



Nursing in Canada, 2018

A Lens on Supply and Workforce



Canadian Institute
for Health Information

Institut canadien
d'information sur la santé

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ISBN 978-1-77109-825-0 (PDF)

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How to cite this document:

Canadian Institute for Health Information. *Nursing in Canada, 2018: A Lens on Supply and Workforce*. Ottawa, ON: CIHI; 2019.

Cette publication est aussi disponible en français sous le titre *Le personnel infirmier au Canada, 2018 : un regard sur l'effectif et la main-d'œuvre*.

ISBN 978-1-77109-826-7 (PDF)

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Clarification, July 2019

The Canadian Institute for Health Information (CIHI) has prepared the following clarification for the Nursing in Canada, 2018 suite of products. This clarification offers further contextual information to support interpretation of the results included in these products.

Some of the information that CIHI receives is collected on a voluntary basis. When this occurs, caution is encouraged in the interpretation of results because this practice may result in fewer responses.

In Manitoba, questions pertaining to employment status are voluntarily reported by registered nurses (RNs) and nurse practitioners (NPs). The data collection did not change this year. This voluntary reporting may impact the workforce information for RNs and NPs, and the overall workforce totals for regulated nurses in Manitoba and Canada. The supply counts, which include nurses eligible to practise, are not based on voluntary reporting.

The products in the Nursing in Canada, 2018 suite have been updated to reflect this clarification, with the following note used throughout:

“Due to voluntary reporting to CIHI of employment status in Manitoba, RN and NP employment numbers may be understated. Please use with caution.”

Overview

Nursing in Canada, 2018: A Lens on Supply and Workforce presents key attributes in Canada and each of the provinces and territories. It highlights trends in nursing practice in Canada across a variety of supply, distribution, employment and demographic characteristics of 3 groups of regulated nursing professionals:

- Registered nurses (RNs, including nurse practitioners, or NPs);
- Licensed practical nursesⁱ (LPNs); and
- Registered psychiatric nurses (RPNs).

Regulated nurses work independently or in collaboration with other members of a health care team, providing services to individuals of all ages, and to families and communities. Understanding the trends in the supply of regulated nurses and the factors that influence the nursing labour market provides needed insight for effective planning and management of health care delivery across the country.

Collecting and reporting health workforce data assists decision-makers in the planning and distribution of health care providers. Improved planning and distribution can influence outcomes of care.

More information

The following companion products are available on the [Canadian Institute for Health Information \(CIHI\) website](#):

- *A profile of nursing in Canada* (infographic)
- *Canada's supply of regulated nurses* (infographic)
- *Nursing in Canada, 2018 — Data Tables* (XLSX)
 - Includes breakdowns by additional attributes such as sex, geography and specialty certification
- *Health Workforce, 2018 — Methodology Guide* (PDF)
- *Health Workforce, 2018 — Data Tables* (XLSX)
- *Health Workforce, 2018: Indicators* (XLSX)

Questions and feedback are welcome at hhr@cihi.ca.

i. In the province of Ontario, licensed practical nurses are referred to as registered practical nurses.

Nursing regulation

There are 3 regulated nursing professions in Canada. Each province and territory has its own legislation governing nursing practice, as well as its own body that regulates and licenses its members.

Below is a description of each type of regulated nursing provider.

Registered nurses (RNs, including nurse practitioners) are self-regulated health care providers who work both autonomously and in collaboration with others to enable individuals, families, groups, communities and populations to achieve their optimal levels of health. At all stages of life, in situations of health, illness, injury and disability, RNs deliver direct health care services, coordinate care and support clients in managing their own health. RNs contribute to the health care system through their leadership across a wide range of settings in practice, education, administration, research and policy. RNs are regulated in all 13 provinces and territories.

Nurse practitioners (NPs) are RNs with additional educational preparation and experience who possess and demonstrate the competencies to autonomously diagnose, to order and interpret diagnostic tests, to prescribe pharmaceuticals and to perform specific procedures within their legislated scope of practice. NPs are regulated in all 13 provinces and territories.

Licensed practical nurses (LPNs) work independently or in collaboration with other members of a health care team. LPNs assess clients and work in health promotion and illness prevention. They assess, plan, implement and evaluate care for clients. LPNs are regulated in all 13 provinces and territories. (**Note:** In Ontario, these nurses are called registered practical nurses. For the purposes of this report, and to maintain continuity between jurisdictions, they are referred to as LPNs.)

Registered psychiatric nurses (RPNs) are regulated health professionals who work both autonomously and in collaboration with clients and other health care team members to coordinate health care and provide client-centred services to individuals, families, groups and communities. RPNs focus on mental and developmental health, mental illness and addictions, while integrating physical health and using bio-psycho-social and spiritual models for a holistic approach to care. RPNs are currently regulated in the 4 Western provinces (Manitoba, Saskatchewan, Alberta and British Columbia) and Yukon. (**Note:** RPNs are educated and trained independently of the registered nursing class.)

Unless otherwise noted and/or referenced, the term *nursing* refers collectively to Canada's 3 regulated nursing professions. Data and information are from the nursing component of CIHI's Health Workforce Database. At present, this data set excludes RPNs in Yukon and LPNs in Nunavut at the record level. As of 2017, Yukon LPN data is no longer available at the record level.

More information about the collection and reporting of this data is available in [Health Workforce, 2018 — Methodology Guide](#).

Key findings

Nursing in Canada, 2018: A Lens on Supply and Workforce is CIHI's annual nursing publication. It explores how regulated nurses evolved over the 5-year period from 2014 to 2018 and considers some of the transformations that have occurred in the nursing professions across Canada.

The following pages break down supply and workforce details for 2018. Below is a summary of some high-level key findings.

The total supply of regulated nurses reached 431,769 in 2018.

- Supply information provides an accurate representation of the volume of nurses in Canada for health system planners. The supply includes the following:
 - RNs: 303,146 (including 5,697 NPs)
 - LPNs: 122,600
 - RPNs: 6,023
- LPNs represent almost two-thirds of the overall net gain of 5,817.
- The supply of male regulated nurses grew by 17.7% over the last 5 years, whereas the supply of female regulated nurses grew by 5.2% over the same period.

Almost 80% of RN graduates are able to attain a Canadian nursing licence within 2 years of graduation.

- The proportion is almost 10% higher than in 2016. This type of information enables health system planners to understand and monitor the inflow of new nurses into the supply.

The average age across all nurse types has decreased slightly over the last 5 years.

- RPNs have the highest average age (44.6).
- LPNs have the lowest average age (41.1).

The nursing workforce grew by 1.0% between 2017 and 2018, following the same trend as the Canadian population (1.2% growth between 2016 and 2017).ⁱⁱ

- The annual growth rate has decreased over the last 5 years, down from 2.2% in 2014.
- The LPN workforce saw the highest annual growth rate between 2017 and 2018.
- This rate is more than 4 times that for RNs and twice that for RPNs.

[View some of these key findings as a data visualization.](#)

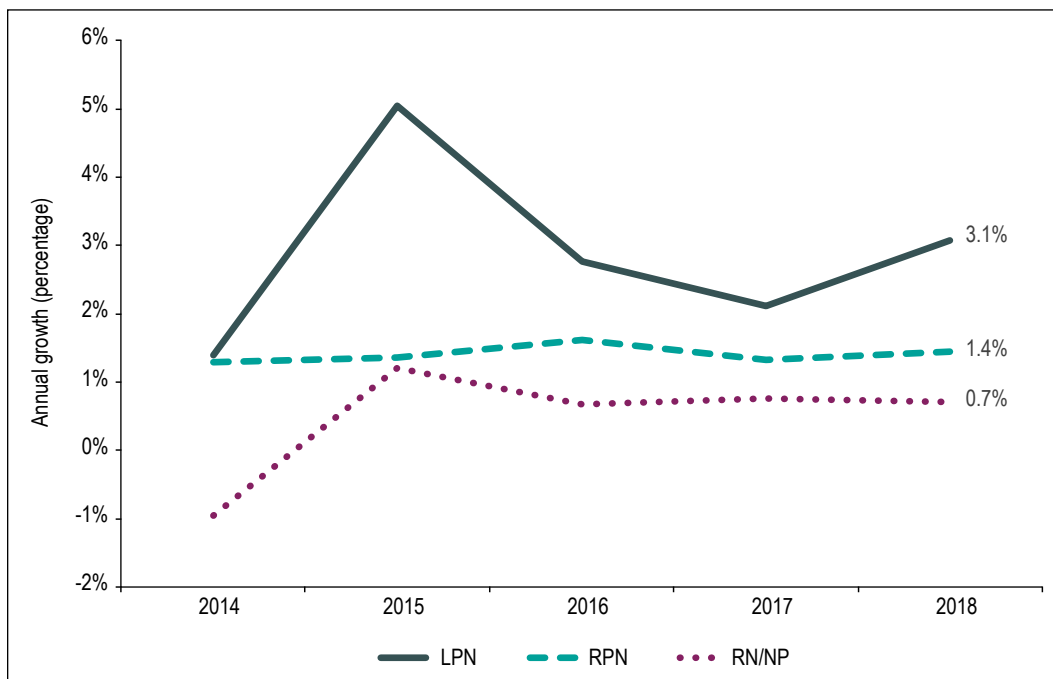
ii. Due to voluntary reporting to CIHI of employment status in Manitoba, RN and NP employment numbers may be understated. Please use with caution.

Supply

Looking at supply information enables health system planners to have an accurate picture of the volume of nurses in Canada. This information, in combination with understanding population needs, access to care, quality of care and the cost of delivering care, helps to inform policy.

Figure 1 shows the annual growth rate for each nurse type over the last 5 years.

Figure 1 Annual supply growth rate, by nurse type, Canada, 2014 to 2018



Notes

A regulatory change in Ontario in 2014 resulted in a net loss in Ontario's supply, which resulted in a net loss in the Canada supply for 2014. This caused a corresponding relatively large increase in the 2015 supply. For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Source

Health Workforce Database, Canadian Institute for Health Information.

Other highlights

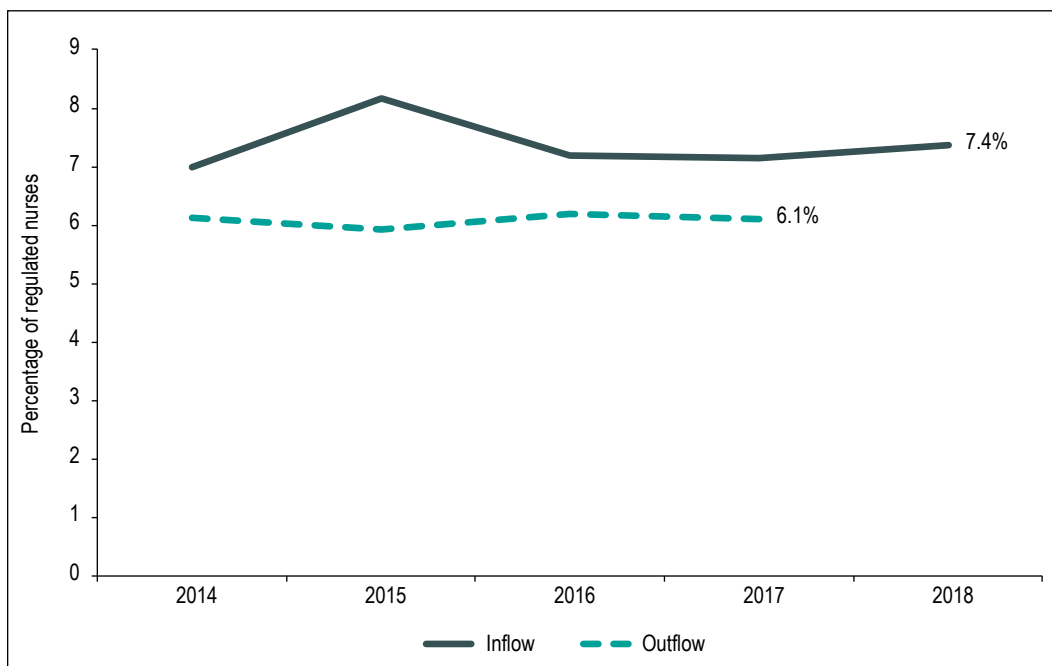
- In 2018, there were 431,769 regulated nurses with an active licence to practise in Canada:
 - RNs: 303,146 (including 5,697 NPs)
 - LPNs: 122,600
 - RPNs: 6,023
- The supply of regulated nurses grew by 1.4% between 2017 and 2018.
- The supply of male regulated nurses grew by 17.7% over the last 5 years, whereas the supply of female regulated nurses grew by 5.2% over the same period.
- LPNs continued to see the highest annual growth rate (3.1%) between 2017 and 2018. This rate is more than 4 times that for RNs and twice that for RPNs.

Inflow/outflow

The term *inflow* refers to the number of registrants entering the nursing profession, while the term *outflow* refers to the number of registrants leaving the profession. Understanding inflows and outflows can help health system planners to see how the nursing supply is changing over time. At this time, inflows and outflows can be determined only for individual provinces and territories (not between jurisdictions) and summarized nationally. In future, seeing the movement of nurses across Canada could provide a richer understanding of inflows and outflows. This type of analysis would require the development of a unique identifier for the regulated nursing professions.

Figure 2 shows a net gain of 5,817 regulated nurses from 2017 to 2018.

Figure 2 Inflow and outflow of regulated nursing supply, Canada, 2014 to 2018



Notes

A regulatory change in Ontario in 2014 resulted in a net loss in Ontario's supply, which resulted in a net loss in the Canada supply in 2014. This caused a corresponding relatively large increase in the 2015 supply.

For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Source

Health Workforce Database, Canadian Institute for Health Information.

Other highlights

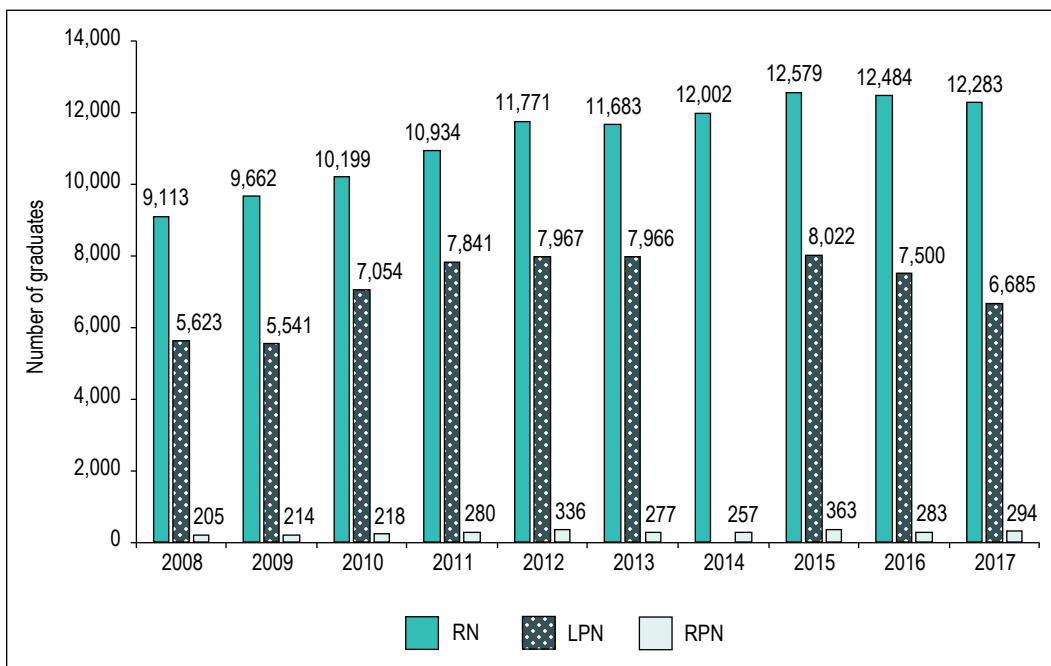
- In the 2018 registration year, 31,837 regulated nurses registered to practise in a province or territory in which they had not registered the previous year.
 - This represents an inflow of 7.4%.
- After the 2017 registration year, 26,020 regulated nurses did not renew their registration in the same province or territory.
 - This represents an outflow of 6.1%.
- LPNs represent 61.8% of the 5,817 net gain; RNs represent 36.7% of the net gain.
- In 2018, the proportion of outflow of regulated nurses was higher in rural and remote areas (7.4%) than in urban areas (5.9%).

Education

Monitoring the supply of graduates provides an understanding of the volumes of nurses that may enter into practice. This type of information enables health system planners to understand the inflow into nursing supply. It is important to monitor this measure to help determine whether the nursing supply is sufficient to meet the increasing demand on health services.

Figure 3 shows the supply of nursing graduates over the last 10 years, revealing an increase over this period.

Figure 3 Number of nursing graduates, by nurse type, Canada, 2008 to 2017



Notes

LPN data was not available for 2014.

For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Sources

Health Workforce Database, Canadian Institute for Health Information; Canadian Association of Schools of Nursing; Canadian Nurses Association; Ordre des infirmières et infirmiers du Québec; Association of New Brunswick Licensed Practical Nurses; ministère de l'Éducation et de l'Enseignement supérieur du Québec; College of Licensed Practical Nurses of Prince Edward Island; College of Licensed Practical Nurses of Nova Scotia; Saskatchewan Association of Licensed Practical Nurses.

Other highlights

National

- There was an increase in the number of nursing graduates between 2008 and 2017:
 - RNs: 12,283
 - LPNs: 6,685
 - RPNs: 294
- Most RN graduates are able to attain a Canadian nursing licence within 2 years of graduation.
 - The proportion has fluctuated slightly, peaking at 79.3% in 2018 and reaching a low of 70.5% in 2016.

International

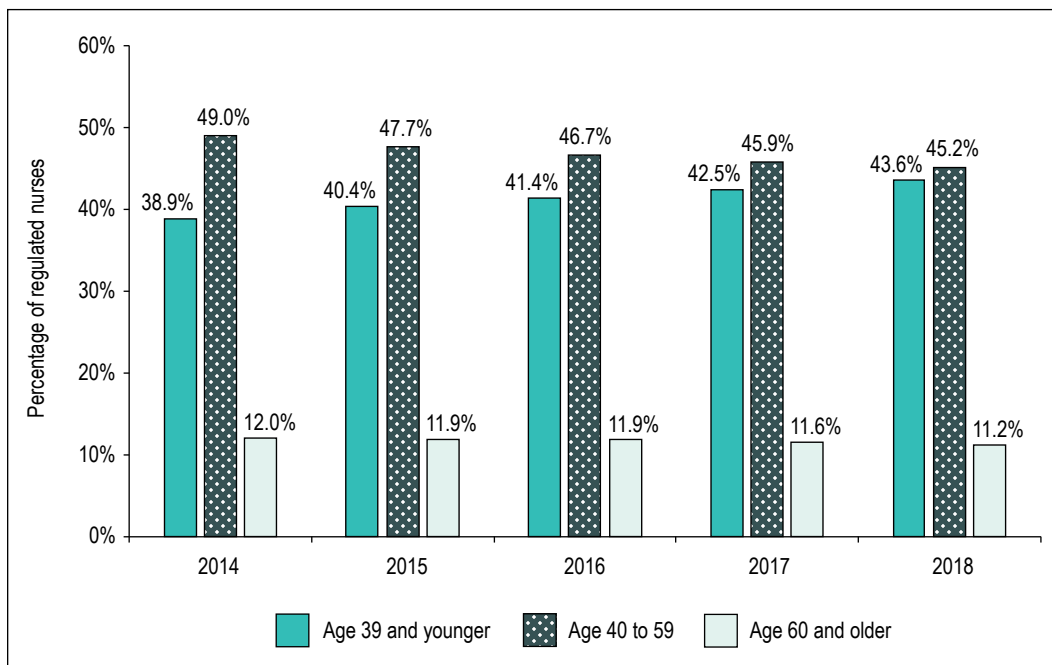
- In 2018, there were 36,189 internationally educated nurses licensed to practise in Canada.
 - These nurses represent 8.5% of Canada's regulated nursing supply — a proportion that has increased slightly over the last 5 years, from 7.8%.
- Among the regulated nursing professionals, RNs (including NPs) have the highest proportion of nurses who are internationally educated.

Age

It is anticipated that seniors will account for one-quarter of the Canadian population by 2036.¹ As the Canadian population ages, a key attribute to consider is the age of nurses. This includes looking at the proportion of nurses in various career stages: early, mid and late. A shift in the age of the supply can challenge health system planners and decision-makers as they attempt to balance changes in service delivery while continuing to provide an expected level of service and care.

Figure 4 shows that the proportion of nurses 39 and younger has increased over the last 5 years.

Figure 4 Regulated nurses, by age group, Canada, 2014 to 2018



Note

For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Source

Health Workforce Database, Canadian Institute for Health Information.

Other highlights

- The number of regulated nurses age 55 and older decreased between 2014 (96,584) and 2018 (93,343).
- The average age across all nurse types has decreased slightly over the last 5 years:
 - RNs (including NPs): 44.0
 - LPNs: 41.1
 - RPNs: 44.6

Workforce

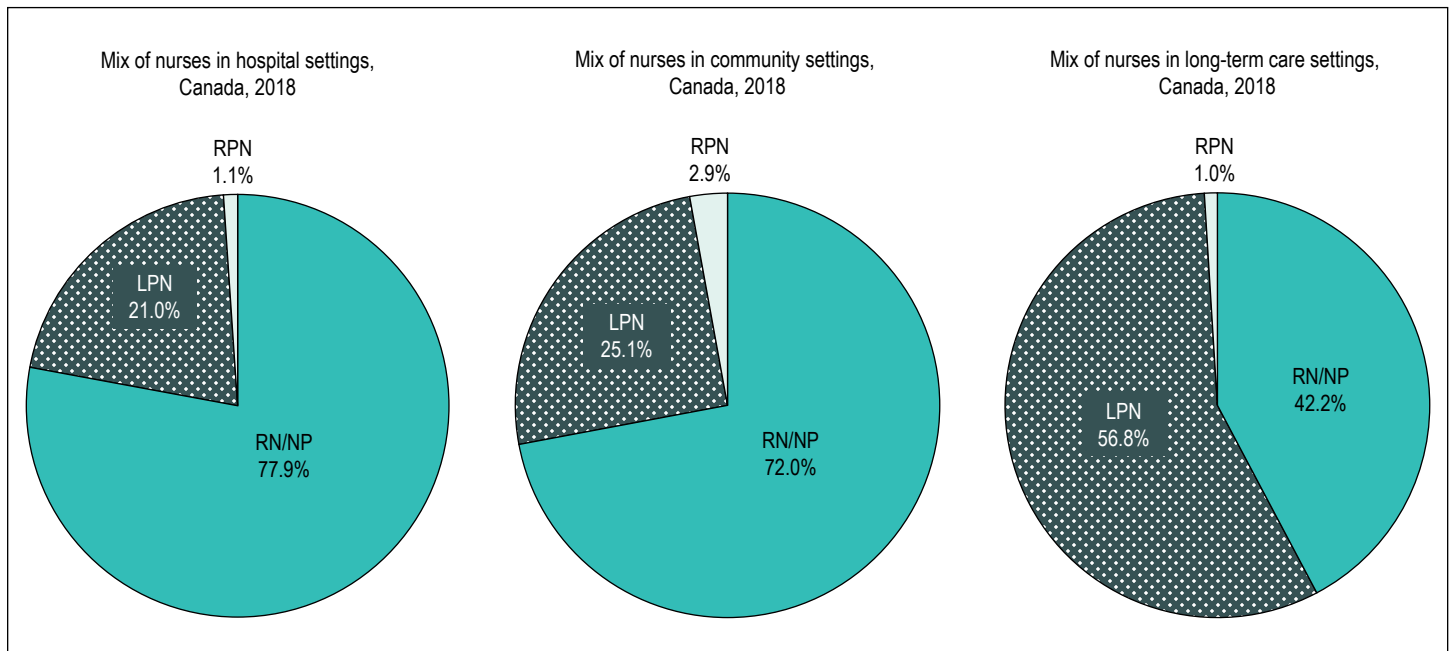
Because Canadians are living longer, their health care needs are changing. These needs are influencing shifts in health care delivery, resulting in

- Longer lengths of hospital stays;
- An increased number of outpatient treatments; and
- Higher demand for home and community care services, and for long-term care.

Understanding the distribution of nursing across health care settings can help to inform models of care, including the mix of health care providers delivering that care.

Figure 5 shows the nursing staff mix within 3 care settings (hospital, community and long-term care) in Canada in 2018.

Figure 5 Nursing staff mix, by care setting, Canada, 2018



Notes

RPNs are represented only in Manitoba, Saskatchewan, Alberta and British Columbia.

Due to voluntary reporting to CIHI of employment status in Manitoba, RN and NP employment numbers may be understated. Please use with caution. For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Source

Health Workforce Database, Canadian Institute for Health Information.

Other highlightsⁱⁱⁱ

- The annual growth rate for regulated nurses from 2017 to 2018 is 1.0%, following the same trend as the Canadian population (1.2% growth from 2016 to 2017).
- LPNs have the highest annual growth rate from 2017 to 2018.
 - This rate is more than 4 times that for RNs and twice that for RPNs.
- In 2018, more than three-quarters of the 14,354 regulated nurses not employed in their profession sought employment in their profession. This proportion has increased over the last 5 years, from 67.1%. More LPNs (5,908) than RNs (4,967) sought employment.
- In 2018, the number of nurses employed at the time of registration reached 402,920.

Nurses working in mental health


- As of 2018, the composition of nurses who either specialize in mental health and addictions or work in mental health facilities was as follows:
 - RNs (including NPs): 15,120
 - LPNs: 5,106
 - RPNs: 4,909
- Since 2014, the number of LPNs working in mental health and addictions has grown 3 times faster than the number of RNs working in mental health and addictions.


ⁱⁱⁱ. Due to voluntary reporting to CIHI of employment status in Manitoba, RN and NP employment numbers may be understated. Please use with caution.


Provincial and territorial highlights

The next several pages contain a breakdown of nursing supply and workforce for Canada's provinces and territories, as follows:

- Nursing inflow and outflow;
- 10-year trend in cumulative workforce growth;
- Rates of graduate retention, including provinces where graduates migrate; and
- Additional highlights.

 2018 supply of regulated nurses

 Net gain of regulated nurses

 Net loss of regulated nurses

Note: *Regulated nurses* refers to registered nurses (including nurse practitioners), licensed practical nurses and registered psychiatric nurses.

[View the full map of Canada](#) showing inflows and outflows.

Newfoundland and Labrador

8,413

124

Figure 6 10-year trend in cumulative workforce growth, Newfoundland and Labrador, 2009 to 2018

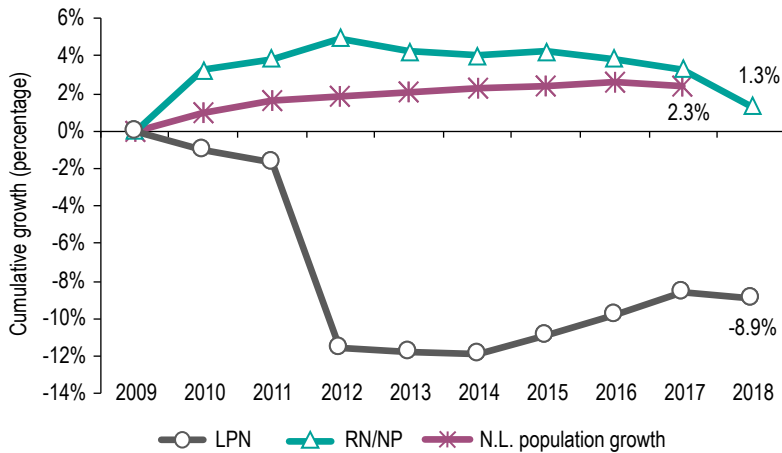
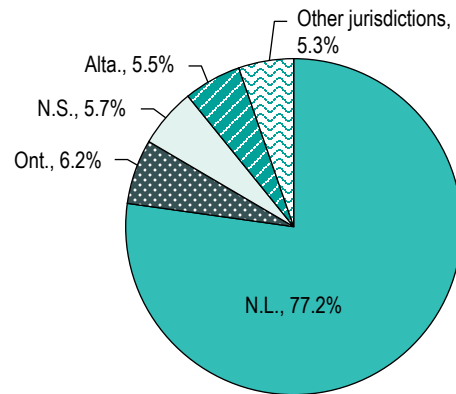


Figure 7 Graduate retention and graduate migration to other provinces/territories, Newfoundland and Labrador, 2018



Note

2018 population data was not available at the time of publication.

Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from registered nursing programs in Newfoundland and Labrador grew at an average annual rate of 1.2%, reaching 224.
- In 2018, the average age of regulated nurses was 42.4:
 - 29.3% were younger than 35.
 - 15.7% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 1.7%.
 - Totals for 2018:
 - RNs (including NPs): 378
 - LPNs: 133
- In 2018, 29.5% of regulated nurses were employed in a rural or remote area of the province.

Prince Edward Island



2,420

98

Figure 8 10-year trend in cumulative workforce growth, Prince Edward Island, 2009 to 2018

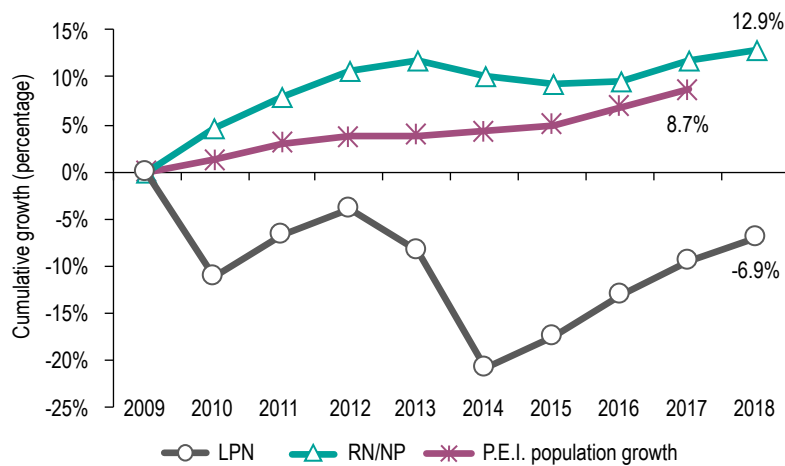
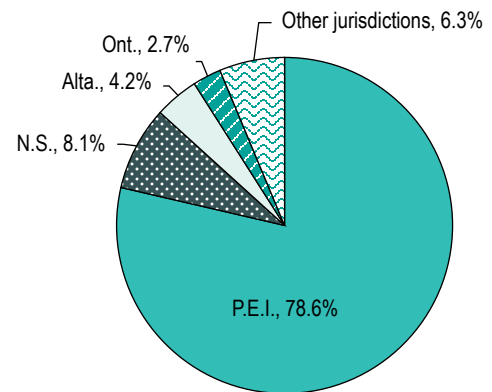


Figure 9 Graduate retention and graduate migration to other provinces/territories, Prince Edward Island, 2018



Note

2018 population data was not available at the time of publication.

Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from the registered nursing program in Prince Edward Island grew at an average annual rate of 3.0%, reaching 72.
- In 2018, the average age of regulated nurses was 44.3:
 - 29.8% were younger than 35.
 - 27.1% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities remained stable.
 - Totals for 2018:
 - RNs (including NPs): 112
 - LPNs: 64
- In 2018, 30.3% of regulated nurses were employed in a rural area of the province.

Nova Scotia



13,876	
73	

Figure 10 10-year trend in cumulative workforce growth, Nova Scotia, 2009 to 2018

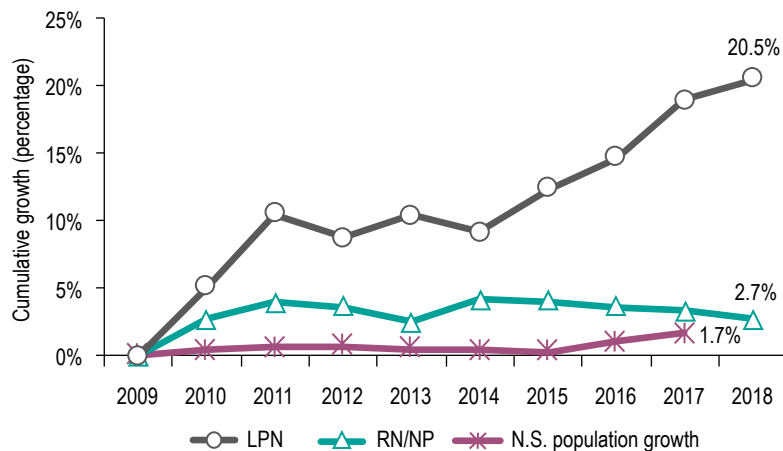
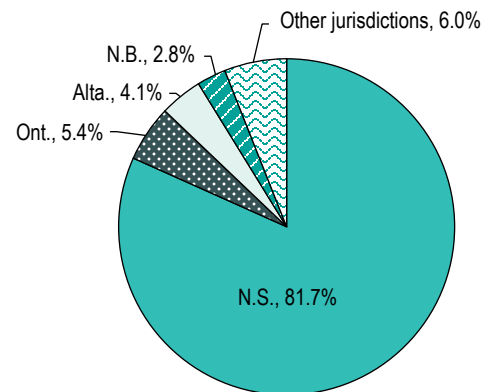


Figure 11 Graduate retention and graduate migration to other provinces/territories, Nova Scotia, 2018



Note

2018 population data was not available at the time of publication.

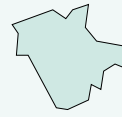
Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from registered nursing programs in Nova Scotia grew at an average annual rate of 3.9%, reaching 404.
- In 2018, the average age of regulated nurses was 44.6:
 - 28.2% were younger than 35.
 - 27.3% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 2.3%.
 - Totals for 2018:
 - RNs (including NPs): 568
 - LPNs: 295
- In 2018, 27.6% of regulated nurses were employed in a rural area of the province.

New Brunswick



11,561	
139	

Figure 12 10-year trend in cumulative workforce growth, New Brunswick, 2009 to 2018

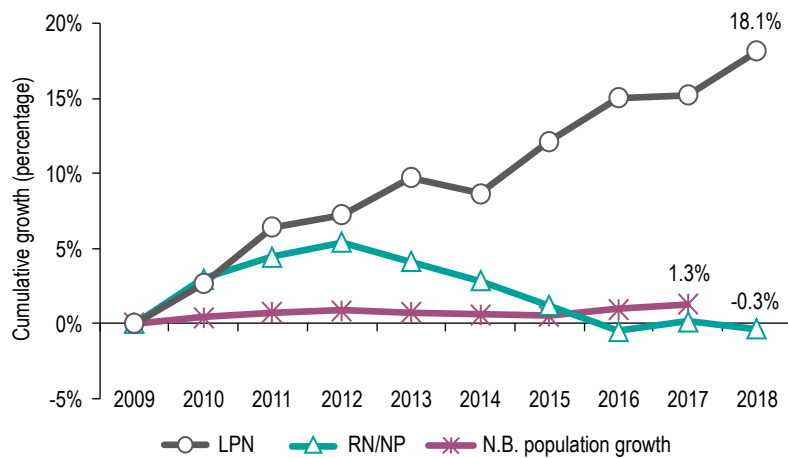
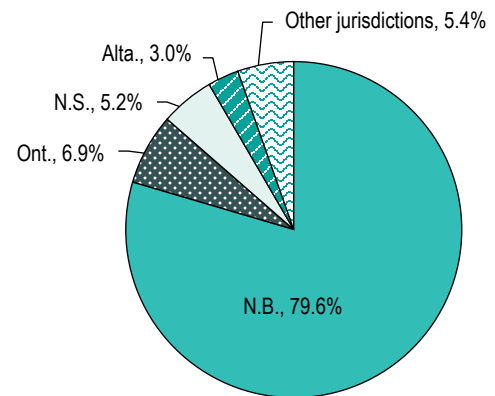


Figure 13 Graduate retention and graduate migration to other provinces/territories, New Brunswick, 2018



Note

2018 population data was not available at the time of publication.

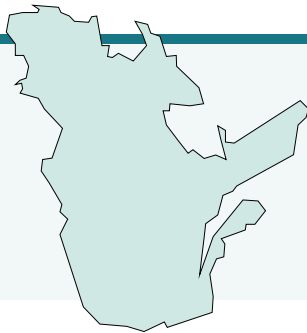
Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from registered nursing programs in New Brunswick fluctuated, from a high of 344 in 2012 to a low of 202 in 2017.
- In 2018, the average age of regulated nurses was 44.1:
 - 26.4% were younger than 35.
 - 22.8% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities remained stable.
 - Totals for 2018:
 - RNs (including NPs): 435
 - LPNs: 77
- In 2018, 22.8% of regulated nurses were employed in a rural or remote area of the province.

Quebec



99,592

1,233

Figure 14 10-year trend in cumulative workforce growth, Quebec, 2009 to 2018

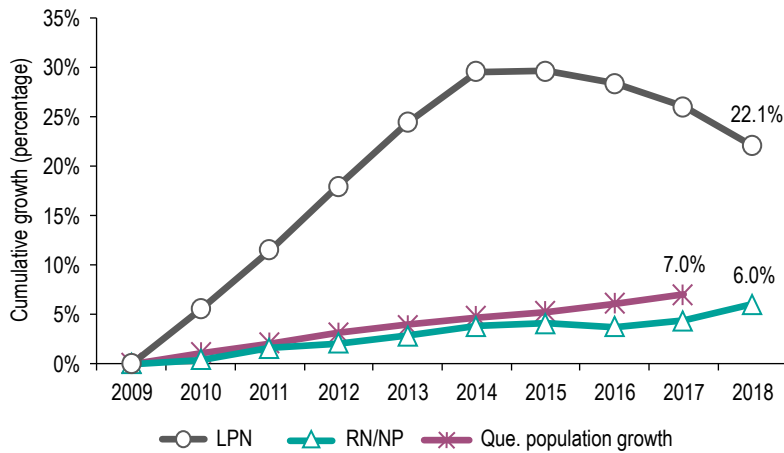
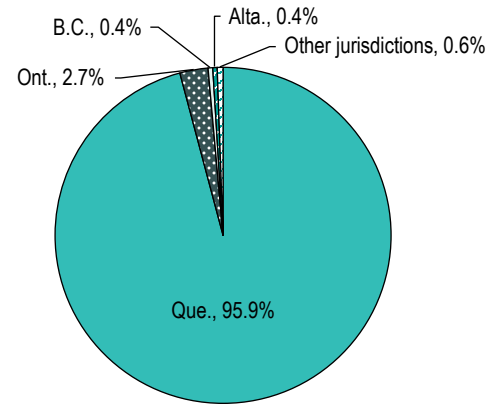


Figure 15 Graduate retention and graduate migration to other provinces/territories, Quebec, 2018



Note

2018 population data was not available at the time of publication.

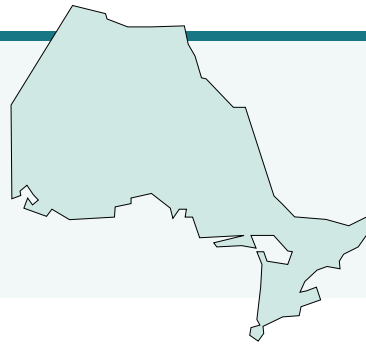
Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from registered nursing programs in Quebec grew at an average annual rate of 3.4%, reaching 3,157.
- In 2018, the average age of regulated nurses was 41.6:
 - 31.7% were younger than 35.
 - 15.7% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 0.3%.
 - Totals for 2018:
 - RNs (including NPs): 3,678
 - LPNs: 482
- In 2018, 8.8% of regulated nurses were employed in a rural or remote area of the province.

Ontario



155,570

2,602

Figure 16 10-year trend in cumulative workforce growth, Ontario, 2009 to 2018

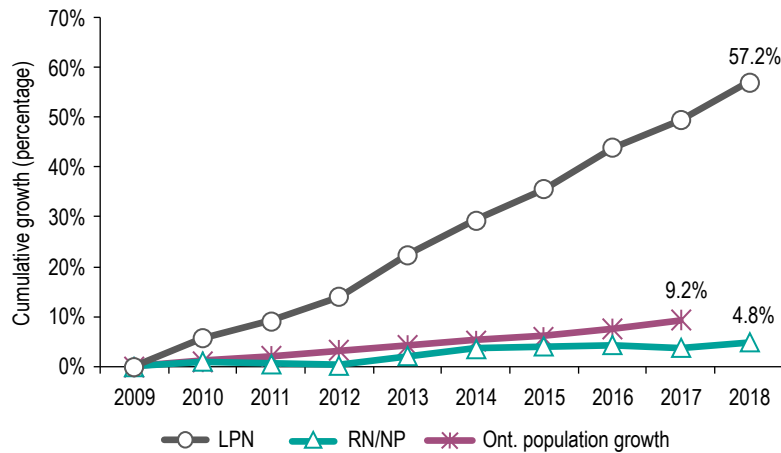
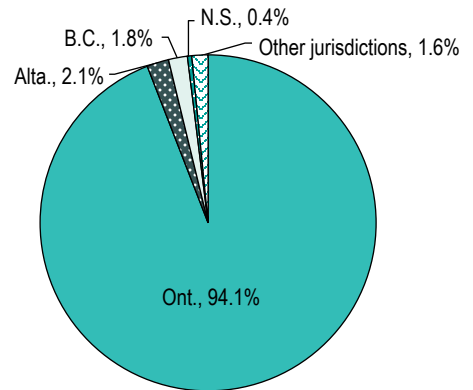


Figure 17 Graduate retention and graduate migration to other provinces/territories, Ontario, 2018



Note

2018 population data was not available at the time of publication.

Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from registered nursing programs in Ontario grew at an average annual rate of 4.8%, reaching 4,265.
- In 2018, the average age of regulated nurses was 44.2:
 - 29.2% were younger than 35.
 - 25.2% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 1.7%.
 - Totals for 2018:
 - RNs (including NPs): 6,121
 - LPNs: 3,296
- In 2018, 6.4% of regulated nurses were employed in a rural or remote area of the province.

Manitoba

17,815

144

Figure 18 10-year trend in cumulative workforce growth, Manitoba, 2009 to 2018

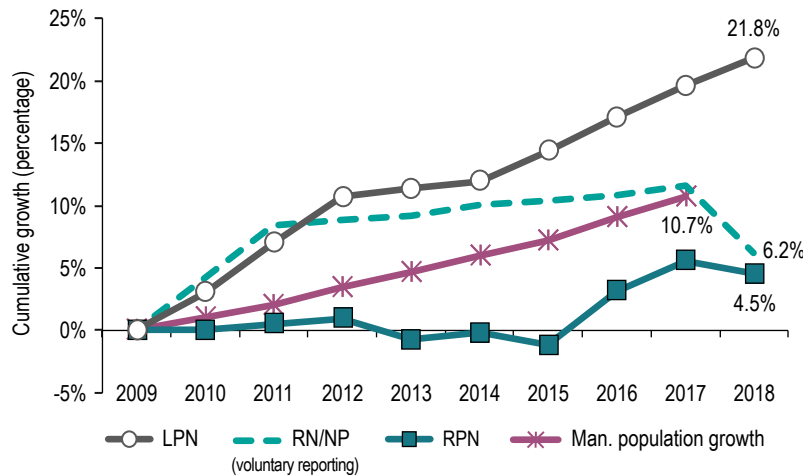
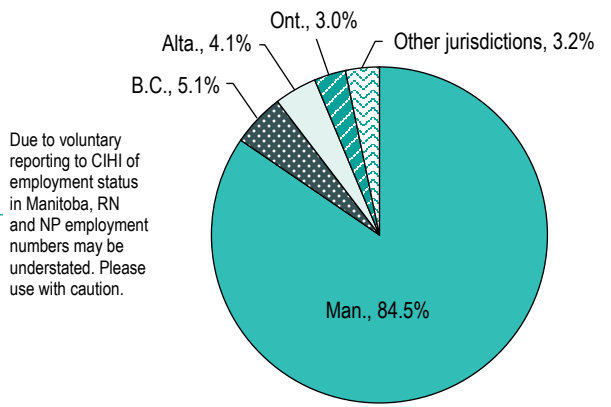


Figure 19 Graduate retention and graduate migration to other provinces/territories, Manitoba, 2018



Note
2018 population data was not available at the time of publication.
Source for map and figures
Health Workforce Database, Canadian Institute for Health Information.

Highlights^{iv}

- The supply of regulated nurses in Manitoba increased between 2017 and 2018, with a net gain of 144 nurses.
- Between 2008 and 2017, the number of graduates from registered nursing programs in Manitoba fluctuated, from a high of 583 in 2010 to a low of 351 in 2012. In 2017, there were 422 graduates.
- In 2018, the average age of regulated nurses was 45.4:
 - 28.5% were younger than 35.
 - 25.0% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 0.2%.
 - Totals for 2018:
 - RNs (including NPs): 262
 - LPNs: 50
 - RPNs: 851
- In 2018, 24.6% of regulated nurses were employed in a rural or remote area of the province.

^{iv} Due to voluntary reporting to CIHI of employment status in Manitoba, RN and NP employment numbers may be understated. Please use with caution.

Saskatchewan



15,528 
158 

Figure 20 10-year trend in cumulative workforce growth, Saskatchewan, 2009 to 2018

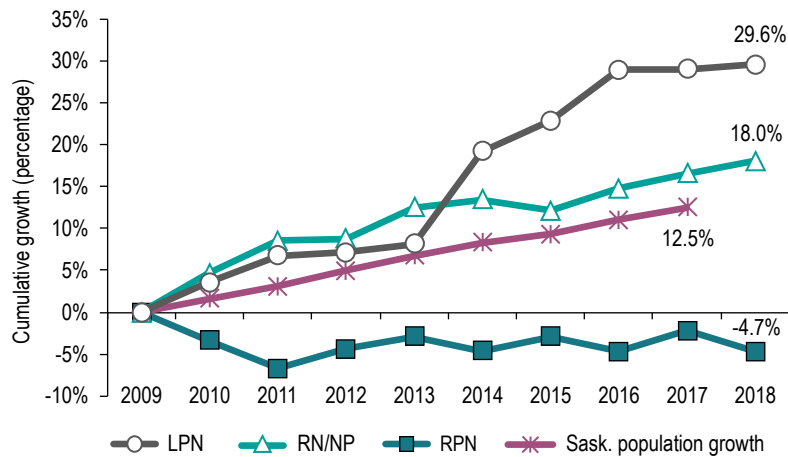
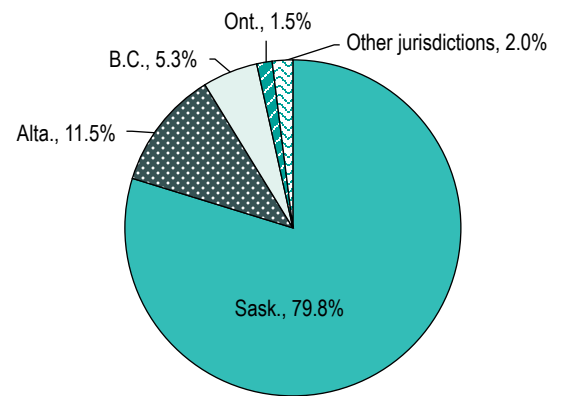


Figure 21 Graduate retention and graduate migration to other provinces/territories, Saskatchewan, 2018



Note

2018 population data was not available at the time of publication.

Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from registered nursing programs in Saskatchewan grew at an average annual rate of 7.1%, reaching 591.
- In 2018, the average age of regulated nurses was 42.2:
 - 35.5% were younger than 35.
 - 21.3% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities declined at an average annual rate of -0.2%.
 - Totals for 2018:
 - RNs (including NPs): 249
 - LPNs: 26
 - RPNs: 712
- In 2018, 23.0% of regulated nurses were employed in a rural or remote area of the province.

Alberta

52,359 


1,155 

Figure 22 10-year trend in cumulative workforce growth, Alberta, 2009 to 2018

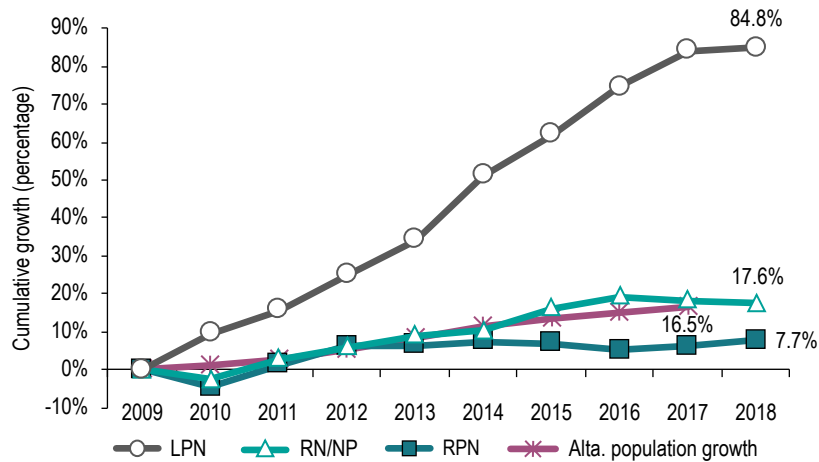
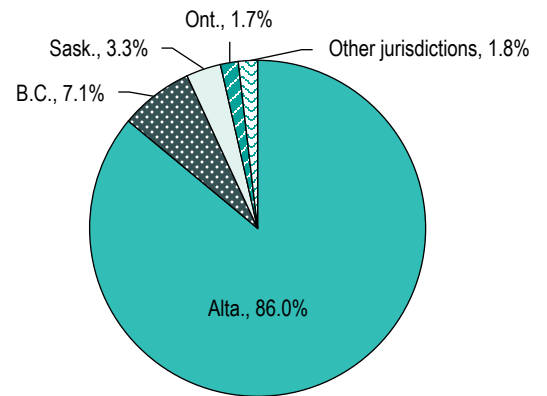


Figure 23 Graduate retention and graduate migration to other provinces/territories, Alberta, 2018



Note

2018 population data was not available at the time of publication.

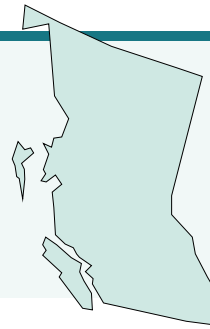
Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from registered nursing programs in Alberta grew at an average annual rate of 1.1%, reaching 1,465.
- In 2018, the average age of regulated nurses was 41.9:
 - 34.9% were younger than 35.
 - 19.5% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 2.9%.
 - Totals for 2018:
 - RNs (including NPs): 1,672
 - LPNs: 456
 - RPNs: 1,093
- In 2018, 12.0% of regulated nurses were employed in a rural or remote area of the province.

British Columbia





52,996 
521 

Figure 24 10-year trend in cumulative workforce growth, British Columbia, 2009 to 2018

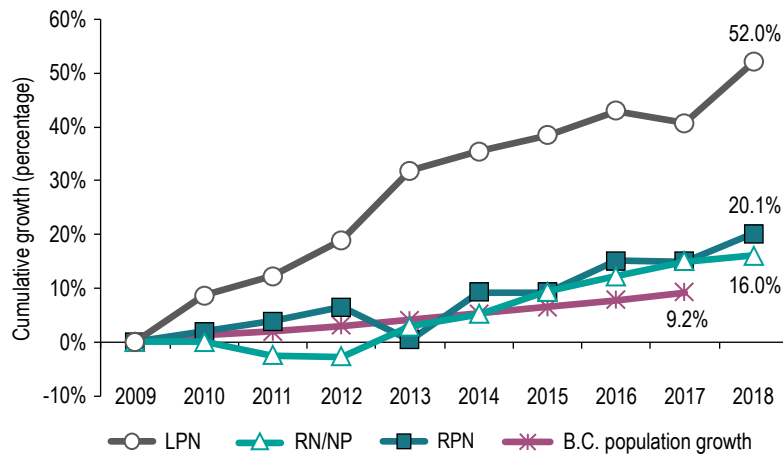
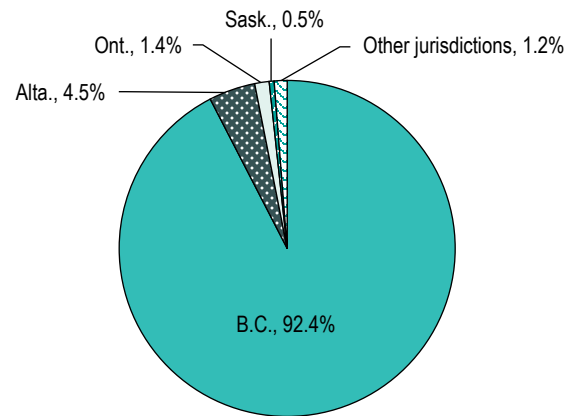


Figure 25 Graduate retention and graduate migration to other provinces/territories, British Columbia, 2018



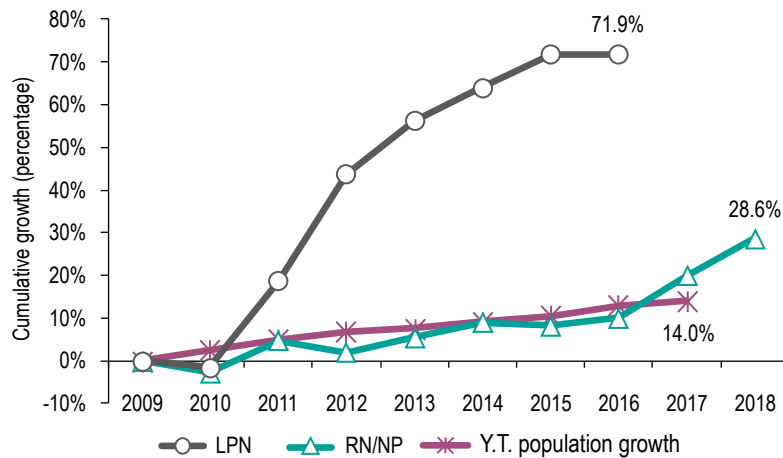
Note
2018 population data was not available at the time of publication.
Source for map and figures
Health Workforce Database, Canadian Institute for Health Information.

Highlights

- Between 2008 and 2017, the number of graduates from registered nursing programs in British Columbia grew at an average annual rate of 3.8%, reaching 1,466.
- In 2018, the average age of regulated nurses was 43.3:
 - 30.1% were younger than 35.
 - 22.3% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 1.4%.
 - Totals for 2018:
 - RNs (including NPs): 1,602
 - LPNs: 222
 - RPNs: 2,253
- In 2018, 6.2% of regulated nurses were employed in a rural or remote area of the province.



Figure 26 10-year trend in cumulative workforce growth, Yukon, 2009 to 2018



Notes

* The net gain for Yukon captures only registered nurses (including nurse practitioners). LPN data is not available for 2017 and 2018. 2018 population data was not available at the time of publication. There are no nursing education programs in Yukon; graduate retention data does not exist. RPNs are regulated in Yukon; however, CIHI does not receive record-level data for RPNs licensed in Yukon. The Yukon government provides aggregate counts only.

Source for map and figure

Health Workforce Database, Canadian Institute for Health Information.

Highlights

These highlights reflect changes in the RN/NP supply and workforce only because record-level LPN data is not available.^v

- In 2018, the average age of RNs/NPs in Yukon was 42.0:
 - 33.5% were younger than 35.
 - 22.7% were 55 and older.
- Between 2009 and 2018, the number of RNs/NPs who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 8.0%, reaching 16 RNs/NPs in 2018.
- In 2018, 17.8% of RNs/NPs were employed in a rural or remote area of the territory.

^{v.} In 2018, record-level data for LPNs licensed in Yukon was not submitted to the Health Workforce Database. An aggregate count of 195 was submitted for 2018.

Northwest Territories and Nunavut

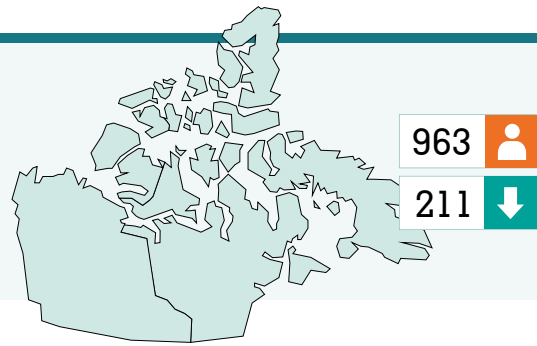


Figure 27 10-year trend in cumulative workforce growth, Northwest Territories and Nunavut, 2009 to 2018

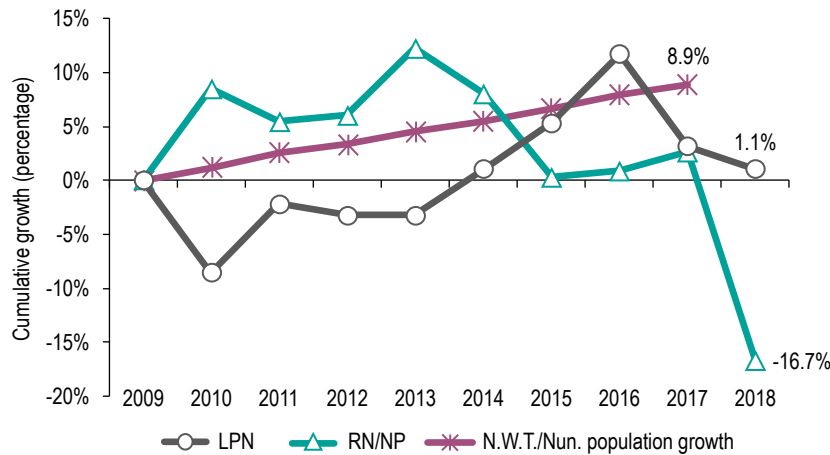
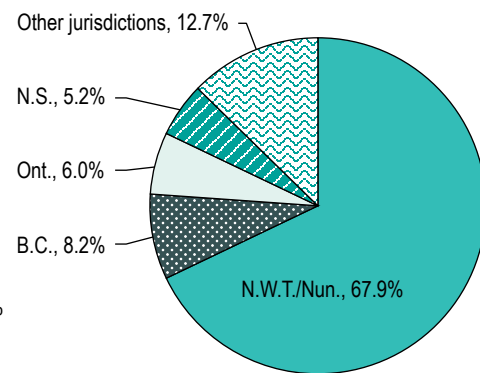


Figure 28 Graduate retention and graduate migration to other provinces/territories, Northwest Territories,* 2018



Notes

* There are no nursing education programs in Nunavut; however, data is submitted to CIHI for the Northwest Territories and Nunavut combined. 2018 population data was not available at the time of publication.

Source for map and figures

Health Workforce Database, Canadian Institute for Health Information.

Highlights

- In 2017, there were 15 graduates from the registered nursing program in the Northwest Territories and Nunavut.
- In 2018, the average age of regulated nurses was 46.8:
 - 20.7% were younger than 35.
 - 31.6% were 55 and older.
- Between 2009 and 2018, the number of regulated nurses who either specialized in mental health and addictions or worked in mental health facilities grew at an average annual rate of 1.5%.
 - Totals for 2018:
 - RNs (including NPs): 27
 - LPNs: 5

Note

The Registered Nurses Association of the Northwest Territories and Nunavut regulates RNs and NPs for both territories. Data for LPNs in the Northwest Territories is submitted by the Northwest Territories Department of Health and Social Services. While LPNs in Nunavut are regulated, only aggregate data is submitted to CIHI at this time; therefore, this data is not included in the analyses. In 2018, there were 132 LPNs licensed with the Department of Health and Social Services in Nunavut.

Appendix: Text alternative for figures and images

Text alternative for Figure 1: Annual supply growth rate, by nurse type, Canada, 2014 to 2018

The figure shows the annual growth rate for each nurse type over the last 5 years. From 2014 to 2015, the supply grew for all nurse types. From 2015 to 2016, the supply declined for LPNs and RNs (including NPs) and remained stable for RPNs. From 2016 to 2017, the supply declined for LPNs and RPNs and remained stable for RNs (including NPs). For 2017 to 2018, the growth rates are as follows: LPNs, 3.1%; RPNs, 1.4%; and RNs (including NPs), 0.7%.

Notes

A regulatory change in Ontario in 2014 resulted in a net loss in Ontario's supply, which resulted in a net loss in the Canada supply for 2014. This caused a corresponding relatively large increase in the 2015 supply.

For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 2: Inflow and outflow of regulated nursing supply, Canada, 2014 to 2018

In the 2018 registration year, 7.4% of Canada's regulated nurses registered to practice in a province or territory in which they had not registered the previous year. After the 2017 registration year, 6.1% of Canada's regulated nurses did not renew their registration in the same province or territory.

Notes

A regulatory change in Ontario in 2014 resulted in a net loss in Ontario's supply, which resulted in a net loss in the Canada supply in 2014. This caused a corresponding relatively large increase in the 2015 supply.

For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 3: Number of nursing graduates, by nurse type, Canada, 2008 to 2017

There was an increase in the number of nursing graduates between 2008 and 2017. The number of graduates in 2017 was as follows: RN graduates, 12,283; LPN graduates, 6,685; and RPN graduates, 294.

Year	RN graduates	LPN graduates	RPN graduates
2008	9,113	5,623	205
2009	9,662	5,541	214
2010	10,199	7,054	218
2011	10,934	7,841	280
2012	11,771	7,967	336
2013	11,683	7,966	277
2014	12,002	n/a	257
2015	12,579	8,022	363
2016	12,484	7,500	283
2017	12,283	6,685	294

Notes

n/a: Not available.

For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Sources

Health Workforce Database, Canadian Institute for Health Information; Canadian Association of Schools of Nursing; Canadian Nurses Association; Ordre des infirmières et infirmiers du Québec; Association of New Brunswick Licensed Practical Nurses; ministère de l'Éducation et de l'Enseignement supérieur du Québec; College of Licensed Practical Nurses of Prince Edward Island; College of Licensed Practical Nurses of Nova Scotia; Saskatchewan Association of Licensed Practical Nurses.

Text alternative for Figure 4: Regulated nurses, by age group, Canada, 2014 to 2018

In 2018, the proportion of nurses age 39 and younger reached 43.6%; the proportion of nurses age 40 to 59 reached 45.2%; and the proportion of nurses age 60 and older reached 11.2%.

Year	Age 39 and younger	Age 40 to 59	Age 60 and older
2014	38.9%	49.0%	12.0%
2015	40.4%	47.7%	11.9%
2016	41.4%	46.7%	11.9%
2017	42.5%	45.9%	11.6%
2018	43.6%	45.2%	11.2%

Note

For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 5: Nursing staff mix, by care setting, Canada, 2018

The hospital setting comprises 77.9% RNs/NPs, 21.0% LPNs and 1.1% RPNs. The community setting comprises 72.0% RNs/NPs, 25.1% LPNs and 2.9% RPNs. The long-term care setting comprises 56.8% LPNs, 42.2% RNs/NPs and 1.0% RPNs.

Notes

RPNs are represented only in Manitoba, Saskatchewan, Alberta and British Columbia.

Due to voluntary reporting to CIHI of employment status in Manitoba, RN and NP employment numbers may be understated. Please use with caution.

For more information about data collection and comparability, refer to [Health Workforce, 2018 — Methodology Guide](#).

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Newfoundland and Labrador map

The supply count of regulated nurses for Newfoundland and Labrador in 2018 was 8,413 — a net loss of 124 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 6: 10-year trend in cumulative workforce growth, Newfoundland and Labrador, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	Newfoundland and Labrador population cumulative growth
2009	0.0%	0.0%	0.0%
2010	-1.0%	3.2%	1.0%
2011	-1.6%	3.9%	1.6%
2012	-11.5%	5.0%	1.9%
2013	-11.8%	4.2%	2.1%
2014	-11.9%	4.0%	2.3%
2015	-10.9%	4.2%	2.3%
2016	-9.8%	3.8%	2.6%
2017	-8.6%	3.3%	2.3%
2018	-8.9%	1.3%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 7: Graduate retention and graduate migration to other provinces/territories, Newfoundland and Labrador, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Newfoundland and Labrador	77.2%
Ontario	6.2%
Nova Scotia	5.7%
Alberta	5.5%
Other jurisdictions	5.3%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Prince Edward Island map

The supply count of regulated nurses for Prince Edward Island in 2018 was 2,420 — a net gain of 98 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 8: 10-year trend in cumulative workforce growth, Prince Edward Island, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	Prince Edward Island population cumulative growth
2009	0.0%	0.0%	0.0%
2010	-11.3%	4.7%	1.3%
2011	-6.6%	7.9%	3.0%
2012	-3.9%	10.6%	3.7%
2013	-8.4%	11.7%	3.8%
2014	-20.8%	10.2%	4.3%
2015	-17.6%	9.3%	4.9%
2016	-13.1%	9.5%	6.8%
2017	-9.6%	11.7%	8.7%
2018	-6.9%	12.9%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 9: Graduate retention and graduate migration to other provinces/territories, Prince Edward Island, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Prince Edward Island	78.6%
Nova Scotia	8.1%
Alberta	4.2%
Ontario	2.7%
Other jurisdictions	6.3%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Nova Scotia map

The supply count of regulated nurses for Nova Scotia in 2018 was 13,876 — a net gain of 73 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 10: 10-year trend in cumulative workforce growth, Nova Scotia, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	Nova Scotia population cumulative growth
2009	0.0%	0.0%	0.0%
2010	5.2%	2.7%	0.4%
2011	10.5%	4.0%	0.7%
2012	8.8%	3.6%	0.7%
2013	10.4%	2.5%	0.5%
2014	9.1%	4.2%	0.4%
2015	12.4%	4.1%	0.4%
2016	14.7%	3.6%	1.1%
2017	19.0%	3.4%	1.7%
2018	20.5%	2.7%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 11: Graduate retention and graduate migration to other provinces/territories, Nova Scotia, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Nova Scotia	81.7%
Ontario	5.4%
Alberta	4.1%
New Brunswick	2.8%
Other jurisdictions	6.0%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for New Brunswick map

The supply count of regulated nurses for New Brunswick in 2018 was 11,561 — a net gain of 139 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 12: 10-year trend in cumulative workforce growth, New Brunswick, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	New Brunswick population cumulative growth
2009	0.0%	0.0%	0.0%
2010	2.7%	3.0%	0.4%
2011	6.4%	4.5%	0.7%
2012	7.3%	5.4%	0.9%
2013	9.7%	4.1%	0.8%
2014	8.7%	2.9%	0.6%
2015	12.2%	1.2%	0.5%
2016	15.0%	-0.5%	1.0%
2017	15.2%	0.2%	1.3%
2018	18.1%	-0.3%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 13: Graduate retention and graduate migration to other provinces/territories, New Brunswick, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
New Brunswick	79.6%
Ontario	6.9%
Nova Scotia	5.2%
Alberta	3.0%
Other jurisdictions	5.4%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Quebec map

The supply count of regulated nurses for Quebec in 2018 was 99,592 — a net gain of 1,233 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 14: 10-year trend in cumulative workforce growth, Quebec, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	Quebec population cumulative growth
2009	0.0%	0.0%	0.0%
2010	5.5%	0.4%	1.1%
2011	11.5%	1.6%	2.1%
2012	18.0%	2.1%	3.1%
2013	24.4%	2.8%	3.9%
2014	29.5%	3.8%	4.7%
2015	29.6%	4.1%	5.2%
2016	28.3%	3.8%	6.1%
2017	26.0%	4.4%	7.0%
2018	22.1%	6.0%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 15: Graduate retention and graduate migration to other provinces/territories, Quebec, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Quebec	95.9%
Ontario	2.7%
British Columbia	0.4%
Alberta	0.4%
Other jurisdictions	0.6%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Ontario map

The supply count of regulated nurses for Ontario in 2018 was 155,570 — a net gain of 2,602 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 16: 10-year trend in cumulative workforce growth, Ontario, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	Ontario population cumulative growth
2009	0.0%	0.0%	0.0%
2010	5.6%	0.9%	1.1%
2011	9.2%	0.5%	2.0%
2012	14.0%	0.2%	3.2%
2013	22.4%	2.0%	4.3%
2014	29.3%	3.6%	5.3%
2015	35.6%	4.0%	6.1%
2016	44.0%	4.2%	7.5%
2017	49.5%	3.7%	9.2%
2018	57.2%	4.8%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 17: Graduate retention and graduate migration to other provinces/territories, Ontario, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Ontario	94.1%
Alberta	2.1%
British Columbia	1.8%
Nova Scotia	0.4%
Other jurisdictions	1.6%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Manitoba map

The supply count of regulated nurses for Manitoba in 2018 was 17,815 — a net gain of 144 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 18: 10-year trend in cumulative workforce growth, Manitoba, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	RPN cumulative growth	Manitoba population cumulative growth
2009	0.0%	0.0%	0.0%	0.0%
2010	3.1%	4.3%	0.0%	1.0%
2011	7.0%	8.4%	0.5%	2.1%
2012	10.7%	8.8%	0.9%	3.4%
2013	11.4%	9.2%	-0.7%	4.7%
2014	12.0%	10.0%	-0.2%	6.0%
2015	14.4%	10.4%	-1.2%	7.2%
2016	17.1%	10.9%	3.2%	9.1%
2017	19.6%	11.6%	5.6%	10.7%
2018	21.8%	6.2%**	4.5%	n/a

Notes

**Due to voluntary reporting to CIHI of employment status in Manitoba, RN and NP employment numbers may be understated. Please use with caution.
n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 19: Graduate retention and graduate migration to other provinces/territories, Manitoba, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Manitoba	84.5%
British Columbia	5.1%
Alberta	4.1%
Ontario	3.0%
Other jurisdictions	3.2%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Saskatchewan map

The supply count of regulated nurses for Saskatchewan in 2018 was 15,528 — a net gain of 158 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 20: 10-year trend in cumulative workforce growth, Saskatchewan, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	RPN cumulative growth	Saskatchewan population cumulative growth
2009	0.0%	0.0%	0.0%	0.0%
2010	3.6%	4.6%	-3.3%	1.6%
2011	6.7%	8.5%	-6.7%	3.1%
2012	7.1%	8.8%	-4.4%	5.0%
2013	8.1%	12.5%	-2.9%	6.8%
2014	19.2%	13.4%	-4.6%	8.3%
2015	22.9%	12.1%	-2.9%	9.3%
2016	28.9%	14.7%	-4.7%	11.0%
2017	29.0%	16.5%	-2.2%	12.5%
2018	29.6%	18.0%	-4.7%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 21: Graduate retention and graduate migration to other provinces/territories, Saskatchewan, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Saskatchewan	79.8%
Alberta	11.5%
British Columbia	5.3%
Ontario	1.5%
Other jurisdictions	2.0%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Alberta map

The supply count of regulated nurses for Alberta in 2018 was 52,359 — a net gain of 1,155 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 22: 10-year trend in cumulative workforce growth, Alberta, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	RPN cumulative growth	Alberta population cumulative growth
2009	0.0%	0.0%	0.0%	0.0%
2010	9.5%	-2.5%	-4.6%	1.5%
2011	15.8%	2.8%	1.3%	3.0%
2012	25.1%	5.9%	6.2%	5.5%
2013	34.2%	9.2%	6.5%	8.7%
2014	51.1%	10.3%	7.5%	11.7%
2015	62.0%	16.2%	6.9%	13.5%
2016	74.4%	19.3%	5.2%	15.1%
2017	84.0%	18.4%	6.2%	16.5%
2018	84.8%	17.6%	7.7%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 23: Graduate retention and graduate migration to other provinces/territories, Alberta, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Alberta	86.0%
British Columbia	7.1%
Saskatchewan	3.3%
Ontario	1.7%
Other jurisdictions	1.8%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for British Columbia map

The supply count of regulated nurses for British Columbia in 2018 was 52,996 — a net gain of 521 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 24: 10-year trend in cumulative workforce growth, British Columbia, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	RPN cumulative growth	British Columbia population cumulative growth
2009	0.0%	0.0%	0.0%	0.0%
2010	8.7%	0.1%	2.0%	1.3%
2011	12.2%	-2.4%	3.8%	2.0%
2012	19.0%	-2.8%	6.6%	3.1%
2013	31.8%	2.9%	0.4%	4.1%
2014	35.5%	5.2%	9.3%	5.3%
2015	38.4%	9.3%	9.3%	6.4%
2016	43.0%	12.2%	15.1%	7.9%
2017	40.6%	15.0%	15.0%	9.2%
2018	52.0%	16.0%	20.1%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 25: Graduate retention and graduate migration to other provinces/territories, British Columbia, 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
British Columbia	92.4%
Alberta	4.5%
Ontario	1.4%
Saskatchewan	0.5%
Other jurisdictions	1.2%

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Yukon map

The supply count of regulated nurses for Yukon in 2018 was 676 — a net gain of 29 from 2017. The net gain for Yukon captures only registered nurses (including nurse practitioners).

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 26: 10-year trend in cumulative workforce growth, Yukon, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	Yukon population cumulative growth
2009	0.0%	0.0%	0.0%
2010	-1.6%	-2.7%	2.6%
2011	18.8%	4.6%	5.0%
2012	43.8%	1.9%	6.9%
2013	56.3%	5.4%	7.6%
2014	64.1%	9.0%	9.1%
2015	71.9%	8.2%	10.5%
2016	71.9%	10.1%	12.9%
2017	n/a	19.9%	14.0%
2018	n/a	28.6%	n/a

Notes

n/a: Not available.

RPNs are regulated in Yukon; however, CIHI does not receive record-level data for RPNs licensed in Yukon. The Yukon government provides aggregate counts only.

There are no nursing education programs in Yukon; graduate retention data does not exist.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for the Northwest Territories and Nunavut map

The supply count of regulated nurses for the Northwest Territories and Nunavut in 2018 was 963 — a net loss of 211 from 2017.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 27: 10-year trend in cumulative workforce growth, Northwest Territories and Nunavut, 2009 to 2018

Year	LPN cumulative growth	RN (including NP) cumulative growth	Northwest Territories and Nunavut population cumulative growth
2009	0.0%	0.0%	0.0%
2010	-8.5%	8.5%	1.2%
2011	-2.1%	5.5%	2.6%
2012	-3.2%	6.1%	3.4%
2013	-3.2%	12.2%	4.5%
2014	1.1%	8.0%	5.5%
2015	5.3%	0.3%	6.7%
2016	11.7%	0.9%	8.0%
2017	3.2%	2.6%	8.9%
2018	1.1%	-16.7%	n/a

Note

n/a: Not available.

Source

Health Workforce Database, Canadian Institute for Health Information.

Text alternative for Figure 28: Graduate retention and graduate migration to other provinces/territories, Northwest Territories,* 2018

Jurisdiction	Percentage of graduates who registered in jurisdiction
Northwest Territories and Nunavut	67.9%
British Columbia	8.2%
Ontario	6.0%
Nova Scotia	5.2%
Other jurisdictions	12.7%

Note

* There are no nursing education programs in Nunavut; however, data is submitted to CIHI for the Northwest Territories and Nunavut combined.

Source

Health Workforce Database, Canadian Institute for Health Information.

Reference

1. Statistics Canada. [Population projections for Canada, provinces and territories: Highlights](#). Accessed March 29, 2019.



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