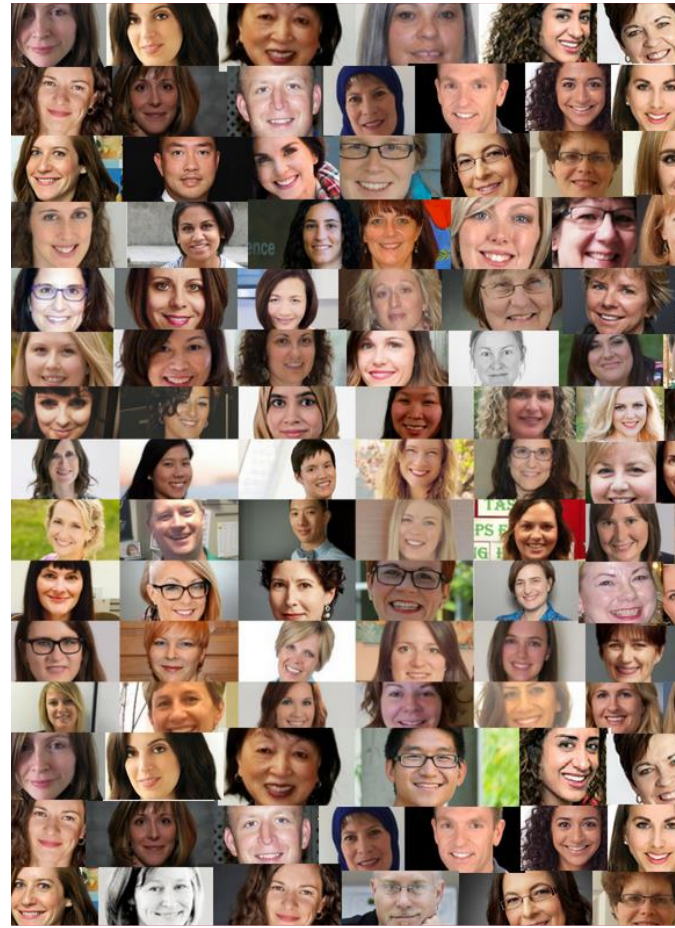


Dietetic New Graduate 2019 Pilot Survey Report



January 2020

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In partnership with Dietitians of Canada





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We would also like to thank the members of the advisory committee Shawna Berenbaum, Pierrette Buklis, Megan Cowan, Tammy Fansabedian, and Lesley Macaskill for their expert advice and guidance.

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Contents

Acknowledgements	II
Executive Summary	IV
Research Team & Advisory Committee	VI
Introduction	1
Survey Methods.....	2
Survey Sample	3
A: Education Profile	4
B: Obtaining 1 st Dietitian Position	7
C: 1 st Year Dietitian Employment Profile	9
D: Current Dietitian Employment Profile <i>if Different from 1st Year</i>	15
E: Employment Status.....	21
F: Satisfaction with Training.....	26
G: Demographics	31
Concluding Comments	32
Appendices	34
Appendix 1: Ontario Highlights	35
Appendix 2: Saskatchewan Highlights.....	49
Appendix 3: Program Response	64
Appendix 4: Survey Instrument.....	65
Appendix 5: Respondent Data Set.....	66
Appendix 6: Research Ethics Clearance	67

Executive Summary

Dietetic educators across Canada have been calling for workforce reporting on recent graduates to identify trends and emerging practice areas and inform optimal education and advocacy opportunities. In response, Dietitians of Canada commissioned researchers at the University of Waterloo and the University of Saskatchewan to work with an advisory team to develop, administer, and analyze a workforce survey of Ontario and Saskatchewan dietetic program graduates. The goal was to provide an overview of employment paths of those who have met the educational and professional qualifications to write the Canadian Dietetic Registration Exam since 2014.

An online survey, mounted on Survey Monkey®, was available from June to September 2019 and advertised to potential respondents using a range of approaches. There were 314 qualifying respondents: 261 from Ontario and 53 from Saskatchewan.

Survey results indicate a positive outlook for new graduates: 78% of respondents obtained paid employment as a dietitian within the first 12 months of completion of dietetic training, with many obtaining a position before completing their training.

The average length of first primary dietitian positions was 15 months and 47% of respondents were employed full-time (19% permanent, 28% temporary). In addition, 33% of respondents also had a secondary paid dietitian position with a *different* employer and 41% of respondents held non-dietitian positions in their first year after completing their dietetic training. Over three quarters of respondents were currently employed as a dietitian at the time of surveillance. The average length of time in their current primary dietitian position at the time of completing the survey was 14 months. In addition, 23% of respondents held a secondary dietitian position with a *different* employer and 26% held non-dietitian positions.

At the time of survey completion, 47% of respondents were employed 36 or more hours per week as a dietitian. However, 30% were actively seeking dietitian employment in addition to their current position. Of all respondents, 51% earned between \$55-\$75,000 per year and of those respondents employed in a full-time permanent position, 56% earned between \$65-85,000.

When asked if they felt they had the knowledge and skills required to advance their dietetics career, 91% indicated 'Yes'. When asked if they felt they had the ability and opportunity to advance their dietetics career, 80% indicated 'Yes'. Overall, 83% were Satisfied or Very Satisfied with the preparation provided by their academic coursework and practicum and NO respondents were Very Dissatisfied.

While graduates expressed overall satisfaction with their dietetic education and training, cultural competence and private practice and business knowledge were areas respondents indicated more in-depth education and training would be of value.

Finally, demographic data collected indicates 96% of respondents identified as female, 81% identified as white, and less than 15% indicated language fluency in a language other than English.

The data from this 2019 survey may serve as a baseline for future surveys or comparison with other provinces.

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Introduction

Data on the early career paths and dietetic training experience of recent graduates has not been collected since 2009 and would be of value on program, provincial, and national levels. Dietetic educators across Canada have been calling for workforce planning and reporting to be completed to identify trends and emerging practice areas and inform optimal education and advocacy opportunities.

Questions regularly posed by educators include:

- Where are graduates finding employment?
- How long is it taking them to find employment?
- Are graduates taking on multiple positions before finding secure full-time employment?
- Does our current education and training system meet the needs of new graduates once they enter the workforce?
- Are there gaps identified by graduates in their preparation for the positions they assume or would like to assume post-graduation?

Dietitians of Canada commissioned a survey of recent Ontario and Saskatchewan graduates to collect feedback and provide an overview of practice experience. The purpose of the survey was to: 1) describe the employment paths of Ontario and Saskatchewan graduates who met the educational and professional qualifications to write the Canadian Dietetic Registration Exam between 2014 and 2019; 2) examine the nature of work and practice areas; 3) inform dietetics students about career opportunities; 4) inform education and training programs; and 5) to inform professional development and advocacy opportunities.

Researchers from the University of Waterloo and the University of Saskatchewan developed and administered the survey in consultation with the advisory committee.

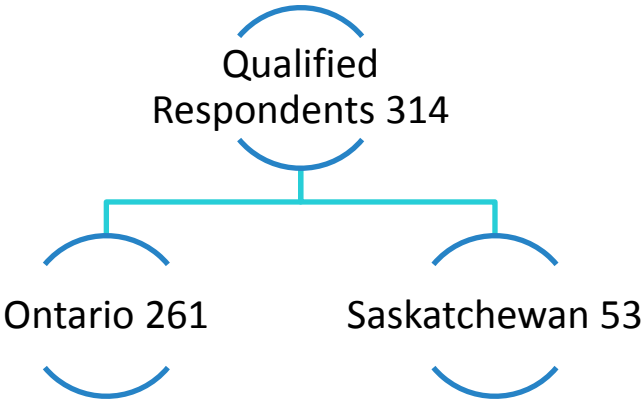
Survey Methods

The web-based survey was drafted based on the 2009 survey and advisory committee input. The draft survey was pre-tested using cognitive testing (n=5), revised as indicated, and then pilot tested (n=17). Following minor changes indicated, the survey was mounted on the online platform Survey Monkey®. Recruitment took place via email invitations from dietetic training programs in Ontario and Saskatchewan, Dietitians of Canada newsletters and Dietitians of Canada social media outlets. The survey was open between June and September 2019. Analysis and reporting of the data were conducted at the University of Waterloo at arms-length of Dietitians of Canada

Overall survey results are summarized in Sections A through G.

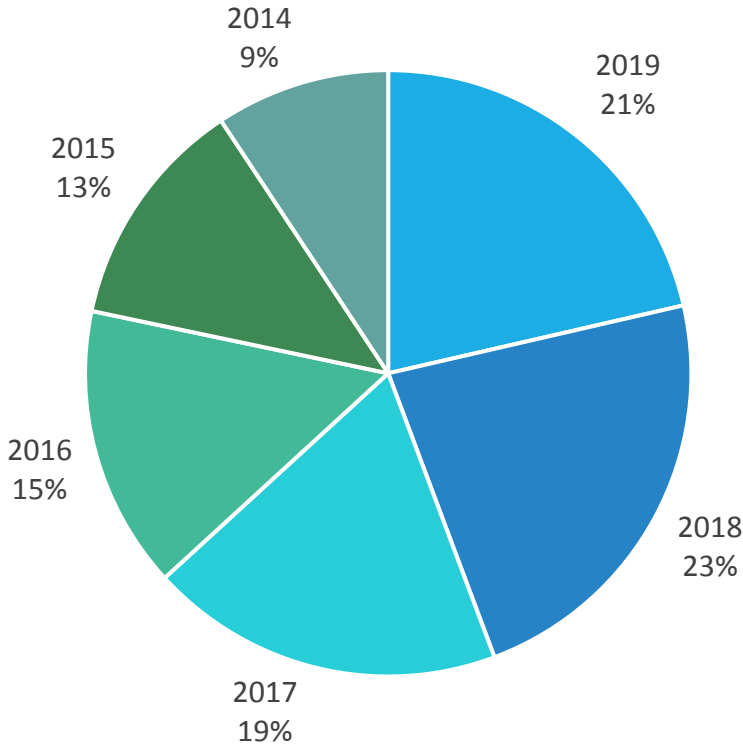
Province specific highlights are summarized in Appendices 1 and 2.

Survey Sample



Respondents¹ completed the training in Ontario and Saskatchewan to meet educational and professional qualification requirements to write the CDRE from 2014-2019

Respondent Breakdown by Graduation Year

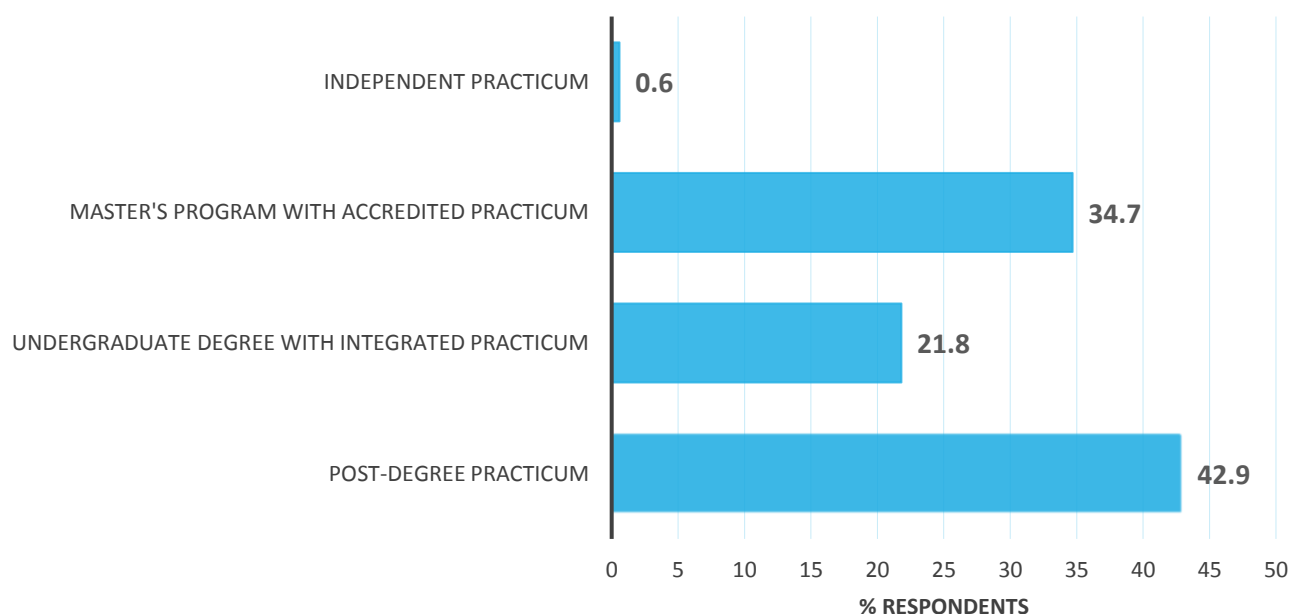


¹ Eligible Ontario and Saskatchewan graduates totaled 1232 for graduation years 2014 to 2019.

A: Education Profile

Accredited dietetic education route to meet CDRE eligibility requirements

Dietetic Education Route (% respondents)



Registration

- 94% of respondents registered or applied for registration with a provincial regulatory body. Of those who had not, most indicated they were new grads and planned to do so soon or upon completion of the CDRE exam.

Additional University Education

- 10.2% of respondents indicated they have completed or are working towards completion of an additional university degree since completing dietetic training
 - Doctorate (18.2%)
 - Master's degree (60.6%)
 - Bachelor's degree (15.1%)
 - Professional degree (e.g., medicine) (6.1%)
- Predominant areas of study were Nutrition² 45.5% (ON 63.0% and SK 0%) and Public Health 15.2% (ON 14.9% and SK 16.7%)
- The top 4 reasons indicated for pursuing an additional degree were
 1. Enhance professional knowledge and skills
 2. Satisfy job/career requirements or goals
 3. Conduct nutrition or dietetic research
 4. Qualify for a new dietetics position

² Ontario respondents only. See Appendix 1: Ontario Highlights

Additional Certifications or Diplomas

- 28.7% of respondents indicated they have completed or are working towards completion of additional certifications or diplomas
- The top certification listed was Certified Diabetes Educator (CDE) at 63.0%. Other sought-after certifications or diplomas included
 - IOC Diploma in Sports Nutrition
 - Certified Bariatric Educator (CBE)
 - Craving Change® Facilitator
 - Certified Nutrition Support Clinician (CNSC)
 - Eating Disorders
- The top 5 reasons indicated for pursuing additional certifications or diplomas were
 1. Enhance professional knowledge or skills
 2. Satisfy job/career requirements or goals
 3. Support general interest or self-improvement
 4. Obtain a higher salary/increase earning power
 5. Pursue opportunity available through employer

B: Obtaining 1st Dietitian Position

Obtaining 1st Dietitian Position

- 78.3% of respondents obtained paid employment as a dietitian within the first 12 months of completion of dietetic training
- Of those respondents who *did obtain paid employment* as a dietitian
 - 25.4% did so before completing their program/training
 - 38.1% did so within the first 3 months
 - 25.0% did so between 3 and 6 months
- Of the 21.7% of respondents who *did not obtain paid employment* as a dietitian within the first 12 months
 - 46.4% indicated they were unable to obtain a position
 - 13.0% pursued further education
 - 11.6% indicated they pursued a position that did not require dietetic qualifications
 - *No respondents* indicated it was due to lack of qualifications

Application Strategies: 1st Dietitian Position

- 41.7% of respondents who obtained employment within the first 12 months, applied for 5 positions or fewer and 27.1% of respondents applied for 6 to 15 positions before obtaining employment as a dietitian
- The top 5 most successful strategies indicated for obtaining a position
 1. Job search websites (e.g., Indeed)
 2. Employment opportunities at practicum site
 3. Past training or employment contacts
 4. Personal networks
 5. Employer websites (e.g., Health Region)
- 36.7% applied for positions outside of their region or province

C: 1st Year Dietitian Employment Profile

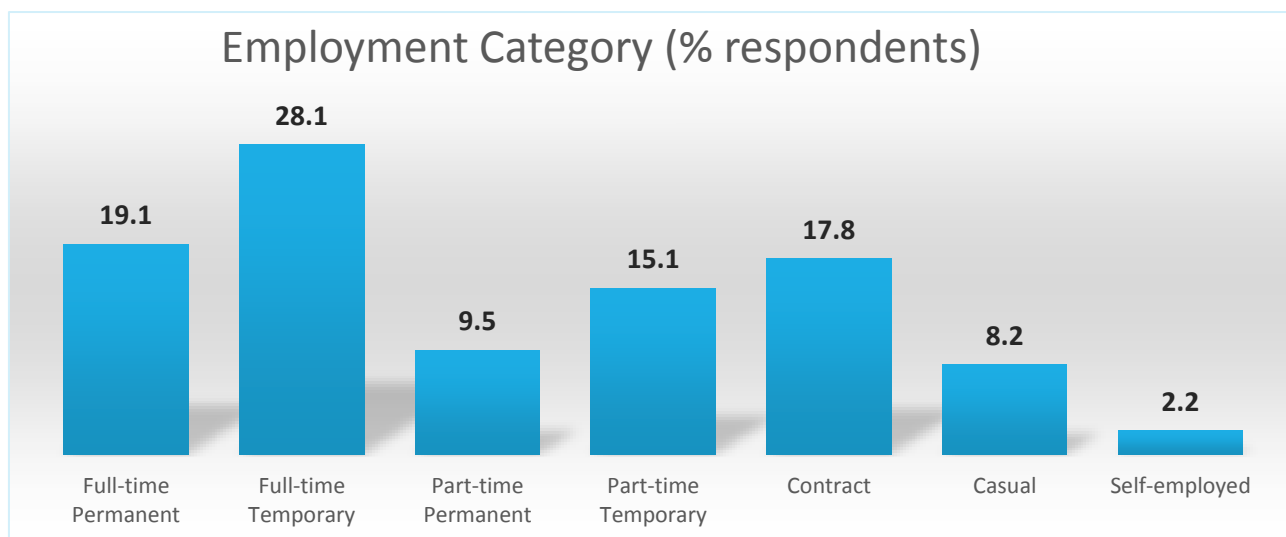
This section profiles dietitian positions held the first 12 months following training completion

Primary Position as defined for the survey: Position worked the greatest number of hours

Time in 1st Dietitian Position

- Average length of time in first primary dietitian position → 15.4 months

Employment Category: 1st Primary Dietitian Position



Language fluency

- 93.4% of first positions held did not require or prefer language fluency other than English or French. Of the positions requiring or preferring other language fluency, the top languages indicated were Punjabi and Cree.

Location: 1st Dietitian Position

- 34.9% of respondents relocated for their first position as a dietitian³
 - 52.4% to an urban region (>10,000)⁴
 - 40.2% to a rural region (<10,000)
 - 22.0% to the remote north
 - 17.1% to another province
- Relocation costs were paid by employers for only 6.1% of respondents moving for a position.
- Geographic region³ of first primary position
 - Urban (>10,000)⁴ 71.3%
 - Rural (<10,000) 27.4%
 - Remote/northern 10.9%
 - Different province 3.9%
 - Outside Canada 0.4%

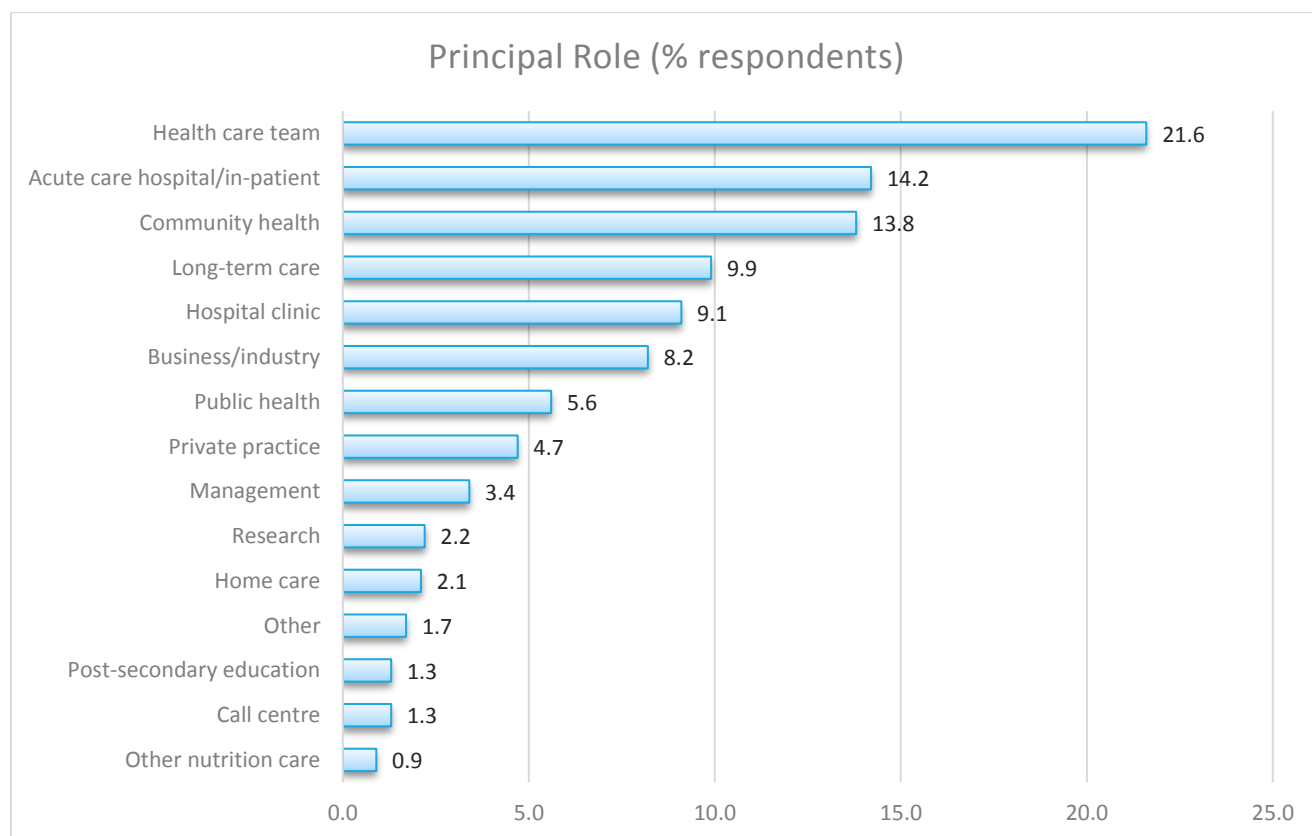
Union Membership

- 28.4% of respondents indicated their first primary position required membership in a union

³ Note: Respondents had the option to 'check all that apply' to allow for responses fitting more than one relocation category

⁴ Urban/rural delineation was based upon prior dietetic surveys (e.g., 2009 Dietetic Employer Survey)

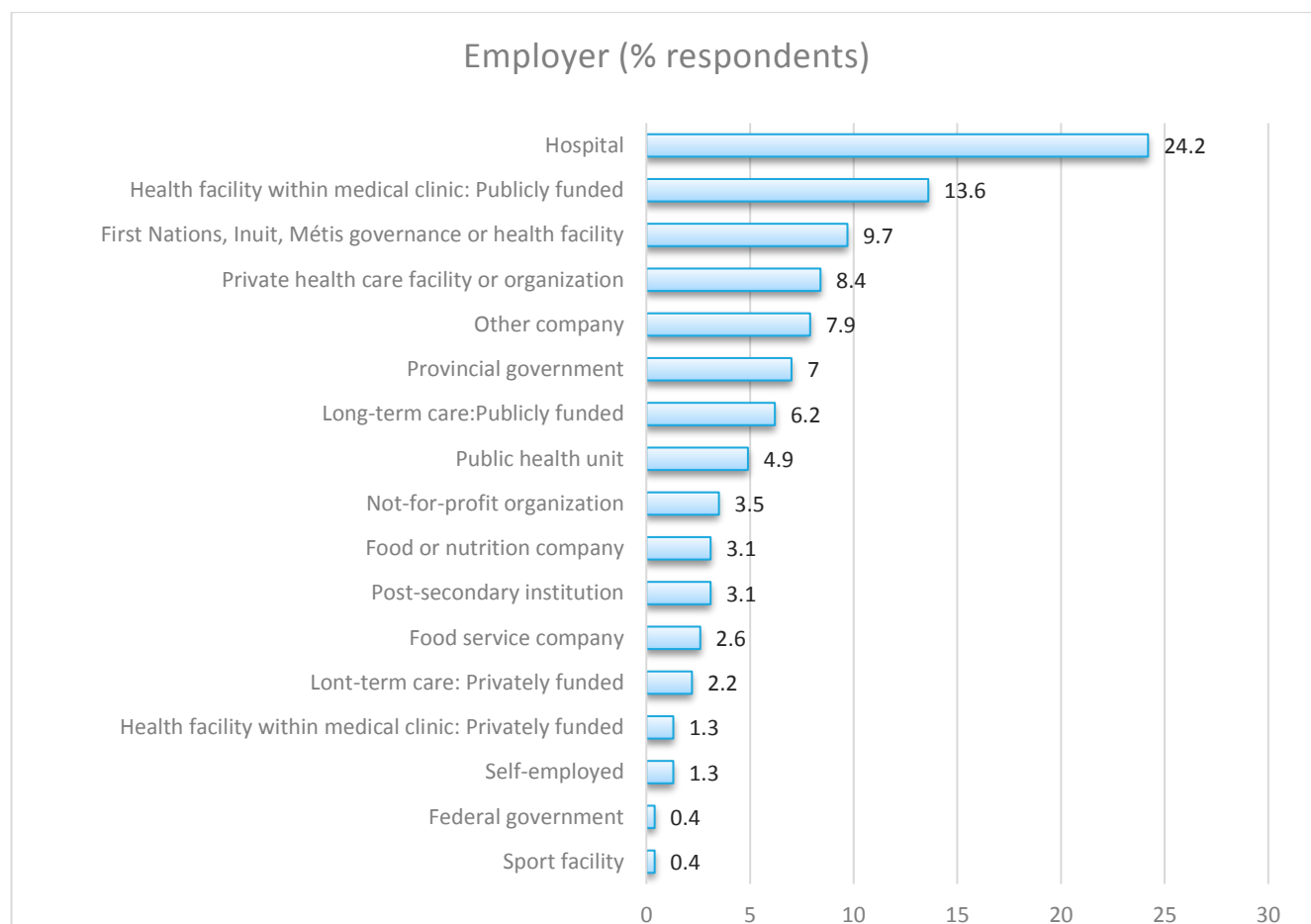
Principal Role: First Primary Dietitian Position



- 27.7% of respondents indicated they also had secondary roles with the *same* employer. Of those respondents who had secondary roles, top secondary roles included

1. Acute care hospital/in-patient (27.1%)
1. Community health (27.1%)
2. Hospital clinic (23.7%)
3. Management (18.6%)
4. Public health (16.9%)

Employer: First Primary Dietitian Position



Position Changes: 1st Year

- 37.7% of respondents changed primary positions within the first 12 months
 - The top reasons identified for having a change in primary position were
 1. Move from a temporary or contract position to a permanent position with a different employer
 2. Move to a different employer
 3. Move to a different area of practice
 4. Change of position with same employer
 - For those moving to a different practice area, the top areas identified were
 1. Acute care
 2. Primary care
 3. Long-term care

Secondary Positions: 1st Year

- 32.7% of respondents also held a secondary paid dietitian position with a *different* employer at the same time as their first primary position
 - Of those holding a secondary dietitian position
 - 45.9% held 1 other position
 - 35.1% held 2 other positions
 - 13.5% held 3 other positions
 - 5.4% held 4 positions
 - The top 3 roles indicated for a secondary dietitian position were
 1. Private practice/consulting (35.6%)
 2. Long-term care (24.6%)
 3. Home/community care (19.2%)

Other Employment: 1st Year

- 41.1% of respondents also held non-dietitian positions in their first year of practice
 - Top employment areas outside of dietetics included
 - Food service
 - Research (e.g., research assistant)
 - Education/teaching (e.g., food skills educator)
 - Gym/athletics

D: Current Dietitian Employment Profile *if Different from 1st Year*

This section profiles current positions held, if they differ from those described in Section C which overviewed dietitian employment the 1st year following training

- Of those respondents currently employed as a dietitian⁵, 48.5% of respondents were employed in a position different from the 1st primary position described in Section C

Application Strategies: Current Position

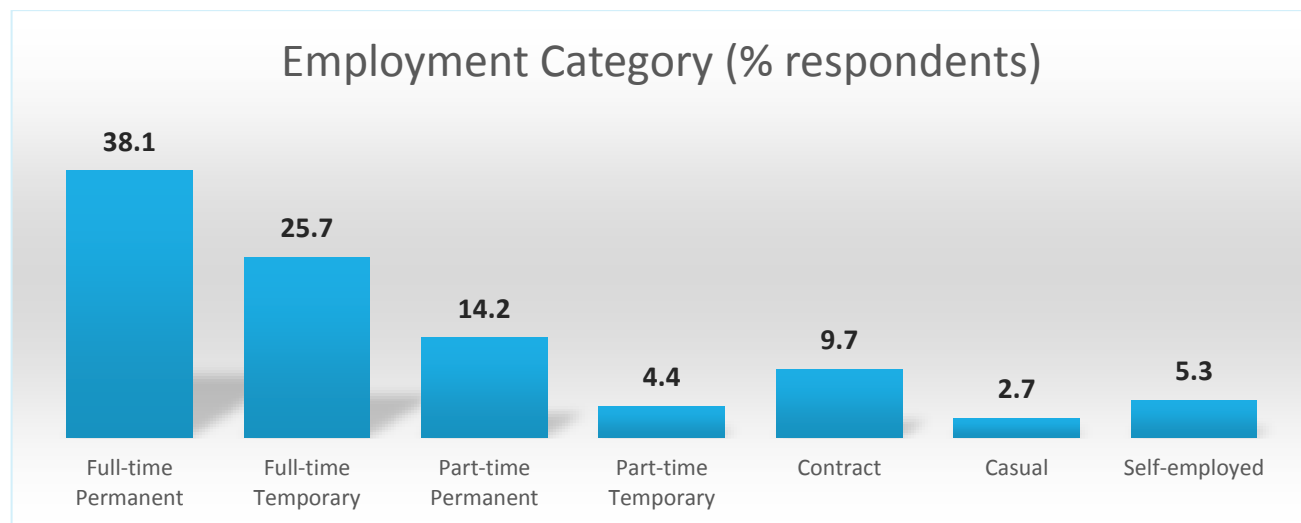
- The top 5 most successful strategies used to obtain current dietitian position
 1. Job search websites (e.g., Indeed)
 2. Personal networks
 3. Employer websites (e.g., Health Region)
 4. Past training or employment contacts
 5. Employment opportunities at practicum site

Time in Current Dietitian Position

- Average length of time in current primary dietitian position → 13.6 months

⁵ Response sample n=231

Employment Category: Current Primary Dietitian Position



Language Fluency: Current Position

- 89.2% of positions held did not require or prefer language fluency other than English or French. Of the positions requiring or preferring other language fluency, the top languages indicated were Cree and Chinese (Cantonese &/or Mandarin)

Location: Current Position

- 33.6% of respondents relocated for their current position⁶
 - 83.8% to an urban region (>10,000)⁷
 - 13.5% to a rural region (<10,000)
 - 8.1% to the remote north
 - 10.8% to another province

- Relocation costs were paid by employers for only 8.1% of respondents moving for their current position

- Geographic region⁶ of current position
 - Urban (>10,000)⁷ (85.6%)
 - Rural (<10,000) (17.1%)
 - Remote/northern (7.2%)
 - Different province from dietetic training (9.0%)
 - Outside Canada (1.8%)

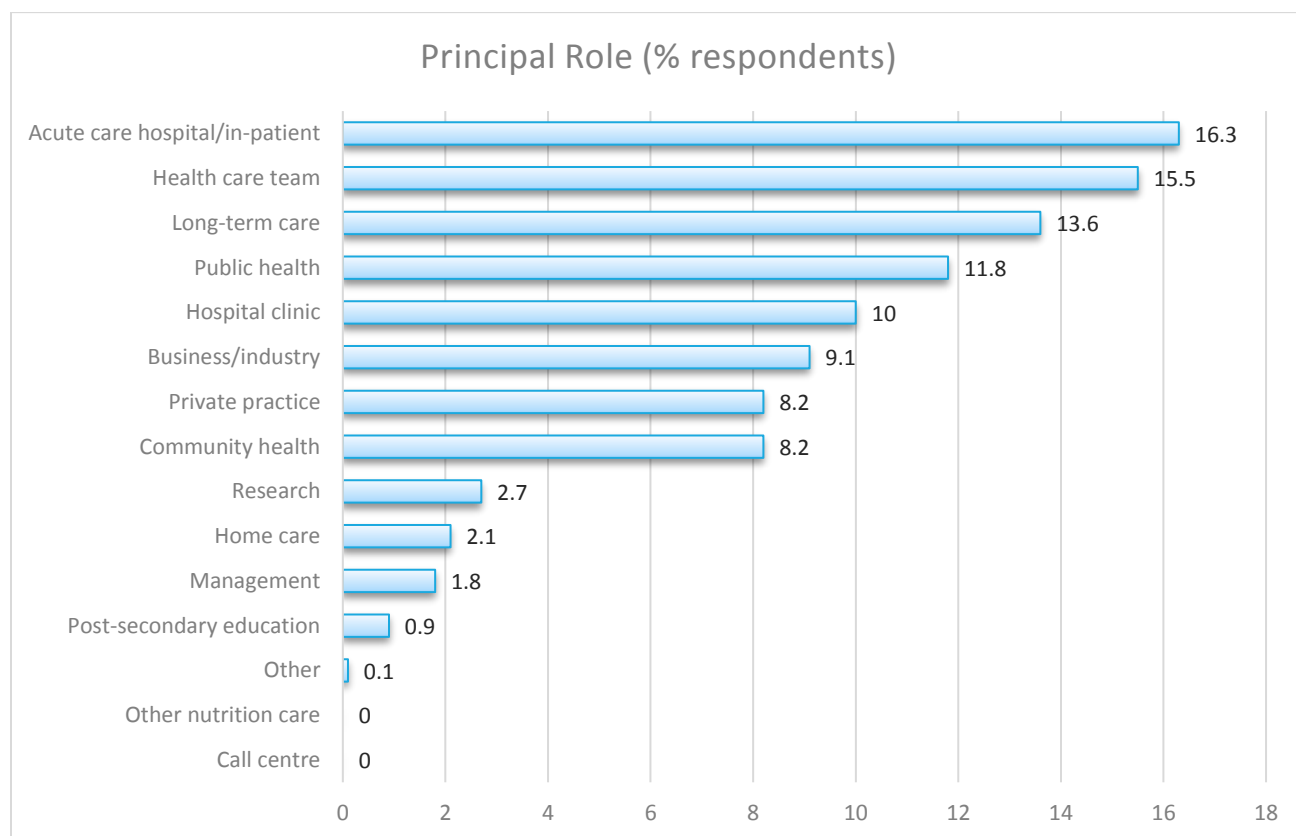
Union Membership

- 33.6% of respondents' current primary positions required membership in a union.

⁶ Note: Respondents had the option to 'check all that apply' to allow for responses fitting more than one geographic category

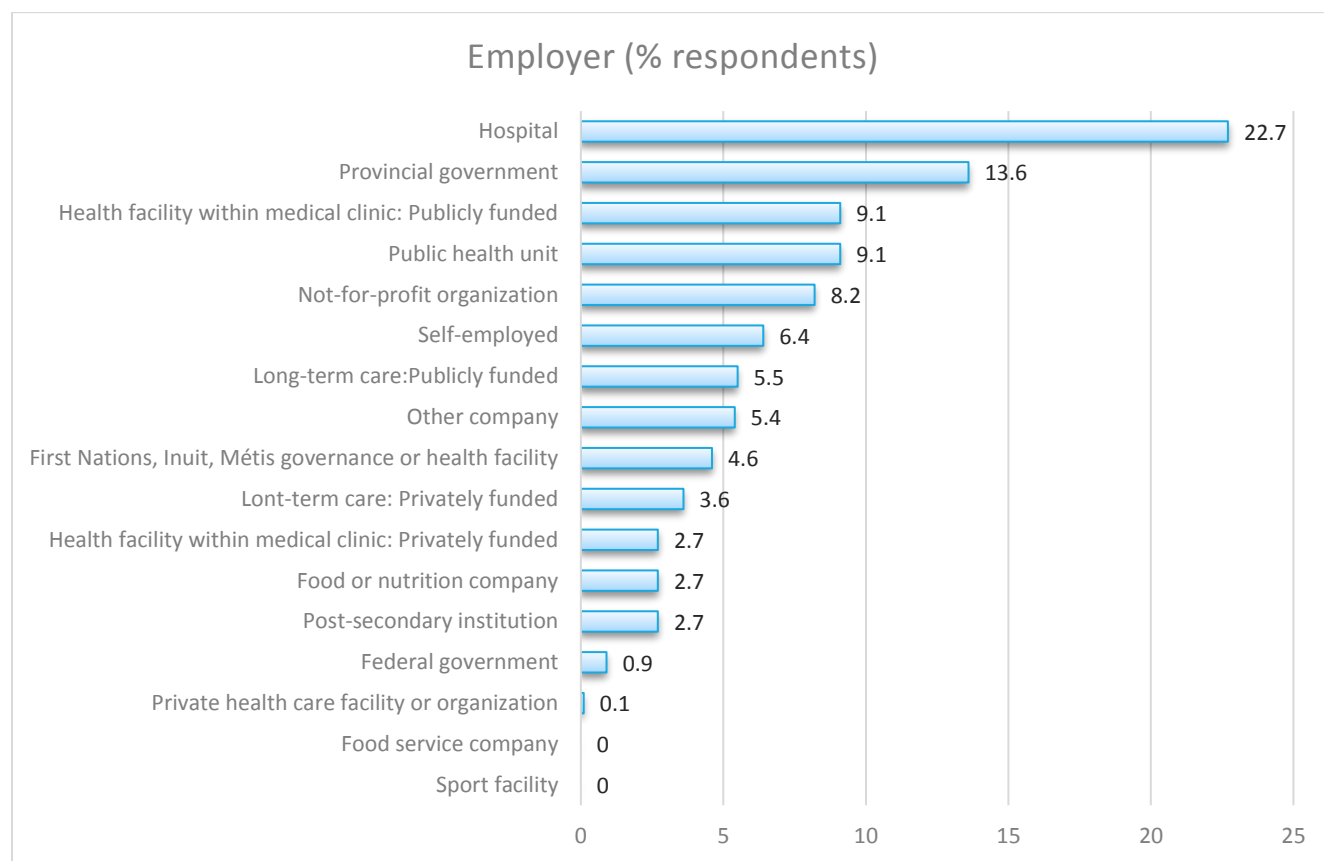
⁷ Urban/rural delineation was based upon prior dietetic surveys (e.g., 2009 Dietetic Employer Survey)

Principal Role: Current Primary Dietitian Position



- 17.4% of respondents indicated they also had current secondary roles with the *same* employer. Top secondary roles included
1. Acute care hospital/in-patient (36.8%)
 2. Hospital clinic (e.g., Out-patient diabetes clinic) (26.3%)
 3. Long-term care (21.0%)
 4. Management (15.8%)
 4. Research (15.8%)
 4. Community health (15.8%)

Employer: Current Primary Dietitian Position



Secondary Positions

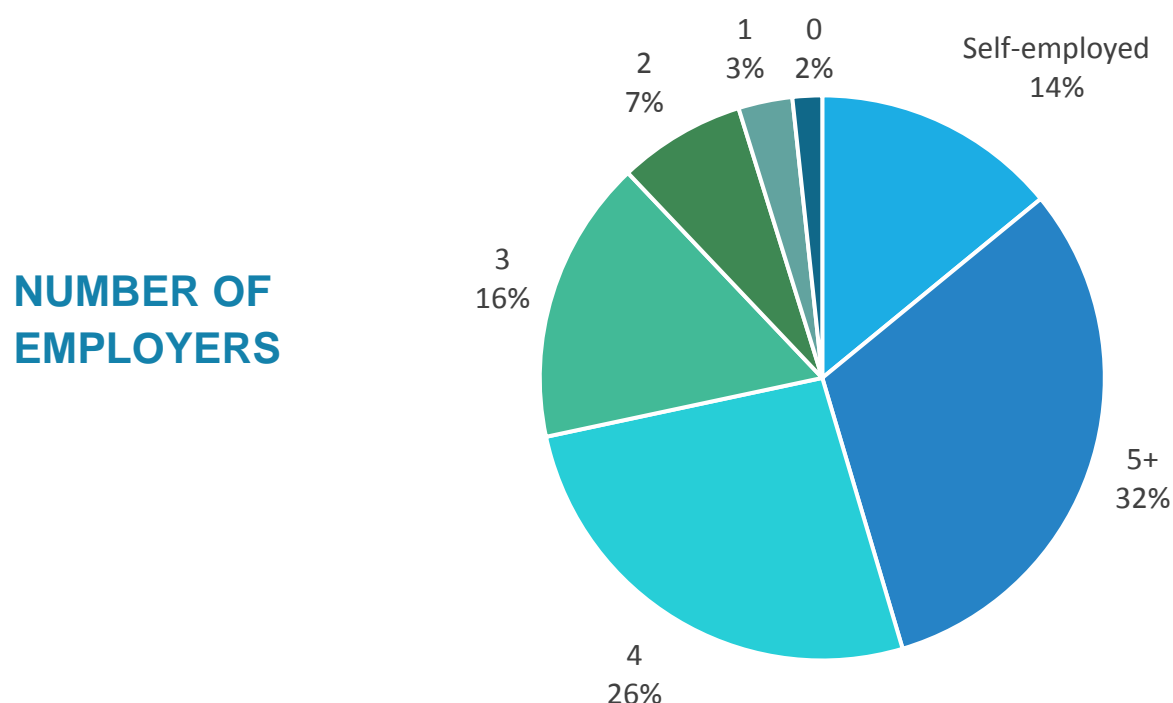
- 22.9% of respondents also held a secondary paid dietitian position with a *different* employer at the same time as their current primary position
 - The top roles indicated for secondary dietitian employment were
 1. Private practice/consulting (32.0%)
 2. Acute care hospital/in-patient (12.0%)
 3. Long-term care (12.0%)
 4. Post-secondary education (12.0%)

Other Employment

- 26.3% of respondents also currently held non-dietitian positions
 - Top employment areas outside of dietetics included
 - Food service
 - Research (e.g., research assistant)
 - Gym/athletics
 - Education/teaching (e.g., food skills educator)

E: Employment Status

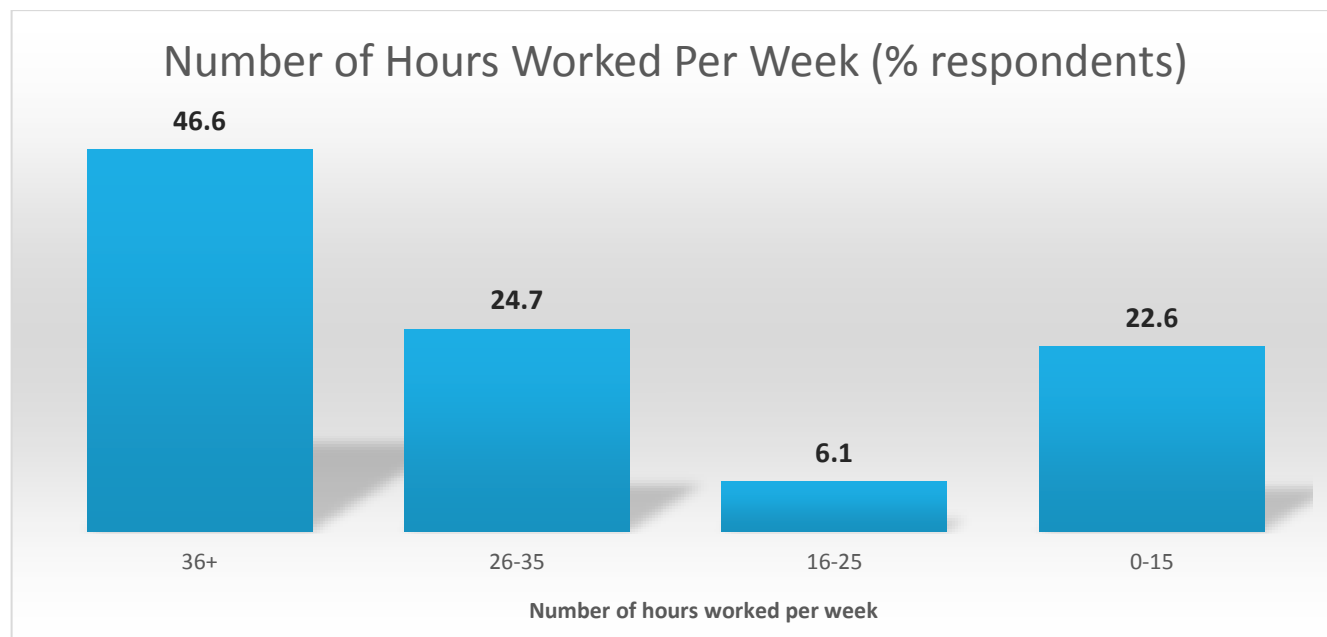
Employers Since Completion of Dietetics Training



Employment Status

- 78.8% of respondents were employed as a dietitian at the time of surveillance
- Top reasons indicated for not currently being employed as a dietitian
 - Unable to obtain a dietitian position (39.4%)
 - Currently pursuing further education (16.4%)
 - Pursued a position that did not require dietitian qualifications (13.1%)
 - Took time off (9.8%)

Weekly Hours Working as a Dietitian



Income⁸

Annual Earnings⁹ as a Dietitian

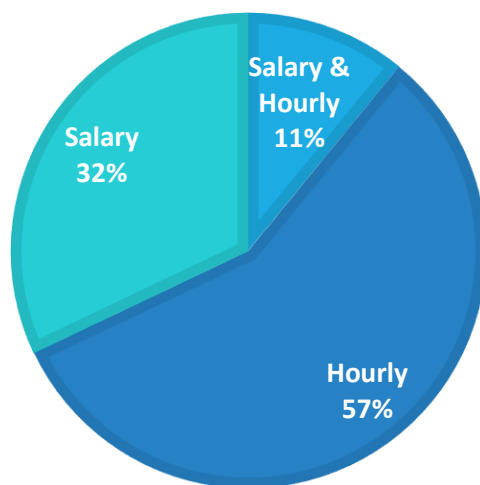
- 21.6% of respondents earned \$55-65,000 per year
- 29.2% of respondents earned \$65-75,000 per year
- 36.0% identified being employed in full-time permanent dietitian positions at the time of surveillance. Of those
 - 21.6% of respondents earned \$55-65,000 per year
 - 38.3% of respondents earned \$65-75,000 per year
 - 17.3% of respondents earned \$75-85,000 per year

⁸ Encompasses self-reported earnings of those working full-time, part-time and in multiple positions.

⁹ Respondents were asked for both annual earnings and an hourly wage calculation (even if earnings were salary based)

Hourly Wage¹⁰

- 32.1% of respondents earned \$31-\$35 per hour
- 24.8% of respondents earned \$36-\$40 per hour



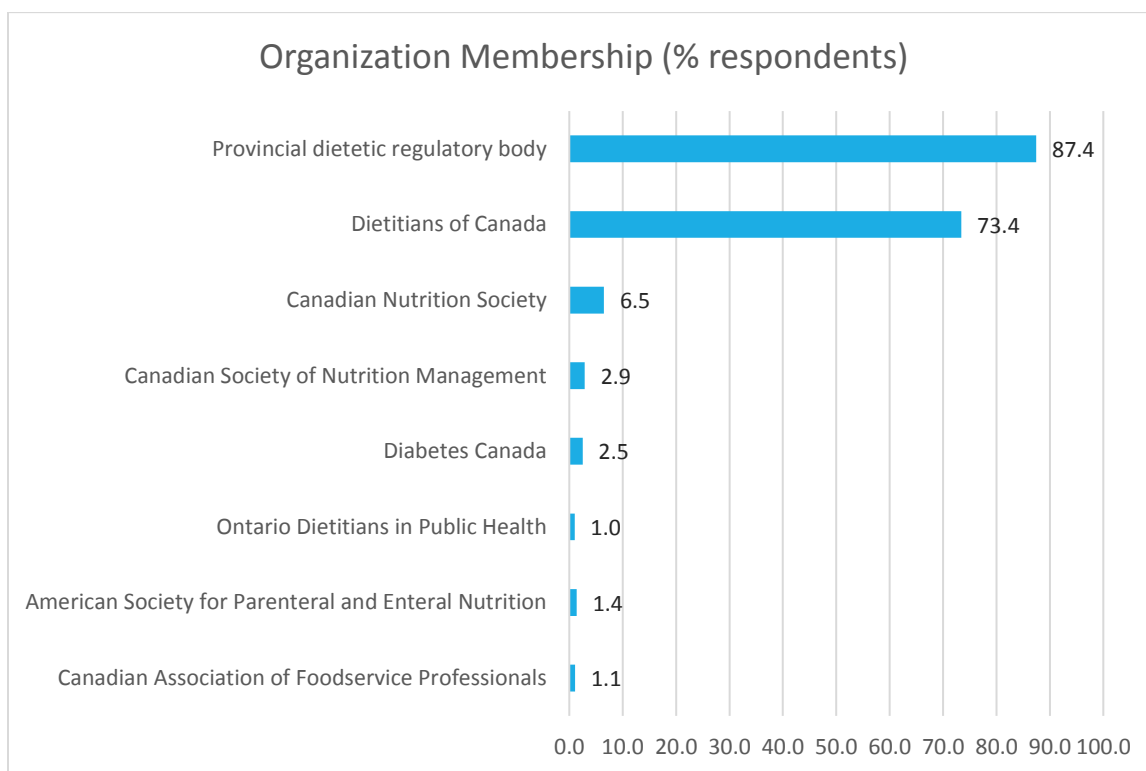
WAGE FORMAT BREAKDOWN

Benefits

- 54.4% of employers provided a benefits package

¹⁰ Respondents were asked for both annual earnings and an hourly wage calculation (even if earnings were salary based)

Professional Organization Membership



Career Plans

- 29.8% of respondents were actively seeking dietitian employment in addition to their current position at the time of surveillance
- When respondents were asked about career plans¹¹ for the next 5 years
 - 36.8% plan to pursue a position in a new practice area
 - 34.7% plan to continue in their current position
 - 24.7% plan to pursue a more advanced position
 - 20.5% plan to pursue further education
 - 7.6% indicated 'other' plans
 - *When asked to specify 'other', 2.7% of respondents indicated their career aspirations were to obtain a permanent position as a dietitian. Another 2.0% of respondents planned to change to a non-dietitian career which did not include those pursuing further education in another field.*

¹¹ Respondents were allowed to choose up to 2 responses

F: Satisfaction with Training

Practice Areas Satisfaction: 1st Dietetic Position

Responses of those who indicated they had practiced in the listed area to the question, “Did you feel adequately prepared for your **first** dietetic position in terms of education and training in the following practice areas?”

<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	89.7	10.3
<i>Nutrition Care/Clinical</i>	83.8	16.1
<i>Population & Public Health</i>	82.4	17.6
<i>Research</i>	81.9	18.1
<i>Management</i>	60.1	39.0
<i>Private Practice/Consulting</i>	46.1	53.9
<i>Business/Industry</i>	45.9	54.1

Practice Areas Satisfaction: Current Dietetic Position(s)

Responses of those who indicated they had practiced in the listed area to the question, “Did you feel adequately prepared for your **current** dietetic position in terms of education and training in the following practice areas?”

<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	93.0	7.0
<i>Nutrition Care/Clinical</i>	88.2	11.8
<i>Population & Public Health</i>	85.4	14.5
<i>Research</i>	81.6	18.4
<i>Management</i>	63.5	36.5
<i>Private Practice/Consulting</i>	58.4	41.6
<i>Business/Industry</i>	55.0	45.0

Career Advancement Knowledge & Skills

- When asked if they felt they had the knowledge and skills required to advance their dietetics career
 - 91.2% of respondents indicated 'Yes'

- When asked if they felt they had the ability and opportunity to advance their dietetics career
 - 79.6% of respondents indicated 'Yes'

"I just don't think there are many opportunities for advancement"

"Ability yes. Opportunity would depend on strength of professional networks"

Those indicating *No* to having the ability and opportunity to advance their career were asked to comment. Overall, responses indicated that while respondents were confident in their abilities, they perceived a lack of opportunity. Comments included:

"Limited positions available in area of interest"

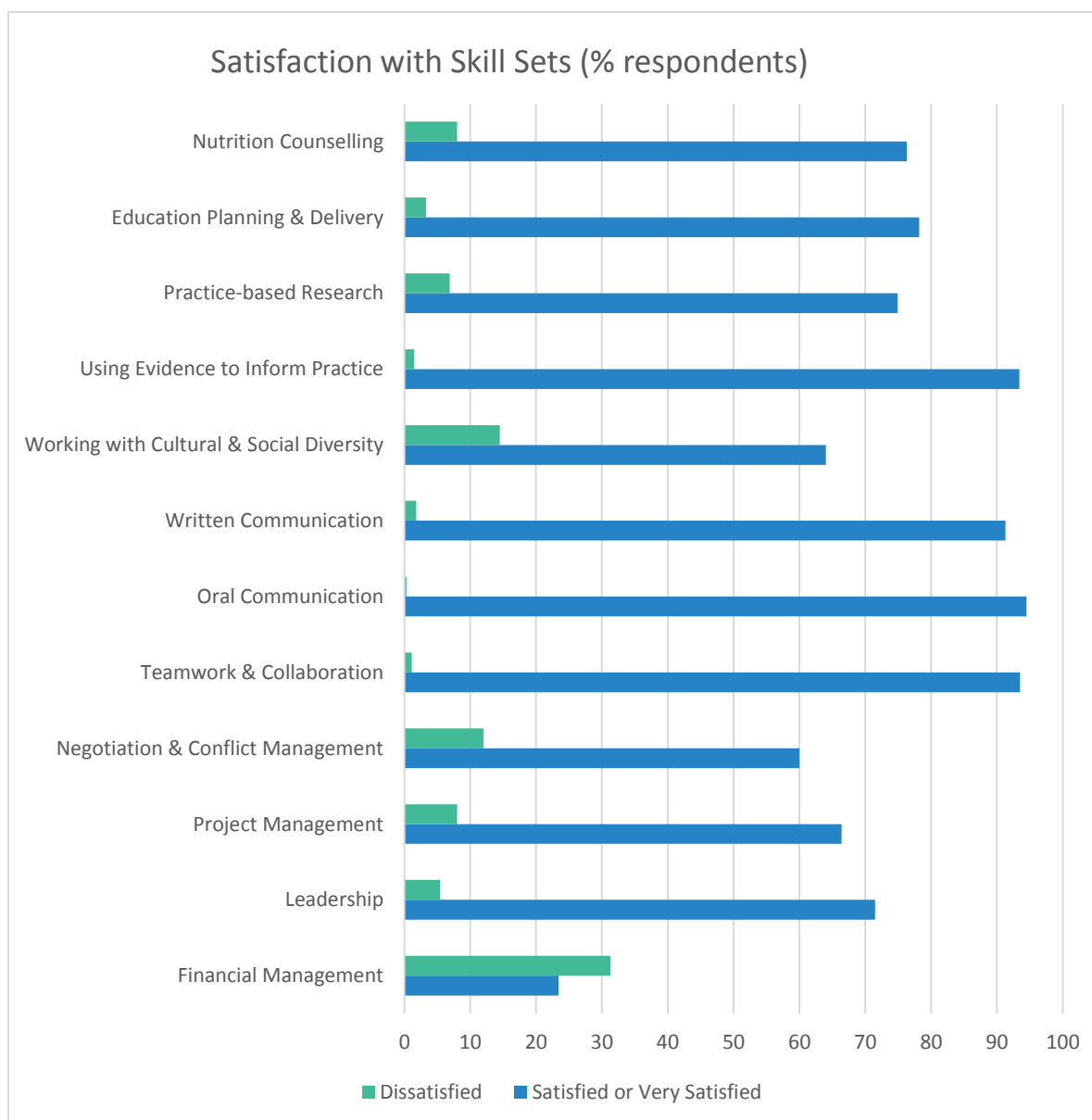
"Opportunities in the North are not as frequent"

"Many opportunities are driven by seniority and politics"

Overall Satisfaction

- Overall satisfaction with academic coursework and practicum
 - 82.7% of respondents were Satisfied or Very Satisfied
 - Only 4.8% of respondents were Dissatisfied
 - NO respondents were Very Dissatisfied

Satisfaction with dietetics training supporting development of the specified skill sets



"I felt quite prepared for my first role as a registered dietitian in a private health organization. However, there was not enough focus or attention toward preparation for business/industry roles related to dietetics"

"There should be more course learning pertaining to First Nations, Inuit, and Métis history and collaboration, and more opportunity for practicum rotations on First Nations"

Respondents were asked for any additional comments about their education and training. Comments included:

"I would have appreciated more focus on cultural identities and diversity"

"I feel our training did not provide insight into private practice"

"Education on running a private practice since the lack of high-quality (full-time, non-contract) has forced many new graduates into private practice when that may not have been their goal"

"My dietetics training exposed me to many different environments, and I felt my exposure to all the different fields was very helpful for developing my skills"

"More financial and business training needed!!!"

"I can tell that dietitians are much more skilled in written and oral communication techniques than other professions."

G: Demographics

Age

- 78.9% of respondents were between 20 and 29 years old

Gender

- 96.0% identified as female

Cultural Identity

- 81.1% identified as white
- 6.3% identified as Chinese
- 5.2% identified as South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)

Language Fluency¹²

- English 98.2%
- French 14.1%
- Other 7.6%
 - Cantonese and/or Mandarin 3.2%
 - Punjabi and/or Hindi 1.4%
 - Spanish 1.0%

¹² Answer options: English, French, 'prefer not to answer', and 'other, please specify'. Respondents were asked to 'check all that apply'.

Concluding Comments

The employment outlook for new dietetic graduates is positive. Of recent graduates, 79% are currently employed as a dietitian with 56% of respondents¹³ working full-time (combined permanent and temporary). Over 50% of graduates indicated they were earning between \$55,000 and \$75,000 annually.

Although most graduates are working within the healthcare sector, a range of practice areas was represented, including those that are less traditional for the profession.

While many graduates are finding full-time employment, temporary or contract positions, job/employer changes and/or multiple part-time or contract positions are common. Graduates also indicated that private practice/consulting routes were developed to expand employment opportunities.

Graduates expressed overall satisfaction with their dietetic education and training, while highlighting some areas where additional background would have been valuable. These areas included cultural competence, with a particular focus on First Nations, Inuit, and Métis; private practice; and business skills, with a focus on private practice.

One final consideration worth noting, is the demographic make-up of recent dietetic graduates in Ontario and Saskatchewan responding to the survey: 96% identified as female, 81% identified as white, and 8% indicated language fluency in a language other than English or French. This suggests that dietetic graduates in Ontario and Saskatchewan are less diverse than the general population within their age range.

This was the first workforce study of recent dietetic graduates in a decade. The findings have importance for recent graduates, students considering entering the

¹³ Includes current employment for both those whose current position is the same as described for their first position and those whose current position differs from the first position described

profession, educators, and employers. The survey will serve as a comparator for anticipated studies in other provinces and a baseline for future studies.

Appendices

Appendix 1: Ontario Highlights

Appendix 2: Saskatchewan Highlights

Appendix 3: Response Breakdown by Program

Appendix 4: Survey Instrument

Appendix 5: Respondent Data Set Information

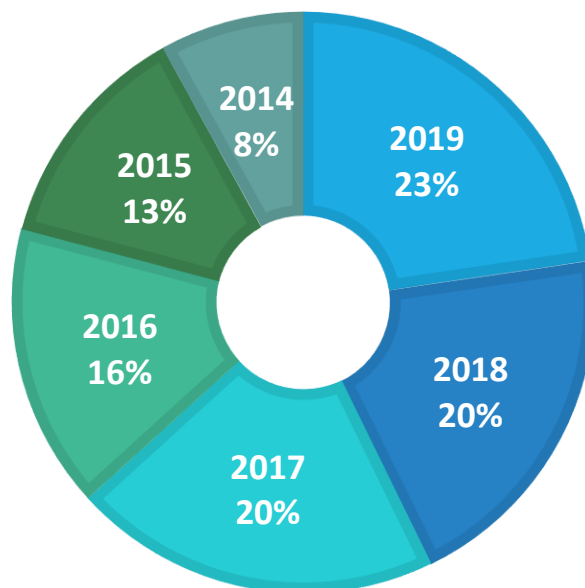
Appendix 6: Research Ethics Clearance

Appendix 1: Ontario¹⁴ Highlights

261

Respondents completed training in Ontario to meet educational and professional qualification requirements to write the CDRE 2014-2019

ONTARIO RESPONDENTS BY GRADUATION YEAR



¹⁴ Eligible Ontario graduates totaled 1099 for graduation years 2014 to 2019.

Additional University Education

- 10% of respondents indicated they have completed or are working towards completion of an additional university degree since completing their dietetic training
 - Top areas of study indicated were nutrition and public health
- Top 3 reasons for pursuing an additional degree
 1. Enhance professional knowledge and skills
 2. To conduct nutrition or dietetic research
 3. Satisfy job/career requirements or goals

Additional Certifications or Diplomas

- 30% of respondents indicated they have completed or are working towards completion of additional certifications or diplomas since completing their dietetic training
 - The top certification listed was Certified Diabetes Educator (CDE) at 65%
- The top 4 reasons indicated for pursuing additional certifications or diplomas were
 1. Enhance professional knowledge or skills
 2. Satisfy job/career requirements or goals
 3. Support general interest or self-improvement
 4. Qualify for a new dietetics position

1st Year Dietitian Employment Profile of Ontario Educated Dietitians

Primary Position as defined for the survey: Position worked the greatest number of hours

Obtaining Employment

- 78% of respondents obtained paid employment as a dietitian within the first 12 months of completion of dietetic training
 - 89% of those respondents who obtained employment as a dietitian within the first 12 months did so within the first 6 months
- Of the 22% of respondents who *did not obtain employment* as a dietitian within the first 12 months, top reasons for not obtaining employment indicated
 - Unable to obtain a position
 - Pursued a position not requiring dietetic credentials

Applying for Dietitian Positions

- 41% of respondents who obtained employment as a dietitian within the first 12 months applied for 5 positions or fewer and 23% of respondents applied for 6 to 15 positions before obtaining employment
- The 3 most successful strategies indicated for obtaining a position as a dietitian were
 1. Job search websites (e.g., Indeed)
 2. Employment opportunities at practicum site
 3. Past training or employment contacts

Time in 1st Primary Dietitian Position

- Average length of first primary dietitian position → 15 months

Employment Category

- 26% of respondents were employed 'temporary full-time'
- 19% of respondents were employed 'permanent full-time'

Language Fluency

- 93% of first positions held did not require or prefer language fluency other than English or French. Of positions preferring other language fluency, the top language indicated was Punjabi.

Relocation for First Primary Position

- 29% of respondents relocated for their first position as a dietitian
 - 26% of those respondents to the remote north

Employer & Roles: 1st Primary Dietitian Position

Principal Role: 1st Primary Dietitian Position

- Top 4 principal roles of first primary positions
 1. Health care team
 2. Acute care hospital/in-patient
 3. Long-term care
 4. Hospital clinic (e.g., Out-patient diabetes clinic)
- 26% of respondents indicated they also had secondary roles with the same employer. The top 3 secondary roles indicated were
 1. Community health
 2. Acute care hospital/in-patient
 3. Hospital clinic (e.g., Out-patient Diabetes clinic)

Employer: 1st Primary Position

Top employers indicated

1. Hospital
2. Health facility within a medical clinic: publicly funded
3. Private health care facility or organization¹⁵
3. Other company (e.g., retail, pharmaceutical)

¹⁵ Private health care facility or organization and Other company were equally represented

Position Changes: 1st Year

- 35% of respondents changed primary positions within the first 12 months
 - Top reasons identified were
 - Move from a temporary or contract position to a permanent position with a different employer
 - Move to a different employer
 - Move to a different area of practice

Secondary Dietitian Position: 1st Year

- 36% of respondents also had a secondary paid dietitian position with a *different* employer at the same time as their primary position
 - The top 3 roles indicated for secondary dietitian employment were
 1. Private practice/consulting
 2. Long-term care
 3. Home and/or community care

Other Employment: 1st Year

- 41% of respondents also held non-dietitian positions in their first year of practice

Current Employment Profile if *Different from First Year*

This section profiles current positions held, if they differ from dietitian employment the 1st year following training

- Of those respondents currently employed as a dietitian, 47% of respondents were employed in a position different from the 1st primary position described for their 1st year of training

Application Strategies

- The top successful strategies used to obtain current dietitian position
 - ✓ Job search websites (e.g., Indeed)
 - ✓ Personal networks
 - ✓ Past training and employment networks

Time in Current Dietitian Position

- Average length of time current primary dietitian position → 13 months

Current Employment Category

- 26% of respondents were employed 'temporary full-time'
- 34% of respondents were employed 'permanent full-time'

Language Fluency

- 89% of current positions held did not require or prefer language fluency other than English or French. Of the positions preferring other language fluency, languages indicated include Chinese (Cantonese and/or Mandarin) and Punjabi, Urdu & Hindi.

Relocation for Current Dietitian Position

- 29% of respondents relocated for their current dietitian position¹⁶
- Relocation costs were paid or partially paid by employers for only 20% of the Ontario educated respondents moving to their current position

¹⁶ Note: Respondents had the option to 'check all that apply' to allow for responses fitting more than one category

Principal Role: Current Dietitian Position

The top 4 roles indicated were

1. Health care team
2. Long-term care
3. Public health
4. Hospital clinic (e.g., Out-patient diabetes clinic)

- 18% of respondents indicated they also had current secondary roles with the same employer. Top secondary roles included
1. Acute care hospital/in-patient
 2. Hospital clinic (e.g., Out-patient diabetes clinic)

Employer: Current Dietitian Position

Top 3 employers indicated

1. Hospital
2. Public Health Unit
3. Health facility within a medical clinic: publicly funded

Secondary Positions

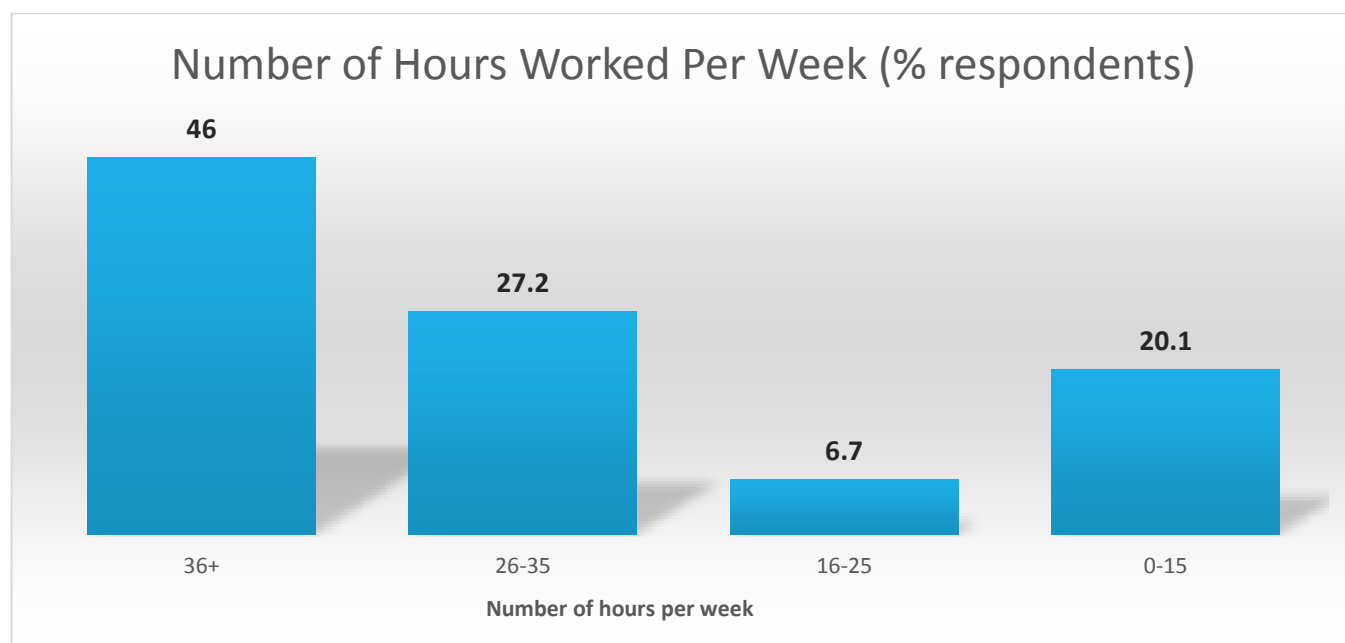
- 25% of respondents also had a secondary paid dietitian position with a *different* employer (at the same time as their current primary position)

Other Employment

- 26% of respondents also currently held non-dietitian positions

Employment Status

Weekly Hours Currently Employed as a Dietitian

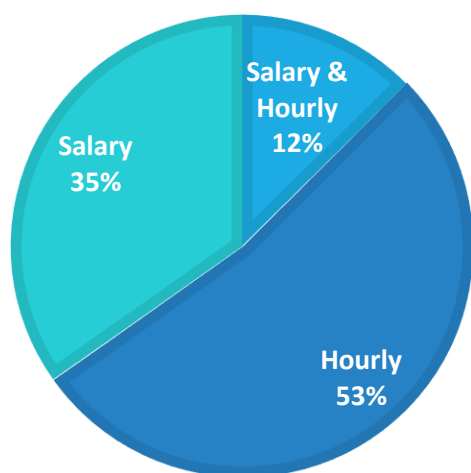


Income¹⁷

- Annual income earned as a dietitian¹⁸
 - 23% of respondents earned \$55-65,000 per year
 - 29% of respondents earned \$65-75,000 per year

¹⁷ Encompasses self-reported earnings of those working full-time, part-time and in multiple positions.

¹⁸ Respondents were asked for both annual earnings and an hourly wage calculation (even if earnings were salary based)



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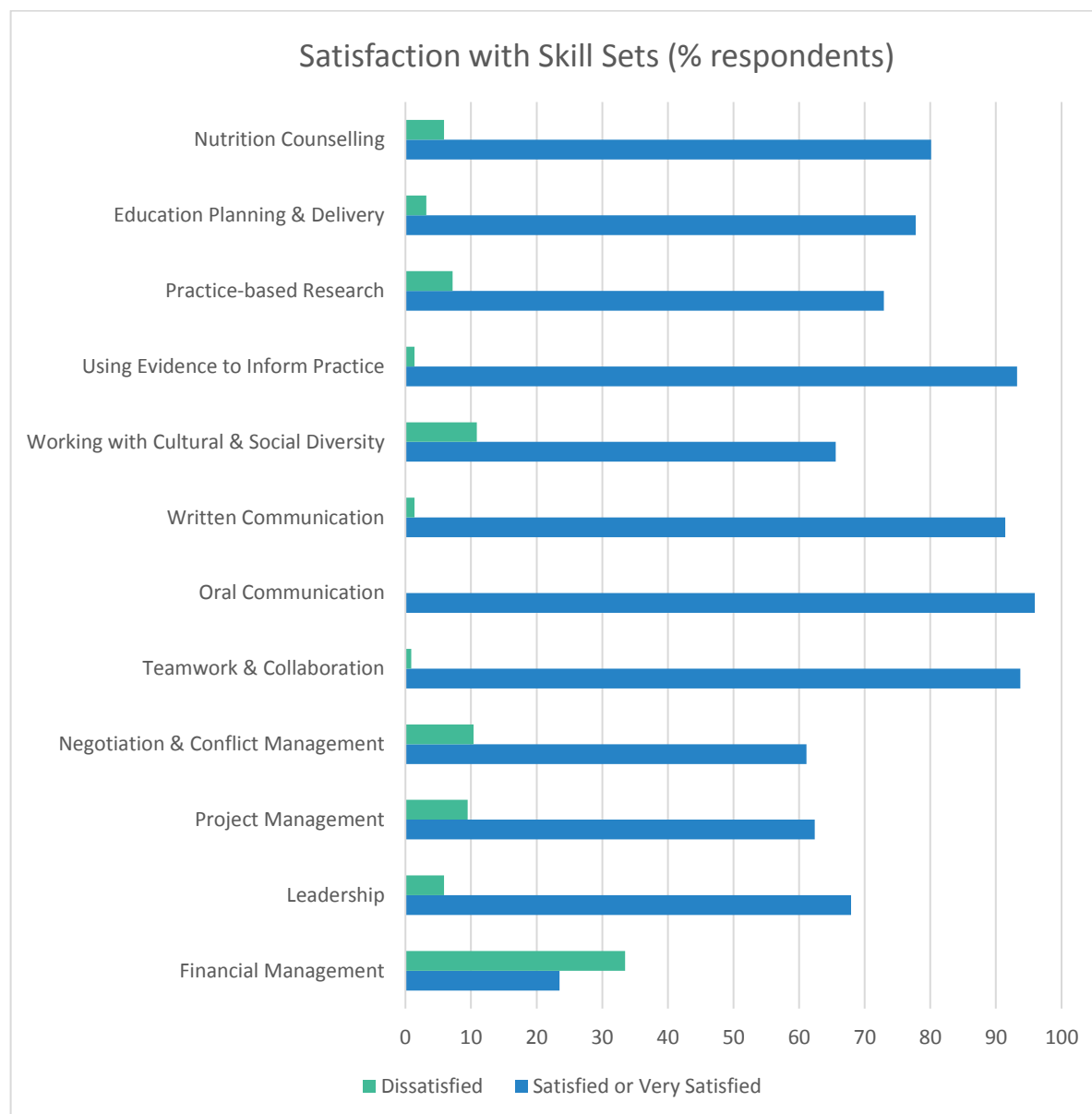
Benefits

- 51% of employers provided a benefits package

Training Satisfaction

- When asked if they felt they had the knowledge and skills to advance their dietetics career
 - 92% of respondents indicated 'Yes'
- When asked if they felt they had the ability and opportunity to advance their dietetics career
 - 82% of respondents indicated 'Yes'
- Overall satisfaction with academic coursework and practicum
 - 86% of respondents were Satisfied or Very Satisfied
 - Only 4% of respondents were Dissatisfied
 - NO respondents were Very Dissatisfied

Satisfaction with dietetics training in supporting development of specified skill sets



Demographics: Ontario Educated Respondents

Age

- 79% of respondents were between 20 and 29 years old

Gender

- 96% identified as female

Cultural Identity

- 81% identified as white
- 7% identified as Chinese
- 4% identified as South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)

Language Fluency

- English 99%
- French 17%
- Other 6%
 - Cantonese and/or Mandarin 4%

Current place of residence

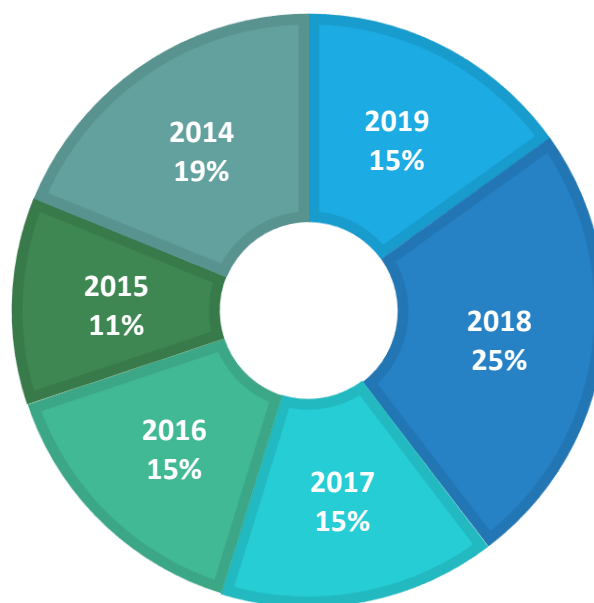
- Ontario 89%
- Another province 9%

Appendix 2: Saskatchewan¹⁹ Highlights

53

Respondents completed training in Saskatchewan to meet educational and professional qualification requirements to write the CDRE 2014-2019

SASKATCHEWAN RESPONDENTS BY GRADUATION YEAR



¹⁹ Eligible Saskatchewan graduates totaled 133 for graduation years 2014 to 2019.

Additional University Education

- 12% of respondents indicated they have completed or are working towards completion of an additional university degree since completing their dietetic training
 - Top areas of study indicated were public health, nursing, and medicine or dentistry
- Top 4 reasons for pursuing an additional degree
 1. Satisfy job/career requirements or goals
 2. Enhance professional knowledge and skills
 3. Change fields or learn a new occupation
 4. Lack of suitable employment opportunities

Additional Certifications or Diplomas

- 28% of respondents indicated they have completed or are working towards completion of additional certifications or diplomas
 - The top certification listed was Certified Diabetes Educator (CDE) at 57%
- The top 4 reasons indicated for pursuing additional certifications or diplomas were
 1. Enhance professional knowledge or skills
 2. Satisfy job/career requirements or goals
 3. Support general interest or self-improvement
 4. Pursue opportunity available through employer

1st Year Dietitian Employment Profile of Saskatchewan Educated Dietitians

Primary Position as defined for the survey: Position worked the greatest number of hours

Obtaining Employment

- 86% of respondents obtained paid employment as a dietitian within the first 12 months of completion of dietetic training
 - 88% of those who obtained employment within the first 12 months did so within the first 6 months
- Of the 14% of respondents who *did not obtain employment* as a dietitian within the first 12 months, top reasons indicated for not finding employment
 - Pursued further education
 - Unable to obtain a position

Applying for 1ST Dietitian Position

- 41% of respondents who obtained employment as a dietitian within the first 12 months applied for 5 positions or fewer and 41% of respondents applied for 6 to 15 positions before obtaining employment
- The 2 most successful strategies indicated for obtaining a position as a dietitian were
 1. Job search websites (e.g., Indeed)
 2. Employer websites (e.g., Health Regions)

Time in 1st Dietitian Position

- Average length of time at first primary dietitian position → 15 months

Employment Category

- 40% of respondents were employed 'temporary full-time'
- 24% of respondents were employed 'permanent full-time'

Language Fluency

- 90% of first positions held did not require or prefer language fluency other than English or French. Of positions preferring other language fluency, the top language indicated was Cree.

Geographic Region: 1st Dietitian Position

Relocation

- 64% of respondents relocated for their first position as a dietitian
 - 56% of respondents to a rural²⁰ region (<10,000)

Geographic Region of First Dietitian Position

- Urban (>10,000)²⁰ → 48% of respondents
- Rural (<10,000)²⁰ → 48% of respondents
- Remote/northern → 14% of respondents
- Different province than dietetic training → 2% of respondents

²⁰ Urban/rural delineation is based upon prior dietetic surveys (e.g., 2009 Dietetic Employer Survey)

Employer & Roles: 1st Primary Dietitian Position

Principal Role: 1st Primary Dietitian Position

- Top 3 roles principal roles of primary position
 1. Community health
 2. Health care team
 3. Acute care hospital/in-patient

- 30% indicated they also had secondary roles with the same employer. The top 3 secondary roles indicated were
 1. Long-term care
 2. Acute care hospital/in-patient²¹
 2. Management

Employer: 1st Primary Dietitian Position

Top employers indicated

1. First Nations, Inuit, Métis governance or health facility (e.g. tribal council)
2. Provincial government
3. Hospital
4. Health facility within a medical clinic: publicly funded

²¹ Acute care hospital/in-patient and management were equally represented

Position Changes: 1st Year

- 52% of respondents changed primary positions within the first 12 months
 - Top reasons identified were
 - Move from a temporary or contract position to a permanent position with a different employer
 - Move to a different area of practice
 - Move to a different employer

Secondary Dietitian Positions: 1st Year

- 20% of respondents also had a secondary paid dietitian position with a *different* employer at the same time as their primary position
 - The top 3 roles indicated for secondary dietitian employment were
 1. Private practice/consulting
 2. Community health
 3. Business/Industry (e.g., grocery store dietitian)

Other Employment: 1st Year

- 42% of respondents also held non-dietitian positions in their first year of practice

Current Employment Profile *if Different from First Year*

This section profiles current positions held, if they differ from dietitian employment the 1st year following training

- Of those respondents currently employed as a dietitian, 59% of respondents were employed in a position different from the 1st primary position described for their 1st year of training

Application Strategies

- Top successful strategy used to obtain current dietitian position
 - ✓ Employer websites (e.g., Health Region)

Time in Current Dietitian Position

- Average length of time in current primary dietitian position → 15 months

Current Employment Category

- 26% of respondents were employed 'temporary full-time'
- 52% of respondents were employed 'permanent full-time'

Language Fluency

- 86% of current positions held did not require or prefer language fluency other than English or French. Of the positions preferring other language fluency, the only language indicated was Cree.

Geographic Region: Current Position

Relocation

- 52% of respondents relocated for their current position²²
 - 92% to an urban region (>10,000)
 - 0% to the remote north
- Relocation costs were *not* paid by employers for any of the Saskatchewan educated respondents moving to their current position

Geographic region²² of current position

- Urban (>10,000)²³ → 77% of respondents
- Rural (<10,000)²³ → 19% of respondents
- Remote/northern → 9% of respondents
- Different province from dietetic training → 14% of respondents

²² Note: Respondents had the option to 'check all that apply' to allow for responses fitting more than one category

²³ Urban/rural delineation was based upon prior dietetic surveys (e.g., 2009 Dietetic Employer Survey)

Principal Role: Current Position

Top Roles included

1. Community health
2. Acute care hospital/in-patient

➤ 14% of respondents indicated they also had current secondary roles with the same employer. Top secondary roles included

1. Community health
2. Acute care hospital/in-patient
3. Hospital clinic (e.g., Out-patient Diabetes clinic)²⁴
3. Long-term care
3. Public health

Employer: Current Dietitian Position

Top 3 employers for current dietitian position

1. Provincial government
2. Hospital
3. First Nations, Inuit, Métis governance or health facility

²⁴ Hospital clinic, Long-term care, and Public health were equally represented

Secondary Positions

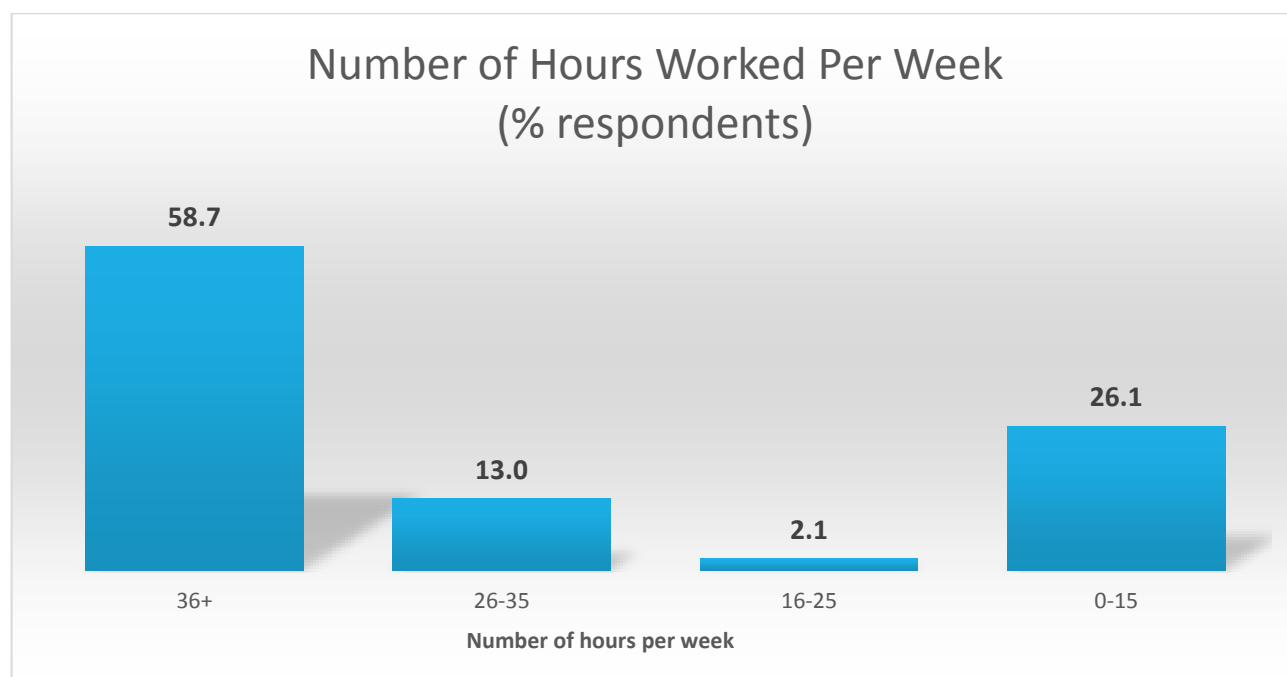
- 14% of respondents also had a secondary paid dietitian position with a *different* employer at the same time as their current primary position
 - The top role indicated for secondary dietitian employment was Community Health

Other Employment

- 26% of respondents also currently held non-dietitian positions

Employment Status

Current Weekly Hours Working as a Dietitian

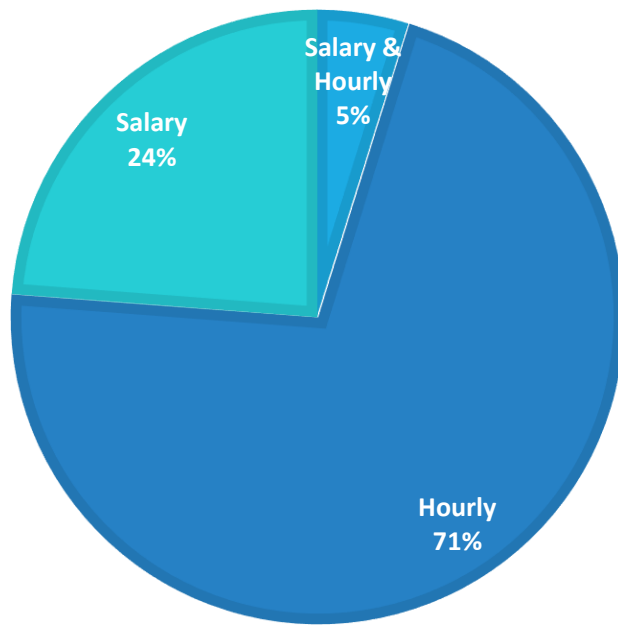


Income²⁵

- Annual income earned as a dietitian²⁶
 - 19% of respondents earned \$55-65,000 per year
 - 33% of respondents earned \$65-75,000 per year

²⁵ Encompasses self-reported earnings of those working full-time, part-time and in multiple positions.

²⁶ Respondents were asked for both annual earnings and an hourly wage calculation (even if earnings were salary based)



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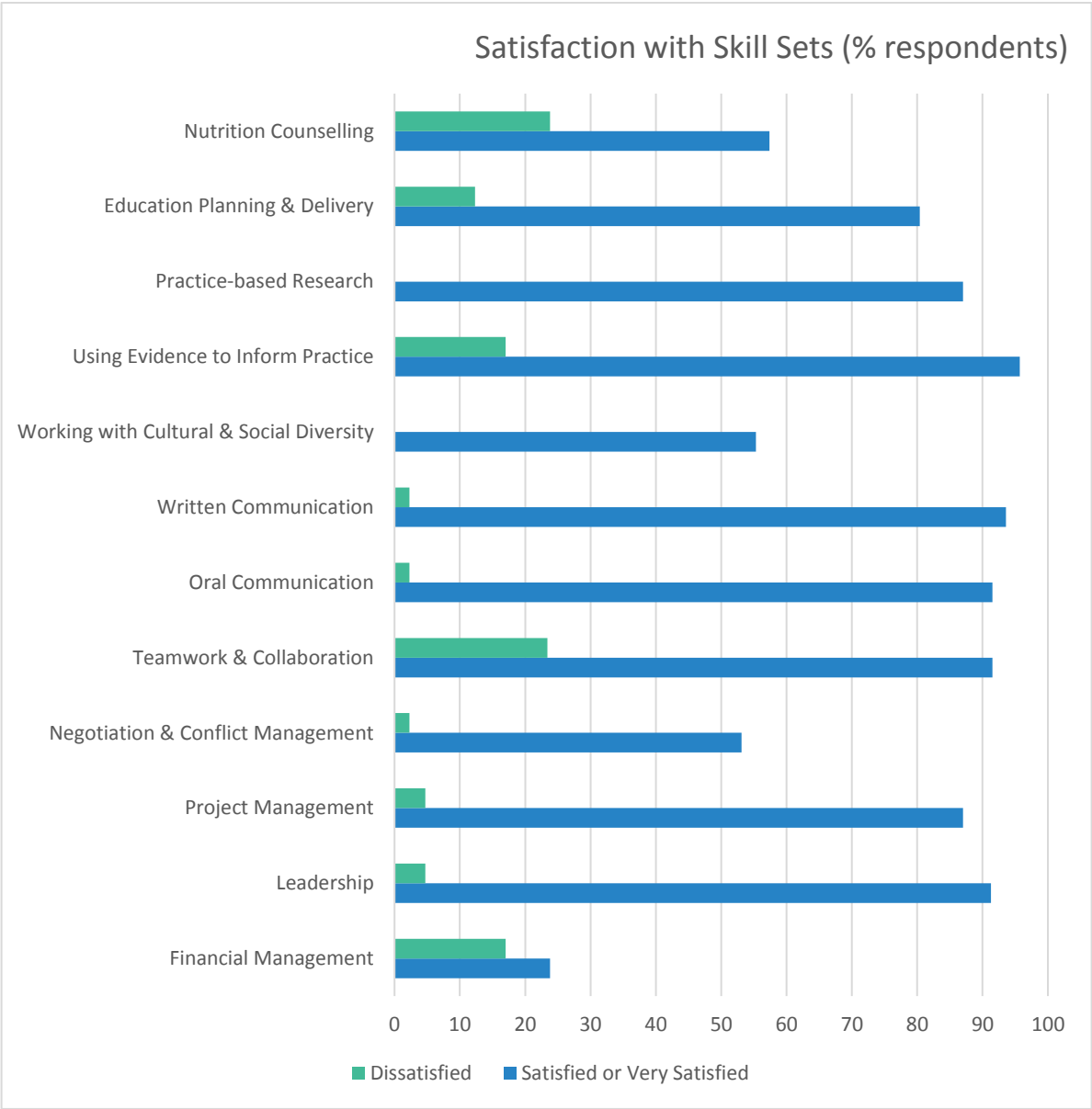
Benefits

- 79% of employers provided a benefits package

Training Satisfaction

- When asked if they felt they had the knowledge and skills to advance their dietetics career
 - 92% of respondents indicated 'Yes'
- When asked if they felt they had the ability and opportunity to advance their dietetics career
 - 75% of respondents indicated 'Yes'
- Overall satisfaction with academic coursework and practicum
 - 76% of respondents were Satisfied or Very Satisfied
 - Only 7% of respondents were Dissatisfied
 - NO respondents were Very Dissatisfied

Satisfaction with dietetics training in supporting development of specified skill sets



Demographics: Saskatchewan Educated Respondents

Age

- 87% of respondents were between 20 and 29 years old

Gender

- 98% identified as female

Cultural Identity

- 91% identified as white

Language Fluency

- English 100%
- French 4%
- Other 0%

Current place of residence

- Saskatchewan 89%
- Another province 11%

Appendix 3: Program Response

Response Breakdown by Program (n=314 respondents)

Accredited Program		Participants (%)
<i>Post-degree practicum</i>	Aramark Canada Ltd.	4.4
	Brescia University College (DDEPT)	9.1
	Grand River Hospital	2.5
	Hamilton Health Sciences	7.9
	Northern Ontario School of Medicine	5.4
	London Health Sciences Centre	3.2
	Ryerson, St. Mikes (PMDip)	2.5
	Ryerson, North York General (PMDip)	0.1
	Sunnybrook & Women's College HSC	2.8
	Hospital for Sick Children	1.6
	Other ²⁷	1.6
<i>Undergraduate degree with integrated practicum</i>	Université d'Ottawa	5.0
	University of Saskatchewan	16.7
<i>Master's program with accredited practicum</i>	Brescia University College (MScFN)	8.8
	Hospital for Sick Children	0
	Ryerson University (MHSc)	5.4
	University of Guelph (MAN)	11.7
	University of Toronto	8.8
<i>Independent practicum (Ontario only)</i>		0.1

²⁷ i.e., St. Michael's Hospital stand-alone internship

Appendix 4: Survey Instrument

To request a copy of the survey instrument please contact:

Jennifer Wojcik, MSc, RD
Senior Director, Member and Stakeholder Engagement
Dietitians of Canada
contactus@dietitians.ca

Appendix 5: Respondent Data Set

Aggregate has been provided to Dietitians of Canada and is being securely maintained in encrypted password-protected files, stored with a project specific folder on a secure server for a period of 10 years as per clearance provided by the University of Waterloo Office of Research Ethics Committee (ORE#40910) and a letter of acknowledgement in lieu of a certificate of approval from the University of Saskatchewan Behavioural Research Ethics Board (BEH#1225).

For further information please contact
Jennifer Wojcik, MSc, RD
Senior Director, Member and Stakeholder Engagement
Dietitians of Canada
contactus@dietitians.ca

Appendix 6: Research Ethics Clearance

This study has been reviewed and received ethics clearance from the University of Waterloo Research Ethics Committee (ORE#40910) and a letter of acknowledgement in lieu of a certificate of approval from the University of Saskatchewan Behavioural Research Ethics Board (BEH#1225).