communities outside the CMA/CA boundaries and is referred to as Rural and Small Town (RST) by Statistics Canada.

Rural and Small Town (RST) communities are further subdivided by identifying the degree to which they are influenced (in terms of social and economic integration) by larger urban centers (i.e. the CMAs and CAs). Metropolitan Influenced Zone (MIZ) categories disaggregate the RST population into four subgroups: Strong MIZ, Moderate MIZ, Weak MIZ, No MIZ. These urban/rural/remote categories are applied to communities (cities, town, villages, etc.) that can be equated with the Statistics Canada designation Census Subdivision (CSD). With the exception of 1.0% LPNs in 2004, we can identify the CSD of residence for the LPN workforce.

The CMA/CA and Metropolitan Influenced Zone (MIZ) categories were collapsed. These categories may be interpreted in the following simple manner: CMA/CA = large urban center (urban); Strong/Moderate MIZ = small towns and rural areas located relatively close to larger urban centers (rural); Weak/No MIZ = small towns, rural and remote communities distant from large urban centers (remote).

Details of the RST and MIZ classification schemes can be found in McNiven et al. (2000),^{vi} du Plessis et al. (2001)^{vii} and CIHI (2002).^{viii}

Computations

All counts, unless otherwise noted, are based on licensed practical nurses employed in practical nursing. These figures exclude LPNs that are not employed in practical nursing, LPNs that are employed in other than practical nursing, and LPNs that do not state their employment status. Reporting on the LPNs employed in practical nursing most accurately reflects the actual workforce of licensed practical nurses in Canada.

vi. C. McNiven, H. Puderer and D. Janes, *Census Metropolitan Area and Census Agglomeration Influenced Zones (MIZ): A Description of the Methodology* (Geography Working Paper Series No. 2000-2) (Ottawa: Statistics Canada, 2000), catalogue no. 92F0138MIE.

vii. V. Du Plessis, R. Beshiri and R. D. Bollman, "Definitions of Rural," *Rural and Small Town Canada Analysis Bulletin* 3, 3 (November 2001).

viii. Canadian Institute for Health Information, *Supply and Distribution of Registered Nurses in Rural and Small Town Canada, 2000* (Ottawa: CIHI, 2002).

Data Suppression

To safeguard the privacy and confidentiality of data received by CIHI, guidelines have been developed to govern the publication and release of health information.

To ensure the anonymity of individual licensed practical nurses, data tables with cell counts from 1 to 4 are suppressed in the data tables presented in this publication. While this may seem unnecessary for more populous provinces, as it would be difficult to identify a single LPN employed somewhere in Ontario or British Columbia, CIHI is committed to protecting the confidential information from each licensed practical nurse.

Cell suppression does not apply, however, to "Not Stated" values in the data tables. The intent of cell suppression is to ensure anonymity: as it is impossible to "link" Not Stated data between tables, there is minimal risk of residual disclosure. Therefore, the suppression of "Not Stated" and "Unknown" values is not necessary.

In the tables presented in both the Descriptive Analysis and Data Tables sections, cells with a value from 1 to 4 have been replaced by a single asterisk (*). However, presenting accurate row and column totals necessitates the suppression of a second value as well, to prevent the reader from determining the suppressed value through subtraction. Therefore, in each row and column with a suppressed value, a second value is suppressed as well. Generally, the next smallest value is chosen for additional suppression. However, if the second value suppressed is greater than 4, it must be replaced by a different symbol. For this, the LPN publication uses a double asterisk (**).

These policies also govern CIHI's release of data through ad hoc queries and special analytical studies.

Symbols

Standard symbols and numerical presentations are used wherever possible in this report. The standard symbols include:

- * Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.
- ** Value suppressed to ensure confidentiality; cell value is 5 or greater.
- Data are not applicable or do not exist.
- .. Data not currently collected by CIHI.
- n/s Data not submitted to CIHI.
- <0.1 value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values.

Other symbols, when necessary, are footnoted at the bottom of the respective table or figure.

Data Quality Assessment

To ensure a high level of accuracy and usefulness in data dissemination, the Data Quality department at CIHI has developed a framework for assessing and reporting the quality of data contained in CIHI's databases and registries. The framework focuses upon the five dimensions of data quality: Timeliness, Accuracy, Usability, Comparability and Relevance. Timeliness, Usability and Relevance are described briefly in the following paragraph. Accuracy and Comparability are then described in further detail as they relate more closely to the data processing routine.

Timeliness is achieved by collecting data at the six-month mark; on average, more than 95% of total records are achieved by the six-month mark, and this policy allows CIHI to analyze and release the data in a timely manner. Usability comprises the availability and documentation of the data, and the ease of interpretation. The Methodological Notes section contributes to Usability, as the limitations of data interpretation are clearly outlined. The Relevance of the dataset includes the adaptability and value of the data: for the LPNDB, continued strong interest from decision-makers, researchers and the media affirm the value of LPN workforce data. In addition, CIHI's decision to collaborate with registered nurse and registered psychiatric nurse regulatory authorities to produce a more comprehensive snapshot of the entire regulated nursing workforce contributes to the adaptability and value of the data.

Accuracy

Accuracy is an assessment of how well the data reflect reality. For the LPNDB, this is an assessment of how closely the data presented in this publication reflect the population of reference of all LPNs registered for active-practising membership in Canada in the first six months of the registration year.

Provincial/territorial regulating authorities collect these data for administrative purposes. It is through an agreement that these data are submitted to CIHI for research and analysis. Consequently, it is important to note that the level of accuracy and completeness necessary to meet the financial and administrative requirements of a registry can be considerably less stringent than that for research. Nevertheless, improvements in data collection systems and a jurisdictional-wide acknowledgement of the importance of good quality data have led to data collection and capture improvements for the LPNDB. This section outlines where caution must be applied when analyzing data presented in *Workforce Trends of Licensed Practical Nurses in Canada, 2005*.

Under-Coverage

Under-coverage results when data that should be collected for the database are not included.

Data for the LPNDB is collected at the six-month mark of each jurisdiction's 12-month registration period.^{ix} But because the target population of the database is all LPNs submitting active-practising registration within the first six months of the registration year, this is not a case of under-coverage.

ix. Please refer to Figure 16 for an illustration of the 2005 registration period for each province and territory.

There are three known sources of under-coverage in the LPNDB data: first-time registrants, the cut-off date for Ontario data, and the Prince Edward Island data.

First-Time Registrants

The jurisdictions of Prince Edward Island and Ontario do not submit data to CIHI from first-time registrants. This includes both new graduates and those new to the jurisdiction. The Yukon and the Northwest Territories do submit information on some first-time registrants. The Yukon does submit data on new graduates and for first-time registrants coming from other Canadian jurisdictions but they do not submit data for registrants coming from other countries. The Northwest Territories submits data on new graduates but does not submit data for first-time registrants coming from other Canadian jurisdictions or from other countries. As many first-time registrants are also active-practising licensed practical nurses, this is a source of under-coverage for the LPNDB.

Cut-Off Date for Ontario Data

Ontario data includes only LPNs registered before April 15, 2005, the formal suspension date in 2005 for non-payment of renewal fees. This represents the first 4.5 months of the registration year, instead of the 6 months collected from other LPN regulatory authorities.

This cut-off date is also used by the College of Nurses of Ontario, CIHI's data provider, in preparation of year-end statistics.

Under-Coverage in 2005 Prince Edward Island Data

After the data analysis was complete, it was discovered that there is an under-coverage of six LPNs in the 2005 Prince Edward Island data. All six LPNs are employed in practical nursing but were not included in the published numbers.

These six records will be added to future versions of the LPNDB publication.

Over-Coverage

Over-coverage is the inclusion of data beyond the target population.

There are two known instances of over-coverage in the 2002–2005 LPN data.

Non-Practising Registrations

The target population of the LPNDB includes only LPNs submitting active-practising registrations; those submitting non-practising registrations are excluded. At present, the province of Ontario is the only jurisdiction that does not offer the option of active-practising or non-practising registration status to members: there is only one type of registration.

For this reason, this jurisdiction submits data to CIHI from LPNs who are not currently practising. While this is not a source of over-coverage—because all registrations are considered active-practising—the result is that some data fields will have a higher proportion of “Not Stated” values. This information should be considered when analyzing provincial and territorial LPNDB data.

LPNs on Leave

The target population excludes any LPNs who are not currently practising. Those LPNs on temporary leave (such as maternity/paternity leave, education leave or short-term illness or injury) are in a grey area. While these LPNs may be on leave at the time of annual registration, they may plan to return to practice during the 12-month registration year.

Therefore, an LPN on temporary leave may submit an active-practising registration (where the option exists), but may not actually be practising at the time of registration.

CIHI is currently investigating how data providers code the *Employment Status* of those on temporary leave. At present, it is assumed that LPNs on temporary leave submit active-practising registrations with full employment information (when possible), with the intent of returning to that position when the temporary leave ends.

While this is not a source of over-coverage, the fact that some LPNs only practice part of the year needs to be considered when analyzing LPNDB data.

Non-Response

In the LPNDB, item non-response is defined as the percentage of “Not Stated” responses for each data element, as presented in Table 13.

For LPNs not currently employed in practical nursing, all employment fields in the LPNDB are defaulted to “Not Stated.” To calculate the amount of non-response, it is more accurate to include only those LPNs employed in practical nursing.

The degree of non-response varies among elements, with the largest percentages occurring in “Education in Other Than Practical Nursing” (44.8%) and “Other Education in Nursing—Non LPN” (56.3%).

Table 13. Percentage of LPN Records With “Not Stated” Responses by Data Element and Province/Territory of Registration, Canada, 2005

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Gender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Year of Birth	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	5.36	0.00	0.00
Initial/Entry Nurse Education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Year of Graduation	0.00	0.00	0.00	0.00	0.00	0.13	0.00	0.00	0.00	0.00	1.79	0.00	0.00
Province/Country of Graduation	27.74	0.00	0.00	0.30	100.00	0.09	0.77	0.00	0.00	0.06	0.00	0.00	26.32
Other Education in Nursing—Non LPN	100.00	99.83	0.00	100.00	86.79	0.00	13.20	25.02	0.00	0.02	0.00	100.00	32.40
Education in Other Than Nursing	0.00	98.84	20.85	100.00	92.50	57.92	12.51	22.52	0.00	0.02	0.00	100.00	52.41
Employment Status	0.00	0.00	0.13	0.00	2.16	0.00	2.97	1.91	0.00	2.29	0.00	0.00	0.90
Multiple Employment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3.28	0.00	1.56	0.00	100.00	0.38
Province/Territory of Employment	4.67	0.00	4.99	0.11	0.00	1.01	0.39	0.05	0.00	0.02	0.00	0.99	0.84
Place of Work—Primary	0.41	0.17	0.96	0.19	0.00	5.81	0.12	0.32	0.00	0.68	0.00	0.00	2.33
Area of Responsibility—Primary	2.34	0.33	1.31	0.76	1.57	5.03	0.23	0.41	0.00	0.20	0.00	0.99	2.52
Position—Primary	0.22	0.17	1.41	0.00	1.41	4.51	0.00	0.27	0.00	0.04	100.00	0.00	2.23
Province/Country of Residence	0.19	0.00	0.00	0.27	0.00	0.00	0.08	0.00	0.00	0.00	0.00	0.00	0.02
Postal Code of Residence	1.48	0.00	0.06	1.03	0.56	0.32	0.39	0.05	0.04	1.23	0.00	0.00	0.48
Postal Code of Employer—Primary	1.45	1.82	5.66	2.54	16.71	3.13	2.43	0.05	1.54	34.54	0.00	5.94	8.65
Date of Registration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Notes

Table 13 includes only those LPNs currently employed in practical nursing.

Values of 100.00 indicate a data element that was not submitted for the 2005 data year.

Data for Nunavut is not collected.

For the fields Postal Code of Residence and Postal Code of Employer—Primary, non-response is defined as a postal code that did not successfully match to the February 2005 release of Statistics Canada’s Postal Code Conversion File (PCCF).

Source: LPNDB, CIHI.

CIHI did not impute any missing values for year 2005 data. Instead, many of the elements with a large percentage of “Not Stated” values were not included in the Data Analysis section of this publication or in the Data Tables;^x in other cases, the number of “Not Stated” values were clearly identified in the analysis.

Comparability

Comparability measures how well the current year data compare to data from previous years, and how data from the LPNDB compare to licensed practical nurse data found in other sources.

Historical Data

LPN data were previously published in the CIHI publication series *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*). The 1993-2001 data produced in the Health Personnel Trends publication are not directly comparable to the data presented in this publication due to different collection methodologies. LPN data from 2002 to the present in the Health Personnel Trends series are consistent with the figures presented in this series of publications.

This publication highlights LPN data from 2003 to 2005. LPN data for 2002 is not included in the analysis section of this publication as a result of limitations surrounding the historical comparability of the data. Detailed information on the comparability limitations of the LPN data are noted under the heading “*Number of LPNs Employed in Practical Nursing*” found below.

x. The data tables are available in the accompanying publication, *Highlights From the Regulated Nursing Workforce in Canada, 2005* and on our website www.cihi.ca/nurses.

Year 2005 Data

Please note the following comparability limitations in year 2005 data when reviewing the data presented in the Data Analysis section of this publication and when reviewing the Data Tables presented in the accompanying publication *Highlights From the Regulated Nursing Workforce in Canada, 2005* and on our website.

Number of LPNs Employed in Practical Nursing—A methodology to report Employment Status was developed for the preparation and submission of 2003 Ontario data to the Licensed Practical Nurses Database (LPNDB).

Historically, LPNs who failed to state their employment status (i.e. full-time, part-time or casual) on their registration form had their employment status submitted to CIHI as “Not Stated.” In CIHI’s processing and reporting methodology, LPNs failing to state their employment status are excluded from the final statistics because CIHI figures include only those employed on a full-time, part-time or casual basis. The result was that some LPNs employed in practical nursing were erroneously excluded from analysis.

Starting with the 2004 data year, LPNs with an employer in practical nursing but who fail to state their full-time, part-time or casual status with that employer were re-coded from *Not Stated* to *Employed in Practical Nursing—Status Unknown*. Because these LPNs are now considered to be employed, their data can be included in CIHI’s final statistics.

This enhanced methodology results in more accurate statistics that are more closely aligned with those published by the provincial/territorial regulatory bodies, and may also include those LPNs that are on temporary leave such as short-term disability or maternity/paternity leave. Unfortunately, this will impair trending analyses. Please contact the Program Lead, Nursing Databases for more information regarding the collection, processing and reporting of LPNDB data.

For a complete listing of data elements submitted by the regulatory authorities, refer to the CIHI website.^{xi}

Data Limitations

General Comparability

- *Manitoba*—Starting with the 2003 data year, CIHI data includes only those LPNs registered between December 1 and May 31.
- *Northwest Territories*—For the 2003 data year, the renewal form was changed to capture more specific, relevant information. This resulted in a more accurate reflection of the LPN totals than in the previous years. Given that the total number of registrants for LPNs in the N.W.T is very small, there are substantial differences in percentages between 2002 and 2005; thus comparisons between 2002 and 2005 data must be made with caution.

xi. The listing of data elements submitted by the regulatory authorities to CIHI is available on the CIHI Nursing website www.cihi.ca/nurses.

Location of Residence

- *Yukon*—For the 2002 to 2005 data years, this field was derived from the *Postal Code of Residence*.

Education

Initial Education in Practical Nursing

- *Nova Scotia*—On the registration/licensure form, the category of *Certificate* is mapped to the sub-element *Diploma* for data submission to CIHI.
- *Saskatchewan*—For this field, the Saskatchewan Association of Licensed Practical Nurses (SALPN) included the options *Certificate* or *Diploma* of education completed in the last 12 months on the registration form. For the 2003 data year, a low percent of initial registrants indicated *Diploma* status and a high percent (32.6%) indicated *Not Stated* on the registration form. The SALPN suspects that this field on the registration form was not clear and some members may have left the field blank instead of checking *Diploma*. As such, the *Diploma* category in this field is under-represented.

Location of Graduation

- *Newfoundland and Labrador*—*Location of Graduation* data for 2002 and 2005 data years is currently under review by CIHI and CLPNNL; data may be revised in future publications.
- *Quebec*—The OIIQ does not submit data for this field, all records are default to *Not Stated*.

Other Education in Nursing—Non-Practical Nursing

- This data element was not collected by the following provinces/territories for the 2002 to 2005 data years:
 - Newfoundland and Labrador
 - New Brunswick
 - Yukon
 - Northwest Territories

Education in Other Than Nursing

- This data element was not collected by the following provinces/territories for the 2002 to 2005 data years:
 - New Brunswick
 - Northwest Territories

Employment

Table 14 illustrates the availability of employment data elements for the LPN 2005 data year by province and territory.

Table 14. Employment Data Elements Available in the Licensed Practical Nurses Database, Canada, 2005

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.
Place of Work (primary)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Place of Work (secondary)	X	✓	2003	✓	✓	X	✓	✓	✓	✓	2003	2003
Place of Work (tertiary)	X	✓	2003	X	✓	X	✓	✓	✓	✓	X	X
Area of Responsibility (primary)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Area of Responsibility (secondary)	X	✓	2003	✓	✓	X	✓	✓	✓	✓	2003	2003
Area of Responsibility (tertiary)	X	✓	2003	X	✓	X	✓	✓	✓	✓	X	X
Position (primary)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	2004
Position (secondary)	X	✓	2003	✓	✓	X	✓	✓	✓	✓	X	X
Position (tertiary)	X	✓	2003	X	✓	X	✓	✓	✓	✓	X	X
Postal Code of Worksite (primary)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Postal Code of Worksite (secondary)	X	✓	2003	✓	✓	X	✓	✓	✓	✓	X	X
Postal Code of Worksite (tertiary)	X	✓	2003	X	✓	X	✓	✓	✓	✓	X	X

Source: LPNDB, CIHI.

Notes

- ✓ Data element is currently available.
- X Data element is not currently available.
- 2003 Data element became available as of the 2003 data year.
- 2004 Data element became available as of the 2004 data year.

- *Quebec*—Starting in the 2005 data year, any registrant who had missing information on the registration/renewal form for the data elements *Place of Work*, *Area of Responsibility and Position*, were contacted by l'Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ). This refinement to the registration and renewal process resulted in a reduction of *Not Stated* responses for these data elements. Comparisons between the 2002 to 2005 data years must be made with caution.
- *Ontario*—In 2004, College of Nurses of Ontario (CNO) developed and implemented the CNO Practice and Employment Definition to aid members in providing practice information. These new definitions have added great granularity to the data CNO collects around *Place of Work*, *Area of Responsibility* and *Position*. However, it has also made comparison to previous years' reports difficult and has resulted in shifts in reported values for these three categories. For more details on this change, please see the CNO Membership Statistic Report at January 1, 2004 and/or the CNO Practice and Employment Definitions.^{xii}

xii. The College of Nurses of Ontario Membership Statistics Report (2004) and Practice and Employment Definitions are available on the CNO website at www.cno.org.

Employment Status

- *Ontario*—According to the CNO, the changes in the variable *Employed in Practical Nursing—Status Unknown* are a result of refinements in the renewal process. This has enabled the CNO to reduce the number of *Not Stated* responses to this category.
- *Saskatchewan*—For the 2004 data year, to better reflect the number of LPNs employed in Saskatchewan, CIHI included those LPNs who were employed in practical nursing but did not indicate their status of nursing employment (e.g. full-time, part-time or casual). These LPNs are identified in the CIHI statistics as *Employed in Practical Nursing—Status Unknown*.

Multiple Employment Status

- *Newfoundland and Labrador*—The College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) changed the methodology used in preparing this data field. Starting in 2004, all LPNs employed in practical nursing are considered to have only a single employer. This method is different from 2002 and 2003 data and should be considered during analysis.
- *Alberta*—As of the 2003 data year, records with non-response were defaulted to *No*; in 2002, non-response was recorded as *Not Stated*.
- *Yukon*—This data element was available in the 2003 and 2005 data years only.
- *Northwest Territories*—This data element was not collected for the 2002 to 2005 data years.

Full-Time/Part-Time Status

- *Saskatchewan*—The same methodology used for the *Employment Status* data element was used for this field; please refer to *Employment Status* above for further details.
- *British Columbia*—This data element became available in the 2003 data year. This has resulted in a more accurate depiction of the British Columbia LPN workforce.
- *Yukon*—This data element became available in the 2003 data year.

Location of Employment

- *Yukon*—For the 2002 to 2005 data years, this field was derived from the fields *Postal Code of Residence* and *Place of Employment*.

Place of Work

- *Quebec*—Data for the sub-element *Mental Health Centre* was not collected for the 2002 to 2005 data years because this type of institution, as defined by the CIHI Licensed Practical Nurses System Data Dictionary, does not exist in the province of Quebec. In 2002, the sub-element *Home Care Agency* was reported incorrectly due to a mapping error. The sub-element *Private Nursing Agency/Private Duty* is being used in its place as of 2004.
- *Ontario*—According to the College of Nurses of Ontario (CNO), refinements in the renewal process have enabled the CNO to reduce the number of *Not Stated* responses to this category.

- *Manitoba*—In 2003, the element *Community Health* was split into *Community Health Centre* and *Home Care Agency*. Comparisons using 2002 data for this field should be made with caution.
- *Alberta*—In the 2003 data year, the number of registrants who selected the sub-element *Hospital (including general, maternal, paediatric and psychiatric)* decreased, while the number of registrants who selected the sub-element *Nursing Home/Long-Term Care* increased. According to the College of Licensed Practical Nurses of Alberta (CLPNA), this shift in the data may be due to health restructuring by the regional health authorities, which resulted in the addition of long-term disability and nursing home units to many hospital facilities.

Area of Responsibility

- *Newfoundland and Labrador*—Before 2004, LPNs who worked in several clinical areas were mapped to *Other Direct Care* as there was no category called *Several Clinical Areas* on the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL) registration and renewal form. Starting in 2004, LPNs selecting “Float” are mapped to “Several Clinical Areas” to better reflect CLPNL’s workforce. This may explain the increase in the number of LPNs who reported “Several Clinical Areas” and a decrease in “Other Direct Care.”
- *Ontario*—According to the CNO, refinements in the renewal process have enabled the CNO to reduce the number of *Not Stated* responses to this category.
- *Yukon*—For the 2002 to 2005 data years, any records indicating more than one area of responsibility were coded under the sub-element “Several Clinical Areas.”
- *Northwest Territories*—For the 2005 data year, any records indicating more than one area of responsibility were coded under the sub-element “Several Clinical Areas.”

Nursing Workforce Products and Services

LPN Workforce Publications

The CIHI publications:

- *Workforce Trends of Licensed Practical Nurses in Canada, 2004;*
- *Workforce Trends of Licensed Practical Nurses in Canada, 2003; and*
- *Workforce Trends of Licensed Practical Nurses in Canada, 2002.*

may be downloaded in electronic (PDF) format free of charge at www.cihi.ca, or may be purchased in paper form by contacting the CIHI Order Desk at 613-241-7860.

The document *Licensed Practical Nurses System Data Dictionary and Processing Manual* is available upon request to the Program Lead, Health Human Resources, or on the Nursing website at www.cihi.ca/nurses. This document outlines the data elements (and definitions) collected for the LPNDB, as well as the file specifications sent to the provincial/territorial regulatory authorities for data submission.

Many of the tables and figures presented in the Data Analysis section of this publication are available for viewing, and can be downloaded, from the CIHI website at www.cihi.ca/nurses.

Request Services

CIHI completes ad hoc requests and special analytical projects on a cost-recovery basis using data from the LPNDB. Ad hoc requests are short queries that generally can be handled through standard reports, and do not require major programming resources. Special analytical projects require project planning and the commitment of extra resources.

For an estimate of the costs associated with these products and services, please contact:

Program Lead, Health Human Resources
Canadian Institute for Health Information
495 Richmond Road, Suite 600
Ottawa, Ontario
K2A 4H6
Tel: 613-241-7860
Fax: 613-241-8120
Email: nursing@cihi.ca
Website: www.cihi.ca/nurses

Provincial/Territorial Profiles

Newfoundland and Labrador—LPN Workforce

		Newfoundland and Labrador		2005 (%)	
		2003	2005	N.L.	Canada
LPNs Employed in Practical Nursing		2,719	2,696	2,696	64,951
Sex	Male	378	344	12.8	6.8
	Female	2,341	2,352	87.2	93.2
Average Age	Years	43.8	44.4	44.4	44.3
Age Breakdown	< 35 Years	483	447	16.6	21.0
	35–49 Years	1,400	1,347	50.0	43.0
	50 Years +	836	902	33.5	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	1,604	1,506	55.9	46.5
	Part-Time	147	181	6.7	36.0
	Casual	968	1,009	37.4	16.6
	Employed—Status Unknown	0	0	0.0	0.9
Place of Work	Hospital	1,208	1,161	43.1	46.4
	Community Health Agency	36	63	2.3	6.5
	Nursing Home/LTC Facility	1,406	1,423	52.8	38.6
	Other Place of Work	43	38	1.4	6.1
	Not Stated	26	11	0.4	2.3
Area of Responsibility	Direct Care	2,621	2,630	97.6	96.1
	Administration/Educ./Research	*	*	*	1.4
	Not Stated	**	**	**	2.5
Position	Managerial Positions	0	0	0.0	1.2
	Staff/Community Health LPN	2,596	2,568	95.3	90.1
	Other Positions	106	122	4.5	6.5
	Not Stated	17	6	0.2	2.2
Multiple Employment Status	Single Employer	2,483	2,696	100.0	84.3
	Multiple Employers	236	0	0.0	15.4
	Not Stated	0	0	0.0	0.4
Highest Education in Nursing	Diploma	2,719	2,696	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	1,949	1,948	72.3	71.8
	Foreign-Trained	n/s	n/s	n/s	1.9
	Not Stated	770	748	27.7	26.3

Notes

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n/s Data not submitted to CIHI.

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Newfoundland and Labrador (N.L.) changed their methodology for the field *Multiple Employment Status* in 2004; comparisons between 2003 and 2005 should be made with caution.

Location of Graduation data is currently under review by CIHI and CLPNL; data may be revised in future publications.

Totals may not sum to 100 percent due to rounding.

Statistics released by CIHI will differ from statistics released by provincial/territorial regulatory authorities due to CIHI's collection, processing and reporting methodologies.

Additional methodological information is available upon request to nursing@cihi.ca.

Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Prince Edward Island—LPN Workforce

		Prince Edward Island		2005 (%)	
		2003	2005	P.E.I.	Canada
LPNs Employed in Practical Nursing		619	606	606	64,951
Sex	Male	46	51	8.4	6.8
	Female	573	555	91.6	93.2
Average Age	Years	44.4	45.0	45.0	44.3
Age Breakdown	< 35 Years	108	97	16.0	21.0
	35–49 Years	313	287	47.4	43.0
	50 Years +	193	222	36.6	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	231	250	41.3	46.5
	Part-Time	232	236	38.9	36.0
	Casual	156	120	19.8	16.6
	Employed—Status Unknown	0	0	0.0	0.9
Place of Work	Hospital	298	296	48.8	46.4
	Community Health Agency	**	16	2.6	6.5
	Nursing Home/LTC Facility	245	250	41.3	38.6
	Other Place of Work	37	43	7.1	6.1
	Not Stated	**	1	0.2	2.3
Area of Responsibility	Direct Care	607	603	99.5	96.1
	Administration/Educ./Research	6	*	*	1.4
	Not Stated	6	*	*	2.5
Position	Managerial Positions	10	7	1.2	1.2
	Staff/Community Health LPN	529	**	**	90.1
	Other Positions	70	**	**	6.5
	Not Stated	10	1	0.2	2.2
Multiple Employment Status	Single Employer	506	483	79.7	84.3
	Multiple Employers	113	123	20.3	15.4
	Not Stated	0	0	0.0	0.4
Highest Education in Nursing	Diploma	619	606	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	**	**	**	71.8
	Foreign-Trained	*	*	*	1.9
	Not Stated	0	0	0.0	26.3

Notes

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Nova Scotia—LPN Workforce

		Nova Scotia		2005 (%)	
		2003	2005	N.S.	Canada
LPNs Employed in Practical Nursing		3,022	3,127	3,127	64,951
Sex	Male	149	159	5.1	6.8
	Female	2,873	2,968	94.9	93.2
Average Age	Years	42.9	44.1	44.1	44.3
Age Breakdown	< 35 Years	675	597	19.1	21.0
	35–49 Years	1,530	1,537	49.2	43.0
	50 Years +	817	993	31.8	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	1,496	1,544	49.4	46.5
	Part-Time	772	716	22.9	36.0
	Casual	**	863	27.6	16.6
	Employed—Status Unknown	*	4	0.1	0.9
Place of Work	Hospital	1,398	1,447	46.3	46.4
	Community Health Agency	300	314	10.0	6.5
	Nursing Home/LTC Facility	1,115	1,137	36.4	38.6
	Other Place of Work	185	199	6.4	6.1
	Not Stated	24	30	1.0	2.3
Area of Responsibility	Direct Care	2,965	3,035	97.1	96.1
	Administration/Educ./Research	35	51	1.6	1.4
	Not Stated	22	41	1.3	2.5
Position	Managerial Positions	52	67	2.1	1.2
	Staff/Community Health LPN	2,810	2,868	91.7	90.1
	Other Positions	126	148	4.7	6.5
	Not Stated	34	44	1.4	2.2
Multiple Employment Status	Single Employer	2,575	2,536	81.1	84.3
	Multiple Employers	447	591	18.9	15.4
	Not Stated	0	0	0.0	0.4
Highest Education in Nursing	Diploma	3,022	3,127	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	3,013	3,118	99.7	71.8
	Foreign-Trained	9	9	0.3	1.9
	Not Stated	0	0	0.0	26.3

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

New Brunswick—LPN Workforce

		New Brunswick		2005 (%)	
		2003	2005	N.B.	Canada
LPNs Employed in Practical Nursing		2,429	2,633	2,633	64,951
Sex	Male	235	269	10.2	6.8
	Female	2,194	2,364	89.8	93.2
Average Age	Years	42.8	42.8	42.8	44.3
Age Breakdown	< 35 Years	590	670	25.4	21.0
	35–49 Years	1,119	1,157	43.9	43.0
	50 Years +	720	806	30.6	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	1,153	1,306	49.6	46.5
	Part-Time	793	785	29.8	36.0
	Casual	483	542	20.6	16.6
	Employed—Status Unknown	0	0	0.0	0.9
Place of Work	Hospital	1,237	1,357	51.5	46.4
	Community Health Agency	61	54	2.1	6.5
	Nursing Home/LTC Facility	1,057	1,120	42.5	38.6
	Other Place of Work	72	97	3.7	6.1
	Not Stated	2	5	0.2	2.3
Area of Responsibility	Direct Care	2,319	2,513	95.4	96.1
	Administration/Educ./Research	91	100	3.8	1.4
	Not Stated	19	20	0.8	2.5
Position	Managerial Positions	39	57	2.2	1.2
	Staff/Community Health LPN	2,071	2,233	84.8	90.1
	Other Positions	318	343	13.0	6.5
	Not Stated	1	0	0.0	2.2
Multiple Employment Status	Single Employer	2,139	2,313	87.8	84.3
	Multiple Employers	290	320	12.2	15.4
	Not Stated	0	0	0.0	0.4
Highest Education in Nursing	Diploma	2,429	2,633	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	2,419	**	**	71.8
	Foreign-Trained	10	*	*	1.9
	Not Stated	0	8	0.3	26.3

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Quebec – LPN Workforce

		Quebec		2005 (%)	
		2003	2005	Que.	Canada
LPNs Employed in Practical Nursing		14,831	16,293	16,293	64,951
Sex	Male	1,189	1,291	7.9	6.8
	Female	13,642	15,002	92.1	93.2
Average Age	Years	44.4	43.6	43.6	44.3
Age Breakdown	< 35 Years	2,675	3,771	23.1	21.0
	35-49 Years	6,882	6,999	43.0	43.0
	50 Years +	5,274	5,523	33.9	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	5,875	5,992	36.8	46.5
	Part-Time	6,857	7,181	44.1	36.0
	Casual	2,099	2,768	17.0	16.6
	Employed – Status Unknown	0	352	2.2	0.9
Place of Work	Hospital	5,608	6,356	39.0	46.4
	Community Health Agency	148	334	2.0	6.5
	Nursing Home/LTC Facility	8,133	8,354	51.3	38.6
	Other Place of Work	833	1,249	7.7	6.1
	Not Stated	109	0	0.0	2.3
Area of Responsibility	Direct Care	14,512	15,948	97.9	96.1
	Administration/Educ./Research	48	89	0.5	1.4
	Not Stated	271	256	1.6	2.5
Position	Managerial Positions	39	6	<0.1	1.2
	Staff/Community Health LPN	13,937	15,454	94.9	90.1
	Other Positions	703	603	3.7	6.5
	Not Stated	152	230	1.4	2.2
Multiple Employment Status	Single Employer	12,724	13,993	85.9	84.3
	Multiple Employers	2,107	2,300	14.1	15.4
	Not Stated	0	0	0.0	0.4
Highest Education in Nursing	Diploma	14,831	16,293	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	n/s	n/s	n/s	71.8
	Foreign-Trained	n/s	n/s	n/s	1.9
	Not Stated	14,831	16,293	100.0	26.3

Notes

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Ontario – LPN Workforce

		Ontario		2005 (%)	
		2003	2005	Ont.	Canada
LPNs Employed in Practical Nursing		25,730	24,458	24,458	64,951
Sex	Male	1,549	1,425	5.8	6.8
	Female	24,181	23,033	94.2	93.2
Average Age	Years	44.6	45.2	45.2	44.3
Age Breakdown	< 35 Years	4,788	4,414	18.0	21.0
	35–49 Years	11,847	10,549	43.1	43.0
	50 Years +	9,095	9,495	38.8	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	11,559	13,448	55.0	46.5
	Part-Time	8,600	8,748	35.8	36.0
	Casual	2,033	2,262	9.2	16.6
	Employed – Status Unknown	3,538	0	0.0	0.9
Place of Work	Hospital	12,023	11,222	45.9	46.4
	Community Health Agency	2,300	2,279	9.3	6.5
	Nursing Home/LTC Facility	7,338	8,163	33.4	38.6
	Other Place of Work	2,767	1,372	5.6	6.1
	Not Stated	1,302	1,422	5.8	2.3
Area of Responsibility	Direct Care	23,138	22,808	93.3	96.1
	Administration/Educ./Research	768	419	1.7	1.4
	Not Stated	1,824	1,231	5.0	2.5
Position	Managerial Positions	489	504	2.1	1.2
	Staff/Community Health LPN	22,212	20,858	85.3	90.1
	Other Positions	1,954	1,993	8.1	6.5
	Not Stated	1,075	1,103	4.5	2.2
Multiple Employment Status	Single Employer	22,480	21,851	89.3	84.3
	Multiple Employers	3,250	2,607	10.7	15.4
	Not Stated	0	0	0.0	0.4
Highest Education in Nursing	Diploma	25,730	24,458	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	24,860	23,623	96.6	71.8
	Foreign-Trained	854	812	3.3	1.9
	Not Stated	16	23	0.1	26.3

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Please review the Ontario notes in the Employment section of the Data Limitations for information on the comparability of Ontario LPNDB data.

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Additional methodological information is available upon request to nursing@cihi.ca.

Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Manitoba – LPN Workforce

		Manitoba		2005 (%)	
		2003	2005	Man.	Canada
LPNs Employed in Practical Nursing		2,417	2,590	2,590	64,951
Sex	Male	89	118	4.6	6.8
	Female	2,328	2,472	95.4	93.2
Average Age	Years	45.0	44.9	44.9	44.3
Age Breakdown	< 35 Years	439	536	20.7	21.0
	35–49 Years	1,050	1,058	40.8	43.0
	50 Years +	928	996	38.5	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	837	863	33.3	46.5
	Part-Time	1,358	1,393	53.8	36.0
	Casual	222	257	9.9	16.6
	Employed – Status Unknown	0	77	3.0	0.9
Place of Work	Hospital	1,011	1,038	40.1	46.4
	Community Health Agency	183	239	9.2	6.5
	Nursing Home/LTC Facility	1,015	1,117	43.1	38.6
	Other Place of Work	208	193	7.5	6.1
	Not Stated	0	3	0.1	2.3
Area of Responsibility	Direct Care	2,373	2,545	98.3	96.1
	Administration/Educ./Research	44	39	1.5	1.4
	Not Stated	0	6	0.2	2.5
Position	Managerial Positions	19	46	1.8	1.2
	Staff/Community Health LPN	2,349	2,450	94.6	90.1
	Other Positions	49	94	3.6	6.5
	Not Stated	0	0	0.0	2.2
Multiple Employment Status	Single Employer	1,774	1,852	71.5	84.3
	Multiple Employers	643	738	28.5	15.4
	Not Stated	0	0	0.0	0.4
Highest Education in Nursing	Diploma	2,417	2,590	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	2,377	2,505	96.7	71.8
	Foreign-Trained	40	65	2.5	1.9
	Not Stated	0	20	0.8	26.3

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Saskatchewan – LPN Workforce

		Saskatchewan		2005 (%)	
		2003	2005	Sask.	Canada
LPNs Employed in Practical Nursing		2,056	2,194	2,194	64,951
Sex	Male	53	66	3.0	6.8
	Female	2,003	2,128	97.0	93.2
Average Age	Years	44.4	44.0	44.0	44.3
Age Breakdown	< 35 Years	418	532	24.2	21.0
	35–49 Years	921	835	38.1	43.0
	50 Years +	717	827	37.7	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	1,026	1,043	47.5	46.5
	Part-Time	443	441	20.1	36.0
	Casual	**	668	30.4	16.6
	Employed – Status Unknown	**	42	1.9	0.9
Place of Work	Hospital	1,409	1,474	67.2	46.4
	Community Health Agency	167	190	8.7	6.5
	Nursing Home/LTC Facility	368	430	19.6	38.6
	Other Place of Work	110	93	4.2	6.1
	Not Stated	2	7	0.3	2.3
Area of Responsibility	Direct Care	2,024	2,157	98.3	96.1
	Administration/Educ./Research	29	28	1.3	1.4
	Not Stated	3	9	0.4	2.5
Position	Managerial Positions	15	14	0.6	1.2
	Staff/Community Health LPN	1,817	1,996	91.0	90.1
	Other Positions	214	178	8.1	6.5
	Not Stated	10	6	0.3	2.2
Multiple Employment Status	Single Employer	1,125	1,606	73.2	84.3
	Multiple Employers	322	516	23.5	15.4
	Not Stated	609	72	3.3	0.4
Highest Education in Nursing	Diploma	2,056	2,194	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	2,019	2,162	98.5	71.8
	Foreign-Trained	37	32	1.5	1.9
	Not Stated	0	0	0.0	26.3

Notes

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Alberta—LPN Workforce

		Alberta		2005 (%)	
		2003	2005	Alta.	Canada
LPNs Employed in Practical Nursing		4,766	5,313	5,313	64,951
Sex	Male	229	237	4.5	6.8
	Female	4,537	5,076	95.5	93.2
Average Age	Years	44.4	43.8	43.8	44.3
Age Breakdown	< 35 Years	1,058	1,403	26.4	21.0
	35–49 Years	1,937	1,954	36.8	43.0
	50 Years +	1,771	1,956	36.8	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	1,872	2,093	39.4	46.5
	Part-Time	2,249	2,450	46.1	36.0
	Casual	645	770	14.5	16.6
	Employed—Status Unknown	0	0	0.0	0.9
Place of Work	Hospital	2,791	3,065	57.7	46.4
	Community Health Agency	405	501	9.4	6.5
	Nursing Home/LTC Facility	1,232	1,363	25.7	38.6
	Other Place of Work	338	384	7.2	6.1
	Not Stated	0	0	0.0	2.3
Area of Responsibility	Direct Care	4,693	5,219	98.2	96.1
	Administration/Educ./Research	73	94	1.8	1.4
	Not Stated	0	0	0.0	2.5
Position	Managerial Positions	47	55	1.0	1.2
	Staff/Community Health LPN	4,477	4,936	92.9	90.1
	Other Positions	211	322	6.1	6.5
	Not Stated	31	0	0.0	2.2
Multiple Employment Status	Single Employer	3,708	3,953	74.4	84.3
	Multiple Employers	1,058	1,360	25.6	15.4
	Not Stated	0	0	0.0	0.4
Highest Education in Nursing	Diploma	4,766	5,313	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	4,658	5,207	98.0	71.8
	Foreign-Trained	101	106	2.0	1.9
	Not Stated	7	0	0.0	26.3

Notes

<0.1 value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values.

Data include only LPNs employed in practical nursing at the time of annual registration. LPNs not employed in practical nursing and LPNs failing to state their employment status are excluded from the data.

Totals may not sum to 100 percent due to rounding.

Statistics released by CIHI will differ from statistics released by provincial/territorial regulatory authorities due to CIHI's collection, processing and reporting methodologies.

Additional methodological information is available upon request to nursing@cihi.ca.

Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

British Columbia—LPN Workforce

		British Columbia		2005 (%)	
		2003	2005	B.C.	Canada
LPNs Employed in Practical Nursing		4,391	4,884	4,884	64,951
Sex	Male	378	442	9.0	6.8
	Female	4,013	4,442	91.0	93.2
Average Age	Years	45.3	43.5	43.5	44.3
Age Breakdown	< 35 Years	785	1,152	23.6	21.0
	35–49 Years	1,938	2,106	43.1	43.0
	50 Years +	1,668	1,626	33.3	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	2,462	2,052	42.0	46.5
	Part-Time	564	1,252	25.6	36.0
	Casual	1,130	1,468	30.1	16.6
	Employed—Status Unknown	235	112	2.3	0.9
Place of Work	Hospital	2,460	2,667	54.6	46.4
	Community Health Agency	200	223	4.6	6.5
	Nursing Home/LTC Facility	1,400	1,667	34.1	38.6
	Other Place of Work	322	294	6.0	6.1
	Not Stated	9	33	0.7	2.3
Area of Responsibility	Direct Care	4,324	4,798	98.2	96.1
	Administration/Educ./Research	59	76	1.6	1.4
	Not Stated	8	10	0.2	2.5
Position	Managerial Positions	65	54	1.1	1.2
	Staff/Community Health LPN	3,547	4,479	91.7	90.1
	Other Positions	701	349	7.1	6.5
	Not Stated	78	2	<0.1	2.2
Multiple Employment Status	Single Employer	3,378	3,400	69.6	84.3
	Multiple Employers	942	1,408	28.8	15.4
	Not Stated	71	76	1.6	0.4
Highest Education in Nursing	Diploma	4,391	4,884	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	4,189	4,696	96.2	71.8
	Foreign-Trained	0	185	3.8	1.9
	Not Stated	202	3	0.1	26.3

Notes

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Yukon—LPN Workforce

		Yukon		2005 (%)	
		2003	2005	Y.T.	Canada
LPNs Employed in Practical Nursing		60	56	56	64,951
Sex	Male	*	*	*	6.8
	Female	**	**	**	93.2
Average Age	Years	45.9	47.1	47.1	44.3
Age Breakdown	< 35 Years	7	6	10.7	21.0
	35–49 Years	28	**	**	43.0
	50 Years +	23	**	**	36.0
	Not Stated	2	3	5.4	<0.1
Employment Status	Full-Time	37	39	69.6	46.5
	Part-Time	13	7	12.5	36.0
	Casual	10	10	17.9	16.6
	Employed—Status Unknown	0	0	0.0	0.9
Place of Work	Hospital	20	17	30.4	46.4
	Community Health Agency	0	*	*	6.5
	Nursing Home/LTC Facility	28	33	58.9	38.6
	Other Place of Work	11	**	**	6.1
	Not Stated	1	0	0.0	2.3
Area of Responsibility	Direct Care	58	**	**	96.1
	Administration/Educ./Research	*	*	*	1.4
	Not Stated	**	0	0.0	2.5
Position	Managerial Positions	n/s	n/s	n/s	1.2
	Staff/Community Health LPN	n/s	n/s	n/s	90.1
	Other Positions	n/s	n/s	n/s	6.5
	Not Stated	60	56	100.0	2.2
Multiple Employment Status	Single Employer	17	48	85.7	84.3
	Multiple Employers	8	8	14.3	15.4
	Not Stated	35	0	0.0	0.4
Highest Education in Nursing	Diploma	60	56	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	60	56	100.0	71.8
	Foreign-Trained	0	0	0.0	1.9
	Not Stated	0	0	0.0	26.3

Notes

* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

** Value suppressed to ensure confidentiality; cell value is 5 or greater.

n/s Data not submitted to CIHI.

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Data include only LPNs employed in practical nursing at the time of annual registration. LPNs not employed in practical nursing and LPNs failing to state their employment status are excluded from the data.

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Northwest Territories—LPN Workforce

		Northwest Territories		2005 (%)	
		2003	2005	N.W.T.	Canada
LPNs Employed in Practical Nursing		98	101	101	64,951
Sex	Male	**	**	**	6.8
	Female	**	**	**	93.2
Average Age	Years	43.3	43.5	43.5	44.3
Age Breakdown	< 35 Years	20	22	21.8	21.0
	35–49 Years	51	**	**	43.0
	50 Years +	27	**	**	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-Time	74	79	78.2	46.5
	Part-Time	10	5	5.0	36.0
	Casual	14	17	16.8	16.6
	Employed—Status Unknown	0	0	0.0	0.9
Place of Work	Hospital	62	64	63.4	46.4
	Community Health Agency	*	**	**	6.5
	Nursing Home/LTC Facility	14	18	17.8	38.6
	Other Place of Work	17	**	**	6.1
	Not Stated	**	0	0.0	2.3
Area of Responsibility	Direct Care	76	**	**	96.1
	Administration/Educ./Research	0	*	*	1.4
	Not Stated	22	1	1.0	2.5
Position	Managerial Positions	n/s	0	0.0	1.2
	Staff/Community Health LPN	n/s	**	**	90.1
	Other Positions	n/s	*	*	6.5
	Not Stated	98	0	0.0	2.2
Multiple Employment Status	Single Employer	n/s	n/s	n/s	84.3
	Multiple Employers	n/s	n/s	n/s	15.4
	Not Stated	98	101	100.0	0.4
Highest Education in Nursing	Diploma	98	101	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	**	**	**	71.8
	Foreign-Trained	*	*	*	1.9
	Not Stated	0	0	0.0	26.3

Notes

* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

** Value suppressed to ensure confidentiality; cell value is 5 or greater.

n/s Data not submitted to CIHI.

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Data include only LPNs employed in practical nursing at the time of annual registration. LPNs not employed in practical nursing and LPNs failing to state their employment status are excluded from the data.

Totals may not sum to 100 percent due to rounding.

Statistics released by CIHI will differ from statistics released by provincial/territorial regulatory authorities due to CIHI's collection, processing and reporting methodologies.

Additional methodological information is available upon request to nursing@cihi.ca.

Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Canada—LPN Workforce

		Canada		Canada (%)	
		2003	2005	2003	2005
LPNs Employed in Practical Nursing		63,138	64,951	63,138	64,951
Sex	Male	4,306	4,422	6.8	6.8
	Female	58,832	60,529	93.2	93.2
Average Age	Years	44.4	44.3	44.4	44.3
Age Breakdown	< 35 Years	12,046	13,647	19.1	21.0
	35–49 Years	29,016	27,905	46.0	43.0
	50 Years +	22,074	23,396	35.0	36.0
	Not Stated	2	3	<0.1	<0.1
Employment Status	Full-Time	28,226	30,215	44.7	46.5
	Part-Time	22,038	23,395	34.9	36.0
	Casual	8,810	10,754	14.0	16.6
	Employed—Status Unknown	4,064	587	6.4	0.9
Place of Work	Hospital	29,525	30,164	46.8	46.4
	Community Health Agency	3,834	4,220	6.1	6.5
	Nursing Home/LTC Facility	23,351	25,075	37.0	38.6
	Other Place of Work	4,943	3,980	7.8	6.1
	Not Stated	1,485	1,512	2.4	2.3
Area of Responsibility	Direct Care	59,710	62,408	94.6	96.1
	Administration/Educ./Research	1,158	904	1.8	1.4
	Not Stated	2,270	1,639	3.6	2.5
Position	Managerial Positions	775	810	1.2	1.2
	Staff/Community Health LPN	56,345	58,494	89.2	90.1
	Other Positions	4,452	4,199	7.1	6.5
	Not Stated	1,566	1,448	2.5	2.2
Multiple Employment Status	Single Employer	52,909	54,731	83.8	84.3
	Multiple Employers	9,416	9,971	14.9	15.4
	Not Stated	813	249	1.3	0.4
Highest Education in Nursing	Diploma	63,138	64,951	100.0	100.0
	Baccalaureate	0	0	0.0	0.0
	Master's/Doctorate	0	0	0.0	0.0
	Not Stated	0	0	0.0	0.0
Location of Graduation	Canadian-Trained	46,257	46,641	73.3	71.8
	Foreign-Trained	1,055	1,215	1.7	1.9
	Not Stated	15,826	17,095	25.0	26.3

Notes

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Newfoundland and Labrador (N.L.) changed their methodology for the field *Multiple Employment Status* in 2004; comparisons between 2003 and 2005 should be made with caution.

Location of Graduation data for the province of Newfoundland and Labrador is currently under review by CIHI and CLPNNL; data may be revised in future publications.

Quebec does not submit data for *Location of Graduation*.

Please review the Employment section of the Data Limitations for information on the comparability of Ontario LPNDB data.

Yukon does not submit data for *Position*.

The Northwest Territories did not submit data for *Position* in 2003; they do not submit data for *Multiple Employment Status*.

Data for Nunavut is not collected.

Totals may not sum to 100 percent due to rounding.

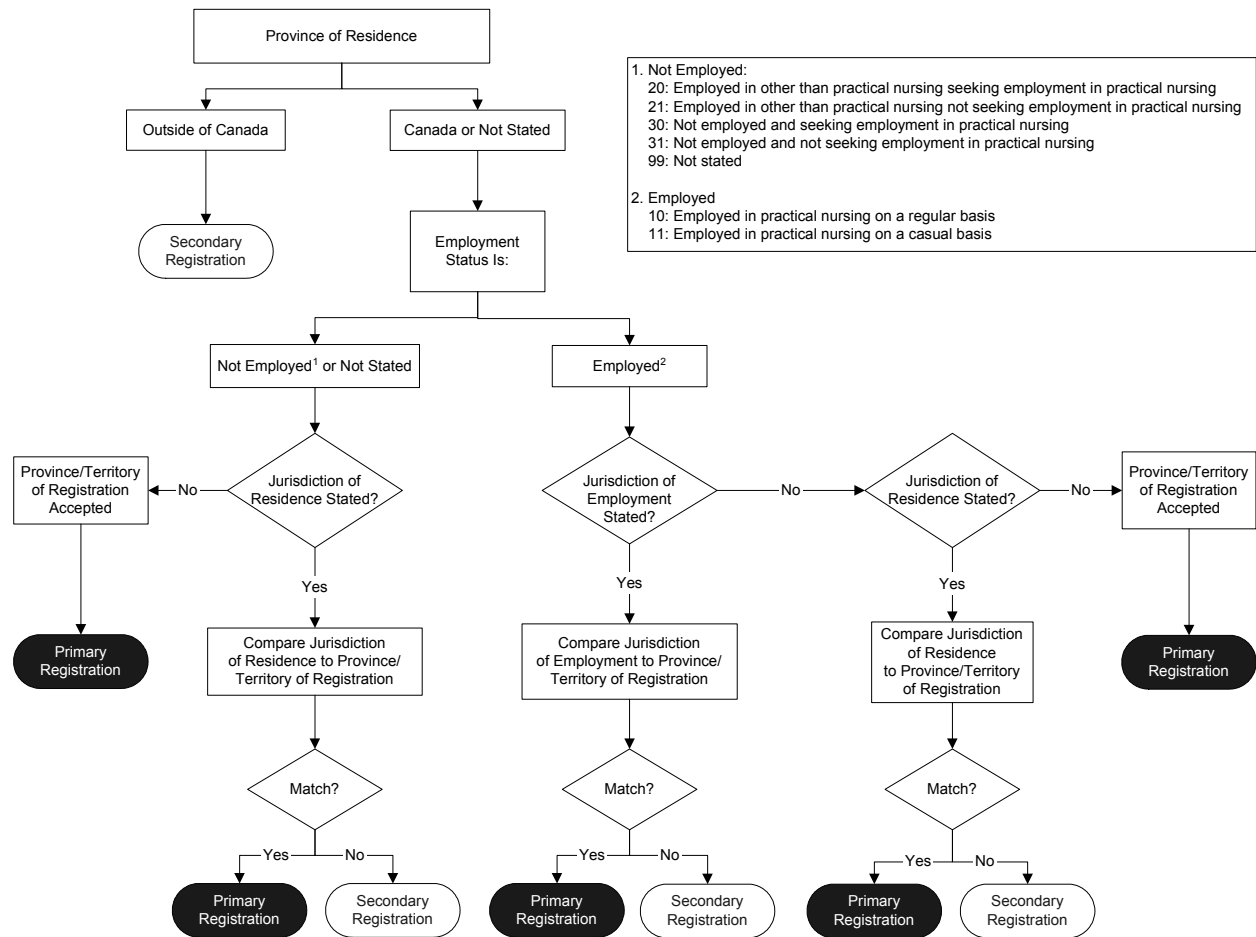
Statistics released by CIHI will differ from statistics released by provincial/territorial regulatory authorities due to CIHI's collection, processing and reporting methodologies.

Additional methodological information is available upon request to nursing@cihi.ca.

Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

Appendix A
Identification of Secondary Registrations

Licensed Practical Nurses Database
Identification of Secondary Registrations

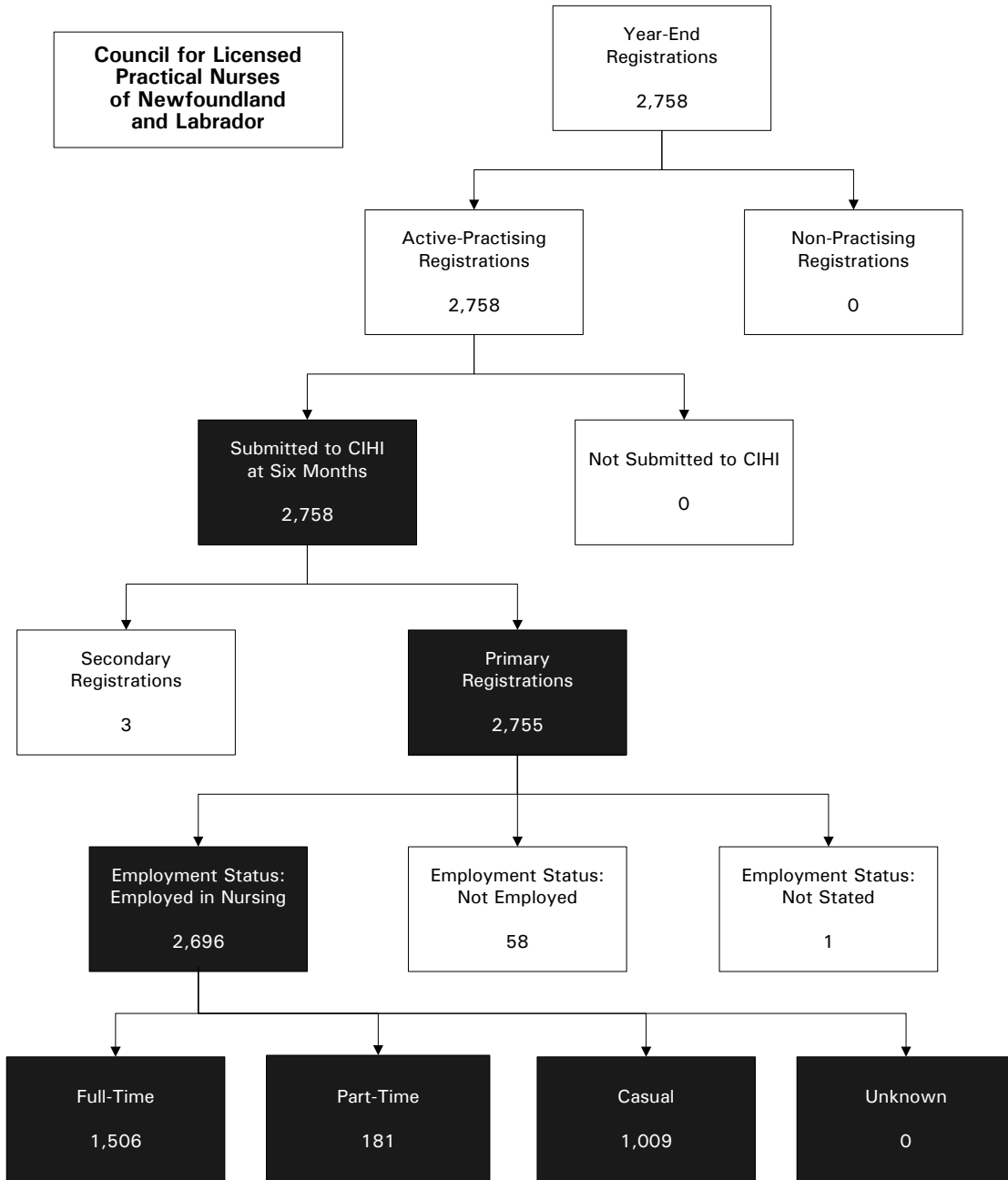


1. Not Employed:
 20: Employed in other than practical nursing seeking employment in practical nursing
 21: Employed in other than practical nursing not seeking employment in practical nursing
 30: Not employed and seeking employment in practical nursing
 31: Not employed and not seeking employment in practical nursing
 99: Not stated

2. Employed
 10: Employed in practical nursing on a regular basis
 11: Employed in practical nursing on a casual basis

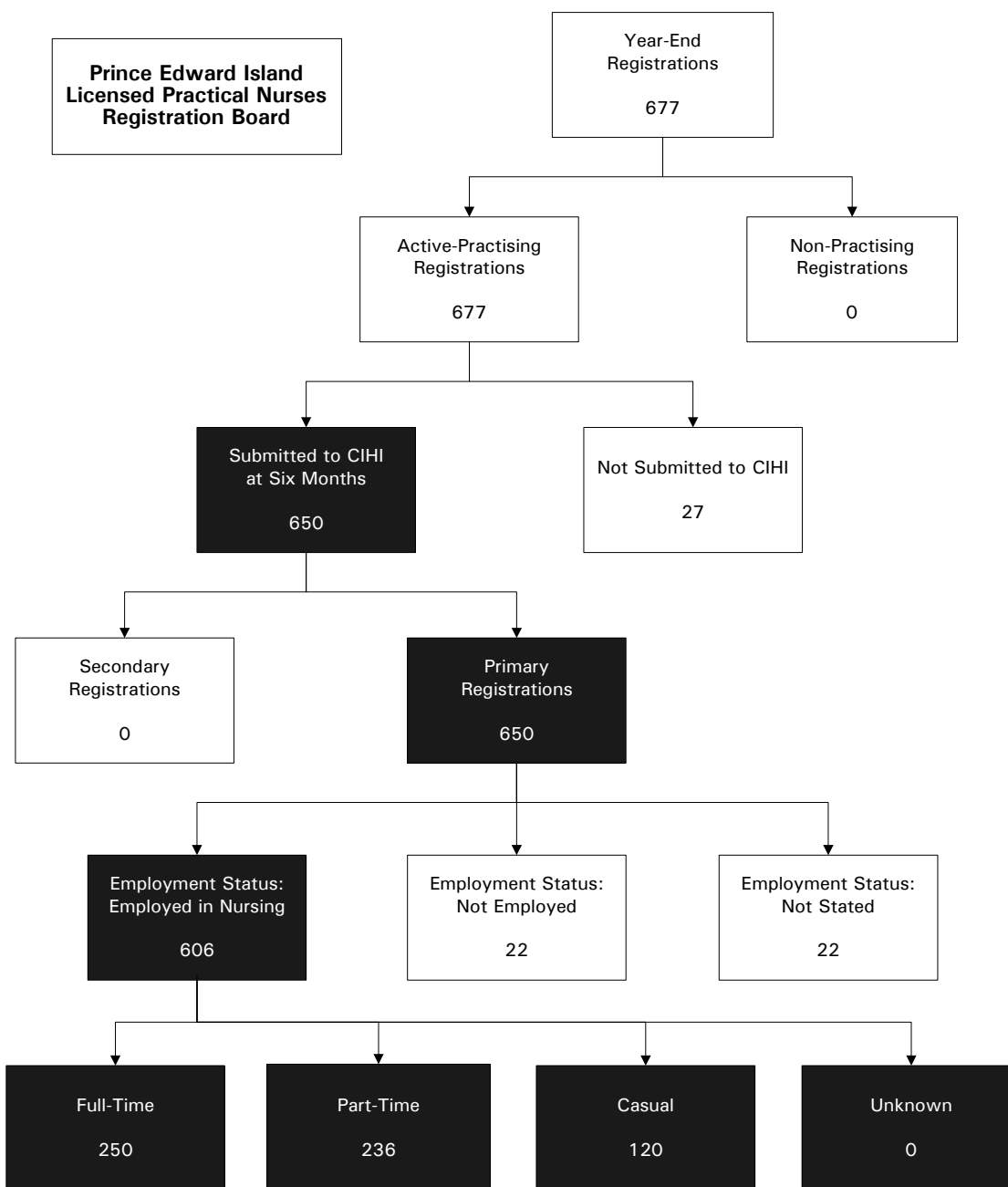
Appendix B
Comparison of CIHI Statistics
to Regulatory Statistics

Tracing Regulatory Data to CIHI Data



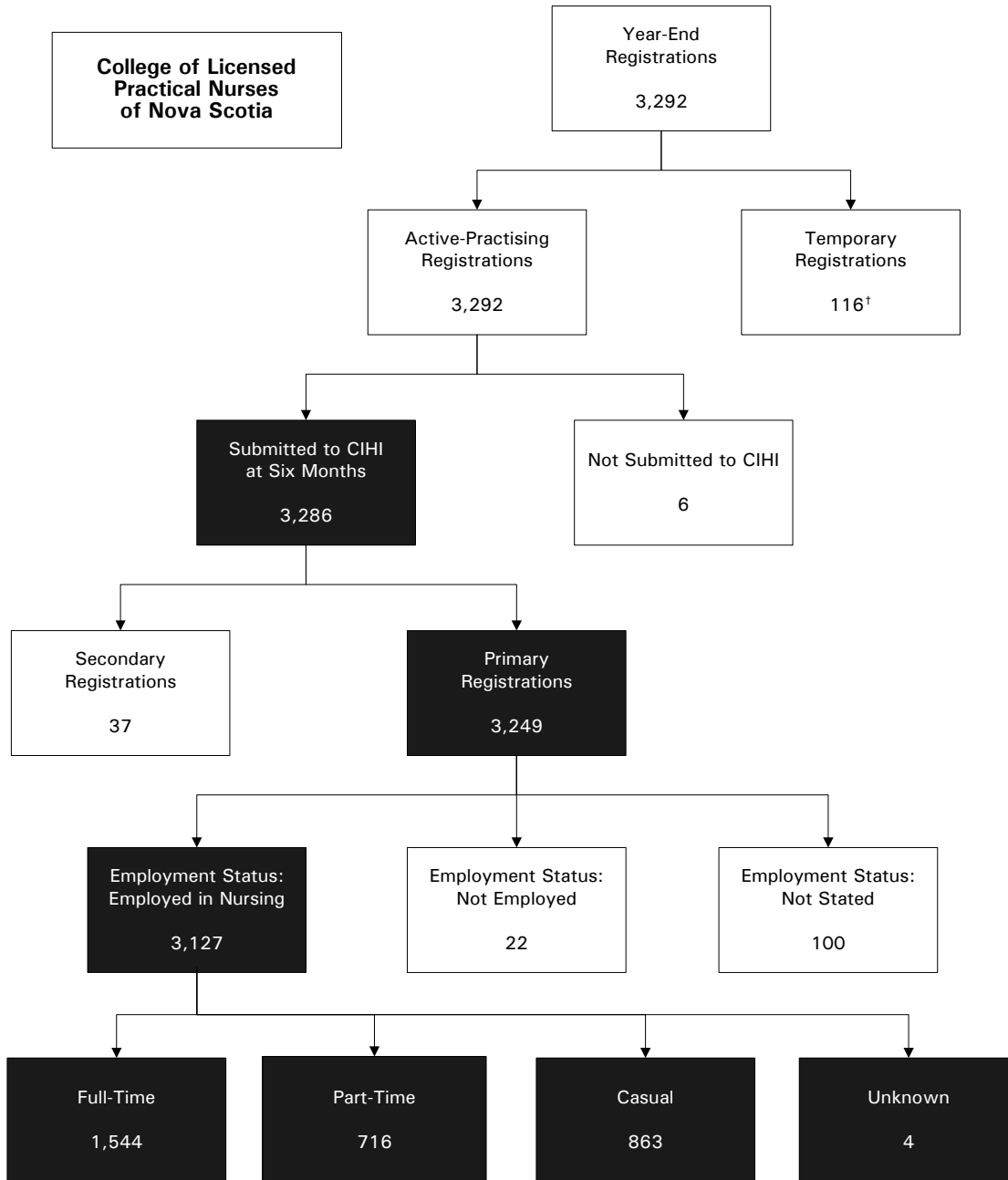
Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data

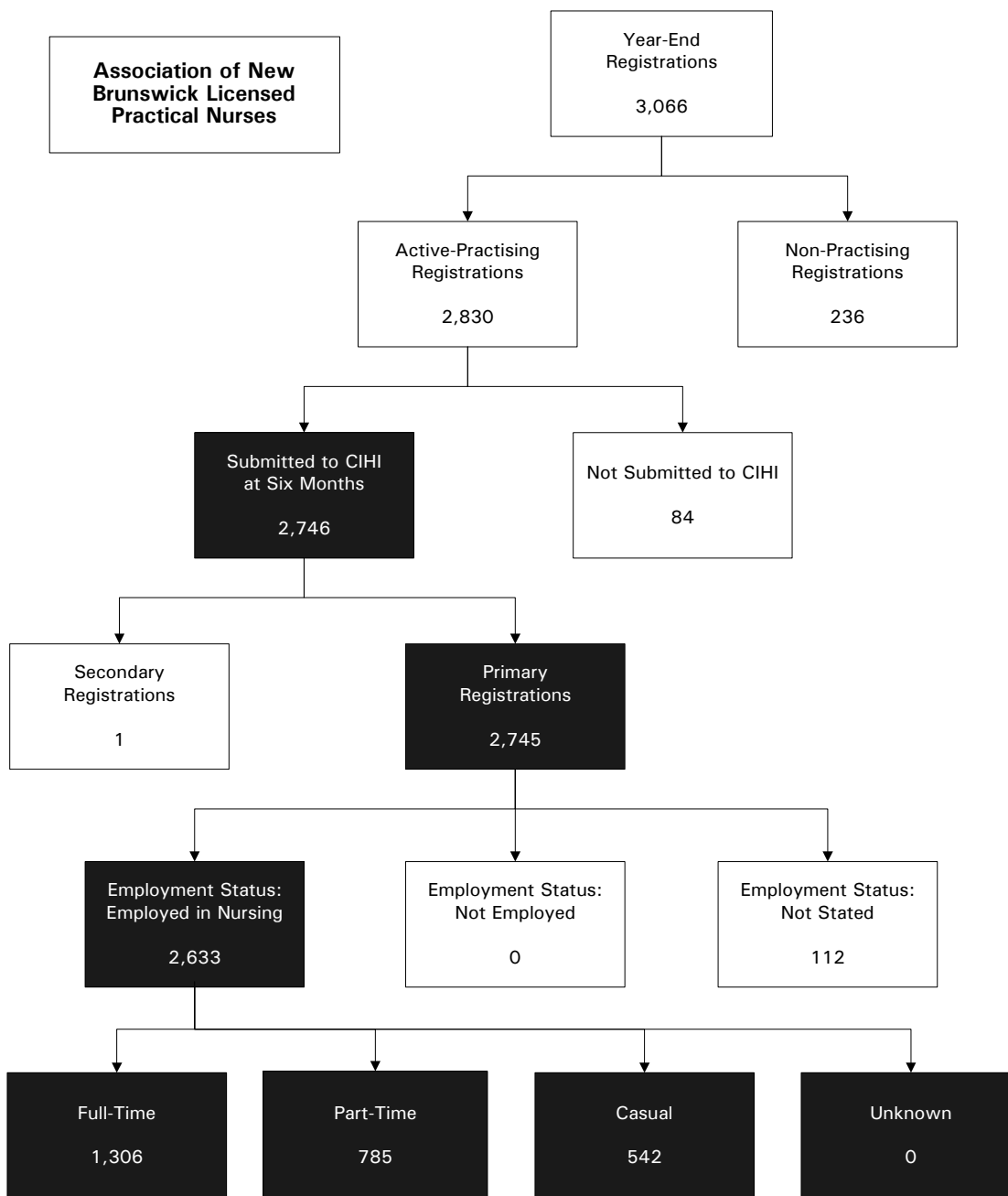


Note

† Temporary registrations identified here are all graduate licenses.

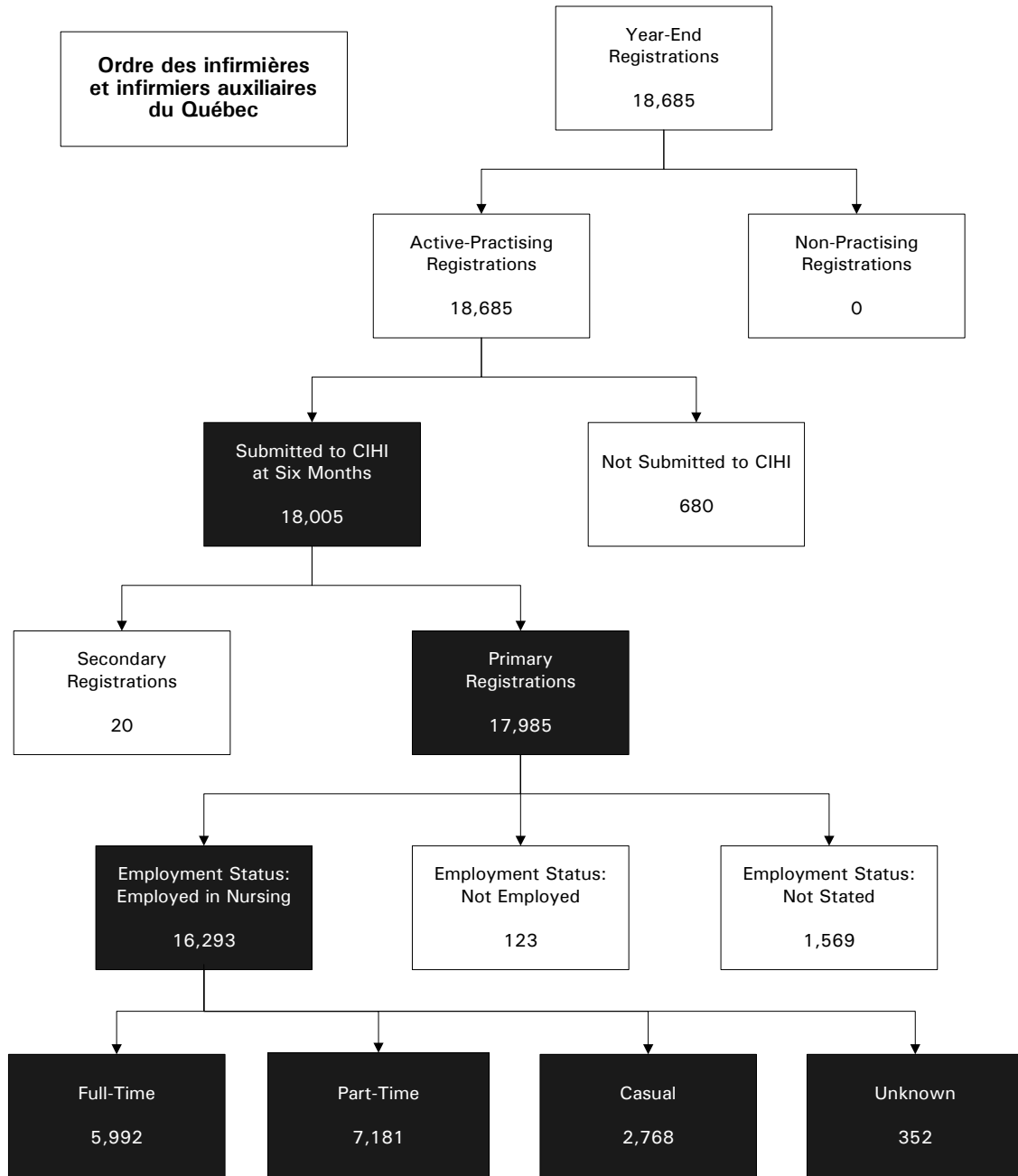
Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



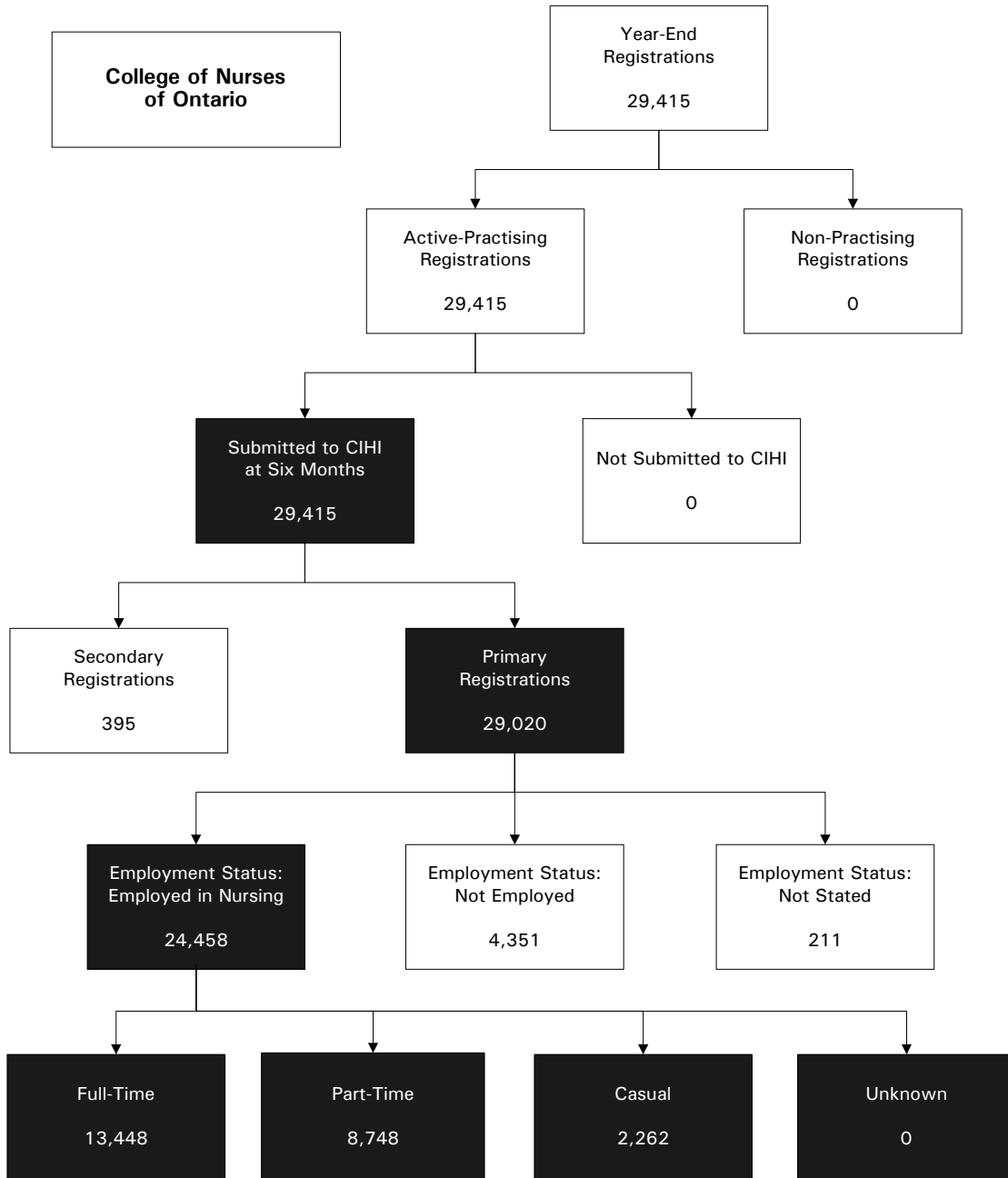
Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



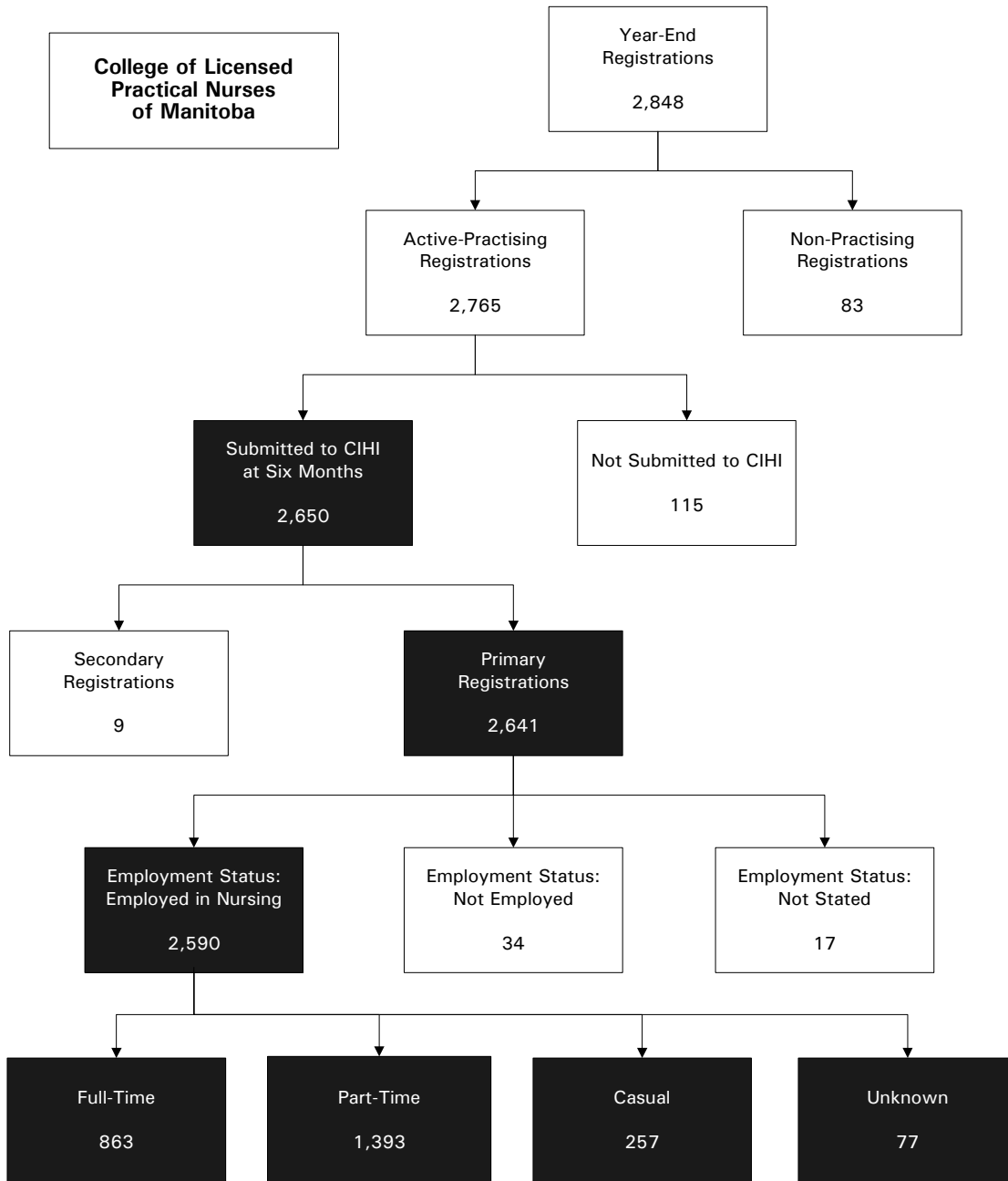
Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



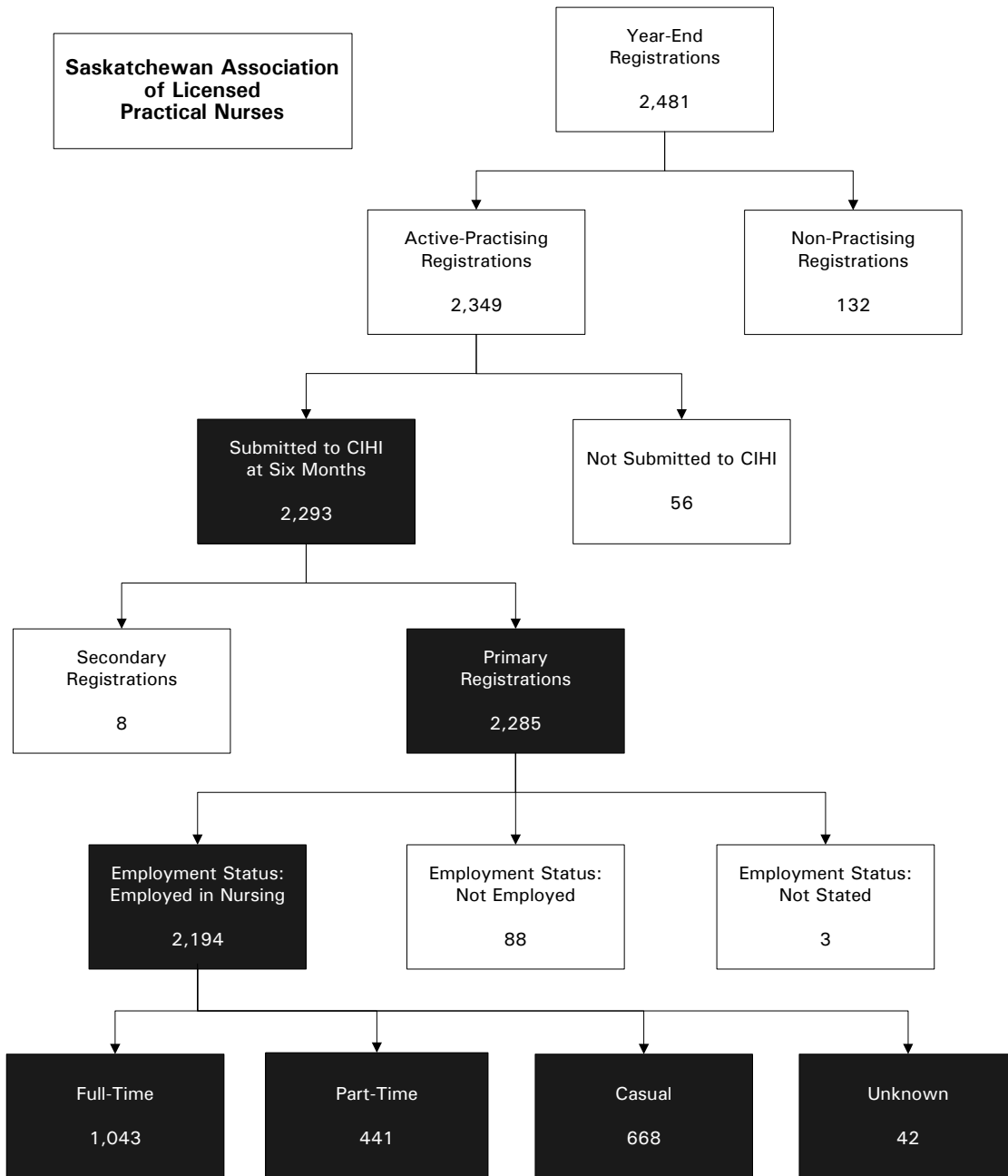
Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



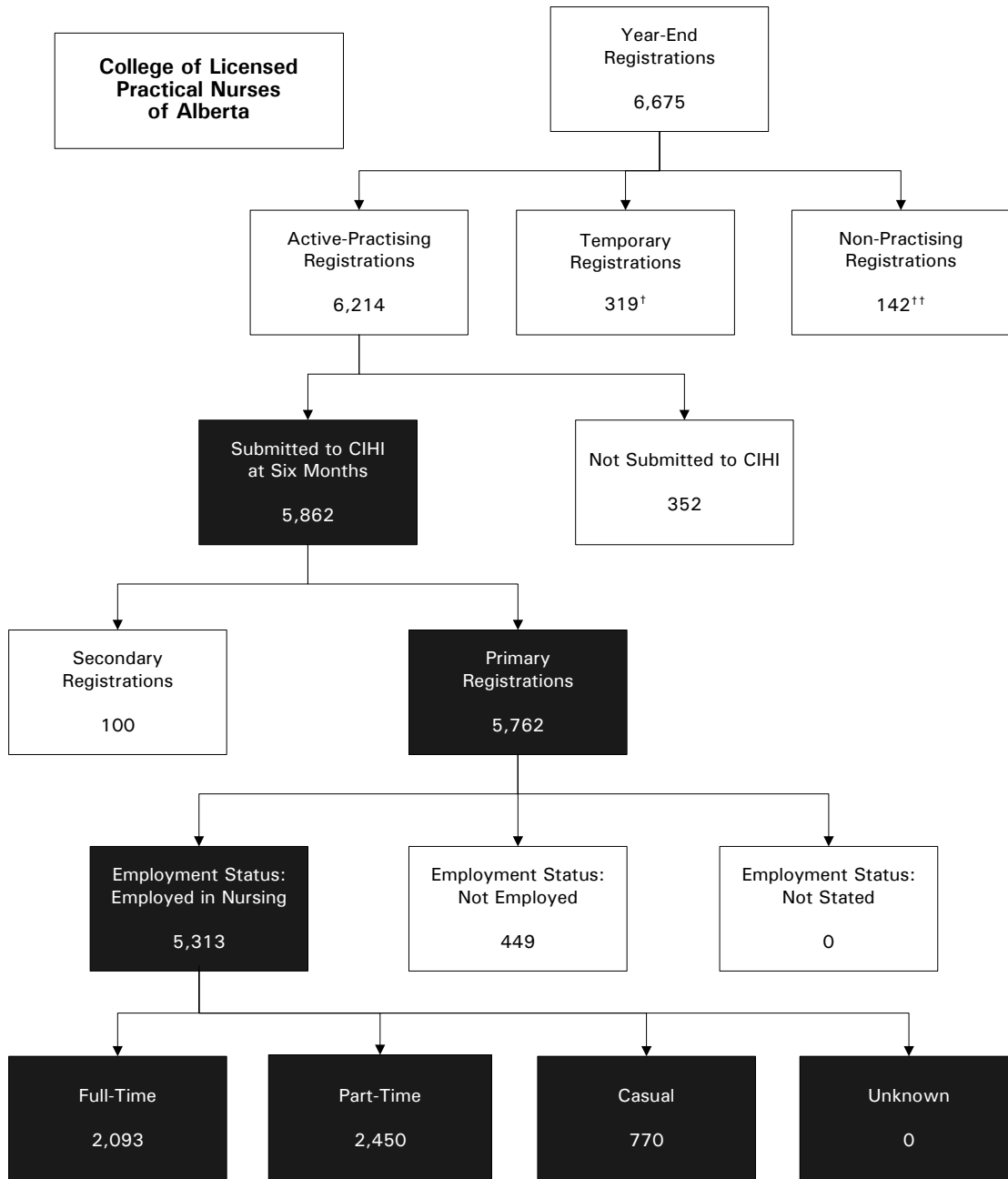
Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



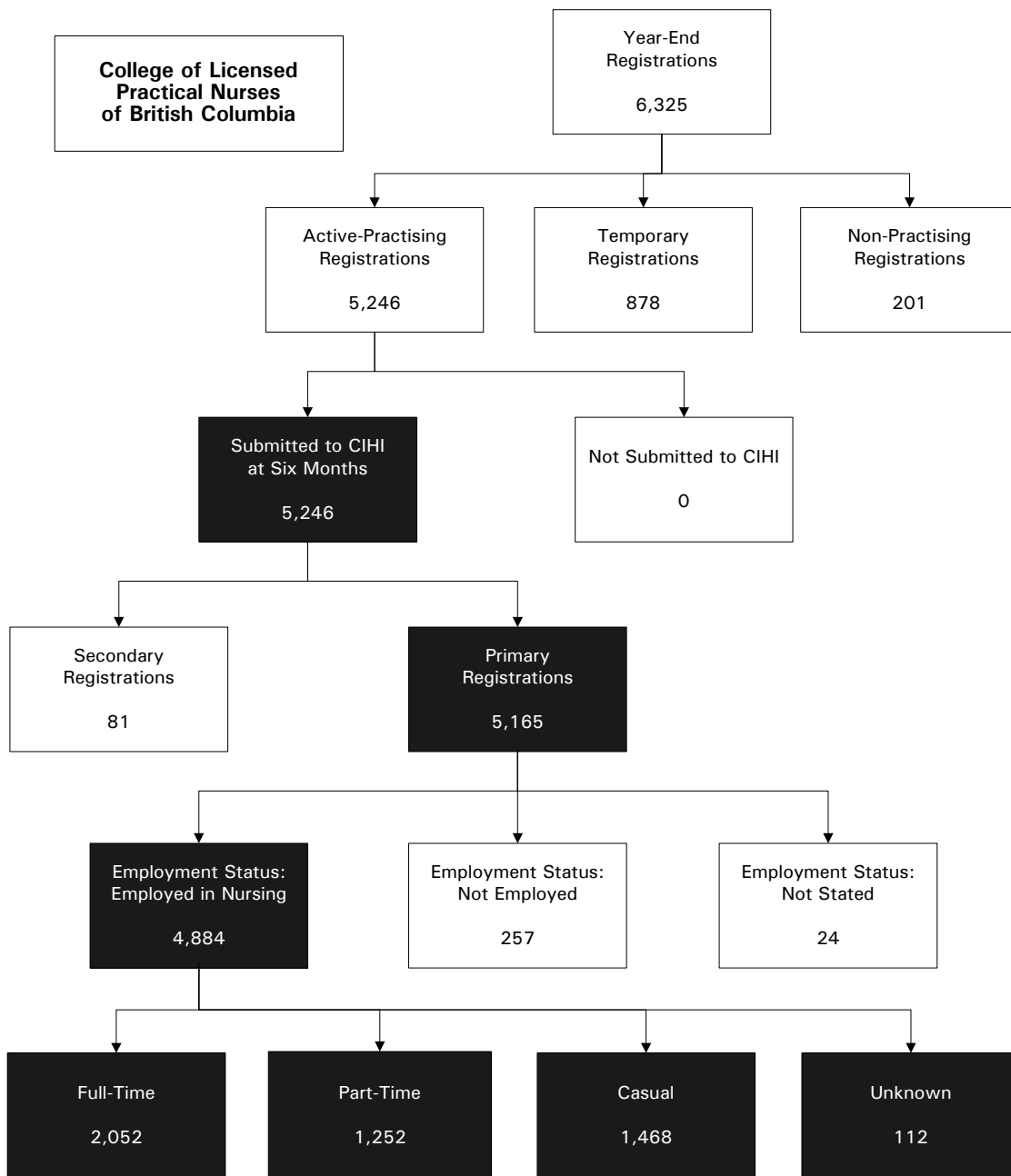
Notes

† Temporary registrations include nurses with a Limited (11), Restricted (3), and Temporary (305) status.

†† Non-practising registrations also includes nurses with an associate status (140).

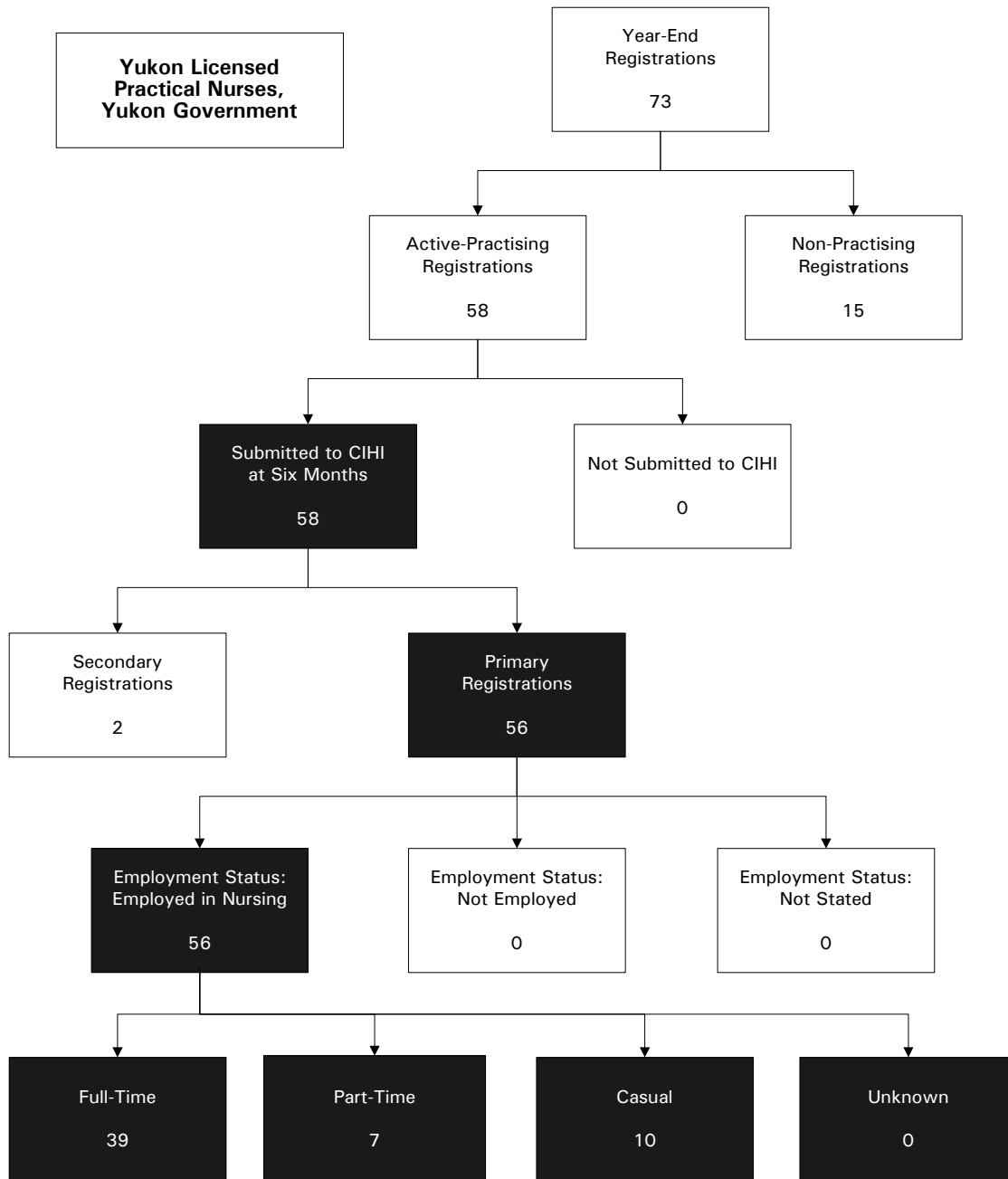
Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



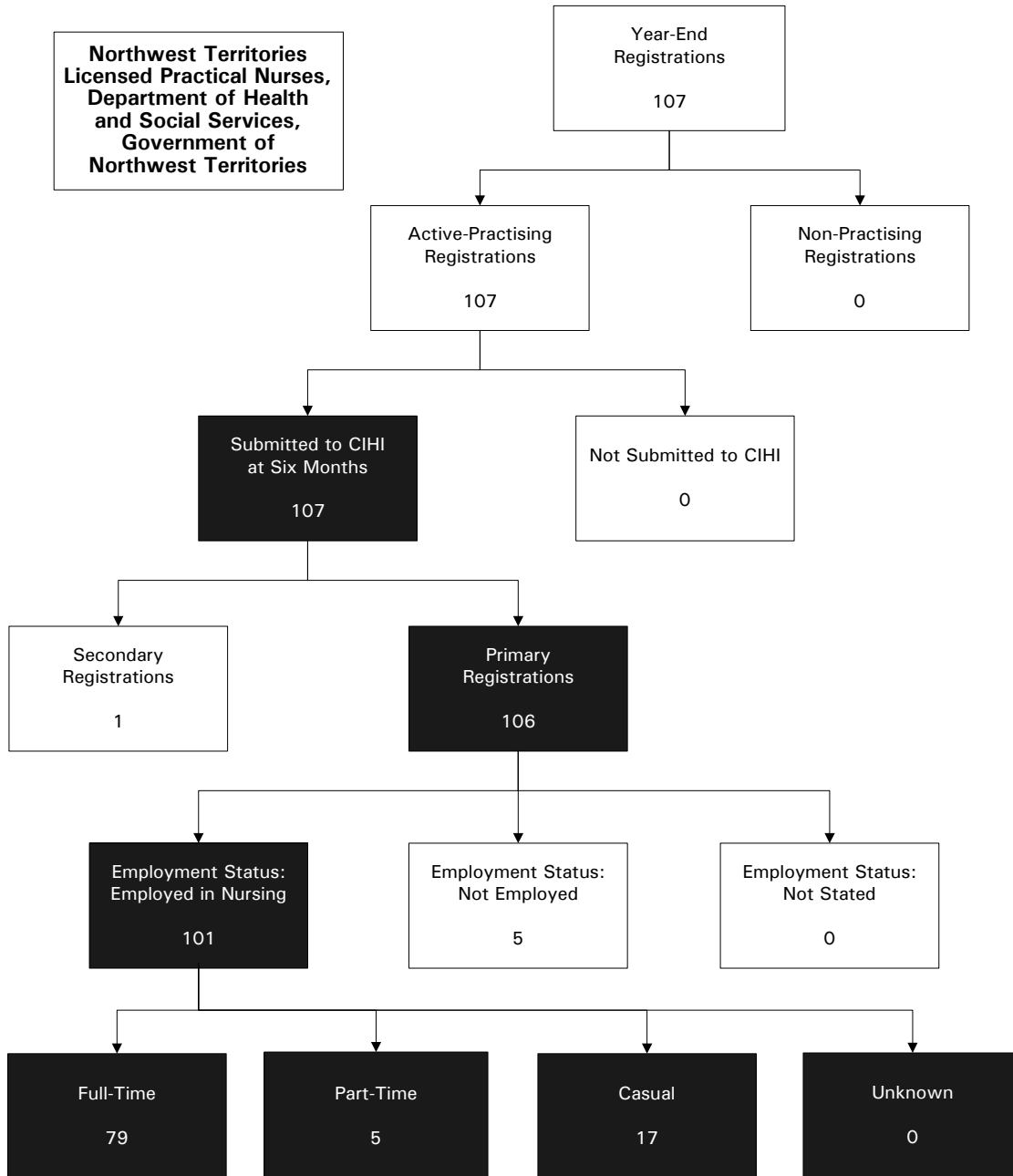
Sources: LPNDB, CIHI and provincial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



Sources: LPNDB, CIHI and territorial LPN regulatory authority.

Tracing Regulatory Data to CIHI Data



Sources: LPNDB, CIHI and territorial LPN regulatory authority.

Appendix C
Licensed Practical Nursing Contact Information

Licensed Practical Nursing Contact Information

Provincial/Territorial Regulatory Authorities

Newfoundland and Labrador

Council for Licensed Practical Nurses, Newfoundland

9 Paton Street

St. John's, Newfoundland A1B 4S8

Prince Edward Island

Prince Edward Island Nursing Assistant Registration Board

P.O. Box 3235

Charlottetown, Prince Edward Island C1A 7N9

Nova Scotia

College of Licensed Practical Nurses of Nova Scotia

Suite 1212, Cogswell Tower

2000 Barrington Street

Halifax, Nova Scotia B3J 3K1

Website: www.clpnns.ca

New Brunswick

Association of New Brunswick Licensed Practical Nurses / Association des infirmiers(ères) auxiliaires autorisé(e)s du Nouveau Brunswick

384 Smythe Street

Fredericton, New Brunswick E3B 3E4

Website: www.anblpn.com

Québec

Ordre des infirmières et infirmiers auxiliaires du Québec

531, rue Sherbrooke Est

Montréal (Quebec) H2L 1K2

Website: www.oiaq.org

Ontario

College of Nurses of Ontario

101 Davenport Road

Toronto, Ontario M5R 3P1

Website: www.cno.org

Manitoba

College of Licensed Practical Nurses of Manitoba

463 St-Anne's Road

Winnipeg, Manitoba R2M 3C9

Website: www.clpnm.ca

Saskatchewan

Saskatchewan Association of Licensed Practical Nurses

2310 Smith Street
Regina, Saskatchewan S4P 2P6
Website: www.salpn.com

Alberta

College of Licensed Practical Nurses of Alberta

10403-172 Street, Suite 230
Edmonton, Alberta T5S 1K9
Website: www.clpna.com

British Columbia

College of Licensed Practical Nurses of British Columbia

4430 Halifax Street, Suite 205
Burnaby, British Columbia V5C 5R4
Website: www.clpn.bc.ca

Yukon

Consumer Services, Department of Justice, Government of Yukon

P.O. Box 2703
Whitehorse, Yukon Y1A 2C6
Website: www.gov.yk.ca/services

Northwest Territories/Nunavut

Health and Social Services, Government of Northwest Territories

Box 1320-8th floor Centre Square Tower
Yellowknife, Northwest Territories X1A 2L9

Other Practical Nursing Associations

Canadian Council of Practical Nurse Regulators

Website: www.ccpnr.ca

Canadian Practical Nurses Association

4218 Lawrence Avenue East, Unit 14, Box 271
Scarborough, Ontario M1E 4X9
Website: www.cpna.ca

Appendix D

List of Data Tables Available on the CIHI Website

List of Data Tables Available on the CIHI Website

www.cihi.ca/nurses

Series A—Total Registrations

- A.LPN.1 LPN Registrations by Province/Territory of Registration, Canada, 2005
- A.LPN.2 LPN Registrations by Age Group and Province/Territory of Registration, Canada, 2005

- A.RN.1 RN Registrations by Province/Territory of Registration, Canada, 2005
- A.RN.2 RN Registrations by Age Group and Province/Territory of Registration, Canada, 2005
- A.RN.3 RN Registrations by Highest Education in Nursing and Province/Territory of Registration, Canada, 2005

- A.RPN.1 RPN Registrations by Province of Registration, Canada, 2005
- A.RPN.2 RPN Registrations by Age Group and Province of Registration, Canada, 2005

Series B—Employment Status

- B.LPN.1 LPN Workforce by Employment Status and Province/Territory of Registration, Canada, 2005
- B.LPN.2 LPN Workforce by Employment Status, Multiple Employment Status and Province/Territory of Registration, Canada, 2005
- B.LPN.3 LPN Workforce by Employment Status, Age Group and Province/Territory of Registration, Canada, 2005
- B.LPN.4 LPN Workforce by Employment Status, Average Age and Province/Territory of Registration, Canada, 2005
- B.LPN.5 LPN Workforce by Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2005

- B.RN.1 RN Workforce by Employment Status and Province/Territory of Registration, Canada, 2005
- B.RN.2 RN Workforce by Employment Status, Multiple Employment Status and Province/Territory of Registration, Canada, 2005
- B.RN.3 RN Workforce by Employment Status, Age Group and Province/Territory of Registration, Canada, 2005
- B.RN.4 RN Workforce by Employment Status, Average Age and Province/Territory of Registration, Canada, 2005
- B.RN.5 RN Workforce by Employment Status, Highest Education in Nursing and Province/Territory of Registration, Canada, 2005
- B.RN.6 RN Workforce by Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2005

List of Data Tables Available on the CIHI Website (cont'd)

Series B—Employment Status (cont'd)

- B.RPN.1 RPN Workforce by Employment Status and Province of Registration, Canada, 2005
- B.RPN.2 RPN Workforce by Employment Status, Multiple Employment Status and Province of Registration, Canada, 2005
- B.RPN.3 RPN Workforce by Employment Status, Age Group and Province of Registration, Canada, 2005
- B.RPN.4 RPN Workforce by Employment Status, Average Age and Province of Registration, Canada, 2005
- B.RPN.5 RPN Workforce by Employment Status, Years Since Graduation and Province of Registration, Canada, 2005

Series C—Place of Work

- C.LPN.1 LPN Workforce by Place of Work and Province/Territory of Registration, Canada, 2005
- C.LPN.2 LPN Workforce by Place of Work, Employment Status and Province/Territory of Registration, Canada, 2005
- C.LPN.3 LPN Workforce by Place of Work, Multiple Employment Status and Province/Territory of Registration, Canada, 2005
- C.LPN.4 LPN Workforce by Place of Work, Age Group and Province/Territory of Registration, Canada, 2005
- C.LPN.5 LPN Workforce by Place of Work, Average Age and Province/Territory of Registration, Canada, 2005
- C.LPN.6 LPN Workforce by Place of Work, Years Since Graduation and Province/Territory of Registration, Canada, 2005

- C.RN.1 RN Workforce by Place of Work and Province/Territory of Registration, Canada, 2005
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