



Registered Dietitians In Canada

A Compilation of Provincial Workforce Data

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Executive Summary

Accurate, consistently collected data that captures trends and predictions of dietitian requirements is needed to service the present and future health care needs of the Canadian population. Currently there is no comprehensive national workforce plan for the dietetic profession. In the past, Dietitians of Canada (DC) has undertaken studies of the dietetic workforce in all provinces and territories. These studies were undertaken between 2009 and 2011 and the data cannot be assumed to be representative since not all dietitians participated. In 2011 a meta-analysis report provided a national perspective of the work force and highlighted a number of issues.

The Canadian Institute for Health Information (CIHI) regularly collects data on dietitians but unlike some other health professions, the data collected for dietitians is insufficient for workforce planning purposes. In a 2012 meeting between representatives from DC and CIHI senior staff, the issues of improved data collection and analysis for dietitians were discussed and CIHI indicated its receptiveness to collecting more data elements.

In 2015, DC undertook a national collection of data elements that could form the basis for a more comprehensive examination of dietetic workforce needs. Provincial dietetic regulators were invited to participate by contributing provincial data for inclusion in a simplified workforce model.

The model was adapted, with permission, from a Dietitian Workforce Report completed by the Department of Health Services for the Newfoundland and Labrador government (Appendix 1). The model utilizes a tool that records data elements that registrants must annually submit to their provincial dietetic regulator. It is an accurate reflection of the dietetic workforce as provincial registration is a requirement of practice; however, not all provincial dietetic regulators were able to provide complete data. The tool provides numbers of dietitians who renew their registration each year representing retention and the increase in the number of dietitians available for practice. It also provides the internal supply of new graduates educated in that jurisdiction versus those who relocate from other jurisdictions.

The national summary demonstrates differences that affect the ability of some provinces to meet their need for qualified dietitians, reliance on registering dietitians from other jurisdictions to meet demand, and trends in new graduate mobility. This national summary is the first to report a picture of the dietetic workforce, depicting registration (exits and new registrants) not just net change growth in dietitian numbers and also to identify issues with supply of new graduates in specific jurisdictions.

Limitations of the data:

- Does not project provincial and national dietitian workforce requirements based on nutrition and health needs of the population (i.e. consideration of expanded role in primary care, increased needs of an aging population and prevention and treatment of chronic disease including rising obesity rates).
- Does not include labour market projections that will impact the dietitian workforce.
- Does not include complete data from all regulators for the period under investigation.
- Does not include whether or not the registrants are working or unemployed or if their work is full time, part time or contract or casual.

REPORT RECOMMENDATIONS

Determining workforce requirements is an essential component of ensuring an adequate number of dietitians to meet the nutritional health needs of Canadians. In order to improve dietetic workforce data and ensure adequate workforce planning for dietitians, the following is recommended:

- Provincial dietetic regulators *at minimum* capture data required in the workforce model in Appendix 1 and make this available for provincial and national workforce planning.
- CIHI *at minimum* expand their current data collection to capture the data required in the workforce model in Appendix 1 and make this available for provincial and national workforce planning.
- Regulators and CIHI consider additional data collection and reporting, including labour mobility trends; age of registrant as a predictor of retirement; employment trends related to full time, part time and contract work and practice settings.
- Regulators, CIHI and Dietitians of Canada work collaboratively to develop consistent definitions to enable this additional data collection, especially for practice settings including but not limited to acute care, long term care, public health, home care and primary care.
- Federal, provincial and territorial governments use available dietetic workforce data, along with provincial government reports and best practices related to vulnerable populations, food insecurity, and acute and chronic health conditions for which nutrition intervention is key to prevention and treatment, to ascertain the dietitian requirements for addressing the nutrition health needs of the population.

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- College of Dietitians of Manitoba
- College of Dietitians of Ontario
- Ordre professionnel des diététistes du Québec
- New Brunswick Association of Dietitians
- Nova Scotia Dietetic Association
- PEI Dietitians Registration Board
- Newfoundland and Labrador College of Dietitians

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1. Background

Determining workforce requirements is an essential component of ensuring an adequate number of dietitians to meet the nutritional health needs of Canadians.

Dietitians of Canada Workforce Surveys

In an effort to collect data that would identify current and future requirements for the dietitian workforce, DC previously undertook provincial workforce surveys. These surveys were completed in all Canadian provinces and territories between 2009 and 2011. Data was collected through online surveys distributed to dietitians through DC member communication vehicles and provincial dietetic regulators

The surveys collected data from dietitians for a number of elements including:

- Age and gender
- Anticipated age of retirement
- Location of education and training
- Current dietetic practice area
- Workload and employer practices during absences
- Knowledge of vacant and/or difficult to fill positions

The survey results provided a “snapshot in time” of dietitians’ education and work environment.¹ The average response rate was 39% and varied from 26% to 59% (excluding the territories with 93%). As participation was voluntary, results could not be interpreted as providing a complete picture of the dietitian workforce.

In 2011, the results of each provincial workforce survey were compiled into *The Dietitian in Canada Workforce Meta-Analysis Report*.² While the meta-analysis revealed a number of issues affecting the dietetics workforce in Canada, the two most significant issues were:

- The number of difficult to fill vacancies in BC, AB, ON, QC and YT, NWT, NU.
- The impending wave of vacancies owing to baby boomer retirements (approximately 50% of respondents retiring within 10 years).

¹ Quebec (2011), Ontario (2009), Yukon, Northwest Territories, and Nunavut (2009), British Columbia (2008), Alberta (2008), Manitoba (2007), Saskatchewan (2007), Atlantic (2007), Newfoundland and Labrador (2007)
<http://www.dietitians.ca/Dietitians-Views/Health-Human-Resources.aspx>

² The Dietitian in Canada Workforce Meta-Analysis Report: <http://www.dietitians.ca/Dietitians-Views/Health-Human-Resources.aspx>

National Dietetic Workforce Data

Currently, workforce data is collected on a national basis by the Canadian Institute for Health Information (CIHI) but this data is not sufficiently detailed to provide a predictive model. CIHI data does include:

- Number of registered dietitians by province, annually
- Number of graduating dietitians by province, annually

CIHI also calculates the number of dietitians per 100,000 of population. The 2012 data showed a large variation between provinces, from a low in British Columbia and Ontario of 25 dietitians per 100,000 of population to a high in Nova Scotia of 56 (the national average is 30 per 100,000 of population). See Appendix 2. Two important points to note are that according to the Stats Canada Labour Force Survey the unemployment rate for the general population in the Atlantic provinces is higher than the national average. Secondly, this data does not report the employment status of the dietitians either employed or unemployed or full time, part time or casual.

In interpreting this data, provincial and territorial differences must be considered. These differences include geographic distribution of the population (urban versus rural/remote); health care needs of the population that include age, client income disparity and service provision across the continuum of care. To understand the need and distribution of dietitian services, these factors and more must be considered and this is beyond the scope of the current data collected. To date, there is no evidence on the optimal number of dietitians per capita and it is likely this will vary due to the factors noted above.

In May 2012, DC held discussions with CIHI and they indicated their interest in providing more detailed data for dietitians. To do so, they require a better definition of what elements would need to be collected. The current project is a step forward in addressing the need for more detailed data.

Current Project

In an effort to address the unmet need for reliable information, DC undertook a data collection project of registered dietitians based on data collected by provincial dietetic regulatory bodies. This data collection used a simplified model and data collection tool previously used to assess dietitian human resources needs in Newfoundland and Labrador as part of a review by Memorial University of dietetic education and training opportunities.³

Provincial dietetic regulators were invited to participate by contributing provincial data. Data for Yukon, Northwest Territories and Nunavut were collected manually as there are currently no dietetic regulators in these areas. Dietitians working in these jurisdictions are required to be registered with a provincial dietetic regulator.

The provincial dietetic regulators provided the data and because there is currently wide variation in their database capability some of the requested data was not available. This is noted in the provincial reports.

³ Dietitian Workforce Model Report Newfoundland and Labrador (2013):

<http://www.health.gov.nl.ca/health/publications/Dietitian%20Workforce%20Model%20Report%20FINAL.pdf>

DC would like to gratefully acknowledge the assistance provide by Andrew Wells: Department of Health and Community Services, NL government in advising Dietitians of Canada on data collection and analysis

Data Collection Elements

The workforce model includes two tables. The data collection tool and modeling definitions are found in Appendix 1.

Demand tables capture data that is interpreted as the requirement for qualified workers. Although it cannot be directly linked to workforce needs, using provincial dietetic regulatory body data provides a proxy for these needs, as registration with a provincial regulator is essential to practice in that jurisdiction. Annual renewal data provides this information as it compares actual provincial dietitian registration numbers from one registration year to the next. This information captures data on renewing registrants and new registrants. This permits analysis of actual growth of dietitian numbers as opposed to looking only at net growth.

The increase in provincial dietetic regulatory body registration numbers is an indicator for one aspect of workforce demand* however, this increase cannot be assumed to represent the complete picture of either the expansion or contraction of the workforce as the increase is limited by the actual supply of dietitians. A true picture of the demand for the dietitian workforce must consider strategic and policy changes in the health system and the resulting impact on the need for dietitians. Some estimate of future projected growth, needs based or otherwise, must be made in order to balance supply and demand. These include changes in demand for dietitians due to expanded service needs based on increases in chronic disease, an aging population, and emerging practice areas, such as primary health care, all of which require dietitian intervention. Predicting expansion demand is beyond the scope of this report.

Supply tables capture data about the source of new registrants within a jurisdiction. Supply data identify the source of new entrants by those educated in the province that are first time registrants and those registering from outside of the province (either first time registrants or previously registered in another jurisdiction) or those within the province that are returning to practice after a period of lapsed registration. This data is useful as it shows the number of students that graduate annually in that jurisdiction that seek registration compared to those who relocate to that jurisdiction and seek registration to practice.

The following sections contain the national summary of dietetic workforce data and available data for all Canadian provinces and territories. It should be noted that not all provincial dietetic regulatory bodies collect the complete data set.

* Demand, either expansion or contraction, is the requirement for qualified workers stemming from projected growth or decline in the workforce size

2. National Summary Considerations

NATIONAL DEMAND

National Demand (Table 1) is a summary of available provincial regulatory body data of annual registrations for all 10 Canadian provinces. There are some gaps in the supply data from some jurisdictions and in particular, the categories of entry of new registrants.

During the reporting period (2009 to 2013) the dietitian workforce grew by a total of 1,444 registrants, an average of 361 (4%) registrants per year. Consistently, 97% of registrants renewed their registration within a jurisdiction each year with 313 (3%) registrants not renewing in their jurisdiction each year, on average. There were 674 new registrants each year, representing 7% of the total number of registrations.

Table 1: National Demand

| Licensure Year | | Workforce Counts | | | | | | | | |
|----------------|--------|-----------------------------|-------------------------------------|-----|----------------------------|----|----------------------------|----|-------------------------|-----------------------------|
| Year 1 | Year 2 | Registrants Y1 ^a | Renewals from Y1 to Y2 ^b | | Exits from Y1 ^c | | Entries to Y2 ^d | | Net Change ^e | Registrants Y2 ^f |
| | | | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 9357 | 9091 | 97% | 266 | 3% | 608 | 6% | 342 | 4% |
| 2010 | 2011 | 9699 | 9400 | 97% | 299 | 3% | 677 | 7% | 378 | 4% |
| 2011 | 2012 | 10,077 | 9726 | 97% | 351 | 3% | 705 | 7% | 354 | 4% |
| 2012 | 2013 | 10,431 | 10,095 | 97% | 336 | 3% | 706 | 7% | 370 | 4% |
| Average | | 9891 | 9578 | 97% | 313 | 3% | 674 | 7% | 361 | 4% |

^a Represents registrants in Year 1

^b Represents registrants in Year 1 and Year 2

^c Represents registrants registered in Year 1 but not Year 2

^d Represents registrants registered in Year 2 but not Year 1

^e Represents the net change from Year 1 to Year 2

^f Represents registrants in Year 2

% Represents percent of the total number of College registrants

NATIONAL GROWTH

National Growth (Table 2) provides a provincial breakdown of exits and entries. Net growth varies from province to province with some provinces (BC, PEI and NL) showing lower growth (2%) while some provinces (AB and MB) showing growth above the national average (5%).

Currently, data on the reasons for non-renewal (exits) is not collected. There are a variety of reasons, which could include retirement, moving to another jurisdiction, maternity leave, inability to find work close to home or leaving of dietetic practice. For entrants, although registration is required to practice, it is not known if new registrants are working full time, part time, or on a permanent or contract basis. Similarly, this project did not examine vacant positions or dietitians or registrants who are not working.

While net growth is an important indicator, factors that affect exits and entries were beyond the scope of the current data collection.

Table 2: Provincial Growth Averages (2009-2013)

| | <i>Renewals from Y1 to Y2</i> | <i>Average Exits from Y1</i> | <i>Average Entries to Y2</i> | <i>Average Net Growth</i> |
|----------------|---------------------------------------|--------------------------------------|--------------------------------------|-----------------------------------|
| BC | 98% | 2% | 4% | 2% |
| AB | 96% | 4% | 9% | 5% |
| SK | 96% | 4% | 8% | 3% |
| MB | 98% | 2% | 7% | 5% |
| ON | 97% | 3% | 7% | 4% |
| QC | 97% | 3% | 6% | 4% |
| NB | 96% | 4% | 6% | 2% |
| NS | 95% | 5% | 8% | 3% |
| PEI | 94% | 6% | 8% | 2% |
| NL | 94% | 6% | 8% | 3% |
| Nat Ave | 97% | 3% | 7% | 4% |

NATIONAL SUPPLY

National Supply (Table 3) is also a summary of the available regulatory body data of annual registrations from all 10 Canadian provinces. Because data is not complete from every province only percentages are reported. Some regulatory bodies do not collect this level of data so the percentage reported are close approximates. Table 3 provides the provincial versus the external supply of new registrants and is an important indicator of provincial self-sufficiency as it examines provincial dietetic education program graduates registration within the jurisdiction.

Nationally, 64% of new entrants annually have received their education and training in the jurisdiction in which they register. This, however, means 36% of new registrants are new graduates or experienced dietitians from other jurisdictions. Although this is the average, it is important to look at the data from each province. British Columbia, Alberta, Ontario, Prince Edward Island and Newfoundland and Labrador register a smaller percentage of new registrants who received their education and training within the province than the national average. To further determine if provinces are producing sufficient numbers of graduates to meet their own workforce needs, it is necessary to also consider the total number of graduates from that province and the number of those graduates that register in that province (see Provincial New Graduate Numbers tables). British Columbia, Alberta and Ontario data show these provinces also register a high percentage of new graduates from their jurisdiction (in excess of 80%). To understand the demand for the dietetic profession and provincial self-sufficiency from an education and training and registration perspective, a review of the data on a province-by-province basis is necessary.

Table 3: National Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|-----------------------|---------------|-------------------------|--|------------|--|------------|---|-----------|---|-----------|---|------------|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | | | New registrants through routes other than jurisdiction's program | |
| | | | New grads from jurisdiction^a | | New grads not from jurisdiction^b | | Experienced RD not from jurisdiction^c | | Returning RD from jurisdiction^d | | | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 564 | - | 63% | - | 11% | - | 2% | - | 0% | - | 13% |
| 2010 | 2011 | 646 | - | 63% | - | 14% | - | 4% | - | 0% | - | 18% |
| 2011 | 2012 | 664 | - | 64% | - | 12% | - | 3% | - | 0% | - | 16% |
| 2012 | 2013 | 676 | - | 63% | - | 15% | - | 5% | - | 1% | - | 20% |
| Average | | 638 | | 64% | | 13% | | 3% | | 1% | | 17% |

^a Represents the graduates from program(s) in that jurisdiction who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in the jurisdiction for the first time.

^c Represents experienced dietitians who obtain a practicing license in the jurisdiction for the first time.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.

% Represents percent of the total number of College registrants.

3. Provincial/Territorial Summary

BRITISH COLUMBIA

In British Columbia, registration with the College of Dietitians of British Columbia (CDBC) is required to practice as a dietitian. The CDBC maintains a general register of all dietitians eligible to practice and a temporary register of those who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Examination (CDRE). The CDBC registration database is maintained by an outside company who provided data for this report. The CDBC did not have all of the data elements requested, as a result there are missing elements in the **British Columbia Supply** table.

British Columbia Demand

In **British Columbia Demand** (Table 4), the workforce grew by 104 between 2009 and 2013, an average of 26 (2%) registrants per year. Registration renewal from one year to the next was 98% during the period, with 17 (2%) registrants not renewing and 43 (4%) new registrants each year, on average.

Table 4: British Columbia Demand

| Licensure Year | | Workforce Counts | | | | | | | | | |
|----------------|--------|------------------|------------------------|-----|---------------|----|---------------|----|------------|----|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | | Exits from Y1 | | Entries to Y2 | | Net Change | | Registrants Y2 |
| | | | # | % | # | % | # | % | # | % | # |
| 2009 | 2010 | 1017 | 999 | 98% | 18 | 2% | 45 | 4% | 27 | 3% | 1044 |
| 2010 | 2011 | 1044 | 1026 | 98% | 18 | 2% | 37 | 4% | 19 | 2% | 1063 |
| 2011 | 2012 | 1063 | 1051 | 99% | 12 | 1% | 54 | 5% | 42 | 4% | 1105 |
| 2012 | 2013 | 1105 | 1084 | 98% | 21 | 2% | 37 | 3% | 16 | 1% | 1121 |
| Average | | 1057 | 1040 | 98% | 17 | 2% | 43 | 4% | 26 | 2% | 1083 |

% Represents percent of the total number of CDBC registrants

British Columbia Supply

As reported above, there was an average of 43 new registrants each year. In **British Columbia Supply** (Table 5), there were 26 (62%) new registrants who were new graduates from British Columbia, on average. Data on new graduates from other jurisdictions; experienced registrants from other jurisdictions; and experienced registrants from British Columbia who re-registered after a period of lapsed registration are lacking at this time. While the details of the sources of British Columbia's supply of dietitians are unknown, 62% of new registrants are new graduates from the province. The national average is 64%.

Table 5: British Columbia Supply

| Licensure Year | | Workforce Counts | | | | | | | |
|----------------|--------|------------------|--------------------------------|-----|------------------------------------|---|--|----|-----|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | New registrants through routes other than jurisdiction's program | | |
| | | | New grads from BC ^a | | New grads not from BC ^b | Experienced RD not from BC ^c | Returning RD from BC ^d | # | % |
| 2009 | 2010 | 45 | # | % | | | | # | % |
| 2010 | 2011 | 37 | 23 | 51% | - | - | - | 22 | 49% |
| 2011 | 2012 | 54 | 28 | 76% | - | - | - | 9 | 24% |
| 2012 | 2013 | 37 | 26 | 48% | - | - | - | 28 | 52% |
| 2012 | 2013 | 37 | 27 | 73% | - | - | - | 10 | 27% |
| Average | | 43 | 26 | 62% | | | | 17 | 40% |

- ^a Represents the graduates from program(s) in British Columbia who obtain a practicing license for the first time.
- ^b Represents new graduates from other jurisdictions who obtain a practicing license in British Columbia for the first time.
- ^c Represents experienced dietitians who obtain a practicing license in British Columbia for the first time.
- ^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.
- % Represents percent of the total number of CDBC registrants.

Provincial New Graduate Numbers

British Columbia has one dietetic education program at the University of British Columbia (UBC) and completion of the UBC Dietetics program meets the academic and practicum requirements of registration with CDBC. The number of students admitted to the UBC program was 34 between 2010-2013 and recently increased to 36.

The UBC program integrates the practicum training within the academic degree requirements. The number of students admitted to the program is constrained by the ability to provide the final year practicum training requirements. Dietitians and other preceptors from health authorities provide practicum-training placements within the province.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **BC Graduates and Registration Data** (Table 6) reports CIHI graduate and registration data for the years identified. Comparing the number of new British Columbia graduates to the number of new entrants from British Columbia, it is evident that British Columbia retains a high percentage (an average of 82%) of their graduates.

Table 6: BC Graduates and Registration Data (2010-2013)

| Year | BC Graduates | BC Graduates Registering in BC |
|------|--------------|--------------------------------|
| 2010 | 32 | 23 (72%) |
| 2011 | 32 | 28 (88%) |
| 2012 | 31 | 26 (84%) |
| 2013 | 32 | 27 (84%) |

Data is published by CIHI for 2009-2011⁴; 2012-2013 data is unpublished.

⁴ CIHI Review – Canada's Health Care Providers Reference Guide 1997-2011 (Chapter 5 - Dietitians)

ALBERTA

In Alberta, registration with the College of Dietitians of Alberta (CDA) is required to practice as a dietitian. CDA maintains a general register of all dietitians eligible to practice and a temporary register of those who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Examination (CDRE).

Alberta Demand

In **Alberta Demand** (Table 7), the workforce grew by 201 between 2009 and 2013, an average of 50 (5%) registrants per year. Registration renewal from one year to the next was 96% during the period, with 37 (4%) registrants not renewing and 88 new registrants each year, on average.

Table 7: Alberta Demand

| Licensure Year | | Workforce Counts | | | | | | | | | |
|----------------|--------|------------------|------------------------|-----|---------------|----|---------------|-----|------------|----|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | | Exits from Y1 | | Entries to Y2 | | Net Change | | Registrants Y2 |
| | | | # | % | # | % | # | % | # | % | # |
| 2009 | 2010 | 952 | 920 | 97% | 32 | 3% | 71 | 7% | 39 | 4% | 991 |
| 2010 | 2011 | 991 | 951 | 96% | 40 | 4% | 86 | 9% | 46 | 5% | 1037 |
| 2011 | 2012 | 1037 | 988 | 95% | 49 | 5% | 84 | 8% | 35 | 3% | 1072 |
| 2012 | 2013 | 1072 | 1044 | 97% | 28 | 3% | 109 | 10% | 81 | 8% | 1153 |
| Average | | 1013 | 976 | 96% | 37 | 4% | 88 | 9% | 50 | 5% | 1063 |

% Represents percent of the total number of CDA registrants

Alberta Supply

As reported above, there was an average of 88 new registrants each year. In **Alberta Supply** (Table 8), there were 47 (54%) new registrants who were new graduates from Alberta; 17 (20%) were new graduates from another jurisdiction; 23 (25%) were experienced registrants from another jurisdiction; and 1 (1%) was an experienced registrant from Alberta who had re-registered after a period of lapsed registration, on average. In summary, 54% of new registrants are new graduates from the province. The national average is 64%.

Table 8: Alberta Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|--------------------------------|-----|------------------------------------|-----|---|-----|-----------------------------------|----|--|-----|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | | | New registrants through routes other than jurisdiction's program | |
| | | | New grads from AB ^a | | New grads not from AB ^b | | Experienced RD not from AB ^c | | Returning RD from AB ^d | | | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 71 | 45 | 63% | 12 | 17% | 13 | 18% | 1 | 1% | 26 | 37% |
| 2010 | 2011 | 86 | 47 | 55% | 15 | 17% | 24 | 28% | 0 | 0% | 39 | 45% |
| 2011 | 2012 | 84 | 40 | 48% | 21 | 25% | 22 | 26% | 1 | 1% | 44 | 52% |
| 2012 | 2013 | 109 | 54 | 50% | 21 | 19% | 32 | 29% | 2 | 2% | 55 | 50% |
| Average | | 88 | 47 | 54% | 17 | 20% | 23 | 25% | 1 | 1% | 41 | 46% |

^a Represents the graduates from program(s) in Alberta who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in Alberta for the first time.

^c Represents experienced dietitians who obtain a practicing license in Alberta for the first time.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.

% Represents percent of the total number of CDA registrants.

Provincial New Graduate Numbers

The University of Alberta hosts the sole program for dietetic education in Alberta. The program provides both the academic and internship components to meet requirements of registration with CDA. Beginning in the fall of 2015, a revised program will admit students into the program after one year of study and all students will be guaranteed an internship position. It is not anticipated that the number of internship positions will increase.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **AB Graduates and Registration Data** (Table 9) reports CIHI graduate and registration data for the years identified. Comparing the number of new Alberta graduates to the number of new entrants from Alberta, it is evident that Alberta retains a high percentage (an average of 86%) of their graduates. Timing of when someone finishes their internship and when they write the exam may explain the greater than 100% registration of graduates in 2013.

Table 9: AB Graduates and Registration Data (2010-2013)

| Year | AB Graduates | AB Graduates registering in AB |
|------|--------------|--------------------------------|
| 2010 | 55 | 45 (82%) |
| 2011 | 61 | 47 (77%) |
| 2012 | 49 | 40 (82%) |
| 2013 | 52 | 54 (104%) |

Data is published by CIHI for 2009-2011⁴, 2012-2013 data is unpublished.

SASKATCHEWAN

In Saskatchewan, registration with the Saskatchewan Dietitians Association (SDA) is required to practice as a dietitian. SDA maintains a general register of all dietitians eligible to practice and a restricted license is granted to candidates who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Exam (CDRE). The restricted license entitles the individual to use the designation RD (candidate) or P.Dt. (candidate) and to practice dietetics up to 12 weeks after the member has written the CDRE.

Saskatchewan Demand

In **Saskatchewan Demand** (Table 10), the workforce grew by 44 between 2009 and 2013, an average of 11 (3%) registrants per year. Registration renewal from one year to the next was 96% during the period, with 13 (4%) registrants not renewing and 24 new registrants each year, on average.

Table 10: Saskatchewan Demand

| Licensure Year | | Workforce Counts | | | | | | | | | |
|----------------|--------|------------------|------------------------|-----|---------------|----|---------------|----|------------|----|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | | Exits from Y1 | | Entries to Y2 | | Net Change | | Registrants Y2 |
| | | | # | % | # | % | # | % | # | % | # |
| 2009 | 2010 | 300 | 283 | 94% | 17 | 6% | 27 | 9% | 10 | 3% | 310 |
| 2010 | 2011 | 310 | 293 | 95% | 17 | 5% | 22 | 7% | 5 | 2% | 315 |
| 2011 | 2012 | 315 | 306 | 97% | 9 | 3% | 23 | 7% | 14 | 4% | 329 |
| 2012 | 2013 | 329 | 320 | 97% | 9 | 3% | 24 | 7% | 15 | 5% | 344 |
| Average | | 314 | 301 | 96% | 13 | 4% | 24 | 8% | 11 | 3% | 325 |

% Represents percent of the total number of SDA registrants

Saskatchewan Supply

As reported above, there was an average of 24 new registrants each year. In **Saskatchewan Supply** (Table 11), there were 19 (77%) new registrants who were new graduates from Saskatchewan; 1 (3%) new graduate from another jurisdiction; 5 (20%) were experienced registrants from another jurisdiction, on average. Data on experienced registrants from Saskatchewan who re-registered after a period of lapsed registration are lacking at this time. In summary, 77% of new registrants are new graduates from the province. The national average is 64%.

Table 11: Saskatchewan Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|--------------------------------|-----|------------------------------------|----|---|-----|-----------------------------------|---|--|-----|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | | | New registrants through routes other than jurisdiction's program | |
| | | | New grads from SK ^a | | New grads not from SK ^b | | Experienced RD not from SK ^c | | Returning RD from SK ^d | | | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 27 | 21 | 78% | 0 | 0% | 6 | 22% | - | - | 6 | 22% |
| 2010 | 2011 | 22 | 18 | 82% | 0 | 0% | 4 | 18% | - | - | 4 | 18% |
| 2011 | 2012 | 23 | 17 | 74% | 1 | 4% | 5 | 22% | - | - | 6 | 26% |
| 2012 | 2013 | 24 | 18 | 75% | 2 | 8% | 4 | 17% | - | - | 6 | 25% |
| Average | | 24 | 19 | 77% | 1 | 3% | 5 | 20% | - | - | 6 | 23% |

^a Represents the graduates from program(s) in Saskatchewan who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in Saskatchewan for the first time.

^c Represents experienced dietitians who obtain a practicing license in Saskatchewan for the first time.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years. Data was not available for returning dietitians for Saskatchewan.

% Represents percent of the total number of SDA registrants.

Provincial New Graduate Numbers

Saskatchewan has one dietetic education program at the University of Saskatchewan. The University of Saskatchewan program has an integrated internship component with two sites, one in Saskatoon (Saskatoon Health Region) and one in Regina (Regina Qu'Appelle Health Region). Annually, the program graduates an average of 23 practice ready graduates that meet the academic and practicum requirements of registration with SDA.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **SK Graduates and Registration Data** (Table 12) reports CIHI graduate and registration data for the years identified. Comparing the number of new Saskatchewan graduates to the number of new entrants from Saskatchewan, it is evident that the province retains a high percentage (an average of 83%) of their graduates. The anomaly in the 2013 data requires further investigation.

Table 12: SK Graduates and Registration Data (2010-2013)

| Year | SK Graduates | SK Graduates registering in SK |
|------|--------------|--------------------------------|
| 2010 | 23 | 21 (91%) |
| 2011 | 20 | 18 (90%) |
| 2012 | 20 | 17 (85%) |
| 2013 | 28 | 18 (64%) |

Data is published by CIHI for 2009-2011, data for 2012 and 2013 is, as yet unpublished.

MANITOBA

In Manitoba, registration with the College of Dietitians of Manitoba (CDM) is required to practice as a dietitian. CDM maintains a general register of all dietitians eligible to practice and provides membership as a Graduate Dietitian for those who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Exam (CDRE). CDM also has a Dietetic Internship membership category; however, data in this category are not included in the registration statistics.

Manitoba Demand

In **Manitoba Demand** (Table 13), the workforce grew by 71 between 2009 and 2013, an average of 18 (5%) registrants per year. Registration renewal from one year to the next was 98% during the period, with 9 (2%) registrants not renewing and 27 new registrants each year, on average.

Table 13: Manitoba Demand

| <i>Licensure Year</i> | | <i>Workforce Counts</i> | | | | | | | | | |
|-----------------------|---------------|-------------------------|-------------------------------|----------|----------------------|----------|----------------------|----------|-------------------|----------|-----------------------|
| <i>Year 1</i> | <i>Year 2</i> | <i>Registrants Y1</i> | <i>Renewals from Y1 to Y2</i> | | <i>Exits from Y1</i> | | <i>Entries to Y2</i> | | <i>Net Change</i> | | <i>Registrants Y2</i> |
| | | | <i>#</i> | <i>%</i> | <i>#</i> | <i>%</i> | <i>#</i> | <i>%</i> | <i>#</i> | <i>%</i> | <i>#</i> |
| 2009 | 2010 | 367 | 364 | 99% | 3 | 1% | 22 | 6% | 19 | 5% | 386 |
| 2010 | 2011 | 386 | 371 | 96% | 15 | 4% | 22 | 6% | 7 | 2% | 393 |
| 2011 | 2012 | 393 | 386 | 98% | 7 | 2% | 34 | 9% | 27 | 7% | 420 |
| 2012 | 2013 | 420 | 408 | 97% | 12 | 3% | 30 | 7% | 18 | 4% | 438 |
| Average | | 392 | 382 | 98% | 9 | 2% | 27 | 7% | 18 | 5% | 409 |

% Represents percent of the total number of CDM registrants

Manitoba Supply

As reported above, there was an average of 27 new registrants each year. In **Manitoba Supply** (Table 14), there were 20 (75%) new registrants who were new graduates from Manitoba; 1 (2%) was a new graduate from another jurisdiction; and 6 (24%) were experienced registrants from another jurisdiction, on average. Data on experienced registrants from Manitoba who re-registered after a period of lapsed registration are lacking at this time. In summary, 75% of new registrants are new graduates from the province. The national average is 64%.

Table 14: Manitoba Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|--------------------------------|-----|------------------------------------|----|---|-----|--|---|-----------------------------------|-----|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | New registrants through routes other than jurisdiction's program | | | |
| | | | New grads from MB ^a | | New grads not from MB ^b | | Experienced RD not from MB ^c | | | | Returning RD from MB ^d | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 22 | 16 | 73% | 0 | 0% | 6 | 27% | - | - | 6 | 27% |
| 2010 | 2011 | 22 | 16 | 73% | 0 | 0% | 6 | 27% | - | - | 6 | 27% |
| 2011 | 2012 | 34 | 25 | 74% | 1 | 3% | 8 | 24% | - | - | 9 | 26% |
| 2012 | 2013 | 30 | 24 | 80% | 1 | 3% | 5 | 17% | - | - | 6 | 20% |
| Average | | 27 | 20 | 75% | 1 | 2% | 6 | 24% | - | - | 7 | 25% |

^a Represents the graduates from program(s) in Manitoba who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in Manitoba for the first time.

^c Represents experienced dietitians who obtain a practicing license in Manitoba.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years. Data was not available for returning dietitians from Manitoba.

% Represents percent of the total number of CDM registrants.

Provincial New Graduate Numbers

Manitoba has an academic undergraduate program at the University of Manitoba. Many, but not all students graduating from this program, wish to become dietitians and meet the academic requirements to pursue an internship. Obtaining an internship is a highly competitive process. The University of Manitoba program has a pre-selection option that is aligned with the one internship program in the province, the Manitoba Partnership Dietetic Education Program (MPP). The selection process chooses students who have completed at least 60 credits in the academic program and they are offered an internship position in MPP upon completion of the degree component of the academic program. On average, 22 students are chosen annually. Those not chosen and who wish to be a dietitian can apply in the final year of their academic program for two remaining internship positions in MPP, or for the graduate positions offered in Ontario or Atlantic Canada, or Masters/Internship programs in other provinces. Those completing internship meet the academic and practicum requirements of registration with CDM.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **MB Graduates and Registration Data** (Table 15) reports CIHI graduate and registration data for the years identified. Comparing the number of new Manitoba graduates to the number of new entrants from Manitoba, it is evident that the province retains

a high percentage (an average of 92%) of their graduates. Data from 2012 and 2013 show that there were more graduates registered with CDM than numbers of Manitoba internship program graduates. This needs further investigation but may be the result of previous year's MPP graduates waiting to register with CDM due to lack of employment opportunities.

Table 15: MB Graduates and Registration Data (2010-2013)

| <i>Year</i> | <i>MB Graduates</i> | <i>MB Graduates registering in MB</i> |
|-------------|---------------------|---------------------------------------|
| 2010 | 22 | 16 (73%) |
| 2011 | 22 | 16 (73%) |
| 2012 | 22 | 25 (114%) |
| 2013 | 22 | 24 (109%) |

Data is published by CIHI for 2009-2011, data for 2012 and 2013 is, as yet unpublished.

ONTARIO

In Ontario, registration with the College of Dietitians of Ontario (CDO) is required to practice as a dietitian. CDO maintains a general register of all dietitians eligible to practice and a temporary certificate of registration is granted to candidates who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Exam (CDRE). CDO has the largest number of registrants of any of the provincial dietetic regulatory bodies in Canada.

Ontario Demand

In **Ontario Demand** (Table 16), the workforce grew by 507 between 2009 and 2013, an average of 127 (4%) registrants per year. Registration renewal from one year to the next was 97% during the period, with 114 (3%) registrants not renewing and 240 new registrants each year, on average.

Table 16: Ontario Demand

| Licensure Year | | Workforce Counts | | | | | | | | | |
|----------------|--------|------------------|------------------------|-----|---------------|----|---------------|----|------------|----|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | | Exits from Y1 | | Entries to Y2 | | Net Change | | Registrants Y2 |
| | | | # | % | # | % | # | % | # | % | # |
| 2009 | 2010 | 3082 | 3006 | 98% | 76 | 2% | 211 | 7% | 135 | 4% | 3217 |
| 2010 | 2011 | 3217 | 3130 | 97% | 87 | 3% | 254 | 8% | 167 | 5% | 3384 |
| 2011 | 2012 | 3384 | 3233 | 96% | 151 | 4% | 261 | 8% | 110 | 3% | 3494 |
| 2012 | 2013 | 3494 | 3354 | 96% | 140 | 4% | 235 | 7% | 95 | 3% | 3589 |
| Average | | 3294 | 3181 | 97% | 114 | 3% | 240 | 7% | 127 | 4% | 3421 |

% Represents percent of the total number of CDO registrants

Ontario Supply

As reported above, there was an average of 240 new registrants each year. In **Ontario Supply** (Table 17), there were 132 (55%) new registrants who were new Ontario graduates; 38 (16%) were new graduates from another jurisdiction; 71 (30%) were experienced registrants from another jurisdiction, on average. Data on experienced registrants from Ontario re-registering after a period of time is lacking. In summary, 55% of new registrants are new graduates from the province. The national average is 64%.

Table 17: Ontario Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|--------------------------------|-----|------------------------------------|-----|---|-----|-----------------------------------|---|--|-----|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | | | New registrants through routes other than jurisdiction's program | |
| | | | New grads from ON ^a | | New grads not from ON ^b | | Experienced RD not from ON ^c | | Returning RD from ON ^d | | | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 211 | 98 | 46% | 32 | 15% | 81 | 38% | - | - | 113 | 54% |
| 2010 | 2011 | 254 | 135 | 53% | 49 | 19% | 70 | 28% | - | - | 119 | 47% |
| 2011 | 2012 | 261 | 156 | 60% | 35 | 13% | 70 | 27% | - | - | 105 | 40% |
| 2012 | 2013 | 235 | 138 | 59% | 34 | 14% | 63 | 27% | - | - | 97 | 41% |
| Average | | 240 | 132 | 55% | 38 | 16% | 71 | 30% | - | - | 109 | 45% |

^a Represents the graduates from program(s) in Ontario who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in Ontario for the first time.

^c Represents experienced dietitians who obtain a practicing license in Ontario.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.

% Represents percent of the total number of CDO registrants.

Provincial New Graduate Numbers

Ontario has four university programs in dietetic education. The University of Ottawa is an integrated program that graduates students who meet both academic and practicum requirements of registration. The other three universities, Brescia University College (University of Western Ontario), University of Guelph, and Ryerson University are Nutrition and Dietetics programs that prepare students academically to pursue careers in the nutrition field, including those wishing to become dietitians. For those who wish to pursue a dietitian career, graduates of these programs must meet practicum requirements of registration through successful completion of a supervised practicum program. There are different models of practicum programs, including a post-degree internship, which is housed in either a health care facility or is industry sponsored; or a university Master's internship/practicum program or Master's Diploma program. The significant increase in number of graduates from 2010 to 2011 (50) is the result of the first graduates from the newly accredited program at the University of Ottawa and 28 positions reflected in 2011 and 2012 graduate numbers that resulted from positions created with temporary funding from the Ministry of Health and Long Term Care to address the requirement for trained professionals for the province's Diabetes Strategy. In 2015, there are 9 post-degree internship programs, 4 Masters internship/practicum programs, and 2 Masters Diploma programs in Ontario, totaling just over 190 graduates. This represents a 28% increase in the number of graduates since 2013.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **ON Graduates and Registration Data** (Table 18) reports CIHI graduate and registration data for the years identified. Comparing the number of new Ontario graduates to the number of new entrants from Ontario, it is evident that the province retains a high percentage (an average of 91%) of their graduates. This number of Ontario graduates is probably somewhat higher than shown as the number of new Ontario graduates only represents those from accredited dietetic education programs. **Ontario Supply** (Table 17) provides data for "experienced first time registrants in Ontario from a different

jurisdiction”. Ontario has a bridging program for Internationally Educated Dietitians that graduates more than 20 registration ready dietitians on average, annually. These numbers are probably recorded as experienced dietitians not from Ontario and the majority of these graduates register to practice in Ontario.

Table 18: ON Graduates and Registration Data (2010-2013)

| <i>Year</i> | <i>ON Graduates</i> | <i>ON Graduates registering in ON</i> |
|-------------|---------------------|---------------------------------------|
| 2010 | 107 | 98 (92%) |
| 2011 | 157 | 135 (86%) |
| 2012 | 168 | 156 (93%) |
| 2013 | 149 | 138 (93%) |

Data is published by CIHI for 2009-2011, data for 2012 and 2013 is, as yet unpublished.

QUEBEC

The data for Quebec is an interpretation based on the Ordre professionnel des diététistes du Québec (OPDQ) Annual Reports.

In Quebec, registration with the Ordre professionnel des diététistes du Québec (OPDQ) is required to practice as a dietitian. Graduates from the dietetic education programs in the three universities in Quebec (Laval, Montreal, or McGill) can automatically register with OPDQ, as the Canadian Dietetic Registration Exam (CDRE) is not a requirement of registration. Those who seek registration from outside Quebec have their credentials reviewed for equivalency by an OPDQ committee. OPDQ is part of the Provincial Mutual Recognition Agreement for dietetics but language obligations apply to those outside of Quebec who seek registration with OPDQ from other provinces.

Quebec Demand

In **Quebec Demand** (Table 19), the workforce grew by 400 between 2009 and 2013, an average of 100 (4%) per year. Registration renewal from one year to the next was 97% during the period, with 70 (3%) registrants not renewing and 170 new registrants each year, on average.

Table 19: Quebec Demand

| <i>Licensure Year</i> | | <i>Workforce Counts</i> | | | | | | | | | |
|-----------------------|---------------|-------------------------|-------------------------------|------------|----------------------|-----------|----------------------|-----------|-------------------|-----------|-----------------------|
| <i>Year 1</i> | <i>Year 2</i> | <i>Registrants Y1</i> | <i>Renewals from Y1 to Y2</i> | | <i>Exits from Y1</i> | | <i>Entries to Y2</i> | | <i>Net Change</i> | | <i>Registrants Y2</i> |
| | | | <i>#</i> | <i>%</i> | <i>#</i> | <i>%</i> | <i>#</i> | <i>%</i> | <i>#</i> | <i>%</i> | <i>#</i> |
| 2009 | 2010 | 2604 | 2535 | 97% | 69 | 3% | 154 | 6% | 85 | 3% | 2689 |
| 2010 | 2011 | 2689 | 2622 | 98% | 67 | 2% | 170 | 6% | 103 | 4% | 2792 |
| 2011 | 2012 | 2792 | 2724 | 98% | 68 | 2% | 174 | 6% | 106 | 4% | 2898 |
| 2012 | 2013 | 2898 | 2821 | 97% | 77 | 3% | 183 | 6% | 106 | 4% | 3004 |
| Average | | 2746 | 2676 | 97% | 70 | 3% | 170 | 6% | 100 | 4% | 2846 |

% Represents percent of the total number of OPDQ registrants

Quebec Supply

As reported above, there was an average of 170 new registrants each year in Quebec. In **Quebec Supply** (Table 20), there were 149 (88%) new registrants who were new Quebec graduates; 9 (5%) were experienced registrants from another jurisdiction, on average. The data on new graduates coming from another jurisdiction or experienced dietitians who re-registered their license after a period of lapse are unknown at this time. In summary, 88% of new registrants are new graduates from the province. The national average is 64%.

Table 20: Quebec Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|--------------------------------|-----|------------------------------------|---|---|-----|-----------------------------------|---|--|---|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | | | New registrants through routes other than jurisdiction's program | |
| | | | New grads from QC ^a | | New grads not from QC ^b | | Experienced RD not from QC ^c | | Returning RD from QC ^d | | | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 154 | 136 | 88% | - | - | 2 | 1% | - | - | - | - |
| 2010 | 2011 | 170 | 147 | 86% | - | - | 6 | 4% | - | - | - | - |
| 2011 | 2012 | 174 | 160 | 92% | - | - | 17 | 10% | - | - | - | - |
| 2012 | 2013 | 183 | 151 | 83% | - | - | 12 | 7% | - | - | - | - |
| Average | | 170 | 149 | 88% | - | - | 9 | 5% | - | - | - | - |

^a Represents the graduates from program(s) in Quebec who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in Quebec for the first time.

^c Represents experienced dietitians who obtain a practicing license in Quebec.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.

% Represents percent of the total number of OPDQ registrants.

Provincial New Graduate Numbers

Quebec has three university programs (Université Laval, Université de Montreal, McGill University) graduating students that meet the academic and practicum requirements of registration with OPDQ.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **QC Graduates and Registration Data** (Table 21) reports CIHI graduate and registration data for the years identified. Comparing the number of new Quebec graduates to the number of new entrants from Quebec, it is evident that the province retains a high percentage (an average of 95%) of their graduates.

Table 21: QC Graduates and Registration Data (2010-2013)

| Year | QC Graduates | QC Graduates registering in QC |
|------|--------------|--------------------------------|
| 2010 | 149 | 136 (91%) |
| 2011 | 155 | 147 (95%) |
| 2012 | 170 | 168 (99%) |
| 2013 | 160 | 151 (94%) |

Data is published by CIHI for 2009-2011; data for 2012 and 2013 is, as yet unpublished.

NEW BRUNSWICK

In New Brunswick, registration with the New Brunswick Association of Dietitians (NBAD) is required to practice as a dietitian. NBDA maintains a general register of all dietitians eligible to practice. A temporary certificate of registration is granted to candidates who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Exam (CDRE). In this case, candidates may use the title Registered Dietitian (Candidate) or Registered Dietitian Nutritionist (Candidate) and the initials, RD (c), or RDN (c).

New Brunswick Demand

In **New Brunswick Demand** (Table 22), the workforce grew by 25 between 2009 and 2013, an average of 6 (2%) registrants per year. Registration renewal from one year to the next was 96% during the period, with an average of 14 (4%) registrants not renewing and 21 new registrants each year, on average.

Table 22: New Brunswick Demand

| Licensure Year | | Workforce Counts | | | | | | | | | |
|----------------|--------|------------------|------------------------|-----|---------------|----|---------------|----|------------|----|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | | Exits from Y1 | | Entries to Y2 | | Net Change | | Registrants Y2 |
| | | | # | % | # | % | # | % | # | % | # |
| 2009 | 2010 | 330 | 316 | 96% | 14 | 4% | 22 | 7% | 8 | 2% | 338 |
| 2010 | 2011 | 338 | 320 | 95% | 18 | 5% | 22 | 7% | 4 | 1% | 342 |
| 2011 | 2012 | 342 | 325 | 95% | 17 | 5% | 18 | 5% | 1 | 0% | 343 |
| 2012 | 2013 | 343 | 335 | 98% | 8 | 2% | 20 | 6% | 12 | 3% | 355 |
| Average | | 338 | 324 | 96% | 14 | 4% | 21 | 6% | 6 | 2% | 345 |

% Represents percent of the total number of NBDA registrants

New Brunswick Supply

As reported above, there was an average of 21 new registrants each year in New Brunswick. Only new registrant data for New Brunswick were available at the time of writing as shown in **New Brunswick Supply** (Table 23). The sources of New Brunswick's supply of dietitians are unknown.

Table 23: New Brunswick Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|--------------------------------|---|------------------------------------|---|---|---|--|---|-----------------------------------|---|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | New registrants through routes other than jurisdiction's program | | | |
| | | | New grads from NB ^a | | New grads not from NB ^b | | Experienced RD not from NB ^c | | | | Returning RD from NB ^d | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 22 | - | - | - | - | - | - | - | - | - | - |
| 2010 | 2011 | 22 | - | - | - | - | - | - | - | - | - | - |
| 2011 | 2012 | 18 | - | - | - | - | - | - | - | - | - | - |
| 2012 | 2013 | 20 | - | - | - | - | - | - | - | - | - | - |
| Average | | 21 | - | - | - | - | - | - | - | - | - | - |

^a Represents the graduates from program(s) in New Brunswick who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in New Brunswick for the first time.

^c Represents experienced dietitians who obtain a practicing license in New Brunswick.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.

% Represents the percent of the total number of NBDA registrants.

Provincial New Graduate Numbers

New Brunswick has two programs that prepare students for the practice of dietetics. The Université de Moncton program offers a French 5 year Integrated Program consisting of 4 years of academic study followed by a final year of practicum (40 weeks), towards a Bachelor of Science in Nutrition. Admission for this program is based on academic profile and entrance evaluation (i.e. interview) and accepts up to 20 students per year. The Moncton Hospital offers an English Post-Degree Dietetic Internship Program. The 47-week program accepts 4 students per year who hold an undergraduate degree from an accredited university. The data for 2010 reflect only the Moncton Hospital program and the previous post-graduate degree dietetic internship program at the George L Dumont Hospital as the Université de Moncton was transitioning to its current Integrated Program. For years 2011 through 2013 graduates of the Moncton Hospital and the Université de Moncton are reported.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **NB Graduates and Registration Data** (Table 24) reports CIHI graduate data for the years identified. Comparing the number of new New Brunswick graduates to the number of new entrants from the province is not possible as registration data for new NB graduates was not available.

Table 24: NB Graduates and Registration Data (2010-2013)

| Year | NB Graduates | NB Graduates registering in NB |
|------|--------------|--------------------------------|
| 2010 | 8 | - |
| 2011 | 24 | - |
| 2012 | 18 | - |
| 2013 | 25 | - |

Data is published by CIHI for 2009-2011, data for 2012 and 2013 is, as yet unpublished.

NOVA SCOTIA

In Nova Scotia, registration with the Nova Scotia Dietetic Association (NSDA) is required to practice as a dietitian. NSDA maintains a general register of all dietitians eligible to practice and a temporary certificate of registration is granted to candidates who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Exam (CDRE). Temporary members can use the designation Professional Dietitian (candidate) or PDt (c). Those who have temporary registration must write the next available CDRE examination.

Nova Scotia Demand

In **Nova Scotia Demand** (Table 25), the workforce grew by 70 between 2009 and 2013, an average of 18 (3%) registrants per year. Registration renewal from one year to the next was 95% during the period, with 25 (5%) registrants not renewing and 42 new registrants, each year, on average.

Table 25: Nova Scotia Demand

| Licensure Year | | Workforce Counts | | | | | | | | | |
|----------------|--------|------------------|------------------------|-----|---------------|----|---------------|-----|------------|----|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | | Exits from Y1 | | Entries to Y2 | | Net Change | | Registrants Y2 |
| | | | # | % | # | % | # | % | # | % | # |
| 2009 | 2010 | 483 | 462 | 96% | 21 | 4% | 36 | 7% | 15 | 3% | 498 |
| 2010 | 2011 | 498 | 470 | 94% | 28 | 6% | 41 | 8% | 13 | 3% | 511 |
| 2011 | 2012 | 511 | 488 | 95% | 23 | 5% | 41 | 8% | 18 | 4% | 529 |
| 2012 | 2013 | 529 | 502 | 95% | 27 | 5% | 51 | 10% | 24 | 5% | 553 |
| Average | | 505 | 481 | 95% | 25 | 5% | 42 | 8% | 18 | 3% | 523 |

% Represents percent of the total number of NSDA registrants

Nova Scotia Supply

As reported above, there was an average of 42 new registrants each year in Nova Scotia. In **Nova Scotia Supply** (Table 26), there were 27 (65%) new registrants who were new Nova Scotia graduates; 4 (8%) were new graduates from another jurisdiction; 11 (27%) were experienced registrants from another jurisdiction; and there were no experienced registrants from Nova Scotia re-registering after a period of lapse, on average. In summary, 65% of new registrants are new graduates from the province. The national average is 64%.

Table 26: Nova Scotia Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|--------------------------------|-----|------------------------------------|-----|---|-----|-----------------------------------|----|--|-----|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | | | New registrants through routes other than jurisdiction's program | |
| | | | New grads from NS ^a | | New grads not from NS ^b | | Experienced RD not from NS ^c | | Returning RD from NS ^d | | | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 36 | 27 | 75% | 0 | 0% | 9 | 25% | 0 | 0% | 9 | 25% |
| 2010 | 2011 | 41 | 28 | 68% | 1 | 2% | 12 | 29% | 0 | 0% | 13 | 32% |
| 2011 | 2012 | 41 | 24 | 59% | 4 | 10% | 12 | 29% | 1 | 2% | 17 | 41% |
| 2012 | 2013 | 51 | 30 | 59% | 9 | 18% | 12 | 24% | 0 | 0% | 21 | 41% |
| Average | | 42 | 27 | 65% | 4 | 8% | 11 | 27% | 0 | 1% | 15 | 35% |

^a Represents the graduates from program(s) in Nova Scotia who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in Nova Scotia for the first time.

^c Represents experienced dietitians who obtain a practicing license in Nova Scotia.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.

% Represents percent of the total number of NSDA registrants.

Provincial New Graduate Numbers

Nova Scotia has three universities that prepare students academically for dietitian practice, including St. Francis Xavier University, Acadia University and Mount Saint Vincent University. Each of these universities also has an integrated dietetic internship (IDI) component that provides students with the required supervised practicum training for dietitian registration. Acceptance into the IDI is competitive. Students not successful in the IDI process, can apply to the post degree internship program through the DC Internship Selection process or to a Masters Internship. There is one post degree dietetic internship programs in Nova Scotia, the Nova Scotia Health Authority, Central Zone. Mount Saint Vincent University has a Master's program with an IDI component.

As Nutrition and Dietetic programs in Nova Scotia prepare students academically to pursue careers in the nutrition field, including those wishing to become dietitians, caution must be used in considering that all graduates of these programs wish to become dietitians. It is also important to consider that application to the IDI, post-degree internship, and Masters/Internship are highly competitive and not all students achieve the academic grade level needed to be successful.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **NS Graduates and Registration Data** (Table 27) reports CIHI graduate and registration data for the years identified. Comparing the number of new Nova Scotia graduates to the number of new entrants from Nova Scotia, it is evident that Nova Scotia retains a lower percentage (57%) of their graduates than other provinces.

Table 27: NS Graduates and Registration Data (2010-2013)

| <i>Year</i> | <i>NS Graduates</i> | <i>NS Graduates registering in NS</i> |
|-------------|---------------------|---------------------------------------|
| 2010 | 50 | 27 (54%) |
| 2011 | 45 | 28 (62%) |
| 2012 | 48 | 24 (50%) |
| 2013 | 50 | 30 (60%) |

Data is published by CIHI for 2009-2011, data for 2012 and 2013 is, as yet unpublished.

PRINCE EDWARD ISLAND

In Prince Edward Island, registration with the Prince Edward Island Dietitians Registration Board (PEIDRB) is required to practice as a dietitian. PEIDRB maintains a general register of all dietitians eligible to practice and a temporary license is granted to candidates who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Exam (CDRE). Temporary members can use the designation Registered Dietitian (RD (candidate)) and are able to practice up to 8 weeks after completion of the CDRE.

Prince Edward Island Demand

In **Prince Edward Island Demand** (Table 28), the workforce grew by 5 between 2009 and 2013, an average of 1 (2%) registrant per year. Registration renewal from one year to the next was 94% during the period, with 4 (6%) registrants not renewing and 6 new registrants each year, on average.

Table 28: Prince Edward Island Demand

| Licensure Year | | Workforce Counts | | | | | | | | | |
|----------------|--------|------------------|------------------------|-----|---------------|-----|---------------|-----|------------|-----|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | | Exits from Y1 | | Entries to Y2 | | Net Change | | Registrants Y2 |
| | | | # | % | # | % | # | % | # | % | # |
| 2009 | 2010 | 61 | 58 | 95% | 3 | 5% | 8 | 13% | 5 | 8% | 66 |
| 2010 | 2011 | 66 | 64 | 97% | 2 | 3% | 6 | 9% | 4 | 6% | 70 |
| 2011 | 2012 | 70 | 66 | 94% | 4 | 6% | 2 | 3% | -2 | -3% | 68 |
| 2012 | 2013 | 68 | 60 | 88% | 8 | 12% | 6 | 9% | -2 | -3% | 66 |
| Average | | 66 | 62 | 94% | 4 | 6% | 6 | 8% | 1 | 2% | 68 |

% represents percent of the total number of PEIDRB registrants

Prince Edward Island Supply

As reported above, there was an average of 6 new registrants each year in the province. In **Prince Edward Island Supply** (Table 29) there were 3 (57%) new registrants who were new Prince Edward Island graduates; 2 (43%) were experienced registrants from another jurisdiction; and there were no new graduates from another jurisdiction or experienced registrants from Prince Edward Island who had re-registered after a period of time, on average. In summary, 57% of new registrants are new graduates from the province. The national average is 64%.

Table 29: Prince Edward Island Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|---------------------------------|-----|-------------------------------------|----|--|-----|------------------------------------|----|--|-----|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | | | | |
| | | | New grads from PEI ^a | | New grads not from PEI ^b | | Experienced RD not from PEI ^c | | Returning RD from PEI ^d | | New registrants through routes other than jurisdiction's program | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 8 | 5 | 63% | 0 | 0% | 3 | 38% | 0 | 0% | 3 | 38% |
| 2010 | 2011 | 6 | 5 | 83% | 0 | 0% | 1 | 17% | 0 | 0% | 1 | 17% |
| 2011 | 2012 | 2 | 1 | 50% | 0 | 0% | 1 | 50% | 0 | 0% | 1 | 50% |
| 2012 | 2013 | 6 | 2 | 33% | 0 | 0% | 4 | 67% | 0 | 0% | 4 | 67% |
| Average | | 6 | 3 | 57% | 0 | 0% | 2 | 43% | 0 | 0% | 2 | 43% |

^a Represents the graduates from program(s) in Prince Edward Island who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in Prince Edward Island for the first time.

^c Represents experienced dietitians who obtain a practicing license in Prince Edward Island.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.

% Represents percent of the total number of PEIDRB registrants.

Provincial New Graduate Numbers

Prince Edward Island has one dietetic education program, at the University of Prince Edward Island (UPEI). The UPEI program includes an integrated internship that permits students who wish to become a dietitian to complete both the academic and the internship program within the degree. Acceptance into the integrated internship is competitive. Students not successful in applying to the integrated internship, wishing to become dietitians can apply to a post degree program through the DC Internship Selection process or to a Masters Internship in another province.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **PEI Graduates and Registration Data** (Table 30) reports CIHI graduate and registration data for the years identified. Comparing the number of new Prince Edward Island graduates to the number of new entrants from the province, it is evident that British Columbia retains a lower percentage (an average of 32%) of their graduates than other provinces.

Table 30: PEI Graduates and Registration Data (2010-2013)

| Year | PEI Graduates | PEI Graduates Registering in PEI |
|------|---------------|----------------------------------|
| 2010 | 8 | 5 (63%) |
| 2011 | 13 | 5 (38%) |
| 2012 | 12 | 1 (8%) |
| 2013 | 10 | 2 (20%) |

Data is published by CIHI for 2009-2011, data for 2012 and 2013 is, as yet unpublished.

NEWFOUNDLAND AND LABRADOR

In Newfoundland and Labrador, registration with the Newfoundland and Labrador College of Dietitians (NLCD) is required to practice as a dietitian. NLCD maintains a general register of all dietitians eligible to practice and temporary registration is granted to candidates who have completed all appropriate education and training and are registered to write the Canadian Dietetic Registration Exam (CDRE).

Newfoundland and Labrador Demand

In **Newfoundland and Labrador Demand** (Table 31), the workforce grew by 17 between 2009 and 2013, an average of 4 (3%) registrants per year. Registration renewal from one year to the next was 94% during the period, with 9 (6%) registrants and 14 new registrants, each year, on average.

Table 31: Newfoundland and Labrador Demand

| Licensure Year | | Workforce Counts | | | | | | | | | |
|----------------|--------|------------------|------------------------|-----|---------------|----|---------------|-----|------------|-----|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | | Exits from Y1 | | Entries to Y2 | | Net Change | | Registrants Y2 |
| | | | # | % | # | % | # | % | # | % | # |
| 2009 | 2010 | 161 | 148 | 92% | 13 | 8% | 12 | 7% | -1 | -1% | 160 |
| 2010 | 2011 | 160 | 153 | 96% | 7 | 4% | 17 | 11% | 10 | 6% | 170 |
| 2011 | 2012 | 170 | 159 | 94% | 11 | 6% | 14 | 8% | 3 | 2% | 173 |
| 2012 | 2013 | 173 | 167 | 97% | 6 | 3% | 11 | 6% | 5 | 3% | 178 |
| Average | | 166 | 157 | 94% | 9 | 6% | 14 | 8% | 4 | 3% | 170 |

% Represents percent of the total number of NLCD registrants

Newfoundland and Labrador Supply

As reported above, there was an average of 14 new registrants each year in Newfoundland and Labrador. In **Newfoundland and Labrador Supply** (Table 32) there were 3 (24%) new registrants who were new Newfoundland and Labrador graduates; 6 (40%) were new graduates from another jurisdiction; 3 (18%) were experienced registrants from another jurisdiction; and 2 (17%) were experienced registrants from Newfoundland and Labrador who had re-registered after a period of time, on average. In summary, 24% of new registrants are new graduates from the province compared to a national average of 64%.

Table 32: Newfoundland and Labrador Supply

| Licensure Year | | Workforce Counts | | | | | | | | | | |
|----------------|--------|------------------|--------------------------------|-----|------------------------------------|-----|---|-----|--|-----|-----------------------------------|-----|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | | | | New registrants through routes other than jurisdiction's program | | | |
| | | | New grads from NL ^a | | New grads not from NL ^b | | Experienced RD not from NL ^c | | | | Returning RD from NL ^d | |
| | | | # | % | # | % | # | % | # | % | # | % |
| 2009 | 2010 | 12 | 3 | 25% | 3 | 25% | 4 | 33% | 2 | 17% | 9 | 75% |
| 2010 | 2011 | 17 | 4 | 24% | 7 | 41% | 3 | 18% | 3 | 18% | 13 | 76% |
| 2011 | 2012 | 14 | 3 | 21% | 7 | 50% | 3 | 21% | 1 | 7% | 11 | 79% |
| 2012 | 2013 | 11 | 3 | 27% | 5 | 45% | 0 | 0% | 3 | 27% | 8 | 73% |
| Average | | 14 | 3 | 24% | 6 | 40% | 3 | 18% | 2 | 17% | 10 | 76% |

^a Represents the graduates from program(s) in Newfoundland and Labrador who obtain a practicing license for the first time.

^b Represents new graduates from other jurisdictions who obtain a practicing license in Newfoundland and Labrador for the first time.

^c Represents experienced dietitians who obtain a practicing license in Newfoundland and Labrador.

^d Represents experienced dietitians who reactivate a practicing license after lapsing their license for one or more years.

% Represents percent of the total number of NLCD registrants.

Provincial New Graduate Numbers

Newfoundland and Labrador has no undergraduate program leading to meeting academic requirements to become a dietitian. Memorial University (MUN) previously had a program within the Department of Biochemistry in which students completed 3 years at MUN and 1 year at Acadia University to obtain their professional course requirements in nutrition and dietetics. The program was discontinued and the last graduates completed the program in Spring 2010. In Fall 2010, a new agreement was signed between the MUN Department of Biochemistry and the School of Nutrition and Dietetics at Acadia University. The new agreement was for a 2 year program of study at MUN and 2 years at Acadia with the degree conferred by Acadia. The program would accommodate 10 students annually. There is a similar temporary agreement with Acadia University currently in place. Students in the MUN/Acadia program are eligible to apply for the Acadia practicum program in their fourth year of study. If successful, these students complete the practicum program immediately following their graduation from Acadia. In 2011 MUN began a Masters of Public Health Nutrition and Dietetics with an internship component through the Eastern Health Dietetic Internship program. In addition, there are 4 post-degree internship placements at Eastern Health in St John's and 1 Aramark internship position in Central NL. The first graduates of the MUN Masters internship completed the program in 2012. This accounts for the increase to 7 graduates from 5 beginning in 2012.

Canadian Institute for Health Information (CIHI) collects annual new graduate data by province. **NL Graduates and Registration Data** (Table 33) reports CIHI graduate and registration data for the years identified. Comparing the number of new Newfoundland and Labrador graduates to the number of new entrants from the province, it is evident that the province retains a lower percentage (an average of 55%) of their graduates than other provinces.

Table 33: NL Graduates and Registration Data (2010-2013)

| Year | NL Graduates | NL Graduates Registering in NL |
|-------------|---------------------|---------------------------------------|
| 2010 | 5 | 3 (60%) |
| 2011 | 5 | 3 (60%) |
| 2012 | 7 | 4 (57%) |
| 2013 | 7 | 3 (43%) |

Data is published by CIHI for 2009-2011, data for 2012 and 2013 is, as yet unpublished.

YUKON, NORTHWEST TERRITORIES AND NUNAVUT

The following data are collected manually as none of the three territories have legislation for the regulation of dietitians or the requirement for dietetic regulatory bodies. Dietitians working in the territories are required to be registered with a provincial dietetic regulator. As such these data are included in the preceding provincial data and are provided here to show the growth in the dietetic workforce in the territories.

While the Yukon's dietetic workforce has been stable for the reporting period, the Northwest Territories and Nunavut report considerable growth in their relatively small numbers of dietitians.

Yukon Demand

Table 34: Yukon, Northwest Territories and Nunavut Demand

| Licensure Year | Yukon | | Northwest Territories | | | Nunavut | | |
|----------------|-----------|--------|-----------------------|--------|-----------|---------|-----------|--------|
| | Workforce | Change | Workforce | Change | Workforce | Change | Workforce | Change |
| | | # % | | # % | | # % | | # % |
| 2009 | 11 | - - | 10 | - - | 3 | - - | - | - |
| 2010 | 11 | 0 0% | 10 | 0 0% | 6 | 3 100% | 3 | 100% |
| 2011 | 11 | 0 0% | 14 | 4 40% | 8 | 2 33% | 2 | 33% |
| 2012 | 11 | 0 0% | 17 | 3 21% | 6 | -2 -25% | -2 | -25% |
| Average | 11 | 0 0% | 13 | 2 20% | 6 | 1 36% | 1 | 36% |

Yukon Supply

As mentioned, none of the territories have dietetic regulatory bodies making it impossible to report numbers and sources of their supply of new dietitians. Only the Yukon had a dietetic internship program and it was discontinued in 2012. It is not known in which jurisdiction the graduates register.

Table 35: Yukon Supply

| Licensure Year | Yukon Graduates |
|----------------|-----------------|
| 2009 | 2 |
| 2010 | 1 |
| 2011 | 1 |
| 2012 | 0 |
| Average | 1 |

Future Considerations

This report provides valuable information that can be used for future data capture and in facilitating prediction of the dietitian workforce nationally. Issues that arose in completing this data collection included:

- Even with use of a simplified tool, some provinces did not have systems or did not require submission of documentation that supported provision of this data (i.e. data collection did not differentiate out of province applicants by new or experienced).
- Data that would provide a more comprehensive look at the workforce (although not required of the current collection), such as reasons for non-renewal or province of new entrants from outside the jurisdiction, would not be available from many of the provinces.

Although DC has undertaken the current collection, it is appropriate to have the provincial regulators and CIHI continue this work. In order to improve dietetic workforce data and ensure adequate workforce planning for dietitians, the following is recommended:

- Provincial dietetic regulators *at minimum* capture data required in the workforce model in Appendix 1 and make this available for provincial and national workforce planning.
- CIHI *at minimum* expand their current data collection to capture the data required in the workforce model in Appendix 1 and make this available for provincial and national workforce planning.
- Regulators and CIHI consider additional data collection and reporting, including labour mobility trends; age of registrant as a predictor of retirement; employment trends related to full time, part time and contract work and practice settings.
- Regulators, CIHI and Dietitians of Canada work collaboratively to develop consistent definitions to enable this additional data collection, especially for practice settings including but not limited to acute care, long term care, public health, home care and primary care.
- Federal, provincial and territorial governments use available dietetic workforce data, along with provincial government reports and best practices related to vulnerable populations, food insecurity, and acute and chronic health conditions for which nutrition intervention is key to prevention and treatment, to ascertain the dietitian requirements for addressing the nutrition health needs of the population.

Appendices

Appendix 1: Dietitian Workforce Modeling - Data Collection Tool

Table 36: Dietitian Supply and Demand Framework⁵

| Category | Component | Definition (annual) | Best Data Source | Notes |
|---------------------|------------------|---|---|---|
| Dietitian Workforce | - | Total number of RDs with practicing licenses (provincial registration #). | Regulatory body | Total number of practicing licenses is needed so that selected components of supply and demand may be expressed as a percent of the workforce. In this way, components may be linked to growth or decline in workforce size. <i>For example, turnover is expressed as % of the total RD workforce and as the workforce grows so will the actual turnover.</i> |
| Supply | Internal Supply | New graduates from program(s) in that jurisdiction who obtain a practicing license in that jurisdiction for the first time | Regulatory body Dietetic Education/Practicum programs (see note) | This captures new graduates retained in the province of education/practicum training. For the initial collection, we will not collect data from the Dietetic Education/Practicum program, as, unlike other professions, there does not appear to be significant attrition in the integrated program models. With provinces that rely on post-degree or Masters/Internship programs this is not an undergraduate education related issue but a post-degree issue. This certainly needs to be considered by further determining how best to collect this data. An example from a workforce data tool use in NL for another profession is given here. Example: Internal supply is less than seat capacity due to program attrition and graduate non-retention. Base future years on expected trends in attrition and retention. <i>For example, if you have 100 seats, with 15 per cent attrition and 75 per cent retention, effective internal supply is 64 Graduates (100 x 0.85 x 0.75).</i> |
| | External Supply | New graduates and experienced dietitians from other jurisdictions who obtain a practicing license in the jurisdiction for the first time. | Regulatory body | Actual figures can look as trends over time to determine the future years expected trends. |
| | Returning Supply | Experienced dietitians who reactivate a practicing license after lapsing their license for one or more years. | Regulatory body | Accounts for dietitians who have let registration lapse and are returning to practice and seeking registration after a period of not being registered. Base future years on past trends. NB - This does not capture those dietitians who maintain their registration but are not practicing in dietitian roles. This issue needs to be further explored but is beyond the current scope of this simplified model. |

⁵ The framework is a simplified version of the approach taken in Newfoundland and Labrador in building workforce models for several health occupations. Regulatory bodies in Newfoundland and Labrador have shared a keen interest with the Department of Health and Community Services in understanding and projecting key factors related to the dynamics of their membership. Along with other stakeholders, they have made the work possible by collaborating to share data and provide expert advice. The resulting models are mathematically simple, but comprehensive, understandable, and supported by the participating organizations. Workforce model reports have supported decisions on seat capacity, admission requirements, retention strategies, workforce utilization, improved planning, and other topics. ***This framework was adapted by Dietitians of Canada for use in workforce projections.***

| Category | Component | Definition (annual) | Best Data Source | Notes |
|----------|--------------------|--|--------------------------------|--|
| Demand | Replacement Demand | Workforce turnover are those who lapse their practicing license from the previous year. | Regulatory body | Dietitians are needed to replace those leaving. Base future years on expected trends in turnover. Consideration - Adjust turnover to account for changing patterns of retirement. Dietitian retirement trends will continue to increase until the peak of the baby boomers reaches the average retirement age, estimated to be about 58 years. Provincial Dietetic Regulatory Bodies collect age data and this could be factored in to determine replacement demand but is not captured in the current model. Other factors such as maternity leaves or extended absences from the workforce but maintaining a license may or may not be able to be consider in future modelling. |
| | Expansion Demand | Workforce growth is the number of dietitians more (or less) in the workforce than the previous year. | Analysis and/or expert opinion | Dietitians are needed to grow the workforce (if growth is projected). Growth should consider strategic changes in the health system and their resulting change in the demand for dietitians. Example: strategic changes could be based on population needs and efforts to increase productivity. Strategic changes could result in a need for more (or less) RDs. Growth can be expressed as a per cent, compounding annually. <i>For example, historical growth for collection period was under 1%. Some estimate of future projected growth, needs-based or otherwise, must be made in order to balance supply and demand.</i> |

Table Example A

| Licensure Year | | Workforce Counts | | | | | |
|----------------|--------|------------------|------------------------|---------------|---------------|------------|----------------|
| Year 1 | Year 2 | Registrants Y1 | Renewals from Y1 to Y2 | Exits from Y1 | Entries to Y2 | Net Change | Registrants Y2 |
| A | B | C | D | E | F | G | H |
| 2009 | 2010 | 350 | 275 | 21 | 30 | 9 | 359 |
| 2010 | 2011 | 359 | | | | | |
| 2011 | 2012 | | | | | | |
| 2012 | 2013 | | | | | | |
| 2013 | 2014 | | | | | | |

| Definitions | |
|--|--|
| C | Registered in Year 1 |
| D | Registered in Year 1 and Year 2 |
| E | Registered in Year 1 but not in Year 2 |
| F | Registered in Year 2 but not Year 1 |
| G | Net change from Year 1 to Year 2 |
| H | Registered in Year 2 |
| Rules | |
| G = F - E | |
| H = C + G | |
| Year 2 figure becomes Year 1 in the subsequent row | |

Table Example B

| Licensure Year | | Workforce Counts | | | | |
|-----------------------|---------------|-------------------------|----------------------------|-----------|-----------|-----------|
| Year 1 | Year 2 | Entries to Y2 | Categories of Entry | | | |
| A | B | F | F1 | F2 | F3 | F4 |
| 2009 | 2010 | 30 | 25 | 1 | 2 | 2 |
| 2010 | 2011 | | | | | |
| 2011 | 2012 | | | | | |
| 2012 | 2013 | | | | | |
| 2013 | 2014 | | | | | |

| Definitions | |
|---|--|
| F | Registered in Year 2 but not Year 1 |
| F1 | "New Grad" first time registered in your jurisdiction and from your jurisdiction's program |
| F2 | "New Grad" first time registered in your jurisdiction and from a different jurisdiction |
| F3 | "Experienced" first time registered in your jurisdiction and from a different jurisdiction |
| F4 | Returning registrant from an absence of at least one registration cycle |
| "New Grad" means internship completed and has never practiced before | |

Appendix 2: Canadian Institute of Health Information Dietitians per 100,000 by Province

| <i>Province</i> | <i># per 100,000</i> |
|-------------------------|--------------------------|
| BC | 25 |
| AB | 28 |
| SK | 30 |
| MB | 31 |
| ON | 25 |
| QC | 36 |
| NB | 44 |
| NS | 56 |
| PE | 45 |
| NL | 34 |
| National Average | 30 |

*CIHI 2012: Number of Providers in Selected Health Profession



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