



Better Information.
Better Decisions.
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Health Professions Database 2008 Stat Book

September 2010

HealthForceOntario

Forecasting and Modelling Unit,

Health Human Resources Policy Branch,

HHR Strategy Division,

Ministry of Health and Long-Term Care



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1. Authors

Stephanie Akers
Anshoo Kamal
Hussein Lalani

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College of Audiologists and Speech-Language Pathologists of Ontario
College of Chiropractors of Ontario
College of Chiropractors of Ontario
College of Dental Hygienists of Ontario
College of Dental Technologists of Ontario
Royal College of Dental Surgeons of Ontario
College of Denturists of Ontario
College of Dietitians of Ontario
College of Massage Therapists of Ontario
College of Medical Laboratory Technologists of Ontario
College of Medical Radiation Technologists of Ontario
College of Midwives of Ontario
College of Nurses of Ontario
College of Occupational Therapists of Ontario
College of Opticians of Ontario
College of Optometrists of Ontario
Ontario College of Pharmacists
College of Physiotherapists of Ontario
College of Psychologists of Ontario
College of Respiratory Therapists of Ontario

3. Introduction

In 2005, the Government of Ontario launched HealthForceOntario (HFO), its multi-year, collaborative health human resources (HHR) strategy to provide Ontario with the right number and mix of health care providers, working in communities across the province to meet Ontario's health needs – now and in the future. A key component of the strategy is to identify Ontario's HHR needs through the development of evidence and analytical capacity.

Our health care system relies on a range of health professionals, each with unique expertise, to meet the health needs of Ontarians. However, in the past, the ministry did not have a good grasp on the profile of many professions. For example, many important questions were not sufficiently answered such as: Where are these health professionals working? Do we have the right mix of professionals now and in the future? Are there enough jobs? Are there the right kinds of jobs?

The Health Professions Database (HPDB) is a significant step towards having truly representative snapshot data on Ontario's regulated health care workforce.

4. How Will the Health Professions Database Support Health Human Resources Planning?

Understanding the current workforce and its profile is the first step toward conducting long-term evidence-informed HHR planning that will help to ensure that Ontarians have access to the right number and mix of health care providers.

Historically, the province has been challenged to conduct long-term HHR planning to maintain a sufficient supply of health professionals. This challenge is partly due to the lack of comprehensive and consistent information on the number, mix and distribution of health care professionals and their practice profiles (e.g. hours worked). Improved supply-side information on physicians has supported the development of a robust supply model, the Assessing Doctor Inventories and Netflows Model, which simulates future supply based on current stock and flow trends.

The HPDB will provide the evidence in terms of practice patterns and longitudinal trends that will help to frame and support the assumptions to estimate and plan for future supply. Planners, researchers, associations and regulators will also be able to analyze the wealth of information in the HPDB to better understand relationships among different factors such as age distribution and work hours by profession. This analysis of relationships, identification of labour trends (e.g. geographic distribution) and the development of simulation models will help to inform policy decisions for HHR (e.g. adding new education programs). The HPDB will also provide comprehensive information on demographics, geography, education and employment that health care stakeholders can use to develop supply simulation models for regulated health care professionals.

The HPDB development focuses initially on regulated health professionals due to the established infrastructure and legal framework, through the respective

regulatory Colleges and the *Regulated Health Professions Act, 1991*, which allows for a single central point of collection.

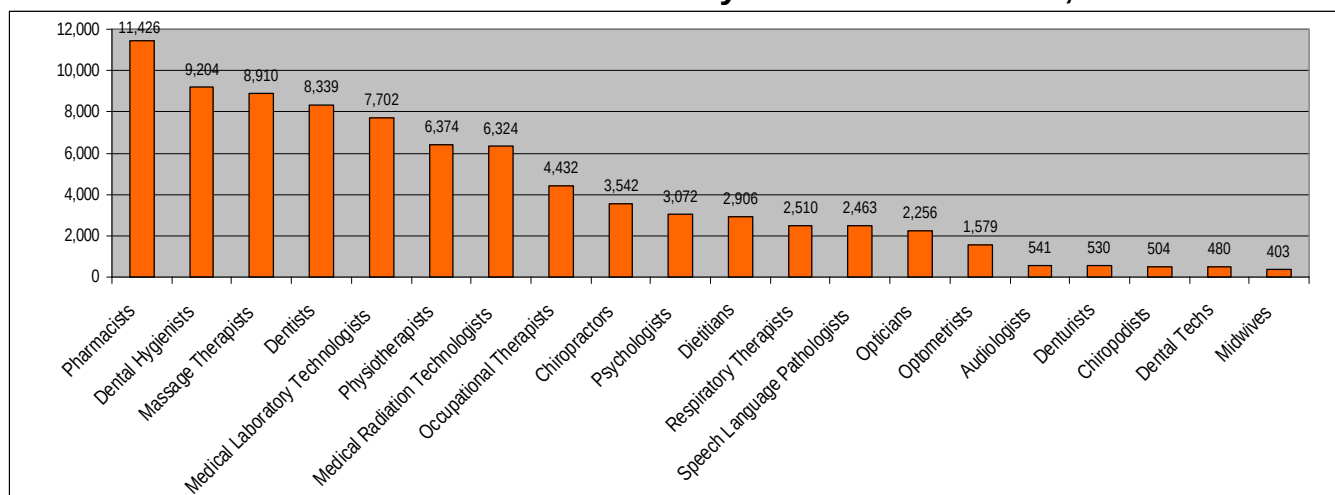
5. Key Findings

The following section provides some high level observations and findings from the 2008 HPDB data. In several cases a substantial proportion of the information is still unknown. This first HPDB data submission only collected information already held by regulatory Colleges that coincided with the HPDB information requirements. Much of the data (especially related to employment characteristics of the health professional) was not previously collected by regulatory Colleges, thereby leading to the high unknown rates. Over time, response rates will improve and therefore the information will become much more comprehensive.

5.1 Supply

- Pharmacists are the largest group of regulated health professionals that participated in the 2008 HPDB collection. Midwives are the smallest group.

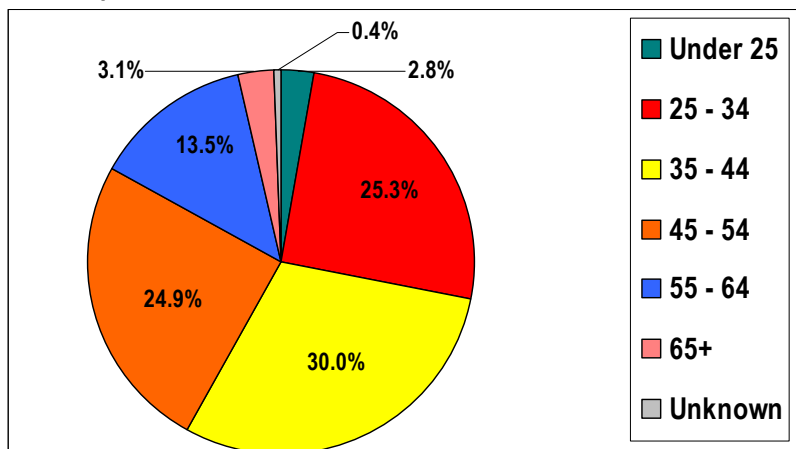
Chart 1: Number of Active Members by Profession – HPDB, 2008



5.2 Age

- The largest proportion of regulated health professionals are between the ages of 35 and 44 (30.0%).

Chart 2: Age Distribution of Regulated Health Professionals – HPDB, 2008



- Psychologists and dental technologists have the highest average age at 54. massage therapists have the lowest average age at 37.
- It is hypothesized that the longer the educational program, the older the regulated health professional when they enter practice. For example, psychologists can take up to 10 years to complete their educational requirements and their average age is the oldest at 54 (See Table 1). However, the HPDB findings demonstrate that this relationship isn't that simple. For example the medical laboratory technology education program is three years in duration and the average age of medical laboratory technologists is 47, one of the highest average ages listed.

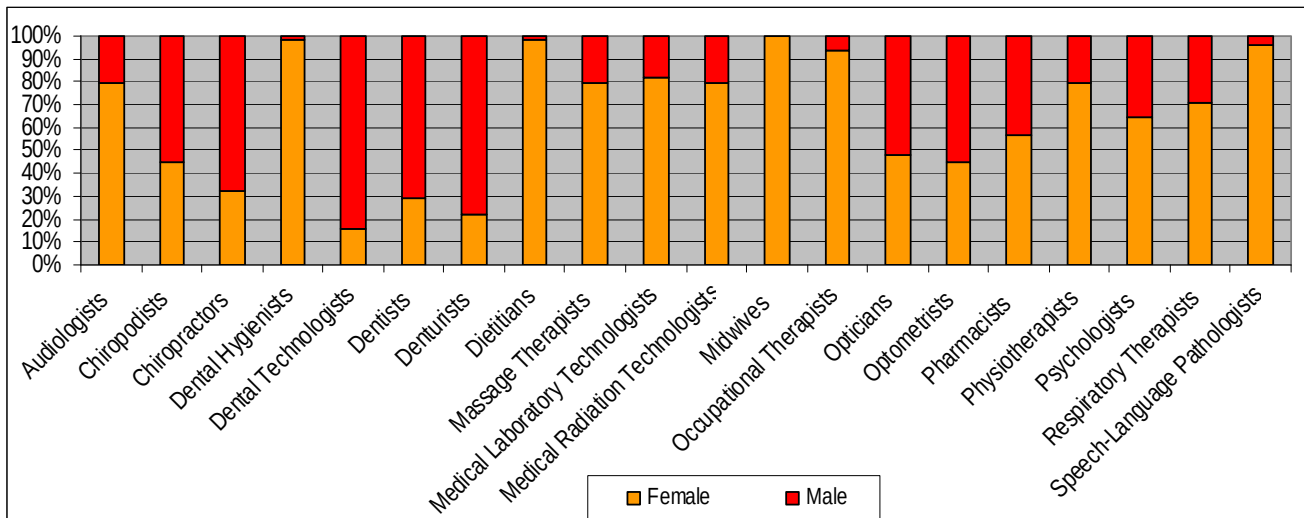
Table 1: Average Age of Regulated Health Professionals in Ontario – HPDB, 2008

Profession	Average Age
Psychologists	54
Dental Technologists	54
Medical Laboratory Technologists	47
Denturists	46
Dentists	46
Pharmacists	44
Optometrists	44
Chiropodists	43
Opticians	43
Audiologists	42
Chiropractors	42
Medical Radiation Technologists	42
Midwives	41
Speech-Language Pathologists	41
Dietitians	41
Physiotherapists	41
Respiratory Therapists	39
Occupational Therapists	39
Dental Hygienists	38
Massage Therapy	37

5.3 Sex

- Of the total number of regulated health professionals, 70% are female, however, the sex distribution of individual professions reveals that several health care professions vary from being primarily female dominated to being primarily male dominated.
- The regulated health profession with the highest proportion of women in its workforce (100%) is midwives. The regulated health profession with the highest proportion of men in its workforce (84%) is dental technologists.

Chart 3: Sex Distribution of Health Professionals – HPDB 2008



5.4 Practice Profile

The Health Professions Database collects information on up to three practice sites. The data displayed in this report pertaining to employment refers only to the first practice site. Based on the data reported:

- “Community/Long-Term Care/Laboratory” is the largest practice setting where regulated health professionals report working (36%).
- The practice setting where the greatest proportion of pharmacists report working is “Community Pharmacy” (67.4%).
- 38% of practising regulated health professionals reported working full time, 19% reported working part time, 40% did not report on this so their information is unknown and for 3% of health professionals this data element is not applicable.

- Of the practising dental hygienists, 70% are working part time. Is this because dental hygienists are working in more than one job across more than one site?

Chart 4: Actively Practising Regulated Health Professionals by Practice Setting - HPDB 2008

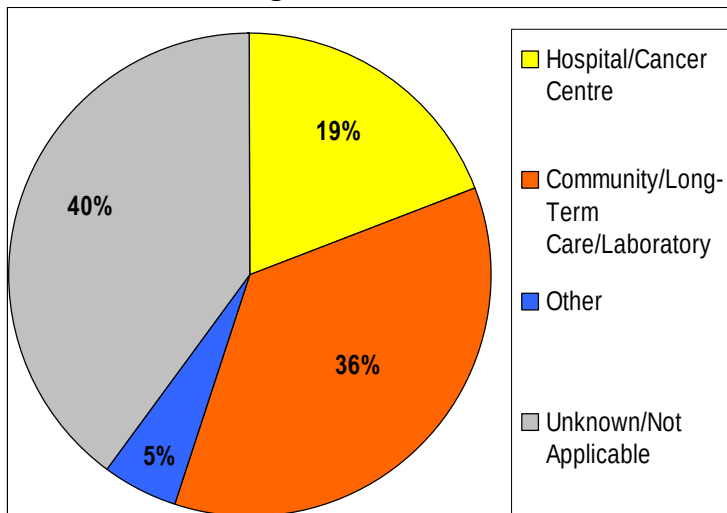
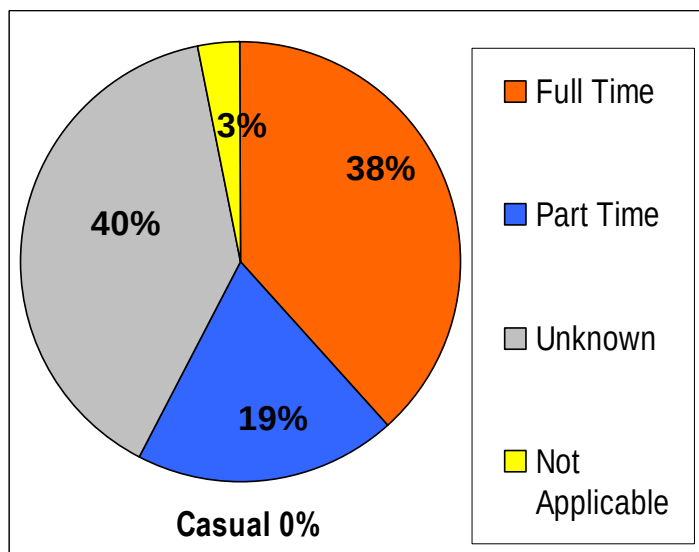


Chart 4 Notes:

a) "Community/Long Term Care/Laboratory" includes the following: Rehabilitation Facility, Mental Health and Addiction Facility, Residential/Long-Term Care Facility, Assisted Living Residence/Supportive Housing, Community Health Centre, Family Health Team, Group Health Centre (Sault St. Marie), Other Group Practice Office, Solo Practice Office, Client's Environment, Children's Treatment Centre, Board of Health or Public Health Laboratory or Public Health Unit, Community Care Access Centres, Community Pharmacy, Other Community Based Pharmacist Practice, Independent Health Facility, Centralized Diagnostic Laboratory Facility, Freestanding Diagnostic Laboratory, Specimen Collection Centre, Blood Transfusion Centre and Other Laboratory Facility.

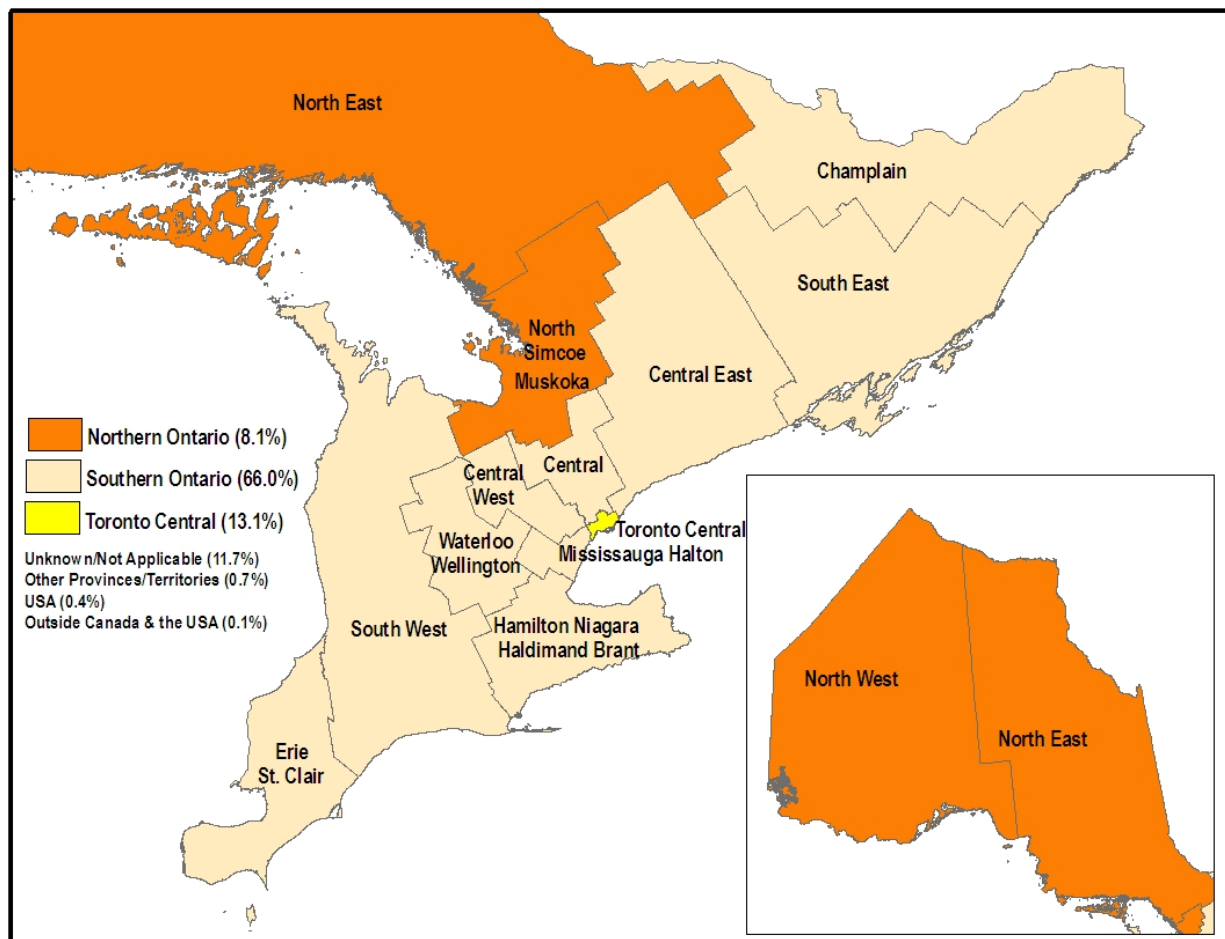
b) "Other" includes the following: Postsecondary Educational Institution, Preschool School System/Board of Education, Association/Government/Regulatory Organization/Non-Government Organization, Health Related Business, Other Place of Work.

Chart 5: Actively Practising Regulated Health Professionals, Full Time/Part Time/Casual – HPDB 2008



- Most regulated health professionals are practising in their profession in some capacity:
 - o Practising in Profession in Some Capacity – 61.4%.
 - o Seeking Work in Profession – 0.2%.
 - o Not Seeking Work in Profession – 0.1%.
 - o On Leave – Not Practising in Profession Because on Leave – 0.4%.
 - o Unknown – 37.9%.
- Note: “Practising in their Profession in Some Capacity” is defined as the regulated health professional performing one or more of the following within their specific profession: 1) Providing Professional Services, 2) Teaching, 3) Researching and/or 4) Working within Administration.
- Of those with a reported practice site, 58.9% report their site as located in Southern Ontario. In addition, 8.1% of regulated health professionals report their practice site is in Northern Ontario and 13.1% of regulated health professionals report their practice site is located in the Toronto Central Local Health Integration Network (LHIN).

Map 1: Regulated Health Professionals by First Practice Site – HPDB 2008



Note:

The Unknown/Not Applicable category includes all practice site postal codes provided that could not be successfully mapped to a LHIN.

5.5 What We Didn't Know Then, That We Know Now

- A total of 59 individuals are registered with their regulatory College in more than one health profession:
 - o 18 individuals are registered in dental technology and denturism.
 - o 12 individuals are registered in the chiropractic profession and in physiotherapy.
 - o 10 individuals are registered in both audiology and speech-language pathology.
 - o 7 individuals are registered in dentistry and pharmacy.
 - o 10 others have certificates of registration that overlap.
- There were no midwives with a practice site in Central West LHIN. However, midwives can provide direct professional services in an office environment, in hospitals and also in the homes of patients. They are likely travelling within and across LHINs. The current supply of midwives could be providing services to patients in the Central West LHIN.

6. Building the Solution: The Health Professions Database

6.1 Pilot Allied Health Human Resources Database

In 2005, the ministry awarded a contract for the development of a pilot provincial Allied Health Human Resources Database (AHHRDB) on regulated health professionals to Xwave Solutions Inc, as a result of a competitive request-for-proposals process. The pilot AHHRDB was conducted to test the feasibility of a comprehensive provincial database by identifying the information requirements and gaps between the existing and desired information.

Of the regulated health Colleges, 12 voluntarily participated in the pilot AHHRDB by submitting their existing HHR data to the ministry. These Colleges included:

College of Audiologists and Speech-Language Pathologists of Ontario, College of Chiropodists of Ontario, College of Dental Technologists of Ontario, College of Dietitians of Ontario, College of Midwives of Ontario, College of Occupational Therapists of Ontario, College of Opticians of Ontario, College of Optometrists of Ontario, Ontario College of Pharmacists, College of Physiotherapists of Ontario, College of Psychologists of Ontario, College of Respiratory Therapists of Ontario.

The pilot AHHRDB concluded that a provincial database was feasible and achieved the following key outcomes:

- A first draft of a Minimum Data Set for the 12 Colleges.
- A gap analysis between the existing and required data for HHR planning.
- A process for extracting, preparing and submitting data to the pilot AHHRDB.
- A survey of the Colleges that evaluated the process and identified learnings going forward.

6.2 Regulated Health Professions Act, 1991 – Data Collection Amendments

In the summer of 2007, amendments to section 36.1 in the *Regulated Health Professions Act, 1991* received Royal Assent. These amendments allow regulatory Colleges to collect personal information from their members, as reasonably required, for ministry HHR planning and to disclose this information to the ministry. Now data collection for HHR planning is a statutory requirement.

The Ontario Ministry of Health and Long-Term Care then embarked on developing the Health Professions Database with 19 regulatory Colleges to build the infrastructure and process to collect and house HHR information.

6.3 Minimum Data Set (MDS) Development

A critical success factor to developing a complete provincial database on regulated health professionals was to ensure that all partners, data suppliers, and users understood what data was needed and how it was defined. The value of the information in the HPDB is dependent upon its accuracy, completeness, relevancy and, where applicable, comparability across the professions.

To achieve this, the ministry launched an extensive consultation to develop a comprehensive MDS that identified and defined the critical pieces of information required for HHR planning and defined them consistently across the 20 participating professions.

In March 2008, the ministry held sessions with its planners and policy analysts to identify the most important pieces of demographic, registration, geographic, education and employment information required for HHR planning and policy development.

In April 2008, the ministry launched a provincial MDS Working Group which consisted of ministry staff and at least one representative from each of the regulatory Colleges (except the College of Physicians and Surgeons of

Ontario). This Working Group was charged with the task of developing the HPDB MDS which would identify and define every single piece of information to be collected by the HPDB and ensure its applicability and relevancy to each profession (see example in Table 2). The Working Group's aim was to build alignment and comparability across the regulated health professions and with any national standards set by the Canadian Institute for Health Information and Statistics Canada, while also respecting the unique needs of any one profession.

The Working Group created a final HPDB MDS that identified 55 data elements along with individual values for each element that were consistently defined across the professions. The HPDB MDS will be reviewed periodically for its ongoing relevance to HHR planning and as new professions are added to the HPDB.

Table 2: Data Element – Sex

Data Element & Definition	Valid Value(s)
Sex – The sex at birth of member.	Male Female
Rationale: Necessary for the calculation of sex related workforce indicators (e.g. proportion of workforce that is female).	

6.4 Unique Identifier

To ensure that Ontarians have access to the right number and mix of qualified health care providers, now and in the future, the ministry needs accurate counts of regulated health professionals across time and across health professions. A provincial unique identifier number assigned to each individual health professional will achieve this objective.

The unique identifier will allow for better tracking of regulated health professionals through their career paths because there will be one unique number assigned to an individual from the point that she/he registers with their first College. This number is essential to planners because it allows for the trending of information over time and professions. For example, only now can planners begin to see whether some individuals are practising in more than one profession simultaneously and whether individuals transition from one health care profession to another over the course of their careers.

The ministry designed a Unique Identifier Tool that is used by each participating regulatory College to assign unique numbers to their individual members. Each College uses the same six pieces of information such as legal first and last name to populate into the tool and assign the number. This number is not re-assigned at any point. The number does not contain any information within it and replaces the name of the member when the information is submitted to the HPDB.

6.5 Health Professions Database Structure

The HPDB vision is to allow for a simple submission process for suppliers and user-friendly access to planners and researchers. The structure is composed of two important parts: data collection/submission and querying/reporting (see Chart 6).

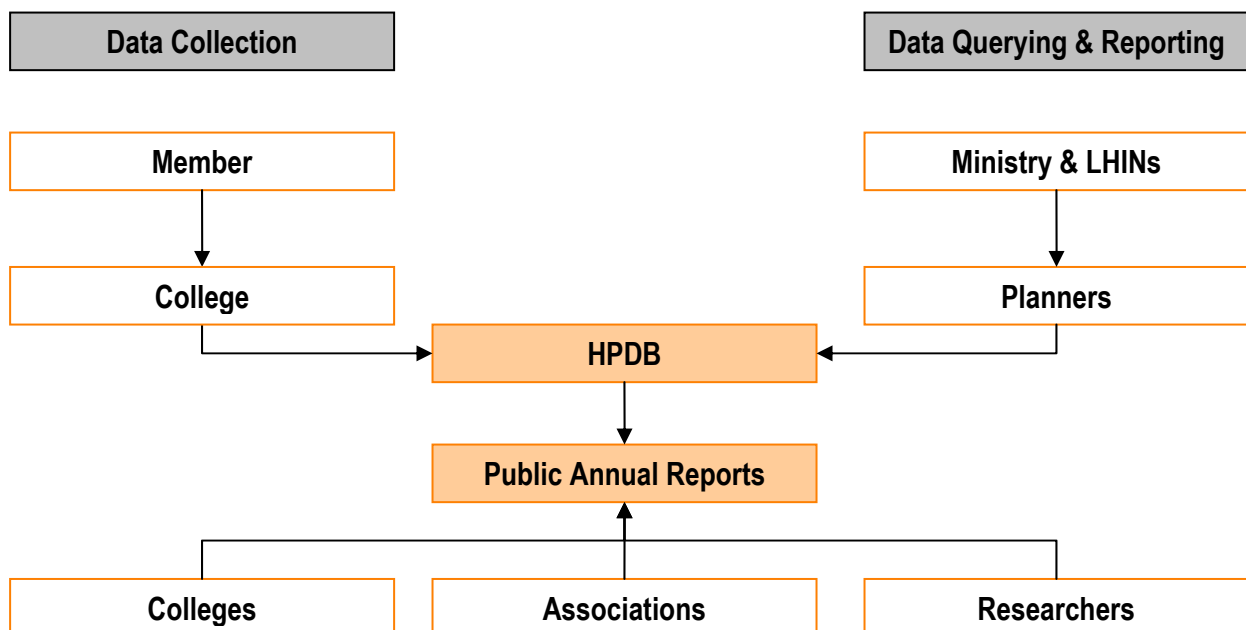
Regulatory Colleges collect data from their membership via their registration and renewal forms each year. The Colleges take a snapshot of this data in December of each year. They prepare the data by standardizing it and correcting any errors. The final clean file is submitted to the HPDB.

To protect the data quality and integrity, the HPDB has an automated process to detect errors such as formatting and relationships between pieces of information. For example, an individual record may state that the age of the member is 25 years but then indicate that the member has been working in the profession for 50 years. This contradiction would be identified as an error during the file submission process. As such, the HPDB will not accept and make the data available for reporting until it is validated.

Ensuring access to the information to users is critical to the HPDB. Presently, the ministry is building the reporting capability in the HPDB. This will include the functionality for users to create their own queries and customized reports.

To facilitate knowledge and information sharing, the ministry will release annual reports (statistical and analytical) on the HealthForceOntario website.

Chart 6: HPDB Structure



7. Health Professions and the Health Professions Database

Table 3: Summary of Regulated Health Professions in the HPDB

Regulated Health Professions Who Began Submitting Data to the HPDB in 2008	
Audiologists	Medical Radiation Technologists
Chiropodists	Midwives
Chiropractors	Occupational Therapists
Dental Hygienists	Opticians
Dentists	Optometrists
Dental Technologists	Pharmacists
Denturists	Physiotherapists
Dietitians	Psychologists
Massage Therapists	Respiratory Therapists
Medical Laboratory Technologists	Speech-Language Pathologists
Regulated Health Professions to be Included in the HPDB	
Nurses – Submitting HPDB Data in 2011	Physicians
Homeopaths*	Naturopaths*
Kinesiologists*	Traditional Chinese Medicine*
Mental Health Therapists/Psychotherapists*	

*Newly regulated health professions

8. Health Professions Database: Going Forward

The ministry is continuing to develop the HPDB. Plans to transition the remaining health regulatory Colleges into the HPDB over time are under development. Presently, work is underway with the College of Nurses of Ontario to begin submitting their data in 2011.

8.1 Advisory Committee and Data Quality Working Group

The ministry, in conjunction with the regulatory Colleges, has launched an HPDB Advisory Committee to provide advice to the ministry on the ongoing operations of the HPDB to make it the primary source of quality HHR data in Ontario. The Advisory Committee will consist of membership from a sub-set of the regulatory Colleges and relevant ministry areas. It will focus on guiding the HPDB operations and ensuring its ongoing relevance and usefulness for HHR planning.

In addition, an HPDB Data Quality Working Group will be developed with participation from key ministry areas and Colleges. The Data Quality Working

Group will help assess the data quality of the HPDB and guide the data quality standards on an ongoing basis.

9. Methods

This section outlines the basic concepts behind the data provided in this document and the data collection's underlying methodology. These notes will help provide an understanding of the data's strengths and limitations and demonstrate how to interpret the data.

9.1 Privacy Impact Assessment

The ministry requested that a Privacy Impact Assessment (PIA) be completed to assure partners in the HPDB project that privacy design requirements were considered in the build of the Database. The Office of the Chief Information and Privacy Officer of the Ministry of Government Services completed the PIA in February 2009.

The PIA concluded that **Primary Postal Code of Residence** is the only data element that met the statutory definition of personal information. The ministry is collecting this data element for each member because, when combined with **Postal Code of Practice Site**, it provides an indication of the relationship between where regulated health professionals live and where they work. The residential postal code also measures the geographic distribution and mobility of health professionals across Ontario. The PIA concluded that this rationale meets the 'reasonably necessary' criteria in the Freedom of Information and Protection of Privacy Act (FIPPA) and as such, the HPDB is 'lawfully authorized' within the meaning of section 38(2) of FIPPA. The PIA recommended that the HPDB suppress statistics derived from **Primary Postal Code of Residence** information whenever cell counts are less than five.

Primary Postal Code of Residence raw data (i.e. specific postal codes) will not be reported in any HPDB public report. In the future, the LHIN of residence may be publicly released; however, cell counts of less than five will not be released. LHIN of residence data was not released in this report due to a low 2008 response rate.

9.2 Time Period of Reference

The 2008 data represents a snapshot as of December 31, 2008, with the exception of the data from the Ontario College of Pharmacists and College of Respiratory Therapists of Ontario. Pharmacist data represents snapshot data as of February 13, 2009 and respiratory therapists data represents data as of

February 2009. Data from all the Colleges was submitted to the HPDB by August 2009.

9.3 Population of Reference

The population of reference (i.e. the data collected through the database) includes all regulated health professionals (excluding nurses and physicians) who hold active registration with their Ontario health regulatory College. For the purposes of the HPDB, the term “Active” means those health professionals who are actively registered with their College and able to practice in their profession in full or any one capacity (i.e. clinical, research, teaching, and health promotion).

The statistics presented do not include College members who hold educational certificates (i.e. are registered as students or interns). For a list of the 20 participating regulated health professions please see page 15 of this report.

This year the HPDB did not collect data pertaining to regulated health professionals no longer practising in the profession in any capacity (i.e. health professionals whose College registration is inactive). The HPDB has been developed to measure attrition for each health profession annually. For the 2009 submission, the HPDB will begin to track the number of individuals that became inactive over the course of the previous year.

9.4 Response Rates

This summary is based on the 20 health professions that submitted December 2008 snapshot data to the HPDB.

- The 2008 HPDB data collection includes only existing information previously collected by the regulatory College. Not all Colleges had data for each HPDB data element. It is anticipated that by 2011, Colleges will report on all data elements identified in the HPDB MDS.
- For the first collection, Colleges were only required to submit data on members who were able to practice in the profession in full or any one capacity (i.e. active members).
- This was the first data collection through the Health Professions Database. The known response rates for the data elements reported in this document are listed in Table 4.
- **Practice Specialty** and **Specialty Certification** information was only collected for the following professions and therefore the known response rates are misleading and not listed: medical laboratory technologists, medical radiation technologists, dental hygienists, and dentists.

The known rate was determined by dividing the number of members that reported valid values (i.e. values other than “Unknown” and “Not Applicable”) for each data element by the total number of active members excluding students, and then multiplying by 100. It is anticipated that over time HPDB known rates for all data elements will increase.

Table 4: Data Element Response Rates – HPDB, 2008

Data Element	Known Rate
Demographics/Registration/Geography	
Unique Identifier	100%
Registration Status	100%
Registration Inactive Status Reason	3%
Class of Registration	100%
Sex	100%
Year of Birth	100%
Language of Care (Collects up to 10 Languages, First Language Reported Only)	Overall Known Rate Not Available Upon Release of Report
Geography and Certification	
Primary Postal Code of Residence	91%
Primary Province/Territory/State of Residence	92%
Primary Country of Residence	92%
Province/Territory of Registration	100%
Year of Initial Registration to Practice in Ontario	94%
Concurrent Province/Territory/State of Registration	0%
Concurrent Country of Registration	1%
Most Recent Previous Province/Territory/State of Practice	0%
Most Recent Previous Country of Practice	0%
Last Year of Practice in Previous Province/Territory/State/Country	0%
Specialty Certification (Not All Health Professions Have Specialties)	Overall Known Rate Not Available Upon Release of Report
Year of Specialty Certification (Not All Health Professions Have Specialties)	Overall Known Rate Not Available Upon Release of Report
Education	
Bridging Program Completion	10%
Year of Completion of Bridging Program	0%
Level of Education in Profession (The HPDB collects up to 5 levels. The chart reports only the first level).	88%
Year of Graduation From Education in Profession (The HPDB collects up to 5 levels. The chart reports only the first level).	64%
Canadian Education Institution of Education in Profession at Graduation (The HPDB collects up to 5 levels. The chart reports only the first level).	53%
Province/Territory. State at Graduation from Education in Profession (The HPDB collects up to 5 levels. The chart reports only the first level).	58%

Country of Graduation from Education in Profession (The HPDB collects up to 5 levels. The chart reports only the first level).	60%
Highest Level of Education Outside of the Profession	9%
Field of Study for Highest Level of Education Outside of the Profession	4%
Year of Graduation from Education Outside of the Profession	9%
Province/Territory/State of Graduation from Education Outside of the Profession	8%
Country of Graduation from Education Outside of Profession	8%
Employment – Historical	
Country of First Time Practising in the Profession	10%
Province/Territory/State of First Time Practising in the Profession	10%
First Year of Practice in the Profession	6%
First Canadian Location of Practice in Profession	10%
Year of First Canadian Practice in the Profession	10%

Current Employment – Individual Based		
Practice Status		62%
Total Number of Practice Weeks in the Past 12 Months		4%
Average Number of Weekly Practice Hours in the Past 12 Months		15%
Proportion of Average Weekly Practice Hours on Direct Professional Services		Overall Known Rate Not Available Upon Release of Report
Proportion of Average Weekly Practice Hours on Teaching		Overall Known Rate Not Available Upon Release of Report
Proportion of Average Weekly Practice Hours on Research		Overall Known Rate Not Available Upon Release of Report
Proportion of Average Weekly Practice Hours on Administration		Overall Known Rate Not Available Upon Release of Report
Proportion of Average Weekly Practice Hours on All Other Activities		Overall Known Rate Not Available Upon Release of Report
Current Employment – Site Based		
More Than Three Practice Sites		44%
Employment Category	1 st Site	48%
	2 nd Site	4%
	3 rd Site	1%
Full Time/Part Time/Casual Status	1 st Site	48%
	2 nd Site	5%
	3 rd Site	1%
Practice Setting	1 st Site	56%
	2 nd Site	8%
	3 rd Site	2%
Post Code of Practice Site	1 st Site	85%
	2 nd Site	16%

	3 rd Site	3%
Province/Territory/State of Practice Site	1 st Site	85%
	2 nd Site	16%
	3 rd Site	4%
Country of Practice Site	1 st Site	85%
	2 nd Site	15%
	3 rd Site	3%
Primary Role	1 st Site	50%
	2 nd Site	10%
	3 rd Site	2%
Area of Practice Activity	1 st Site	28%
	2 nd Site	5%
	3 rd Site	1%
Practice Specialty (Not All Health Professions Have Specialties)	1 st Site	Overall Known Rate Not Available Upon Release of Report
	2 nd Site	Overall Known Rate Not Available Upon Release of Report
	3 rd Site	Overall Known Rate Not Available Upon Release of Report
Client Age Range	1 st Site	23%
	2 nd Site	5%
	3 rd Site	1%

10. Want to Know More?

If you have questions or require further information please feel free to contact the Forecasting and Modelling Unit, Ministry of Health and Long-Term Care at forecasting@healthforceontario.ca.

11. Statistical Fact Sheets & Employment by LHIN Maps

11.1 Summary Notes

1. In this report the term data element refers to a piece of demographic, registration, geographic, educational or employment information that is collected from the regulatory Colleges for each of their members (e.g. **Sex** or **Year of Birth**). For each of their members, Colleges would enter a value for each data element (e.g. for **Sex** the value Colleges could choose from would be “Female” or “Male”). For a list of all HPDB data elements please see the Appendix of this report.
2. Percentages listed in the following statistical fact sheets and *Employment by LHIN* maps may not add to exactly 100% due to rounding.
3. The 2008 HPDB Snapshot Collection captured the number of ‘Active’ health professionals who are licensed by their respective regulatory College to be able to practice in their profession in full or any one capacity (i.e. clinical, research, teaching and health promotion).
4. Colleges were instructed to select the value “Unknown” if the data element is applicable to the member but not known. Colleges were instructed to select the “Not Applicable” value for a data element if that element in no way applies to the member.

For example, if an individual holds an active license and is not working but seeking work in the profession, then for the data element **Practice Setting** the value entered would be “Not Applicable” for each level. By comparison the data element **Year of Birth** is applicable to everyone but it may not be known.

5. Local Health Integration Networks (LHINs) are 14 not-for-profit corporations responsible for planning, integrating and funding local health services in 14 different geographic areas of the province. LHIN boundaries used in the accompanying *Employment by LHIN* maps are as of 2006.
6. The Health Professions Database collects information on up to three practice sites. The data displayed in this report pertaining to employment refers only to the first practice site and does not take into account health professionals who have multiple practice sites or who provide service in more than one LHIN.
7. For the data element **Practice Setting**, the top three reported values (i.e. the setting values with the highest proportion compared to the others) are listed on each fact sheet. All other valid values are amalgamated into the “Other” category. Health professionals were asked to select one practice setting for each practice site. The data listed in the fact sheets does not account for those health professionals that work across multiple settings.

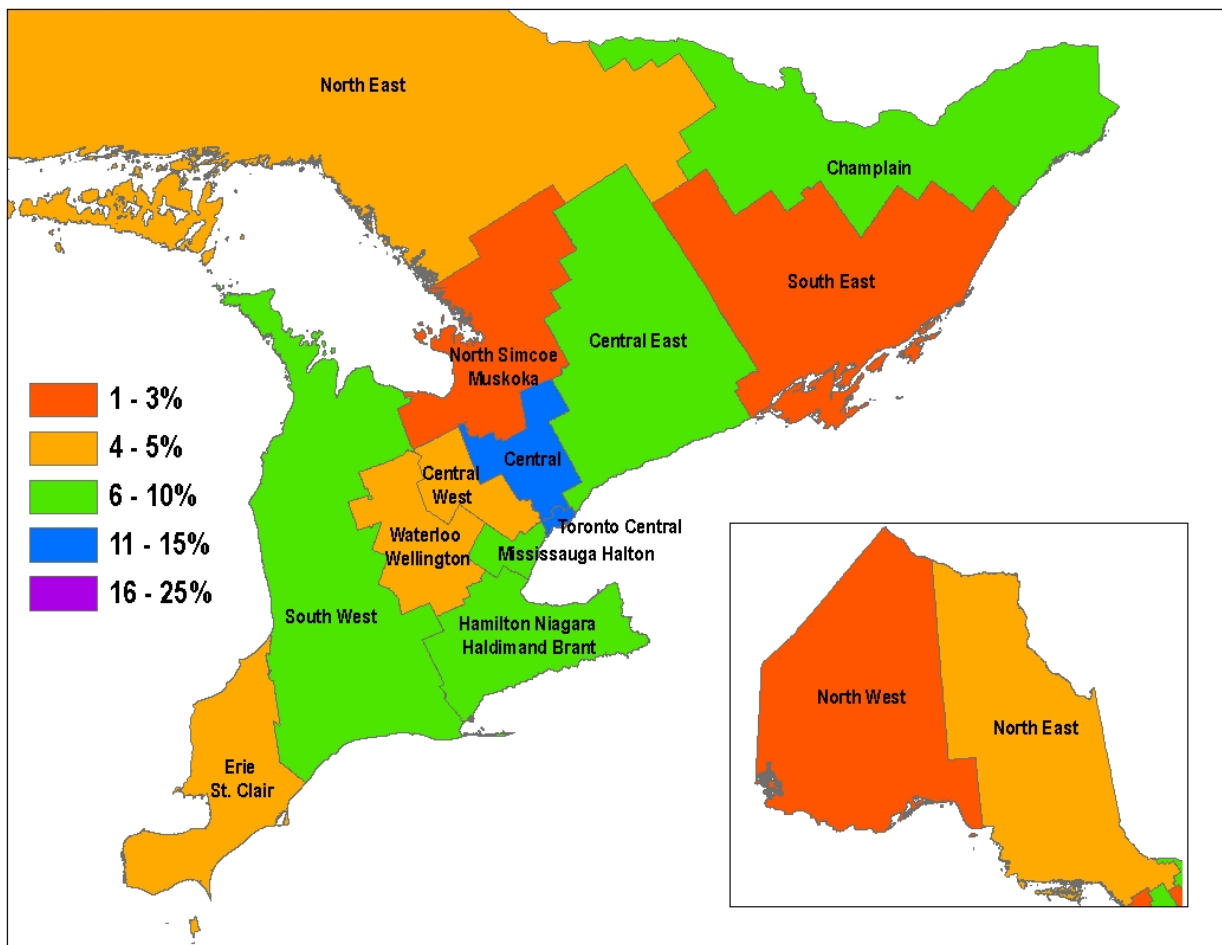
8. The *LHIN of Employment* section for each fact sheet uses the postal code for the first practice site as a point of reference so it does not account for health professionals who may provide services in more than one LHIN. For example, this may be the postal code of the practice office but the health professional may travel to provide services to clients.
9. As this is the first data submission not all data elements from the HPDB MDS were collected by the Colleges. It is anticipated that by 2011, Colleges will report on all data elements.
10. National Occupation Classification (NOC) is the nationally accepted reference on occupations in Canada. It organizes over 30,000 job titles into 520 occupational group descriptions and assigns a NOC number (referred to as the NOC Code) to each group. For further information on NOC please see: <http://www5.hrsdc.gc.ca/NOC/English/NOC/2006/AboutNOC.aspx>.
11. Unknown rates do not necessarily reflect the data holdings of each College. For example, in some cases the College held the data in paper format which made it difficult to extract the information for the HPDB. Many Colleges are upgrading their systems for future submissions.
12. There may be inconsistencies in how Colleges reported educational data. For example, some Colleges may have submitted the actual education held by the member while others may have submitted the Ontario equivalent as assessed by the College. Please use this data with caution. Where ever possible, inconsistencies will be corrected for the next HPDB submission.
13. Under the data element ***Employment Site by LHIN (First Practice Site Only)*** the value "Ontario Postal Code Not Mapped to LHIN" indicates the number of health professionals who are working in Ontario who have a postal code that the ministry could not assign to a specific LHIN (e.g. new postal codes that are not found in the ministry's LHIN mapping file).
14. Under the data element ***Employment Site by LHIN (First Practice Site Only)*** if a member is mapped to the value "Country/Province/Postal Code Not Matched" it means that the values for the following data elements contradict each other: ***Country of Practice Site***, ***Province/Territory/State of Practice Site*** and ***Postal Code of Practice Site*** (e.g. for Member X, their ***Country of Practice Site*** was listed as Canada but their ***Province/Territory/State of Practice Site*** was listed as Texas).

11.2 All Participating Health Professions

Statistical Fact Sheet – All Participating Health Professions

Name of Health Profession		All Participating Professions	
NOC Code		N/A	
Total # of Active Members (Excluding Students)		83,497	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	48,473	58%
	45 ~ 54	20,807	25%
	55 and Greater	13,866	17%
	Unknown	351	0%
Sex	Female	58,730	70%
	Male	24,767	30%
Practice Status	Practising in Profession	51,256	61%
	Not Practising in Profession	600	1%
	Unknown	31,641	38%
Work Status (First Practice Site Only)	Full Time	31,659	38%
	Part Time	16,207	19%
	Casual	329	0%
	Unknown	32,849	39%
	Not Applicable	2,453	3%
Practice Setting (First Practice Site Only)	Hospital	15,579	19%
	Solo Practice Office	9,830	12%
	Community Pharmacy	7,698	9%
	Other	17,042	20%
	Unknown	30,895	37%
	Not Applicable	2,453	3%
Highest Level of Education in Profession	Diploma	29,723	36%
	Baccalaureate	18,907	23%
	Masters	5,377	6%
	Doctorate/Professional Doctorate	16,380	20%
	None of the Above	1,508	2%
	Unknown	11,602	14%
Employment Site by LHIN (First Practice Site Only)	Central	9,264	11%
	Central East	6,533	8%
	Central West	2,952	4%
	Champlain	7,544	9%
	Erie St. Clair	3,138	4%
	Hamilton Niagara Haldimand Brant	7,781	9%
	Mississauga Halton	5,902	7%
	North East	3,021	4%
	North Simcoe Muskoka	2,365	3%
	North West	1,340	2%
	South East	2,432	3%
	South West	5,674	7%
	Toronto Central	10,917	13%
	Waterloo Wellington	3,850	5%
	Ontario Postal Code Not Mapped to LHIN	289	0%
	Other Provinces/Territories	606	1%
	USA	364	0%
	Outside Canada & USA	74	0%
	Country/Province/Postal Code Not Matched	3,062	4%
	Unknown	5,194	6%
	Not Applicable	1,195	1%

Ontario Health Professionals - Employment by LHIN, 2008



Note on Ontario Health Professionals - Employment by LHIN, 2008:

1. Denturist and dietitian data was not available by LHIN and therefore not depicted in the above map.

11.3 Audiologists

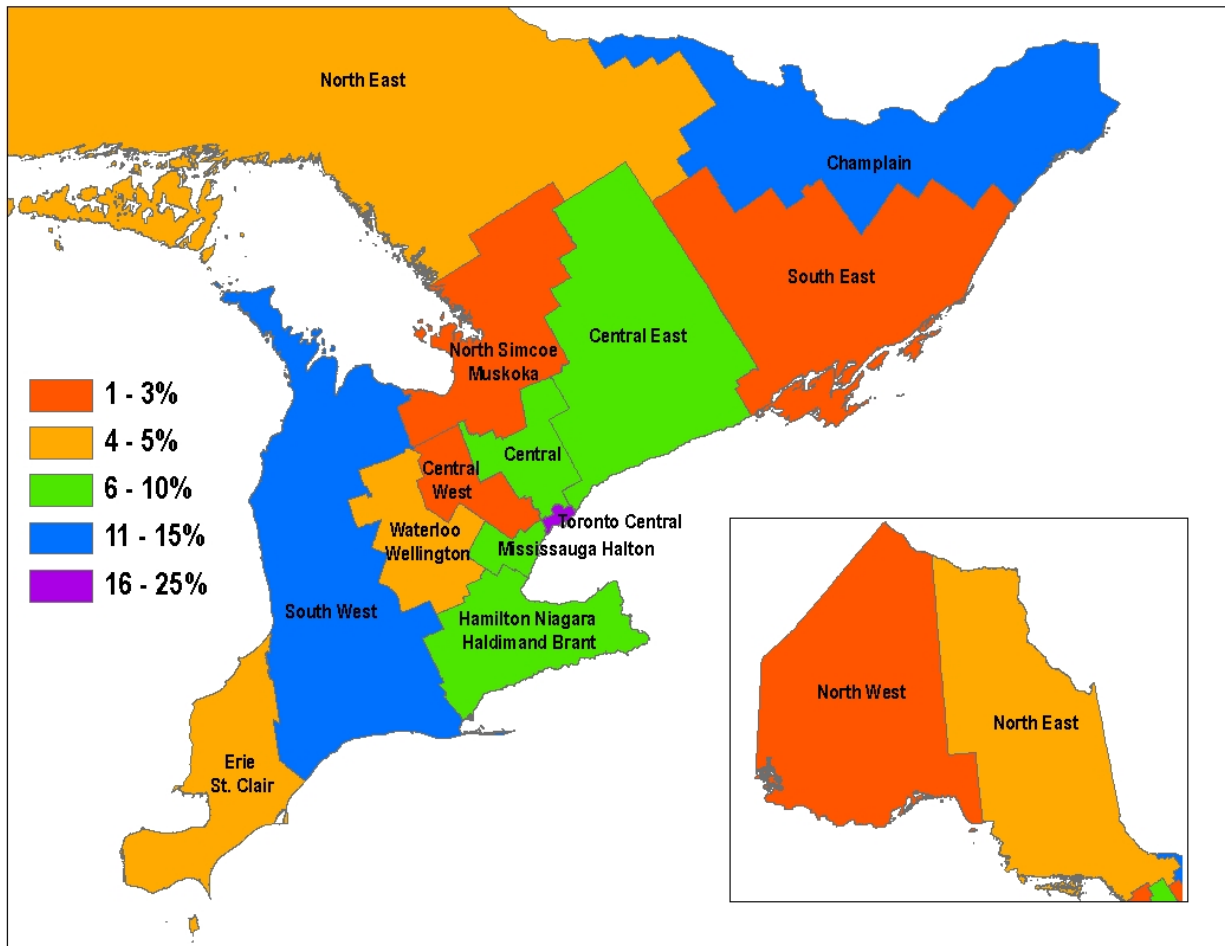
Statistical Fact Sheet – Audiologists

Name of Health Profession		Audiologist	
NOC Code		3141	
Total # of Active Members (Excluding Students)		541	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	331	61%
	45 ~ 54	144	27%
	55 and Greater	66	12%
	Unknown	0	0%
Sex	Female	430	79%
	Male	111	21%
Practice Status	Practising in Profession	527	97%
	Not Practising in Profession	0	0%
	Unknown	14	3%
Work Status (First Practice Site Only)	Full Time	308	57%
	Part Time	97	18%
	Casual	0	0%
	Unknown	128	24%
	Not Applicable	8	1%
Practice Setting (First Practice Site Only)	Solo Practice Office	293	54%
	Hospital	106	20%
	Health Related Business/Industry	24	4%
	Other	103	19%
	Unknown	7	1%
	Not Applicable	8	1%
Highest Level of Education in Profession	Diploma	4	1%
	Baccalaureate	10	2%
	Masters	510	94%
	Doctorate/Professional Doctorate	16	3%
	None of the Above	0	0%
	Unknown	1	0%
Employment Site by LHIN (First Practice Site Only)	Central	52	10%
	Central East	36	7%
	Central West	11	2%
	Champlain	73	13%
	Erie St. Clair	26	5%
	Hamilton Niagara Haldimand Brant	48	9%
	Mississauga Halton	37	7%
	North East	27	5%
	North Simcoe Muskoka	16	3%
	North West	9	2%
	South East	18	3%
	South West	58	11%
	Toronto Central	84	16%
	Waterloo Wellington	28	5%
	Ontario Postal Code Not Mapped to LHIN	3	1%
	Other Provinces/Territories	3	1%
	USA	0	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	8	1%
	Unknown	4	1%
	Not Applicable	0	0%

Note on the *Statistical Fact Sheet - Audiologists*:

1. The NOC Code listed above refers to both audiologists and speech-language pathologists.

Audiologists - Employment by LHIN, 2008



11.4 Chiropractors

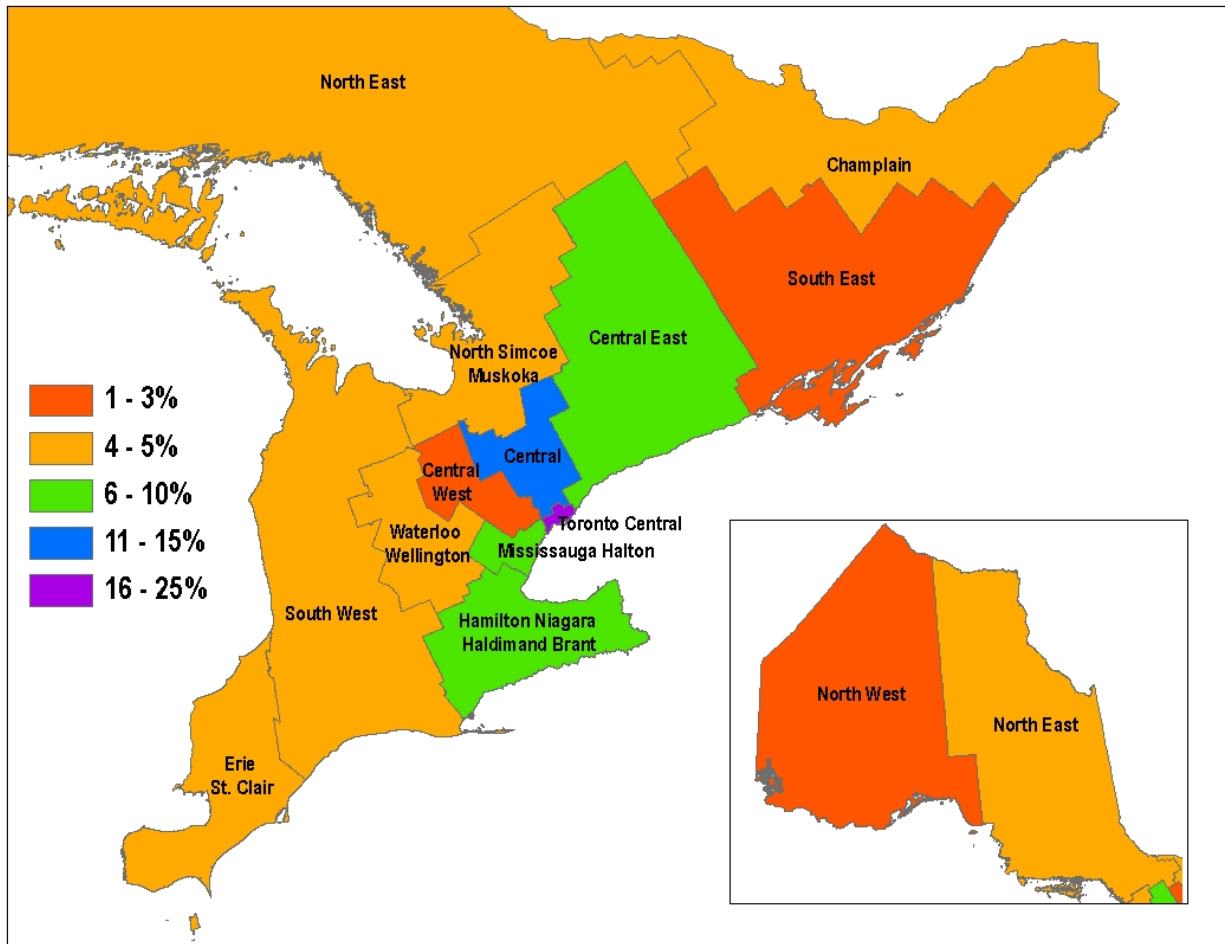
Statistical Fact Sheet – Chiropractors

Name of Health Profession		Chiropractor	
NOC Code		3123	
Total # of Active Members (Excluding Students)		504	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	311	62%
	45 ~ 54	122	24%
	55 and Greater	71	14%
	Unknown	0	0%
Sex	Female	227	45%
	Male	277	55%
Practice Status	Practising in Profession	489	97%
	Not Practising in Profession	0	0%
	Unknown	15	3%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	504	100%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Solo Practice Office	371	74%
	Hospital	58	12%
	Community Health Centre	41	8%
	Other	11	2%
	Unknown	23	5%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	390	77%
	Baccalaureate	112	22%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	2	0%
Employment Site by LHIN (First Practice Site Only)	Unknown	0	0%
	Central	68	13%
	Central East	39	8%
	Central West	16	3%
	Champlain	24	5%
	Erie St. Clair	18	4%
	Hamilton Niagara Haldimand Brant	47	9%
	Mississauga Halton	31	6%
	North East	23	5%
	North Simcoe Muskoka	22	4%
	North West	7	1%
	South East	10	2%
	South West	24	5%
	Toronto Central	112	22%
	Waterloo Wellington	18	4%
	Ontario Postal Code Not Mapped to LHIN	3	1%
	Other Provinces/Territories	9	2%
	USA	11	2%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	7	1%
	Unknown	15	3%
	Not Applicable	0	0%

Note on the *Statistical Fact Sheet - Chiropractors*:

1. The NOC Code refers to "other professional occupations in health diagnosing and treating".

Chiropodists - Employment by LHIN, 2008

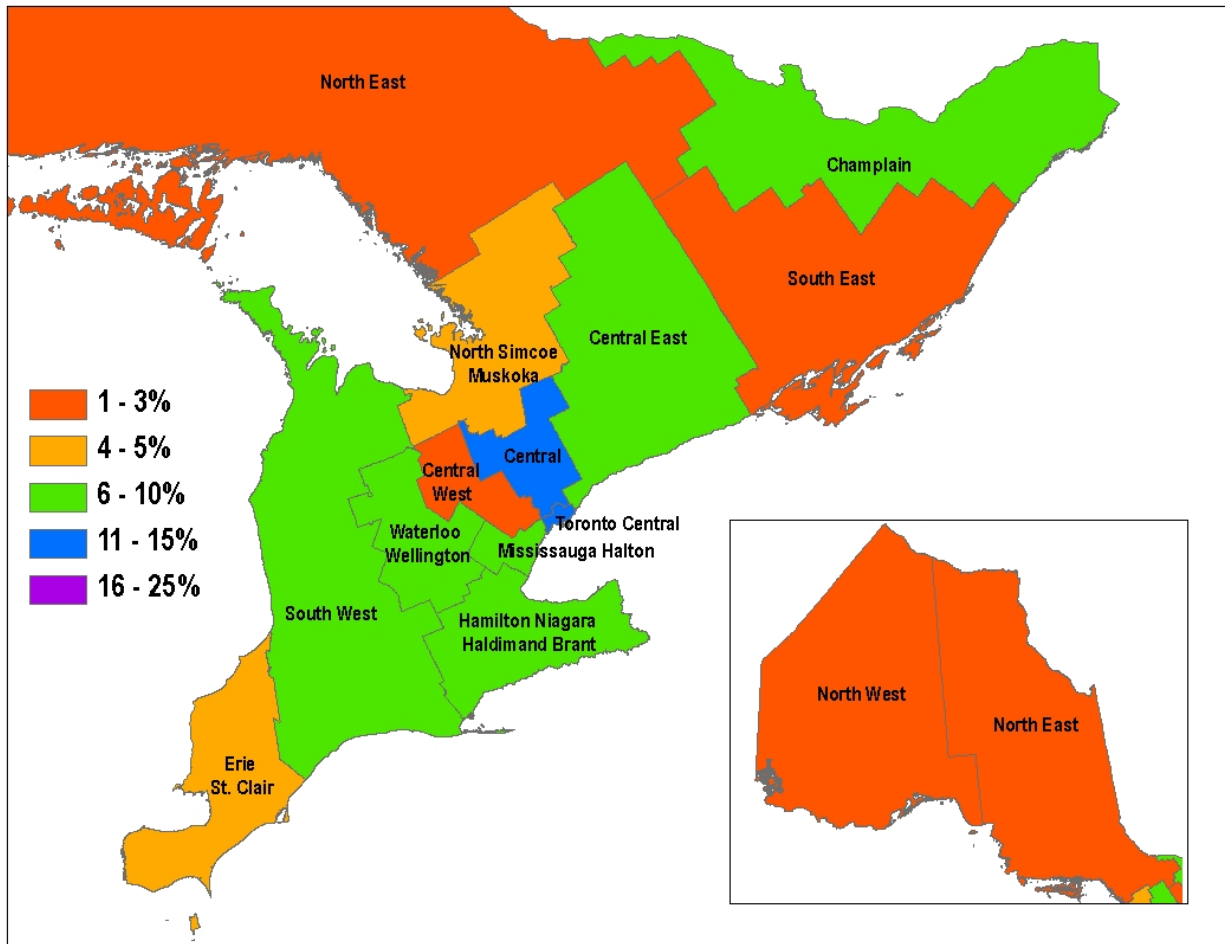


11.5 Chiropractors

Statistical Fact Sheet – Chiropractors

Name of Health Profession		Chiropractor	
NOC Code		3122	
Total # of Active Members (Excluding Students)		3,542	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	2,358	67%
	45 ~ 54	675	19%
	55 and Greater	507	14%
	Unknown	2	0%
Sex	Female	1,133	32%
	Male	2,409	68%
Practice Status	Practising in Profession	0	0%
	Not Practising in Profession	0	0%
	Unknown	3,542	100%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	3,542	100%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Unknown	3,542	100%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	0	0%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	3,542	100%
	None of the Above	0	0%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	510	14%
	Central East	332	9%
	Central West	113	3%
	Champlain	237	7%
	Erie St. Clair	164	5%
	Hamilton Niagara Haldimand Brant	344	10%
	Mississauga Halton	284	8%
	North East	119	3%
	North Simcoe Muskoka	156	4%
	North West	55	2%
	South East	96	3%
	South West	243	7%
	Toronto Central	398	11%
	Waterloo Wellington	210	6%
	Ontario Postal Code Not Mapped to LHIN	9	0%
	Other Provinces/Territories	8	0%
	USA	14	0%
	Outside Canada & USA	2	0%
	Country/Province/Postal Code Not Matched	26	1%
	Unknown	222	6%
	Not Applicable	0	0%

Chiropractors - Employment by LHIN, 2008



11.6 Dental Hygienists

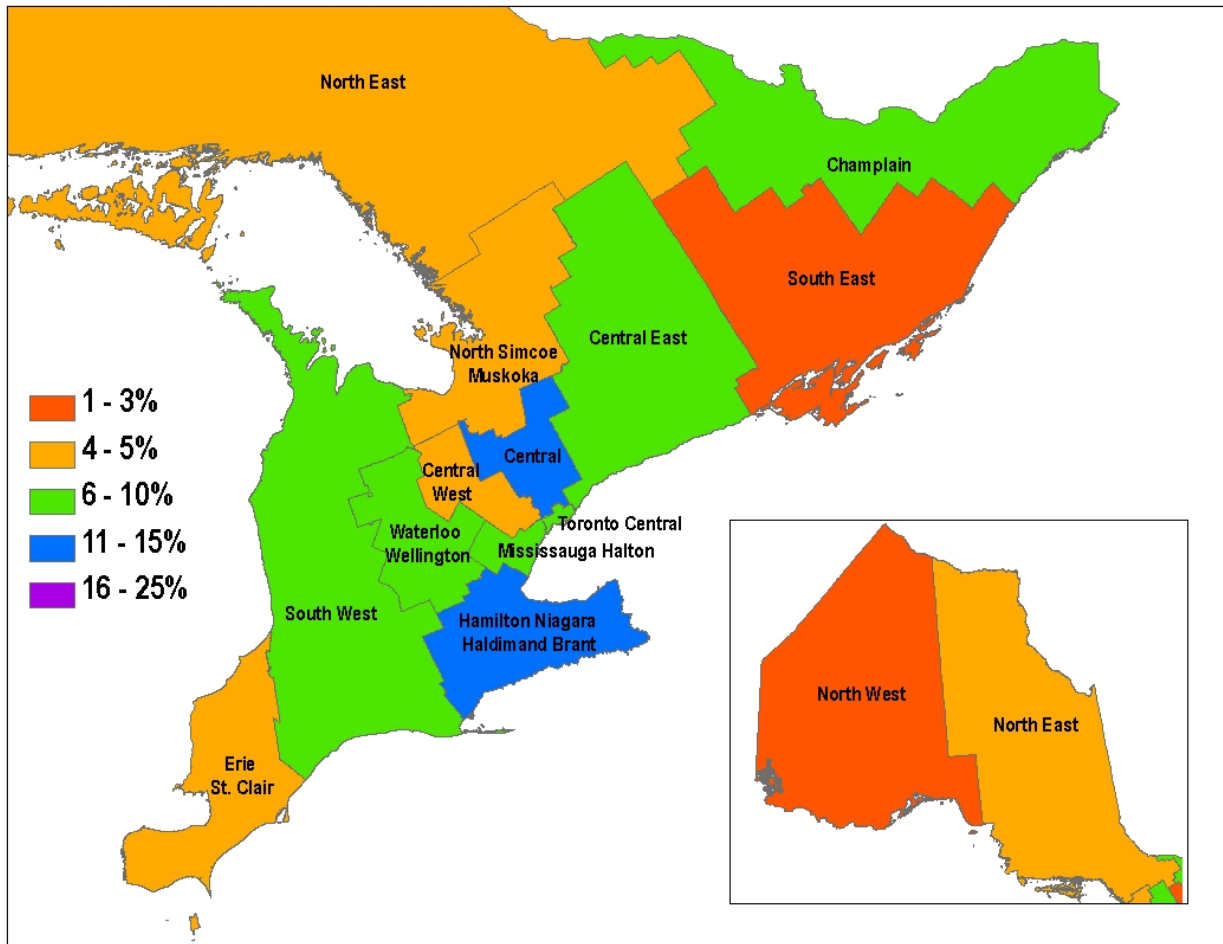
Statistical Fact Sheet – Dental Hygienists

Name of Health Profession		Dental Hygienist	
NOC Code		3222	
Total # of Active Members (Excluding Students)		9,204	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	6,710	73%
	45 ~ 54	2,005	22%
	55 and Greater	489	5%
	Unknown	0	0%
Sex	Female	9,027	98%
	Male	177	2%
Practice Status	Practising in Profession	9,203	100%
	Not Practising in Profession	0	0%
	Unknown	1	0%
Work Status (First Practice Site Only)	Full Time	2,737	30%
	Part Time	6,467	70%
	Casual	0	0%
	Unknown	0	0%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Solo Practice Office	7,416	81%
	Clients Environment	1,788	19%
	Other	0	0%
	Unknown	0	0%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	9,204	100%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	0	0%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	1,255	14%
	Central East	926	10%
	Central West	457	5%
	Champlain	926	10%
	Erie St. Clair	448	5%
	Hamilton Niagara Haldimand Brant	1,076	12%
	Mississauga Halton	825	9%
	North East	413	4%
	North Simcoe Muskoka	363	4%
	North West	156	2%
	South East	291	3%
	South West	585	6%
	Toronto Central	809	9%
	Waterloo Wellington	516	6%
	Ontario Postal Code Not Mapped to LHIN	40	0%
	Other Provinces/Territories	83	1%
	USA	11	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	23	0%
	Unknown	1	0%
	Not Applicable	0	0%

Note on the Statistical Fact Sheet – Dental Hygienists:

1. The NOC Code refers to both “dental hygienists and dental therapists”.

Dental Hygienists - Employment by LHIN, 2008



11.7 Dental Technologists

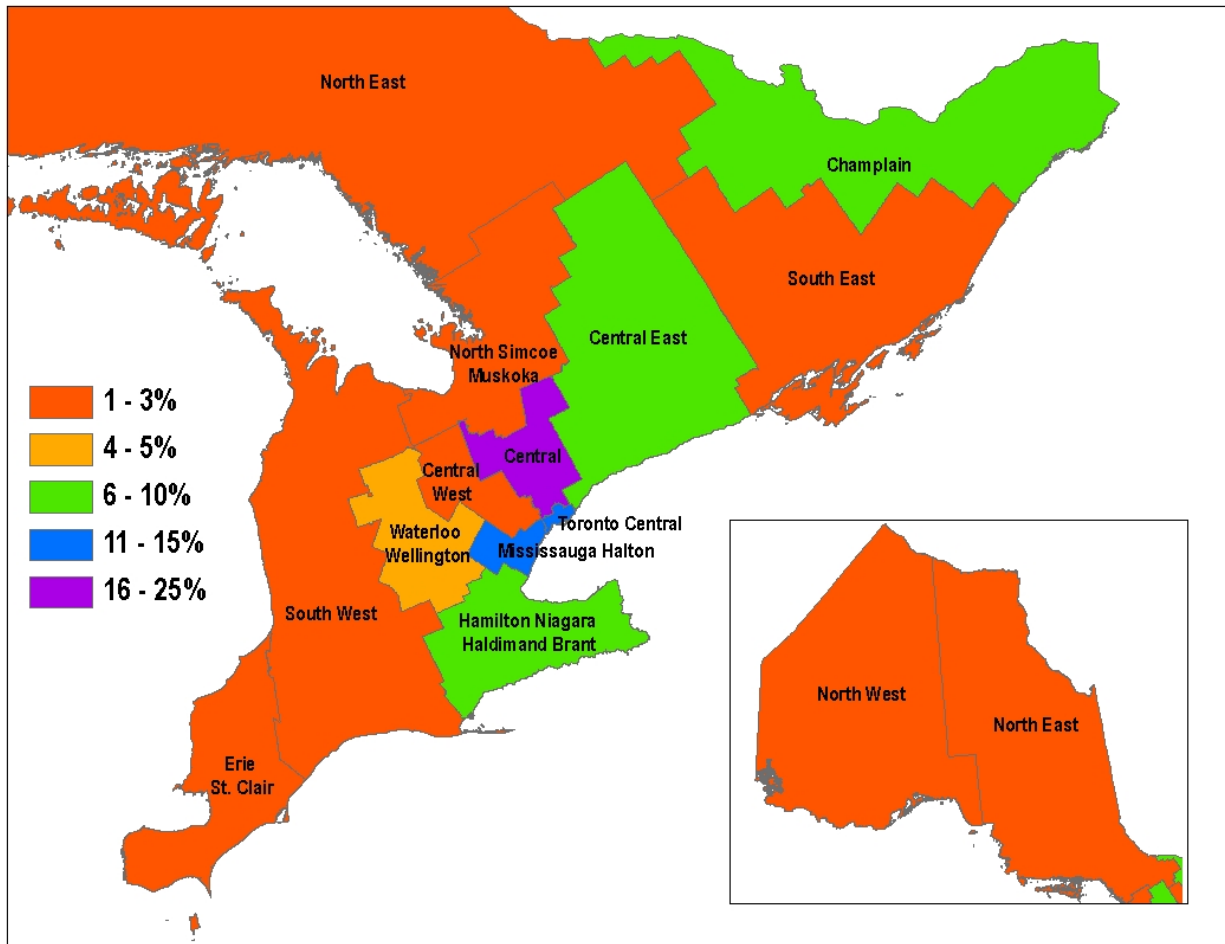
Statistical Fact Sheet – Dental Technologists

Name of Health Profession		Registered Dental Technologist	
NOC Code		3223	
Total # of Active Members (Excluding Students)		480	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	139	29%
	45 ~ 54	172	36%
	55 and Greater	169	35%
	Unknown	0	0%
Sex	Female	75	16%
	Male	405	84%
Practice Status	Practising in Profession	480	100%
	Not Practising in Profession	0	0%
	Unknown	0	0%
Work Status (First Practice Site Only)	Full Time	410	85%
	Part Time	31	6%
	Casual	2	0%
	Unknown	37	8%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Other Group Practice Office	439	91%
	Solo Practice Office	37	8%
	Post-Secondary Educational Institution	4	1%
	Other	0	0%
	Unknown	0	0%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	480	100%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	115	24%
	Central East	46	10%
	Central West	15	3%
	Champlain	41	9%
	Erie St. Clair	16	3%
	Hamilton Niagara Haldimand Brant	43	9%
	Mississauga Halton	63	13%
	North East	8	2%
	North Simcoe Muskoka	13	3%
	North West	4	1%
	South East	12	3%
	South West	15	3%
	Toronto Central	71	15%
	Waterloo Wellington	17	4%
	Ontario Postal Code Not Mapped to LHIN	0	0%
	Other Provinces/Territories	0	0%
	USA	0	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	1	0%
	Unknown	0	0%
	Not Applicable	0	0%

Note on the *Statistical Fact Sheet – Dental Technologists*:

1. The NOC Code refers to several types of dental technology expertise, e.g. dental technician, dental technician apprentice and dental technician supervisor.

Dental Technologists - Employment by LHIN, 2008

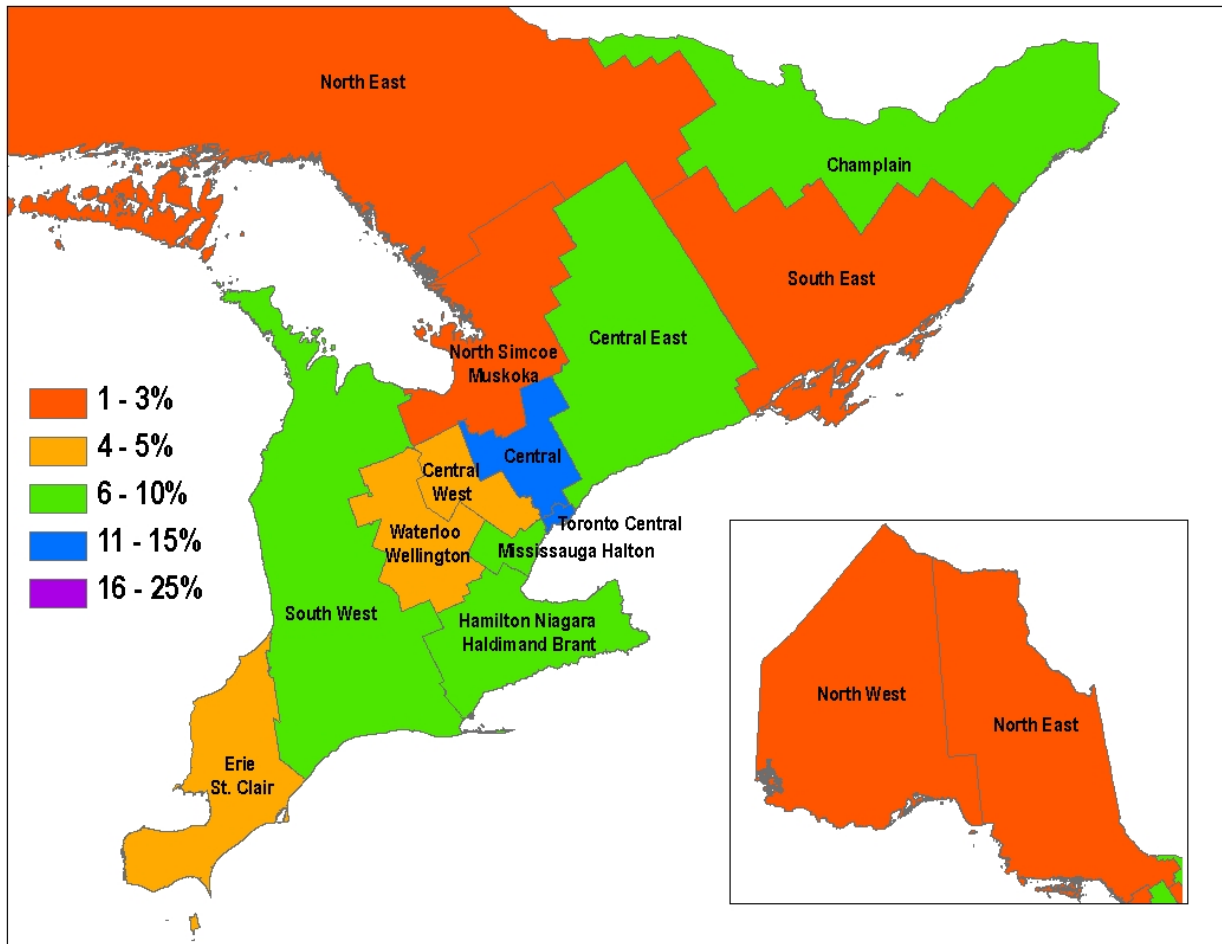


11.8 Dentists

Statistical Fact Sheet – Dentists

Name of Health Profession		Dentist	
NOC Code		3113	
Total # of Active Members (Excluding Students)		8,339	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	3,671	44%
	45 ~ 54	2,286	27%
	55 and Greater	2,382	29%
	Unknown	0	0%
Sex	Female	2,429	29%
	Male	5,910	71%
Practice Status	Practising in Profession	0	0%
	Not Practising in Profession	0	0%
	Unknown	8,339	100%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	8,339	100%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Unknown	8,339	100%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	0	0%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	8,339	100%
	None of the Above	0	0%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	1,183	14%
	Central East	825	10%
	Central West	354	4%
	Champlain	732	9%
	Erie St. Clair	318	4%
	Hamilton Niagara Haldimand Brant	698	8%
	Mississauga Halton	712	9%
	North East	226	3%
	North Simcoe Muskoka	211	3%
	North West	121	1%
	South East	204	2%
	South West	493	6%
	Toronto Central	1,154	14%
	Waterloo Wellington	366	4%
	Ontario Postal Code Not Mapped to LHIN	15	0%
	Other Provinces/Territories	77	1%
	USA	65	1%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	585	7%
	Unknown	0	0%
	Not Applicable	0	0%

Dentists - Employment by LHIN, 2008



11.9 Denturists

Statistical Fact Sheet – Denturists

Name of Health Profession		Denturist	
NOC Code		3221	
Total # of Active Members (Excluding Students)		530	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	263	50%
	45 ~ 54	126	24%
	55 and Greater	141	27%
	Unknown	0	0%
Sex	Female	117	22%
	Male	413	78%
Practice Status	Practising in Profession	0	0%
	Not Practising in Profession	0	0%
	Unknown	530	100%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	530	100%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Unknown	530	100%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	530	100%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	0	0%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	0	0%
	Central East	0	0%
	Central West	0	0%
	Champlain	0	0%
	Erie St. Clair	0	0%
	Hamilton Niagara Haldimand Brant	0	0%
	Mississauga Halton	0	0%
	North East	0	0%
	North Simcoe Muskoka	0	0%
	North West	0	0%
	South East	0	0%
	South West	0	0%
	Toronto Central	0	0%
	Waterloo Wellington	0	0%
	Ontario Postal Code Not Mapped to LHIN	0	0%
	Other Provinces/Territories	0	0%
	USA	0	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	0	0%
	Unknown	530	100%
	Not Applicable	0	0%

Note on the Statistical Fact Sheet – Denturists:

1. No map was provided for this profession as all employment site by LHIN information was mapped to "Unknown" for this College.

11.10 Dietitians

Statistical Fact Sheet – Dietitians

Name of Health Profession		Dietitian	
NOC Code		3132	
Total # of Active Members (Excluding Students)		2,906	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	1,794	62%
	45 ~ 54	745	26%
	55 and Greater	367	13%
	Unknown	0	0%
Sex	Female	2,852	98%
	Male	54	2%
Practice Status	Practising in Profession	0	0%
	Not Practising in Profession	0	0%
	Unknown	2,906	100%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	2,906	100%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Unknown	2,906	100%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	0	0%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	0	0%
	Unknown	2,906	100%
Employment Site by LHIN (First Practice Site Only)	Central	0	0%
	Central East	0	0%
	Central West	0	0%
	Champlain	0	0%
	Erie St. Clair	0	0%
	Hamilton Niagara Haldimand Brant	0	0%
	Mississauga Halton	0	0%
	North East	0	0%
	North Simcoe Muskoka	0	0%
	North West	0	0%
	South East	0	0%
	South West	0	0%
	Toronto Central	0	0%
	Waterloo Wellington	0	0%
	Ontario Postal Code Not Mapped to LHIN	0	0%
	Other Provinces/Territories	0	0%
	USA	0	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	0	0%
	Unknown	2,906	100%
	Not Applicable	0	0%

Note on the *Statistical Fact Sheet – Dietitians*:

1. No map was provided for this profession as all employment site by LHIN information was mapped to "Unknown" for this College.

11.11 Massage Therapists

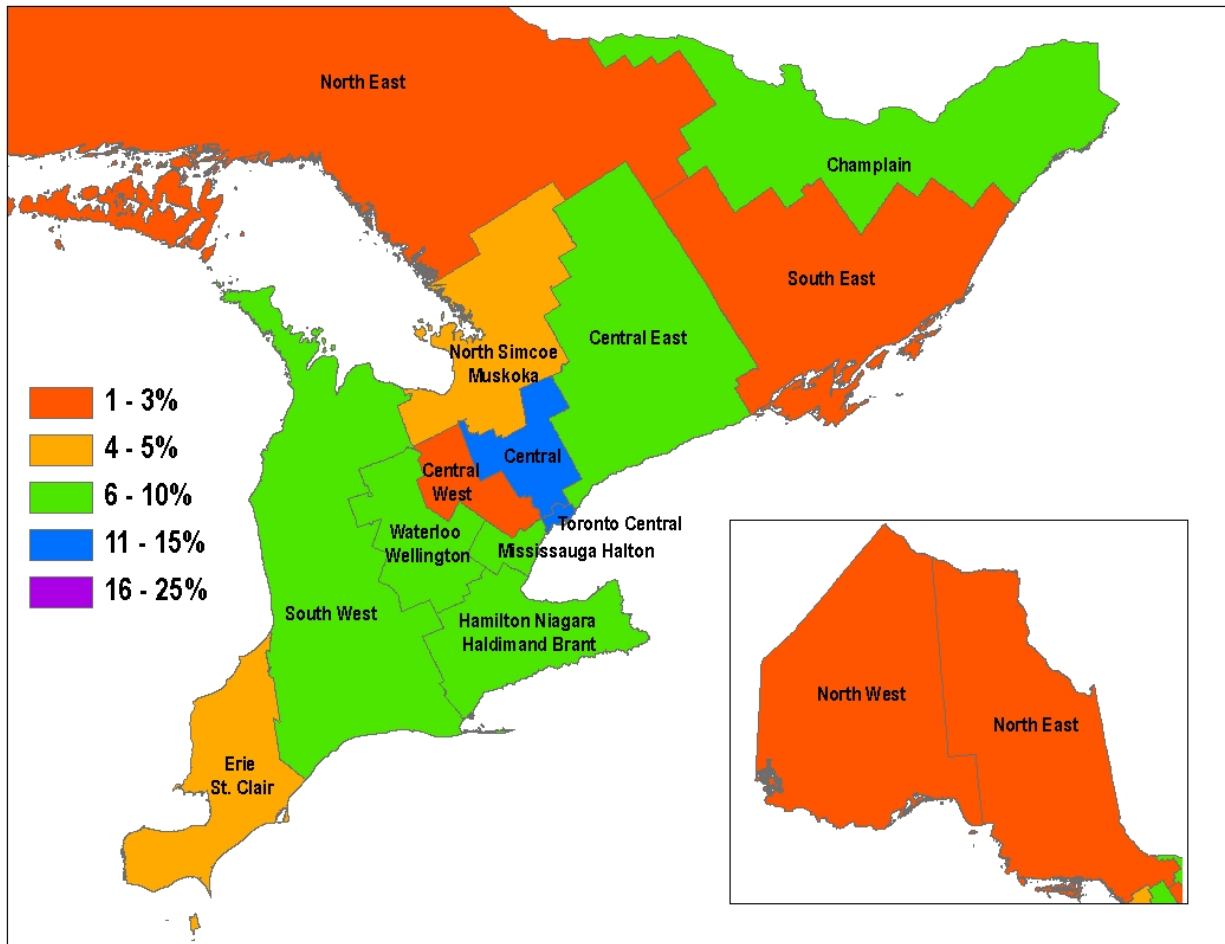
Statistical Fact Sheet – Massage Therapists

Name of Health Profession		Massage Therapist	
NOC Code		3235	
Total # of Active Members (Excluding Students)		8,910	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	6,737	76%
	45 ~ 54	1,349	15%
	55 and Greater	489	5%
	Unknown	335	4%
Sex	Female	7,066	79%
	Male	1,844	21%
Practice Status	Practising in Profession	0	0%
	Not Practising in Profession	0	0%
	Unknown	8,910	100%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	8,910	100%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Unknown	8,910	100%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	8,910	100%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	0	0%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	1,044	12%
	Central East	826	9%
	Central West	279	3%
	Champlain	789	9%
	Erie St. Clair	370	4%
	Hamilton Niagara Haldimand Brant	919	10%
	Mississauga Halton	642	7%
	North East	255	3%
	North Simcoe Muskoka	397	4%
	North West	101	1%
	South East	183	2%
	South West	681	8%
	Toronto Central	1,188	13%
	Waterloo Wellington	667	7%
	Ontario Postal Code Not Mapped to LHIN	37	0%
	Other Provinces/Territories	239	3%
	USA	39	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	254	3%
	Unknown	0	0%
	Not Applicable	0	0%

Note on the *Statistical Fact Sheet – Massage Therapists*:

1. The NOC Code refers to other technical occupations in therapy and assessment.

Massage Therapists - Employment by LHIN, 2008

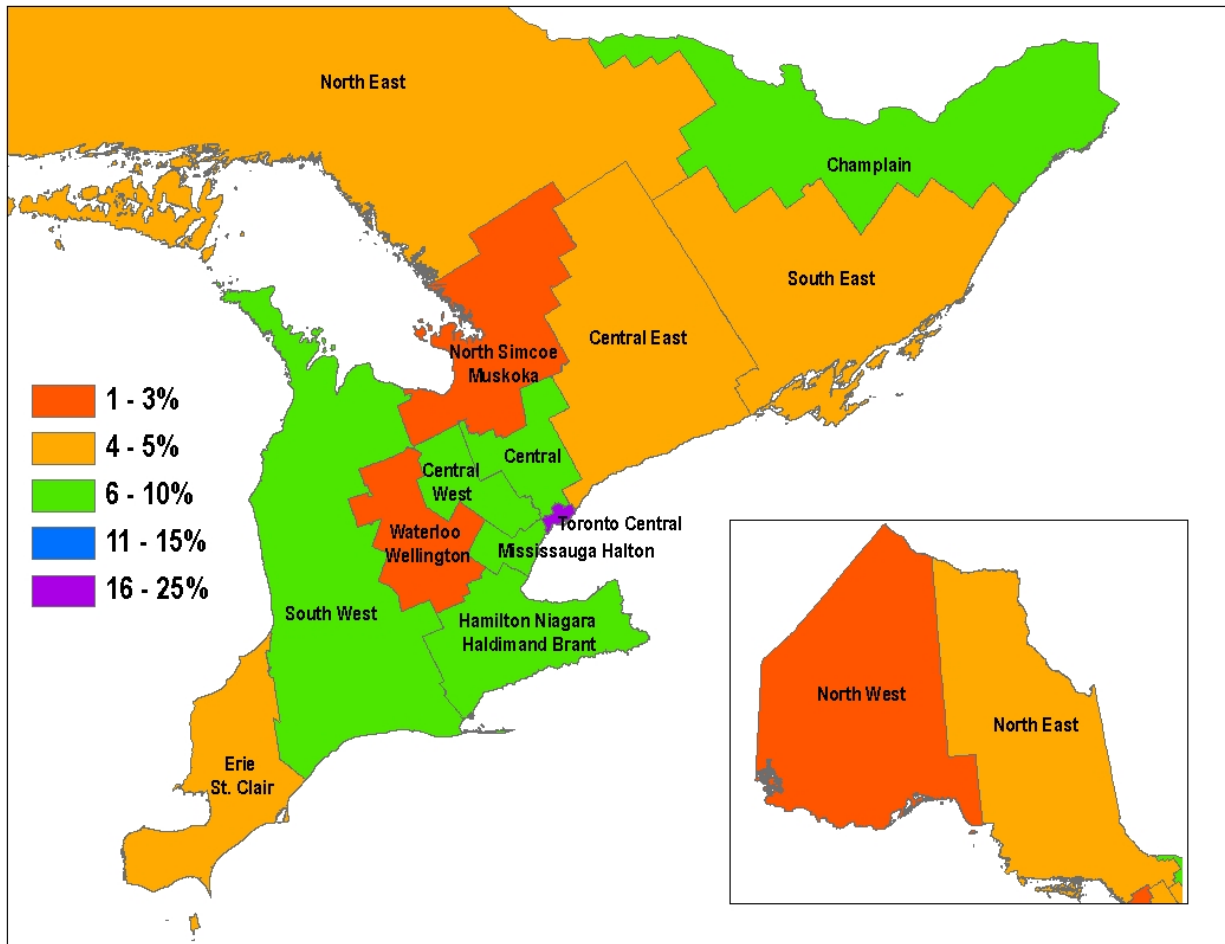


11.12 Medical Laboratory Technologists

Statistical Fact Sheet – Medical Laboratory Technologists

Name of Health Profession		Medical Laboratory Technologist	
NOC Code		3211	
Total # of Active Members (Excluding Students)		7,702	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	2,925	38%
	45 ~ 54	2,905	38%
	55 and Greater	1,872	24%
	Unknown	0	0%
Sex	Female	6,334	82%
	Male	1,368	18%
Practice Status	Practising in Profession	6,679	87%
	Not Practising in Profession	124	2%
	Unknown	899	12%
Work Status (First Practice Site Only)	Full Time	4,787	62%
	Part Time	1,333	17%
	Casual	0	0%
	Unknown	683	9%
	Not Applicable	899	12%
Practice Setting (First Practice Site Only)	Hospital	4,756	62%
	Centralized Diagnostic Lab Facility	776	10%
	Board of Health/Public Health Lab/Unit	318	4%
	Other	642	8%
	Unknown	311	4%
	Not Applicable	899	12%
Highest Level of Education in Profession	Diploma	707	9%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	0	0%
	Unknown	6,995	91%
Employment Site by LHIN (First Practice Site Only)	Central	467	6%
	Central East	346	4%
	Central West	425	6%
	Champlain	699	9%
	Erie St. Clair	272	4%
	Hamilton Niagara Haldimand Brant	768	10%
	Mississauga Halton	456	6%
	North East	361	5%
	North Simcoe Muskoka	146	2%
	North West	164	2%
	South East	280	4%
	South West	648	8%
	Toronto Central	1,239	16%
	Waterloo Wellington	178	2%
	Ontario Postal Code Not Mapped to LHIN	6	0%
	Other Provinces/Territories	4	0%
	USA	0	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	900	12%
	Unknown	343	4%
	Not Applicable	0	0%

Medical Laboratory Technologists - Employment by LHIN, 2008

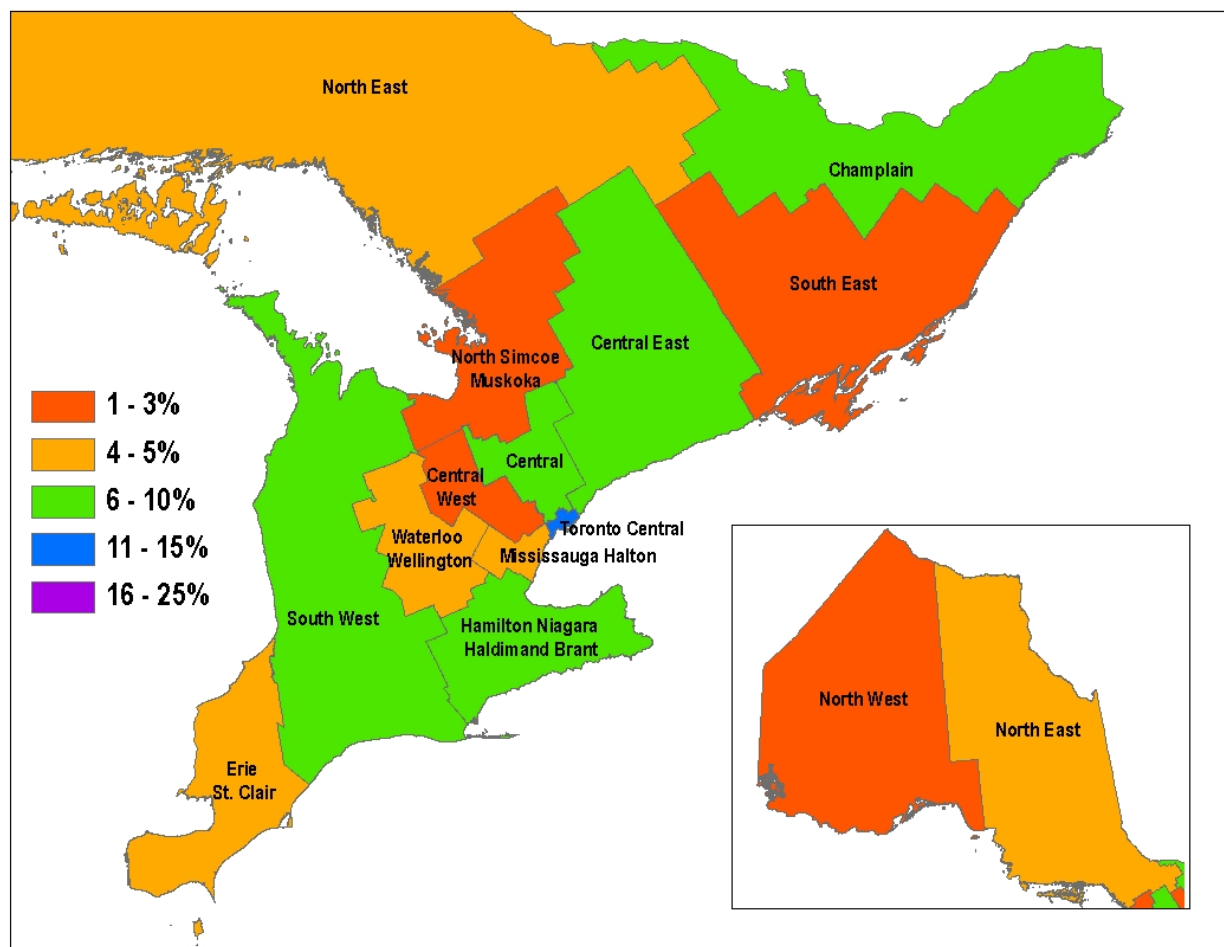


11.13 Medical Radiation Technologists

Statistical Fact Sheet – Medical Radiation Technologists

Name of Health Profession		Medical Radiation Technologist	
NOC Code		3215	
Total # of Active Members (Excluding Students)		6,324	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	3,610	57%
	45 ~ 54	1,697	27%
	55 and Greater	1,017	16%
	Unknown	0	0%
Sex	Female	5,015	79%
	Male	1,309	21%
Practice Status	Practising in Profession	5,529	87%
	Not Practising in Profession	194	3%
	Unknown	601	10%
Work Status (First Practice Site Only)	Full Time	4,048	64%
	Part Time	1,350	21%
	Casual	146	2%
	Unknown	713	11%
	Not Applicable	67	1%
Practice Setting (First Practice Site Only)	Hospital	3,487	55%
	Independent Health Facility	838	13%
	Cancer Centre	504	8%
	Other	152	2%
	Unknown	1,276	20%
	Not Applicable	67	1%
Highest Level of Education in Profession	Diploma	3,785	60%
	Baccalaureate	731	12%
	Masters	14	0%
	Doctorate/Professional Doctorate	1	0%
	None of the Above	1,048	17%
Employment Site by LHIN (First Practice Site Only)	Unknown	745	12%
	Central	386	6%
	Central East	409	6%
	Central West	166	3%
	Champlain	488	8%
	Erie St. Clair	235	4%
	Hamilton Niagara Haldimand Brant	575	9%
	Mississauga Halton	338	5%
	North East	306	5%
	North Simcoe Muskoka	123	2%
	North West	145	2%
	South East	187	3%
	South West	428	7%
	Toronto Central	943	15%
	Waterloo Wellington	233	4%
	Ontario Postal Code Not Mapped to LHIN	8	0%
	Other Provinces/Territories	5	0%
	USA	2	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	642	10%
	Unknown	705	11%
	Not Applicable	0	0%

Medical Radiation Technologists - Employment by LHIN, 2008



11.14 Midwives

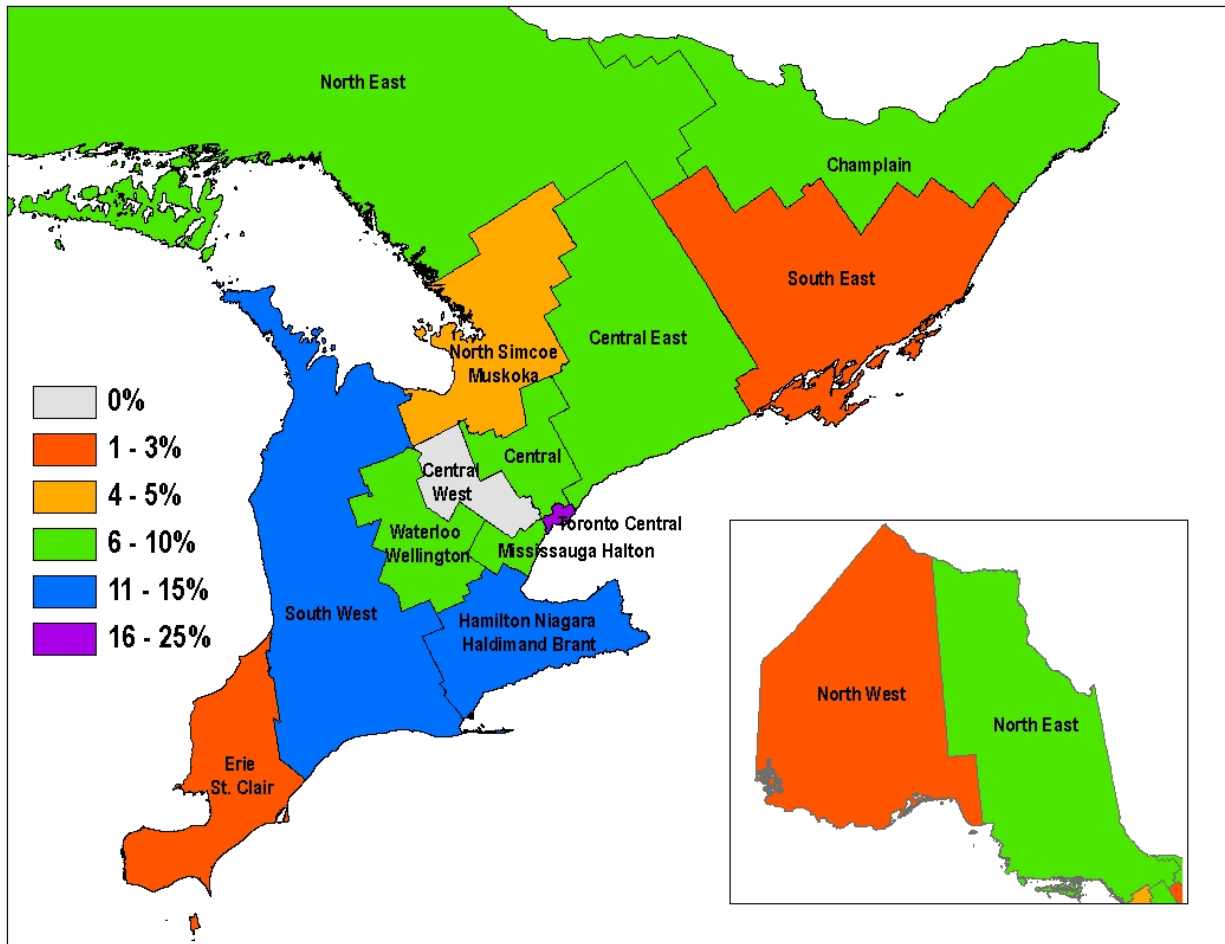
Statistical Fact Sheet – Midwives

Name of Health Profession		Midwife	
NOC Code		3232	
Total # of Active Members (Excluding Students)		403	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	287	71%
	45 ~ 54	80	20%
	55 and Greater	36	9%
	Unknown	0	0%
Sex	Female	403	100%
	Male	0	0%
Practice Status	Practising in Profession	0	0%
	Not Practising in Profession	0	0%
	Unknown	403	100%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	403	100%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Unknown	403	100%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	0	0%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	403	100%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	28	7%
	Central East	32	8%
	Central West	1	0%
	Champlain	35	9%
	Erie St. Clair	10	2%
	Hamilton Niagara Haldimand Brant	46	11%
	Mississauga Halton	26	6%
	North East	25	6%
	North Simcoe Muskoka	19	5%
	North West	12	3%
	South East	13	3%
	South West	51	13%
	Toronto Central	63	16%
	Waterloo Wellington	42	10%
	Ontario Postal Code Not Mapped to LHIN	0	0%
	Other Provinces/Territories	0	0%
	USA	0	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	0	0%
	Unknown	0	0%
	Not Applicable	0	0%

Notes on the Statistical Fact Sheet - Midwives:

1. The NOC Number refers to both midwives and practitioners of natural healing.
2. The data provided under Employment Site by LHIN only represents one practice site. Midwives in general provide care across multiple sites. They can provide direct professional services in an office environment, in hospitals and also in the homes of patients.

Midwives - Employment by LHIN, 2008

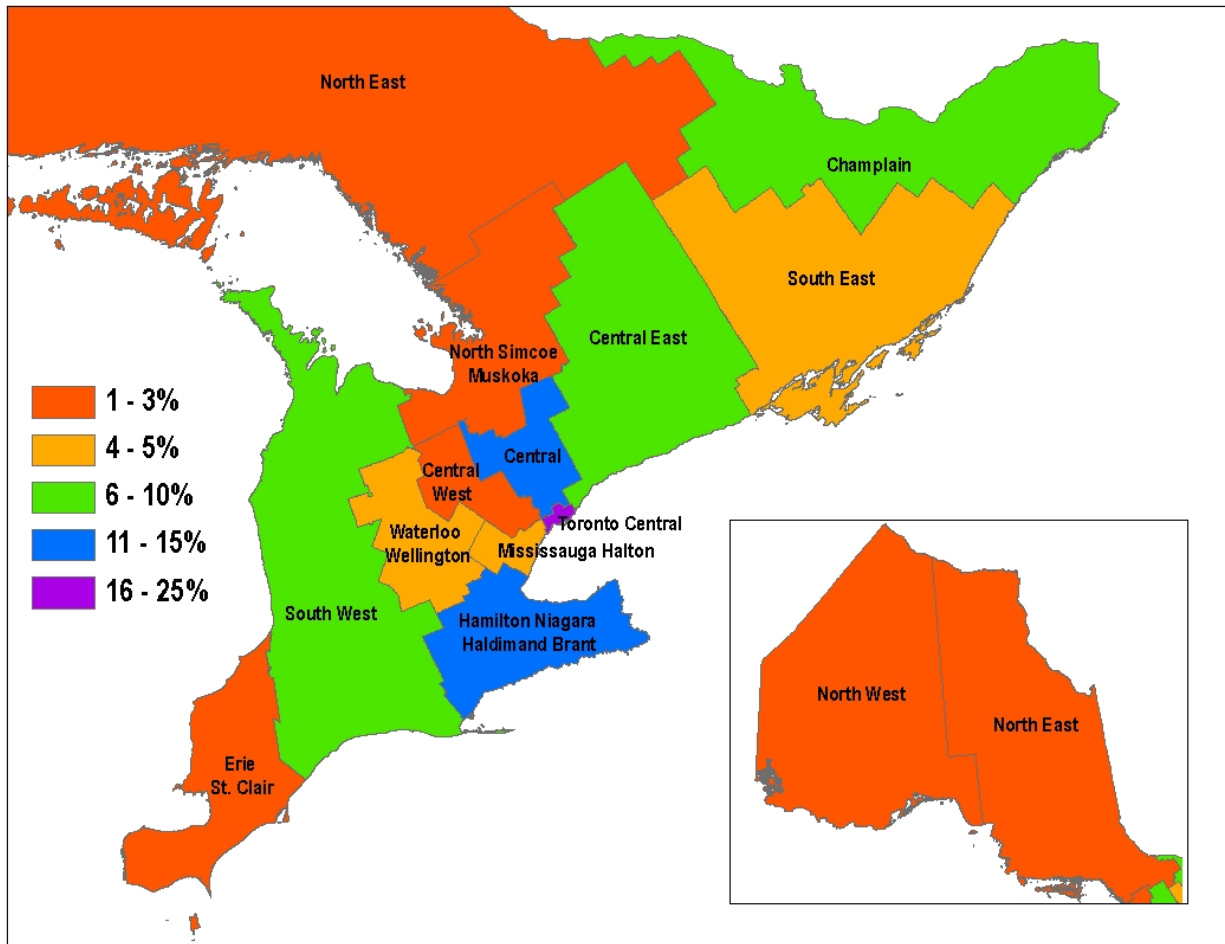


11.15 Occupational Therapists

Statistical Fact Sheet – Occupational Therapists

Name of Health Profession		Occupational Therapist	
NOC Code		3143	
Total # of Active Members (Excluding Students)		4,432	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	3,146	71%
	45 ~ 54	933	21%
	55 and Greater	353	8%
	Unknown	0	0%
Sex	Female	4,144	94%
	Male	288	6%
Practice Status	Practising in Profession	4,294	97%
	Not Practising in Profession	51	1%
	Unknown	87	2%
Work Status (First Practice Site Only)	Full Time	2,863	65%
	Part Time	1,385	31%
	Casual	0	0%
	Unknown	184	4%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Hospital	930	21%
	Rehabilitation Facility	731	16%
	Clients Environment	552	12%
	Other	2,040	46%
	Unknown	179	4%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	206	5%
	Baccalaureate	3,009	68%
	Masters	1,202	27%
	Doctorate/Professional Doctorate	15	0%
	None of the Above	0	0%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	648	15%
	Central East	268	6%
	Central West	104	2%
	Champlain	431	10%
	Erie St. Clair	135	3%
	Hamilton Niagara Haldimand Brant	506	11%
	Mississauga Halton	231	5%
	North East	154	3%
	North Simcoe Muskoka	114	3%
	North West	86	2%
	South East	167	4%
	South West	401	9%
	Toronto Central	750	17%
	Waterloo Wellington	201	5%
	Ontario Postal Code Not Mapped to LHIN	26	1%
	Other Provinces/Territories	10	0%
	USA	4	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	35	1%
	Unknown	161	4%
	Not Applicable	0	0%

Occupational Therapists - Employment by LHIN, 2008

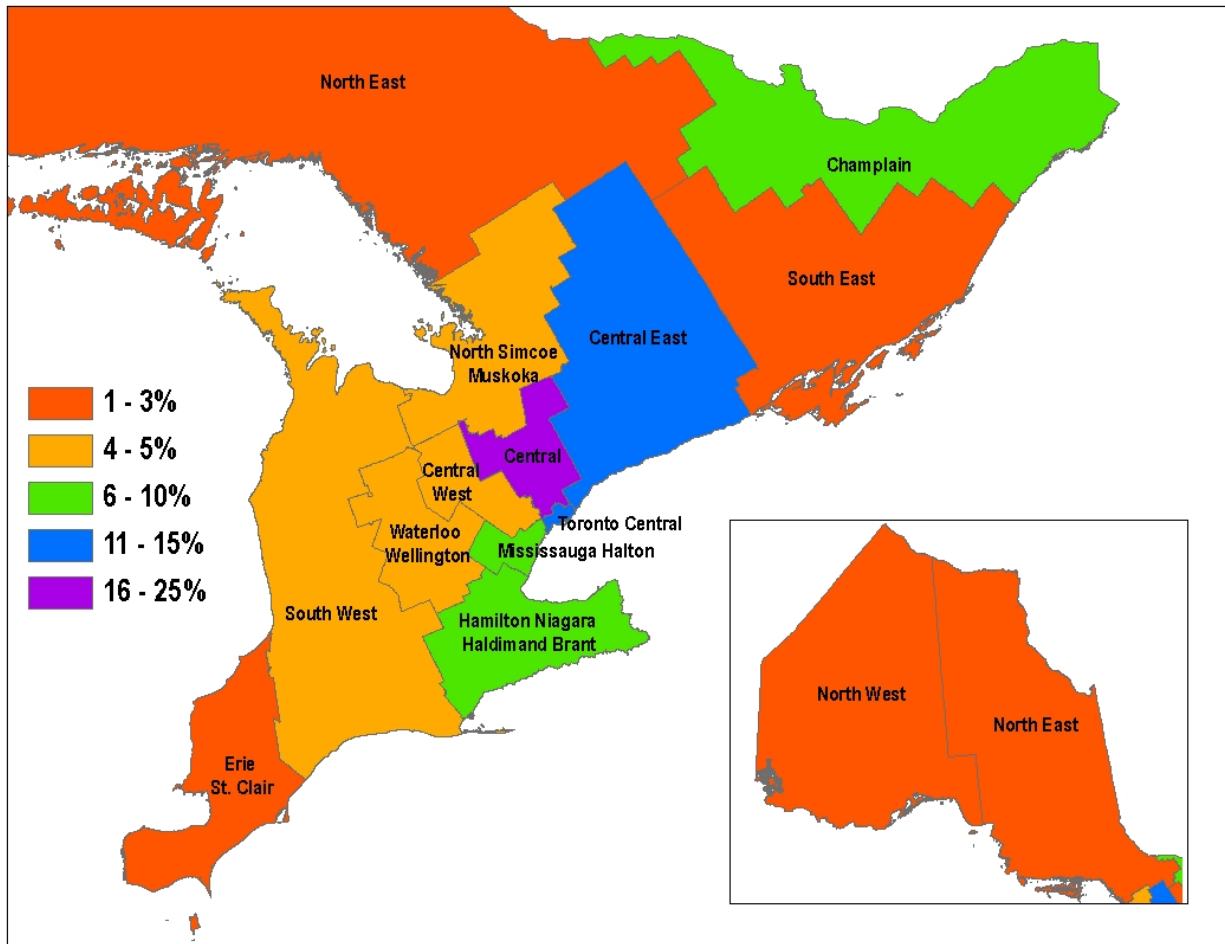


11.16 Opticians

Statistical Fact Sheet – Opticians

Name of Health Profession		Optician	
NOC Code		3231	
Total # of Active Members (Excluding Students)		2,256	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	1,075	48%
	45 ~ 54	640	28%
	55 and Greater	527	23%
	Unknown	14	1%
Sex	Female	1,091	48%
	Male	1,165	52%
Practice Status	Practising in Profession	0	0%
	Not Practising in Profession	0	0%
	Unknown	2,256	100%
Work Status (First Practice Site Only)	Full Time	1,859	82%
	Part Time	271	12%
	Casual	0	0%
	Unknown	126	6%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Unknown	2,256	100%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	1,740	77%
	Baccalaureate	0	0%
	Masters	0	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	0	0%
	Unknown	516	23%
Employment Site by LHIN (First Practice Site Only)	Central	401	18%
	Central East	258	11%
	Central West	107	5%
	Champlain	170	8%
	Erie St. Clair	66	3%
	Hamilton Niagara Haldimand Brant	173	8%
	Mississauga Halton	222	10%
	North East	67	3%
	North Simcoe Muskoka	87	4%
	North West	19	1%
	South East	55	2%
	South West	104	5%
	Toronto Central	275	12%
	Waterloo Wellington	88	4%
	Ontario Postal Code Not Mapped to LHIN	18	1%
	Other Provinces/Territories	6	0%
	USA	0	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	17	1%
	Unknown	123	5%
	Not Applicable	0	0%

Opticians - Employment by LHIN, 2008

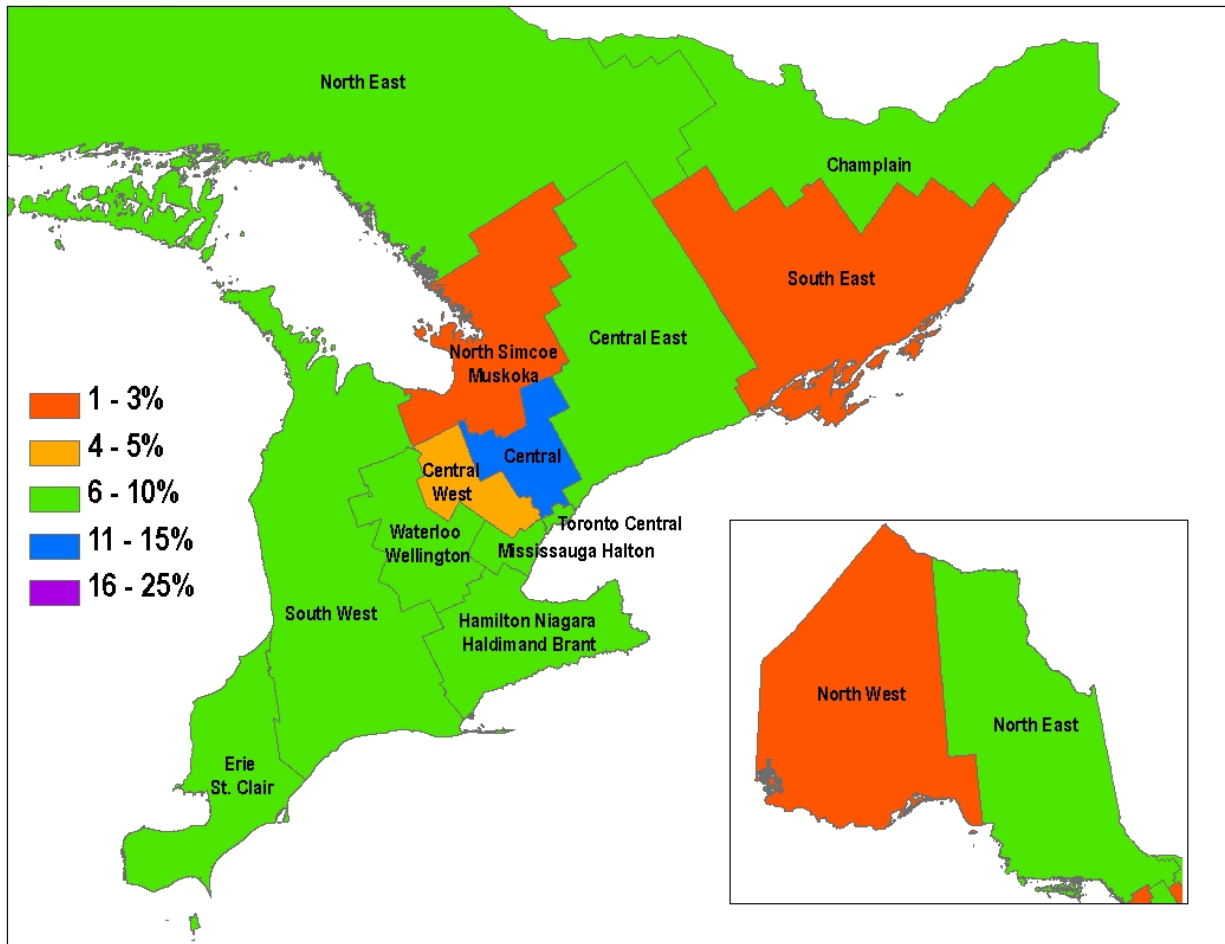


11.17 Optometrists

Statistical Fact Sheet – Optometrists

Name of Health Profession		Optometrist	
NOC Code		3121	
Total # of Active Members (Excluding Students)		1,579	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	909	58%
	45 ~ 54	418	26%
	55 and Greater	252	16%
	Unknown	0	0%
Sex	Female	712	45%
	Male	867	55%
Practice Status	Practising in Profession	0	0%
	Not Practising in Profession	0	0%
	Unknown	1,579	100%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	1,578	100%
	Not Applicable	1	0%
Practice Setting (First Practice Site Only)	Unknown	1,578	100%
	Not Applicable	1	0%
Highest Level of Education in Profession	Diploma	0	0%
	Baccalaureate	11	1%
	Masters	0	0%
	Doctorate/Professional Doctorate	1,550	98%
	None of the Above	18	1%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	202	13%
	Central East	140	9%
	Central West	68	4%
	Champlain	136	9%
	Erie St. Clair	95	6%
	Hamilton Niagara Haldimand Brant	157	10%
	Mississauga Halton	122	8%
	North East	87	6%
	North Simcoe Muskoka	47	3%
	North West	26	2%
	South East	53	3%
	South West	138	9%
	Toronto Central	134	8%
	Waterloo Wellington	152	10%
	Ontario Postal Code Not Mapped to LHIN	5	0%
	Other Provinces/Territories	2	0%
	USA	0	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	14	1%
	Unknown	0	0%
	Not Applicable	1	0%

Optometrists - Employment by LHIN, 2008



11.18 Pharmacists

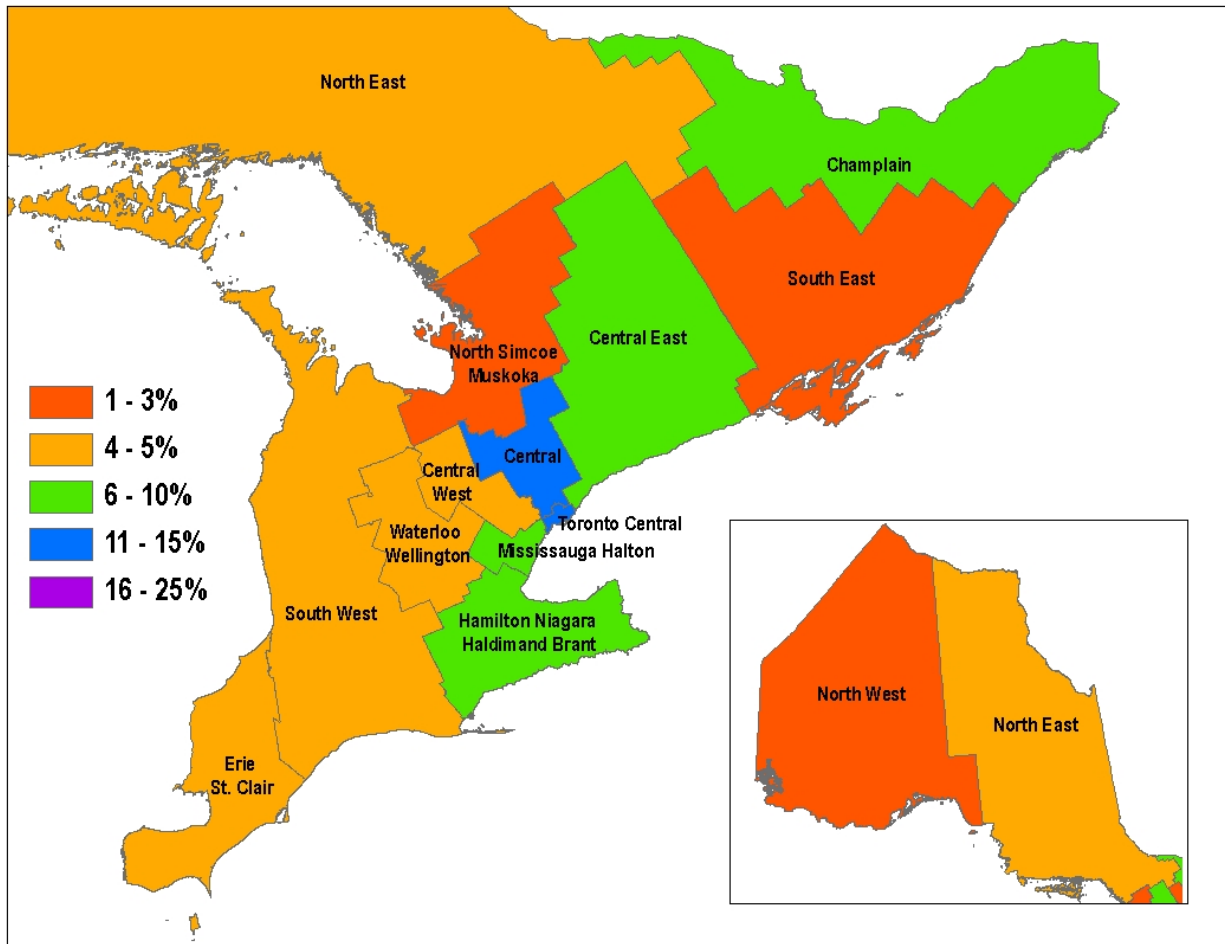
Statistical Fact Sheet – Pharmacists

Name of Health Profession		Pharmacist	
NOC Code		3131	
Total # of Active Members (Excluding Students)		11,426	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	5,969	52%
	45 ~ 54	3,053	27%
	55 and Greater	2,404	21%
	Unknown	0	0%
Sex	Female	6,500	57%
	Male	4,926	43%
Practice Status	Practising in Profession	10,165	89%
	Not Practising in Profession	0	0%
	Unknown	1,261	11%
Work Status (First Practice Site Only)	Full Time	8,189	72%
	Part Time	2,005	18%
	Casual	0	0%
	Unknown	38	0%
	Not Applicable	1,194	10%
Practice Setting (First Practice Site Only)	Community Pharmacy	7,698	67%
	Hospital	1,736	15%
	Health Related Business/Industry	294	3%
	Other	434	4%
	Unknown	70	1%
	Not Applicable	1,194	10%
Highest Level of Education in Profession	Diploma	92	1%
	Baccalaureate	10,482	92%
	Masters	166	1%
	Doctorate/Professional Doctorate	328	3%
	None of the Above	5	0%
	Unknown	353	3%
Employment Site by LHIN (First Practice Site Only)	Central	1,342	12%
	Central East	1,043	9%
	Central West	433	4%
	Champlain	926	8%
	Erie St. Clair	449	4%
	Hamilton Niagara Haldimand Brant	1,031	9%
	Mississauga Halton	916	8%
	North East	421	4%
	North Simcoe Muskoka	280	2%
	North West	182	2%
	South East	323	3%
	South West	617	5%
	Toronto Central	1,424	12%
	Waterloo Wellington	464	4%
	Ontario Postal Code Not Mapped to LHIN	40	0%
	Other Provinces/Territories	96	1%
	USA	168	1%
	Outside Canada & USA	56	0%
	Country/Province/Postal Code Not Matched	21	0%
	Unknown	0	0%
	Not Applicable	1,194	10%

Note on the Statistical Fact Sheet - Pharmacists:

1. The College of Pharmacists of Ontario reported their data as of February 13, 2009; not December, 2008.

Pharmacists - Employment by LHIN, 2008

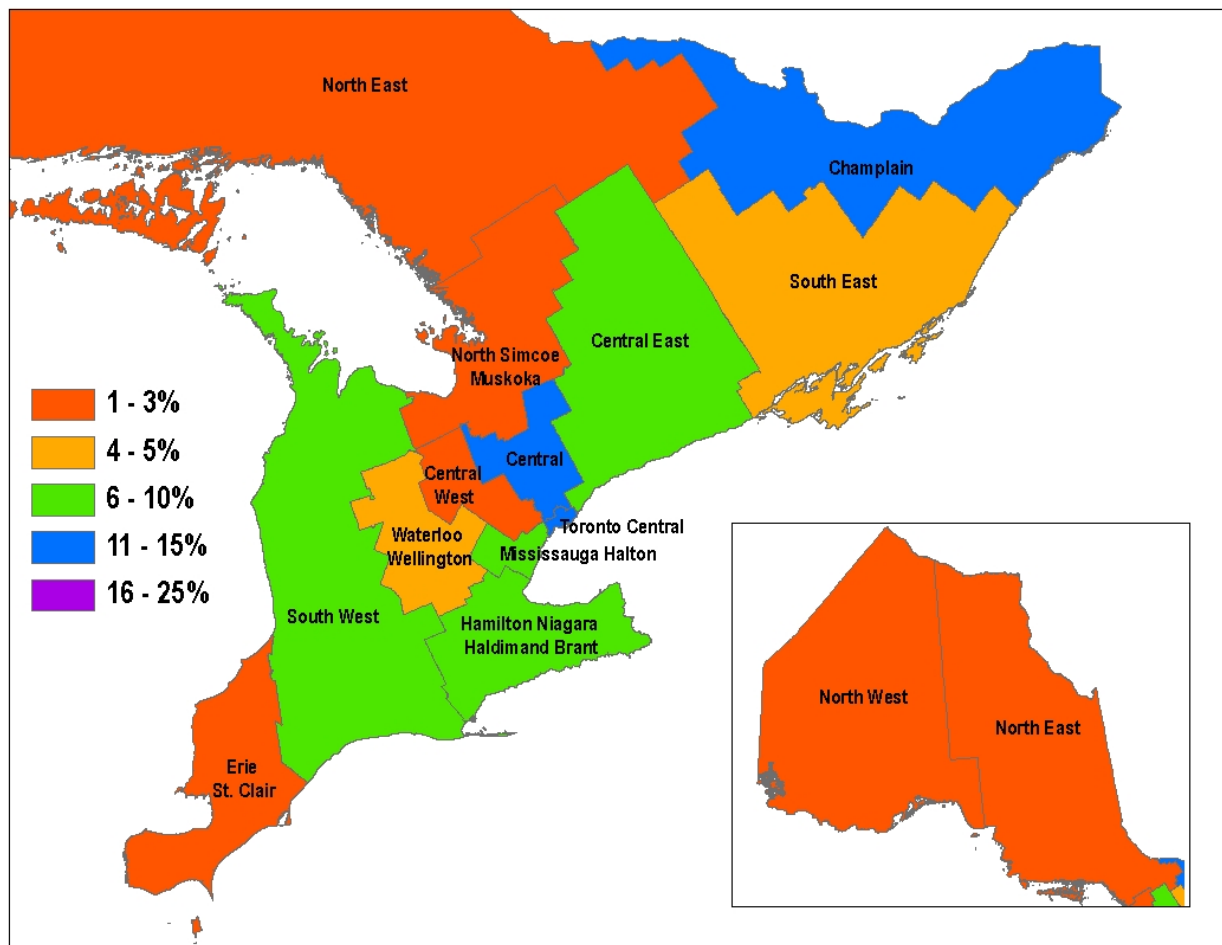


11.19 Physiotherapists

Statistical Fact Sheet – Physiotherapists

Name of Health Profession		Physiotherapist	
NOC Code		3142	
Total # of Active Members (Excluding Students)		6,374	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	3,983	62%
	45 ~ 54	1,423	22%
	55 and Greater	968	15%
	Unknown	0	0%
Sex	Female	5,064	79%
	Male	1,310	21%
Practice Status	Practising in Profession	6,130	96%
	Not Practising in Profession	2	0%
	Unknown	242	4%
Work Status (First Practice Site Only)	Full Time	3,530	55%
	Part Time	2,360	37%
	Casual	2	0%
	Unknown	238	4%
	Not Applicable	244	4%
Practice Setting (First Practice Site Only)	Other Group Practice Office	2,265	36%
	Hospital	1,749	27%
	Rehabilitation Facility	322	5%
	Other	1,617	25%
	Unknown	177	3%
	Not Applicable	244	4%
Highest Level of Education in Profession	Diploma	1,115	17%
	Baccalaureate	4,365	68%
	Masters	820	13%
	Doctorate/Professional Doctorate	8	0%
	None of the Above	0	0%
	Unknown	66	1%
Employment Site by LHIN (First Practice Site Only)	Central	719	11%
	Central East	480	8%
	Central West	182	3%
	Champlain	783	12%
	Erie St. Clair	184	3%
	Hamilton Niagara Haldimand Brant	644	10%
	Mississauga Halton	437	7%
	North East	220	3%
	North Simcoe Muskoka	194	3%
	North West	122	2%
	South East	233	4%
	South West	471	7%
	Toronto Central	933	15%
	Waterloo Wellington	316	5%
	Ontario Postal Code Not Mapped to LHIN	50	1%
	Other Provinces/Territories	15	0%
	USA	17	0%
	Outside Canada & USA	8	0%
	Country/Province/Postal Code Not Matched	365	6%
	Unknown	1	0%
	Not Applicable	0	0%

Physiotherapists - Employment by LHIN, 2008

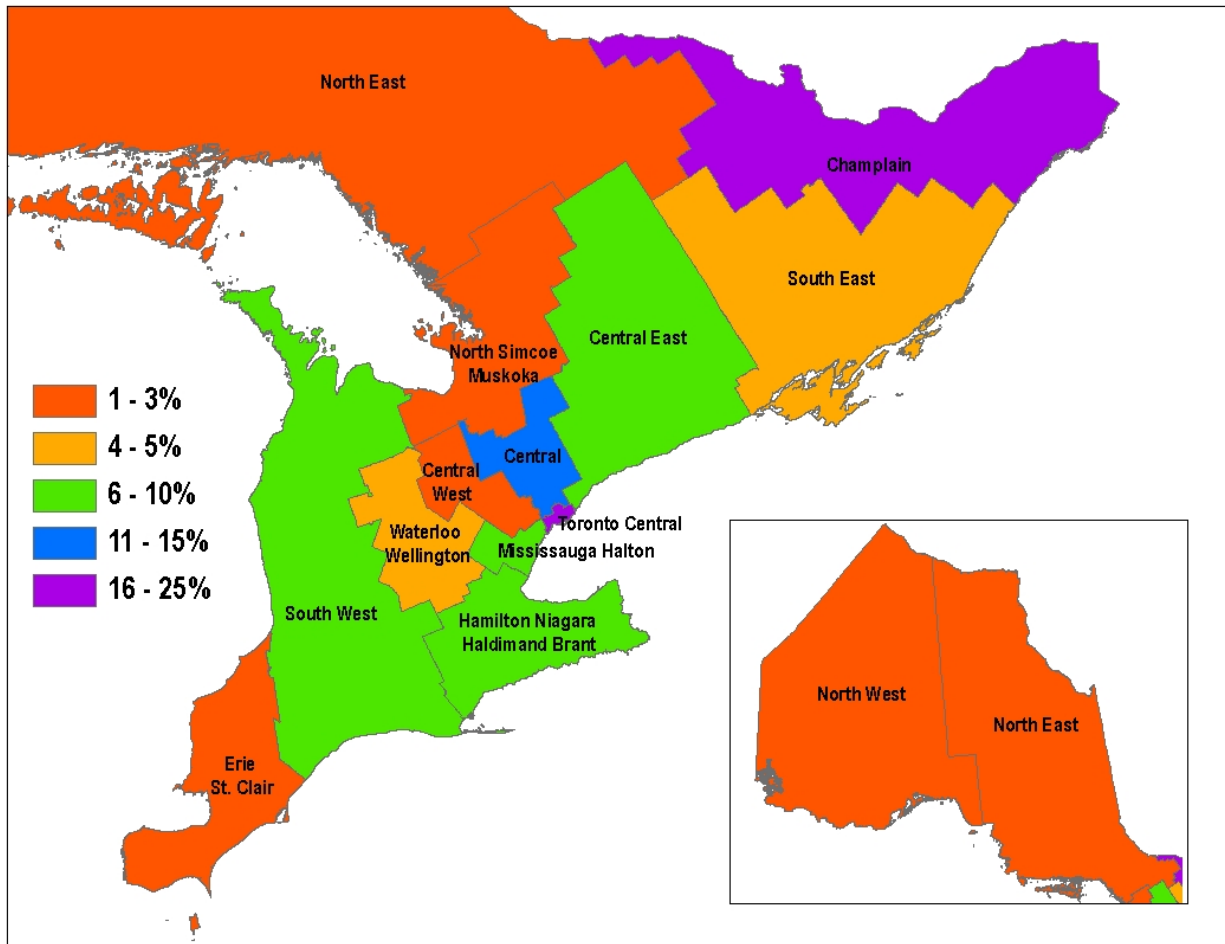


11.20 Psychologists

Statistical Fact Sheet – Psychologists

Name of Health Profession		Psychologist/Psychological Associate	
NOC Code		4151	
Total # of Active Members (Excluding Students)		3,072	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	842	27%
	45 ~ 54	895	29%
	55 and Greater	1,335	43%
	Unknown	0	0%
Sex	Female	1,980	64%
	Male	1,092	36%
Practice Status	Practising in Profession	3,072	100%
	Not Practising in Profession	0	0%
	Unknown	0	0%
Work Status (First Practice Site Only)	Full Time	0	0%
	Part Time	0	0%
	Casual	0	0%
	Unknown	3,072	100%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Solo Practice Office	1,107	36%
	Preschool System/Board of Education	510	17%
	Hospital	422	14%
	Other	877	29%
	Unknown	156	5%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	0	0%
	Baccalaureate	0	0%
	Masters	510	17%
	Doctorate/Professional Doctorate	2,562	83%
	None of the Above	0	0%
	Unknown	0	0%
Employment Site by LHIN (First Practice Site Only)	Central	348	11%
	Central East	179	6%
	Central West	64	2%
	Champlain	483	16%
	Erie St. Clair	100	3%
	Hamilton Niagara Haldimand Brant	173	6%
	Mississauga Halton	222	7%
	North East	78	3%
	North Simcoe Muskoka	50	2%
	North West	42	1%
	South East	149	5%
	South West	231	8%
	Toronto Central	612	20%
	Waterloo Wellington	147	5%
	Ontario Postal Code Not Mapped to LHIN	16	1%
	Other Provinces/Territories	36	1%
	USA	22	1%
	Outside Canada & USA	8	0%
	Country/Province/Postal Code Not Matched	112	4%
	Unknown	0	0%
	Not Applicable	0	0%

Psychologists - Employment by LHIN, 2008



11.21 Respiratory Therapists

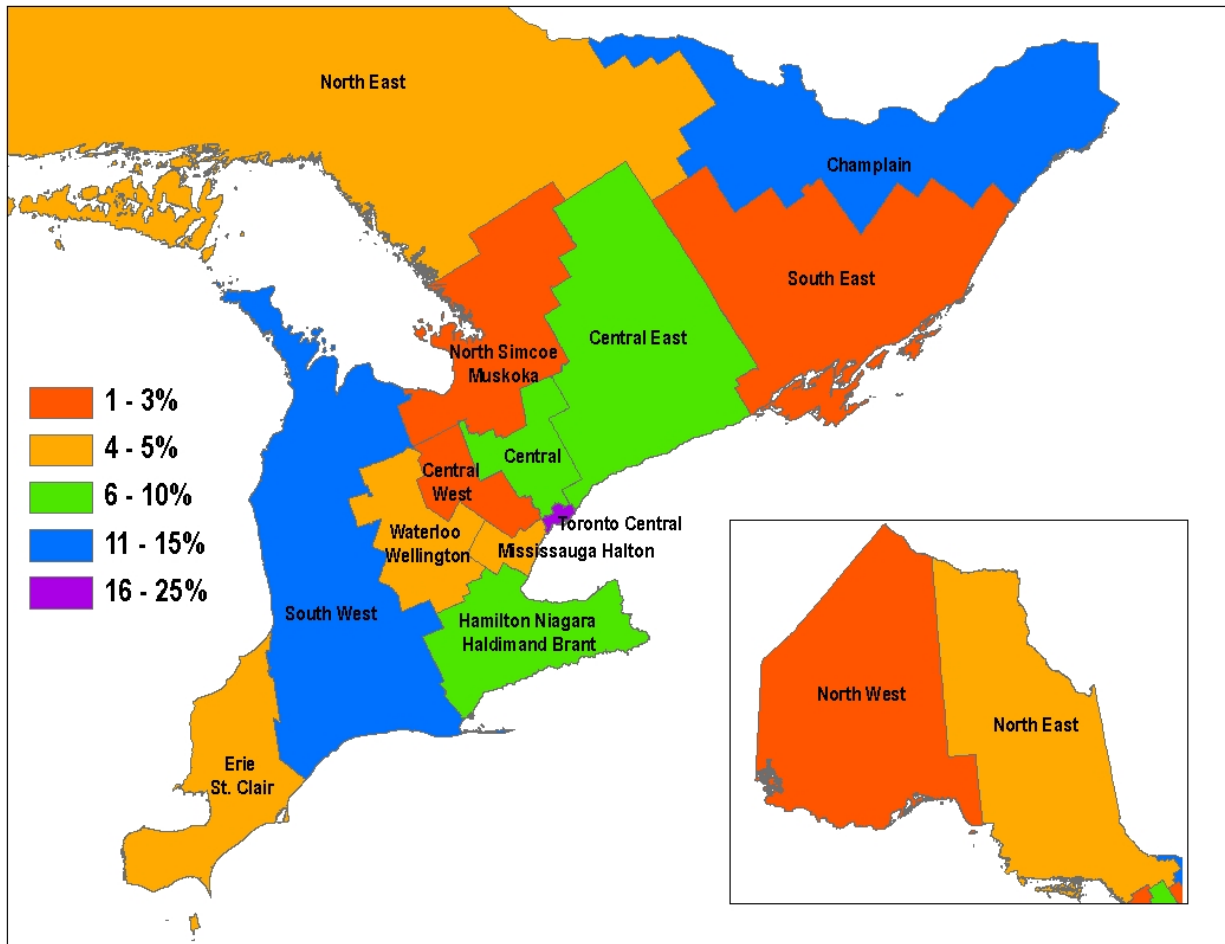
Statistical Fact Sheet – Respiratory Therapists

Name of Health Profession		Respiratory Therapist	
NOC Code		3214	
Total # of Active Members (Excluding Students)		2,510	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	1,812	72%
	45 ~ 54	557	22%
	55 and Greater	141	6%
	Unknown	0	0%
Sex	Female	1,769	70%
	Male	741	30%
Practice Status	Practising in Profession	2,281	91%
	Not Practising in Profession	229	9%
	Unknown	0	0%
Work Status (First Practice Site Only)	Full Time	1,679	67%
	Part Time	462	18%
	Casual	179	7%
	Unknown	190	8%
	Not Applicable	0	0%
Practice Setting (First Practice Site Only)	Hospital	1,936	77%
	Client's Environment	202	8%
	Health Related Business/Industry	58	2%
	Other	111	4%
	Unknown	203	8%
	Not Applicable	0	0%
Highest Level of Education in Profession	Diploma	2,481	99%
	Baccalaureate	9	0%
	Masters	2	0%
	Doctorate/Professional Doctorate	0	0%
	None of the Above	18	1%
Employment Site by LHIN (First Practice Site Only)	Unknown	0	0%
	Central	171	7%
	Central East	147	6%
	Central West	58	2%
	Champlain	311	12%
	Erie St. Clair	117	5%
	Hamilton Niagara Haldimand Brant	240	10%
	Mississauga Halton	133	5%
	North East	126	5%
	North Simcoe Muskoka	66	3%
	North West	37	1%
	South East	80	3%
	South West	284	11%
	Toronto Central	461	18%
	Waterloo Wellington	89	4%
	Ontario Postal Code Not Mapped to LHIN	3	0%
	Other Provinces/Territories	7	0%
	USA	5	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	6	0%
	Unknown	169	7%
	Not Applicable	0	0%

Notes on the Statistical Fact Sheet – Respiratory Therapists:

1. The NOC Number refers to respiratory therapists, clinical perfusionists and cardio-pulmonary technologists.
2. The College of Respiratory Therapists of Ontario reported their data as of the February, 2009.
3. All members working outside Ontario were mapped to "Unknown" for all employment data elements.

Respiratory Therapists - Employment by LHIN, 2008



11.22 Speech-Language Pathologists

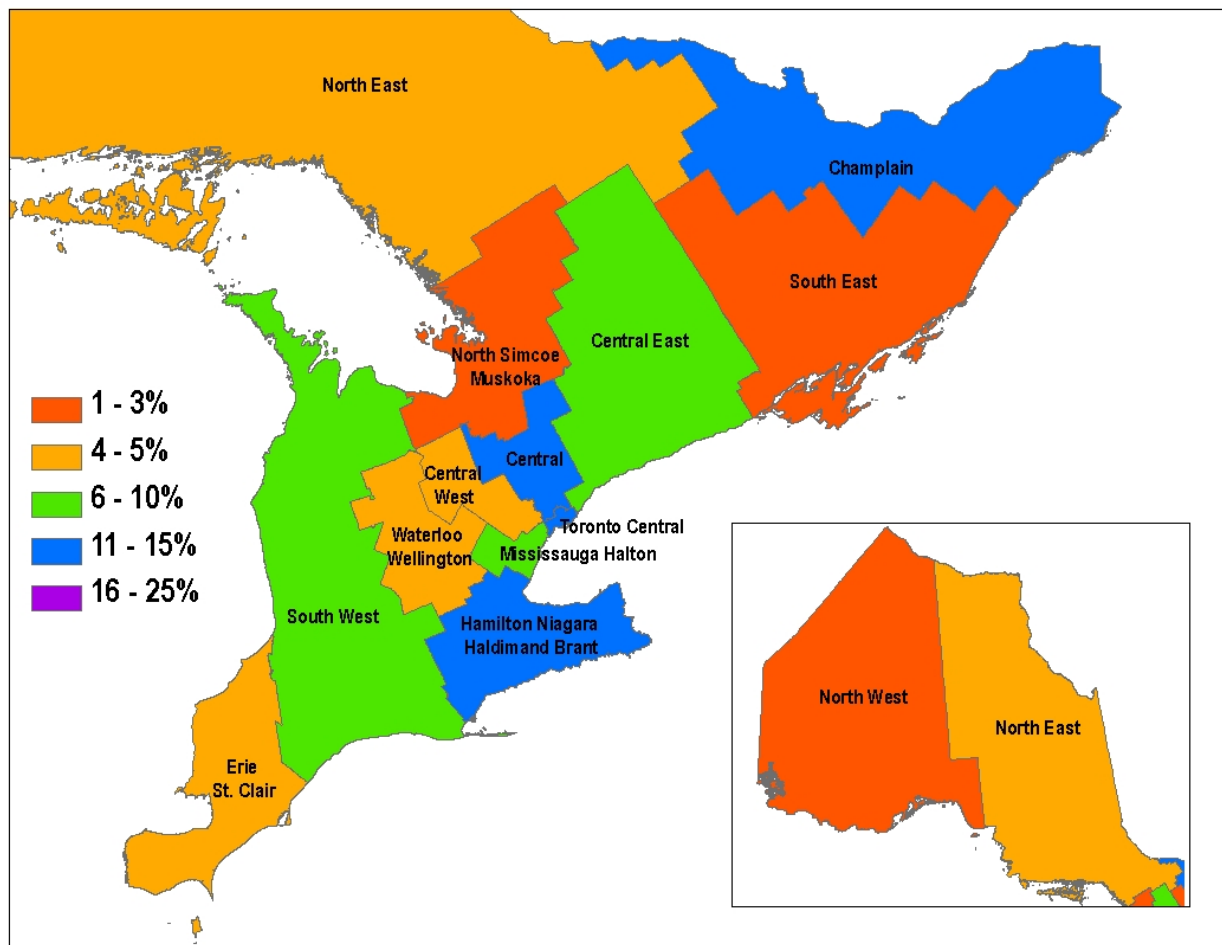
Statistical Fact Sheet – Speech-Language Pathologists

Name of Health Profession		Speech-Language Pathologist	
NOC Code		3141	
Total # of Active Members (Excluding Students)		2,463	
Data Element	Value	Total	Percentage
Age Distribution	Less than 45	1,601	65%
	45 ~ 54	582	24%
	55 and Greater	280	11%
	Unknown	0	0%
Sex	Female	2,362	96%
	Male	101	4%
Practice Status	Practising in Profession	2,407	98%
	Not Practising in Profession	0	0%
	Unknown	56	2%
Work Status (First Practice Site Only)	Full Time	1,249	51%
	Part Time	446	18%
	Casual	0	0%
	Unknown	728	30%
	Not Applicable	40	2%
Practice Setting (First Practice Site Only)	Preschool System/Board of Education	809	33%
	Hospital	399	16%
	Children Treatment Centre	346	14%
	Other	840	34%
	Unknown	29	1%
	Not Applicable	40	2%
Highest Level of Education in Profession	Diploma	79	3%
	Baccalaureate	178	7%
	Masters	2,153	87%
	Doctorate/Professional Doctorate	19	1%
	None of the Above	14	1%
	Unknown	20	1%
Employment Site by LHIN (First Practice Site Only)	Central	325	13%
	Central East	201	8%
	Central West	99	4%
	Champlain	260	11%
	Erie St. Clair	115	5%
	Hamilton Niagara Haldimand Brant	293	12%
	Mississauga Halton	205	8%
	North East	105	4%
	North Simcoe Muskoka	61	2%
	North West	52	2%
	South East	78	3%
	South West	202	8%
	Toronto Central	267	11%
	Waterloo Wellington	118	5%
	Ontario Postal Code Not Mapped to LHIN	10	0%
	Other Provinces/Territories	6	0%
	USA	6	0%
	Outside Canada & USA	0	0%
	Country/Province/Postal Code Not Matched	46	2%
	Unknown	14	1%
	Not Applicable	0	0%

Note on the *Statistical Fact Sheet – Speech-Language Pathologists*:

1. The NOC Number refers to both audiologists and speech-language pathologists.

Speech-Language Pathologists - Employment by LHIN, 2008



12. Appendix: Minimum Data Set – Data Elements

Identifiers Registration and Demographics	
1.	Unique Identifier
2.	Registration Status
3.	Registration Inactive Status Reason
4.	Class of Registration
5.	Sex
6.	Year of Birth
7.	Language of Care
Geography and Certification	
8.	Primary Postal Code of Residence
9.	Primary Province or Territory or State of Residence
10.	Primary Country of Residence
11.	Province or Territory of Registration
12.	Year of Initial Registration to Practice in Ontario
13.	Concurrent Province or Territory or State of Registration
14.	Concurrent Country of Registration
15.	Most Recent Previous Province or Territory or State of Practice
16.	Most Recent Previous Country of Practice
17.	Last Year of Practice in Previous Province or Territory or State or Country
18.	Specialty Certification
19.	Year of Specialty Certification
Education	
20.	Bridging Program Completion
21.	Year of Completion of Bridging Program
22.	Level of Education in Profession
23.	Year of Graduation from Education in Profession
24.	Canadian Educational Institution of Education in Profession at Graduation
25.	Province or Territory or State at Graduation from Education in Profession
26.	Country of Graduation from Education in Profession
27.	Highest Level of Education Outside of the Profession
28.	Field of Study for Highest Education Outside of the Profession
29.	Year of Graduation from Education Outside of the Profession
30.	Province or Territory or State of Graduation from Education Outside of the Profession
31.	Country of Graduation from Education Outside of Profession
Employment – Historical	
32.	Country of First Time Practising in Profession
33.	Province or Territory or State of First Time Practising in Profession
34.	First Year of Practising in Profession
35.	First Canadian Location of Practice in Profession
36.	Year of First Canadian Practice in Profession

Current Employment – Individual Based	
37.	Practice Status
38.	Total Number of Practice Weeks in the Past 12 Months
39.	Average Number of Weekly Practice Hours in the Past 12 Months
40.	Proportion of Average Weekly Practice Hours on Direct Professional Services
41.	Proportion of Average Weekly Practice Hours on Teaching
42.	Proportion of Average Weekly Practice Hours on Research
43.	Proportion of Average Weekly Practice Hours on Administration
44.	Proportion of Average Weekly Practice Hours on All Other Activities
Current Employment – Site Based	
45.	More Than Three Practice Sites
46.	Employment Category
47.	Full-Time/Part-Time/Casual Status
48.	Practice Setting
49.	Postal Code of Practice Site
50.	Province or Territory of State of Practice Site
51.	Country of Practice Site
52.	Primary Role
53.	Area of Practice Activity
54.	Practice Specialty
55.	Client Age Range