Dietetic Grad Survey Report

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In partnership with Dietitians of Canada
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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 the first primary dietitian position 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. Of all respondents, 51% earned between $55-$75,000 per year and 30% were actively seeking dietitian employment in addition to their current position.

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 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.

*Overall survey results are summarized in Sections A through G.*

*Province specific highlights are summarized in Appendices 1 and 2.*
Survey Sample

Qualified Respondents 314

- Ontario 261
- Saskatchewan 53

Respondents\(^1\) 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

- 2019 21%
- 2018 23%
- 2017 19%
- 2016 15%
- 2015 13%
- 2014 9%

\(^1\) 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

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
  - None indicated it was due to lack of qualifications
Applying for Dietitian Positions

- 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 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

<table>
<thead>
<tr>
<th>Employment Category</th>
<th>% Respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full-time Permanent</td>
<td>19.1</td>
</tr>
<tr>
<td>Full-time Temporary</td>
<td>28.1</td>
</tr>
<tr>
<td>Part-time Permanent</td>
<td>9.5</td>
</tr>
<tr>
<td>Part-time Temporary</td>
<td>15.1</td>
</tr>
<tr>
<td>Contract</td>
<td>17.8</td>
</tr>
<tr>
<td>Casual</td>
<td>8.2</td>
</tr>
<tr>
<td>Self-employed</td>
<td>2.2</td>
</tr>
</tbody>
</table>
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 dietitian
  - 52.4% to an urban region (>10,000)
  - 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 region of first primary position

- Urban (>10,000) 71.3%
- Rural (<10,000) 27.4%
- Remote/northern 10.9%
- Different province 3.9%
- Outside Canada 0.4%

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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)
5 Note: Respondents had the option to ‘check all that apply’ to allow for responses fitting more than one geographic category
6 Urban/rural delineation was based upon prior dietetic surveys (e.g., Dietetic Employer Survey)
Union Membership

- 28.4% of respondents indicated their first primary position required membership in a union
Employer & Roles: 1st Primary Dietitian Position

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%)
  2. Community health (27.1%)
  3. Hospital clinic (23.7%)
  4. Management (18.6%)
  5. Public health (16.9%)
**Employer: First Primary Dietitian Position**

- **Employer (% respondents):**
  - Hospital: 24.2%
  - Health facility within medical clinic: Publicly funded: 13.6%
  - First Nations, Inuit, Metis governance or health facility: 9.7%
  - Private health care facility or organization: 8.4%
  - Other company: 7.9%
  - Provincial government: 7%
  - Long-term care: Publicly funded: 6.2%
  - Public health unit: 4.9%
  - Not-for-profit organization: 3.5%
  - Food or nutrition company: 3.1%
  - Post-secondary institution: 3.1%
  - Food service company: 2.6%
  - Long-term care: Privately funded: 2.2%
  - Health facility within medical clinic: Privately funded: 1.3%
  - Self-employed: 1.3%
  - Federal government: 0.4%
  - Sport facility: 0.4%
Position Changes: 1\textsuperscript{st} Year

- 37.7\% of respondents changed primary positions within the first 12 months
  - The top reasons identified for having a change in primary position
    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: 1\textsuperscript{st} 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
    - Private practice/consulting (35.6\%)
    - Long-term care (24.6\%)
    - 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 dietitian\(^7\), 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 current primary dietitian position → 13.6 months

\(^7\) 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)
Geographic Region: Current Position

- 33.6% of respondents relocated for their current position\(^8\)
  - 83.8% to an urban region (>10,000)
  - 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 region\(^7\) of current position
  - Urban (>10,000) (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.

\(^8\) Note: Respondents had the option to ‘check all that apply’ to allow for responses fitting more than one geographic category
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

Employer (% respondents)

- Hospital: 22.7%
- Provincial government: 13.6%
- Health facility within medical clinic: Publicly funded: 9.1%
- Public health unit: 9.1%
- Not-for-profit organization: 9.1%
- Self-employed: 6.4%
- Long-term care: Publicly funded: 5.5%
- Other company: 5.4%
- First Nations, Inuit, Metis governance or health facility: 4.6%
- Long-term care: Privately funded: 3.6%
- Health facility within medical clinic: Privately funded: 2.7%
- Food or nutrition company: 2.7%
- Post-secondary institution: 2.7%
- Federal government: 0.9%
- Private health care facility or organization: 0.1%
- Food service company: 0%
- Sport facility: 0%
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
    - Private practice/consulting (32.0%)
    - Acute care hospital/in-patient (12.0%)
    - Long-term care (12.0%)
    - 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

- 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

Number of Hours Worked Per Week (% respondents)

- 46.6% of respondents worked 36+ hours per week.
- 24.7% of respondents worked 26-35 hours per week.
- 22.6% of respondents worked 0-15 hours per week.
- 6.1% of respondents worked 16-25 hours per week.

Income

Annual Earnings 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.

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9 Encompasses self-reported earnings of those working full-time, part-time and in multiple positions.
10 Respondents were asked for both annual earnings and an hourly wage calculation (even if earnings were salary based)
Hourly Wage

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

Benefits

- 54.4% of employers provided a benefits package
Professional Organization Membership

<table>
<thead>
<tr>
<th>Organization</th>
<th>Membership (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provincial dietetic regulatory body</td>
<td>87.41</td>
</tr>
<tr>
<td>Dietitians of Canada</td>
<td>73.4</td>
</tr>
<tr>
<td>Canadian Nutrition Society</td>
<td>6.5</td>
</tr>
<tr>
<td>Canadian Society of Nutrition Management</td>
<td>2.9</td>
</tr>
<tr>
<td>Diabetes Canada</td>
<td>2.5</td>
</tr>
<tr>
<td>Ontario Dietitians in Public Health</td>
<td>1.0</td>
</tr>
<tr>
<td>American Society for Parenteral and Enteral Nutrition</td>
<td>1.4</td>
</tr>
<tr>
<td>Canadian Association of Foodservice Professionals</td>
<td>1.1</td>
</tr>
</tbody>
</table>

The chart above shows the percentage of respondents who are members of various professional organizations in Canada. Dietitians of Canada has the highest membership rate with 73.4%, followed by the Provincial dietetic regulatory body with 87.41%.
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 plans 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.

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11 Respondents were allowed to choose up to 2 responses.
## 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?”

<table>
<thead>
<tr>
<th>Practice Area</th>
<th>YES Adequately Prepared (%)</th>
<th>NO Not Adequately Prepared (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Nutrition</td>
<td>89.7</td>
<td>10.3</td>
</tr>
<tr>
<td>Nutrition Care/Clinical</td>
<td>83.8</td>
<td>16.1</td>
</tr>
<tr>
<td>Population &amp; Public Health</td>
<td>82.4</td>
<td>17.6</td>
</tr>
<tr>
<td>Research</td>
<td>81.9</td>
<td>18.1</td>
</tr>
<tr>
<td>Management</td>
<td>60.1</td>
<td>39.0</td>
</tr>
<tr>
<td>Private Practice/Consulting</td>
<td>46.1</td>
<td>53.9</td>
</tr>
<tr>
<td>Business/Industry</td>
<td>45.9</td>
<td>54.1</td>
</tr>
</tbody>
</table>
## 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 prepared for current dietetic position in terms of education and training in the following practice areas?”

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

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:

- “I just don’t think there are many opportunities for advancement”
- “Ability yes. Opportunity would depend on strength of professional networks”
- “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

![Graph showing satisfaction with various skill sets](image-url)
Respondents were asked for any additional comments about their education and training. Comments included:

“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”

“I feel our training did not provide insight into private practice”

“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”

“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”

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

“I would have appreciated more focus on cultural identities and diversity”

“More financial and business training needed!!!”

“Comments included:”

“More financial and business training needed!!!”
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 Fluency
➢ 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 respondents 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

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13 This includes current employment for both those whose current position is the same as described for their first position and those whose current position is different than 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: Copy Survey Instrument

Appendix 5: Respondent Data Set Information
Appendix 1: Ontario\textsuperscript{14} Highlights

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

ONTARIO RESPONDENTS BY GRADUATION YEAR

\textsuperscript{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 completing their dietetic training

- 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 organization\(^{15}\)
   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
  - The top 3 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
    - Private practice/consulting
    - Long-term care
    - 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 position

➢ Relocation costs were paid or partially 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

Number of Hours Worked Per Week (% respondents)

- 36+ hours: 46%
- 26-35 hours: 27.2%
- 16-25 hours: 6.7%
- 0-15 hours: 20.1%

Income

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

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

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

Satisfaction with Skill Sets (% respondents)

- Nutrition Counselling
- Education Planning & Delivery
- Practice-based Research
- Using Evidence to Inform Practice
- Working with Cultural & Social Diversity
- Written Communication
- Oral Communication
- Teamwork & Collaboration
- Negotiation & Conflict Management
- Project Management
- Leadership
- Financial Management

Dissatisfied  Satisfied or Very Satisfied
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

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:
  - 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 rural\(^{20}\) region (<10,000)

Geographic Region of First Dietitian Position

- Urban (>10,000) 48% of respondents
- Rural (<10,000) 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-patient
  3. 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
    - Private practice/consulting
    - Community health
    - 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% respondents were employed ‘temporary full-time’
➢ 52% of respondents were employed ‘permanent full-time’
Geographic Region: Current Position

- 52% of respondents relocated for their current position\(^{22}\)
  - 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 region\(^{22}\) of current position
  - Urban (>10,000) 77% of respondents
  - Rural (<10,000) 19% of respondents
  - Remote/northern 9% of respondents
  - Different province from dietetic training 14% of respondents

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.

\(^{22}\) Note: Respondents had the option to ‘check all that apply’ to allow for responses fitting more than one category
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)\textsuperscript{23}
  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

\textsuperscript{23} 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

Number of Hours Worked Per Week (% respondents)

<table>
<thead>
<tr>
<th>Number of hours per week</th>
<th>Number of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>36+</td>
<td>58.7</td>
</tr>
<tr>
<td>26-35</td>
<td>13.0</td>
</tr>
<tr>
<td>16-25</td>
<td>2.1</td>
</tr>
<tr>
<td>0-15</td>
<td>26.1</td>
</tr>
</tbody>
</table>
Income

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

WAGE FORMAT BREAKDOWN

- Salary
  - 24%
- Hourly
  - 71%
- Salary & Hourly
  - 5%

Benefits

- 79% of employers provided a benefits package

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24 Encompasses self-reported earnings of those working full-time, part-time and in multiple positions.
25 Respondents were asked for both annual earnings and an hourly wage calculation (even if earnings were salary based)
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

![Bar chart showing satisfaction levels for various skill sets](chart.png)
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: Response breakdown by program

Response Breakdown by Program (n=314 respondents)

<table>
<thead>
<tr>
<th>Accredited Program</th>
<th>Participants (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Post-degree practicum</strong></td>
<td></td>
</tr>
<tr>
<td>Aramark Canada Ltd.</td>
<td>4.4</td>
</tr>
<tr>
<td>Brescia University College (DDEPT)</td>
<td>9.1</td>
</tr>
<tr>
<td>Grand River Hospital</td>
<td>2.5</td>
</tr>
<tr>
<td>Hamilton Health Sciences</td>
<td>7.9</td>
</tr>
<tr>
<td>Northern Ontario School of Medicine</td>
<td>5.4</td>
</tr>
<tr>
<td>London Health Sciences Centre</td>
<td>3.2</td>
</tr>
<tr>
<td>Ryerson, St. Mikes (PMDip)</td>
<td>2.5</td>
</tr>
<tr>
<td>Ryerson, North York General (PMDip)</td>
<td>0.1</td>
</tr>
<tr>
<td>Sunnybrook &amp; Women’s College HSC</td>
<td>2.8</td>
</tr>
<tr>
<td>Hospital for Sick Children</td>
<td>1.6</td>
</tr>
<tr>
<td>Other$^{26}$</td>
<td>1.6</td>
</tr>
<tr>
<td><strong>Undergraduate degree with integrated practicum</strong></td>
<td></td>
</tr>
<tr>
<td>Université d’Ottawa</td>
<td>5.0</td>
</tr>
<tr>
<td>University of Saskatchewan</td>
<td>16.7</td>
</tr>
<tr>
<td><strong>Master's program with accredited practicum</strong></td>
<td></td>
</tr>
<tr>
<td>Brescia University College (MScFN)</td>
<td>8.8</td>
</tr>
<tr>
<td>Hospital for Sick Children</td>
<td>0</td>
</tr>
<tr>
<td>Ryerson University (MHSc)</td>
<td>5.4</td>
</tr>
<tr>
<td>University of Guelph (MAN)</td>
<td>11.7</td>
</tr>
<tr>
<td>University of Toronto</td>
<td>8.8</td>
</tr>
<tr>
<td><strong>Independent practicum (Ontario only)</strong></td>
<td>0.1</td>
</tr>
</tbody>
</table>

$^{26}$ i.e., St. Michael’s Hospital stand-alone internship
Appendix 4: Copy of Survey Instrument

Participation Overview

Thank you for responding to the invitation to participate in the online survey. Your input is very important.

This survey is anticipated to take approximately 20 minutes to complete.

Participation in this survey is voluntary. You are free to skip any question(s) you prefer not to answer, except those confirming participant eligibility. If at any point you wish to withdraw from participation, click on the “exit” link at the top of the page and you will be redirected to the draw entry page (you are eligible to enter the draw even if you withdraw from the study).

The survey data are anonymous. Information that could disclose your identity will not be released under any circumstances. To describe the study sample, age and gender data will also be collected, however, you may choose not to answer. Data will be presented as aggregate results in a way that it will not be possible to identify individual respondents.

In appreciation of the time you have given to this study, you can enter your name into a draw for 1 Dietitians of Canada 2020 conference registration (grand prize – value up to $695, registration only, no cash value) or 1 of 5 Dietitians of Canada cookbooks (value $27.95). Your odds of winning one of the prizes is based on the number of study participants. We expect that approximately 500 individuals will take part in the study. At the end of the survey you will be redirected to a separate prize draw form. This form also includes the option for you to receive an email summary of the results report when available. Contact information collected will not be connected to the study data in any way, will be stored separately, and destroyed after the reports and prizes have been distributed.

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). If you have questions, concerns or complaints about your rights as a research participant and/or your experiences while completing this survey please contact the Univeristy of Waterloo Office of Research Ethics at 1519-888-4567 ext. 36005 or ore-ceo@uwaterloo.ca or the University of Saskatchewan Behavioural Research Ethics Board at 1-888-966-2975 or ethics.office@usask.ca.
All survey data will be saved in encrypted password-protected files, stored within a project specific folder on a secure server at Dietitians of Canada for a period of 10 years accessible only by those members of the research team directly involved in analysis.

You will be completing the study by an online survey operated by Survey Monkey. When information is transmitted over the internet privacy cannot be guaranteed. There is always a risk your responses may be intercepted by a third party (e.g., government agencies, hackers). Survey Monkey temporarily collects your contributor ID and computer IP address to avoid duplicate responses in the dataset but will not collect information that could identify you personally.

By answering and completing the survey questions it is assumed that you are giving consent to participate in this research.

There are no known risks to participation. Potential benefits of participation include contributing to information that will inform advocacy, education and training program development, professional training opportunities and quality improvement/assurance for dietetic educators across Canada.

By participating in this study, you are not waiving your legal rights or releasing investigator(s) or involved institution(s) from their legal and professional responsibilities.
Survey

Part 1: Education Profile

1. Which accredited dietetic program route did you take to meet professional qualification requirements to write the Canadian Dietetic Registration Examination (CDRE)?

- Post-degree practicum/internship
  - Aramark Canada Ltd.
  - Brescia University College (DDEPT)
  - Grand River Hospital
  - Hamilton Health Sciences Corporation
  - London Health Sciences Centre
  - Northern Ontario School of Medicine
  - Ryerson University, St. Michael’s Hospital (PMDip)
  - Ryerson University, North York General Hospital (PMDip)
  - Sunnybrook & Women’s College Health Science Centre
  - The Hospital for Sick Children

- Undergraduate degree with integrated practicum
  - Université d’Ottawa
  - University of Saskatchewan

- Master’s program with accredited practicum
  - Brescia University College (MScFN)
  - Hospital for Sick Children
  - Ryerson University (MHSc)
  - University of Guelph (MAN)
  - University of Toronto

- Internationally educated

- Independent practicum (Ontario only)

2. What year did you complete your accredited dietetic training?

(Please note: This is the date you completed your training, not the date you convocated)

- 2019
3. What year did you pass the Canadian Dietetic Registration Examination (CDRE)?

☐ 2019
☐ 2018
☐ 2017
☐ 2016
☐ 2015
☐ 2014
☐ I have written the CDRE, but have not yet received my results
☐ I have not written the CDRE yet

4. Did you register with a provincial dietetic regulatory body since completing your accredited dietetic training? (e.g., College of Dietitians of Ontario, Saskatchewan Dietitians Association)

☐ Yes
☐ No, I have not sought registration
☐ I have applied for registration, but am not yet registered

5. If you answered ‘No’ to question 4, please list the reason(s) you did not seek registration:

__________

6. Are you currently registered with a provincial dietetic regulatory body?

☐ Yes
☐ No

7. Prior to entering your dietetics studies, what was your highest level of education completed?

☐ Secondary/High School Diploma
□ College Diploma or Certificate
□ Bachelor’s degree
□ Master’s degree
□ Doctorate
□ None of the above
□ Professional degree, please specify: __________

8. Since completing your dietetics training, have you completed or are you currently working towards completing an additional university degree? (Please note: this does not include certifications or diplomas which are asked about later)

□ Yes
□ No

9. If you answered ‘Yes’ to question 8, what degree did you complete or working towards completing?

□ Bachelor’s degree
□ Master’s degree
□ Doctorate
□ Professional degree, please specify: __________

10. If you answered ‘Yes’ to question 8, please indicate the area of study for the additional degree you completed or working towards completing:

□ Counselling
□ Education
□ Journalism
□ Management (e.g., MBA)
□ Medicine or dentistry
□ Nursing
□ Nutrition
□ Pharmacy
□ Public health (e.g., MPH, epidemiology)
□ Other, please specify: __________
11. If you answered ‘Yes’ to question 8, please indicate your reason(s) for pursuing this degree:

*Check all that apply*

- Obtain a higher salary/increase earning power
- Satisfy job/career requirements or goals
- Enhance professional knowledge and skills
- Qualify for a new dietetics position
- To conduct nutrition or dietetic research
- Change fields or learn a new occupation
- General interest/personal self-improvement
- Study at a more advanced level
- Lack of suitable employment opportunities
- Opportunity available through employer
- Other, please specify: __________

12. If you answered ‘Yes’ to question 8, for the degree you completed or are working towards completing were/are you registered as a full or part-time student?

- Full-time
- Part-time

13. Since obtaining your dietetics qualifications, have you completed or are you working towards additional certification(s) or diplomas? *(e.g. Certified Diabetes Educator)*

- Yes
- No

14. If you answered ‘Yes’ to question 13, please indicate which certification(s) or diplomas you have completed or are working towards completing:

*Check all that apply*

- Certified Diabetes Educator (CDE)
- Certified Bariatric Educator (CBE)
- Certified Nutrition Support Clinician (CNSC)
- IOC Diploma in Sports Nutrition
- Other, please specify: __________
15. Please indicate your reason(s) for obtaining additional certification(s)/diploma(s):

*Select all that apply*

- Obtain a higher salary/increase earning power
- Satisfy job/career requirements or goals
- Enhance professional knowledge and skills
- Qualify for a new dietetics position
- To conduct nutrition or dietetic research
- Change fields or learn a new occupation
- General interest/personal self-improvement
- Study at a more advanced level
- Lack of suitable employment opportunities
- Opportunity available through employer
- Other, please specify: __________
Part 2: Obtaining Paid Employment as a Dietitian After Completion of your Dietetics Training

16. When did you first start applying for paid dietitian positions?

☐ More than 3 months before completion of dietetic training
☐ In the final 3 months of dietetic training
☐ Upon completion of dietetic training
☐ After registering with a provincial regulatory body (e.g., College of Dietitians of Ontario, Saskatchewan Dietitians Association) but before writing the Canadian Registration Exam (CDRE)
☐ After writing the Canadian Dietetic Registration Exam (CDRE)

17. How much time following completion of your dietetic training did you spend actively looking for work before obtaining your first paid dietitian position?

(Please note: this is upon completion of your training, not when you convocated)?

☐ None, obtained my first position before completing my program/training
☐ Less than 3 months
☐ 3-6 months
☐ 7-12 months
☐ More than 12 months
☐ Cannot recall

18. How many dietitian positions did you apply for before obtaining your first paid employment as a dietitian?

☐ 0-5
☐ 6-10
☐ 11-15
☐ 16-20
☐ 21-30
☐ 31-40
☐ 40+
☐ Cannot recall
19. Did you apply for dietitian positions outside of your region or province before obtaining your first paid employment as a dietitian?

☐ Yes
☐ No

20. In the first 12 months following completion of your dietetics training, did you obtain paid employment as a dietitian?

☐ Yes
☐ No

21. If ‘No’ to question 20, what is the main reason you did not obtain employment as a dietitian in the first 12 months following completion of your dietetics training?

☐ Took time off (e.g., travelling)
☐ Unable to obtain a dietitian position
☐ Did not have required qualifications
☐ Pursued a position that did not require dietitian qualifications
☐ Pursued further education
☐ Salary too low in jobs available
☐ Unable to relocate
☐ Own illness or disability
☐ Personal or family responsibilities
☐ Other, please specify: __________

22. Which job search strategies did you use to pursue your first paid dietitian position?

*Check all that apply*

☐ Job search websites (e.g., Indeed)
☐ Employer websites (e.g., Health Region)
☐ Email distribution list
☐ Social media (e.g., LinkedIn, Twitter, Facebook)
☐ Past training or employment contacts
☐ Volunteer activities contacts
☐ Employment opportunities at practicum site
☐ Assistance from dietetics program
23. Which strategy or strategies do you believe were most successful for finding/obtaining your first paid primary position as a dietitian (primary position is defined as the position you worked the most hours during first 12 months of practice)?

Please select up to 3

- Job search websites (e.g., Indeed)
- Employer websites (e.g., Health Region)
- Email distribution list
- Social media (e.g., LinkedIn, Twitter, Facebook)
- Past training or employment contacts
- Volunteer activities contacts
- Employment opportunities at internship/practicum site
- Assistance from dietetics program
- Private or public employment agency
- Networking at professional events
- Personal networks
- Other, please describe: __________

24. Was relocation required to accept this first paid primary dietitian position?

- Yes
- No

25. If you answered ‘Yes’ to question 24, please describe the region where you relocated

Check all that apply

- Urban (population > 10,000)
- Rural (population < 10,000)
- Remote/northern
- Different province than dietetic training
- Outside of Canada
26. If you answered ‘Yes’ to question 24, were relocation costs covered by the employer?

☐ Yes
☐ No
☐ Partially

27. Were you offered employment incentives to accept your first paid primary dietitian position? *(e.g., a signing bonus)*

☐ Yes
☐ No

28. If you were offered employment incentives, please describe: __________

29. Was language fluency other than French or English a requirement of your first dietitian position?

☐ Required, Please specify __________
☐ Preferred, Please specify __________
☐ No
Part 3: Dietitian Position(s) During First Year of Practice

This section of questions focuses on your first paid primary dietitian position (primary position is defined as the position you worked the most hours), as well as any secondary position(s) you may have held during your first 12 months of practice.

30. Which of the following best describes your first paid primary dietitian position *(position you worked the most hours in your first 12 months of practice)*?

- [ ] Full time, permanent
- [ ] Full time, temporary
- [ ] Part time, permanent
- [ ] Part time, temporary
- [ ] Casual
- [ ] Contract
- [ ] Self-employed
- [ ] Other, please specify: __________

31. What best describes your principal role in this first paid primary dietitian position?

- [ ] Acute care Hospital/In-patient
- [ ] Hospital Clinic *(e.g., Out-patient Diabetes Clinic)*
- [ ] Family Health Team / Community Health Centre/ Primary Health Care Team
- [ ] Long-term care
- [ ] Home care
- [ ] Public health
- [ ] Community health
- [ ] Call centre / telehealth
- [ ] Other nutrition care *(e.g., sports nutrition)*
- [ ] Management *(e.g., food service or support services manager)*
- [ ] Business/Industry *(e.g., sales, marketing, retail)*
- [ ] Post-secondary education *(e.g., professor, instructor, teaching assistant)*
- [ ] Private practice/consulting
- [ ] Research
- [ ] Education *(other than post-secondary)*
- [ ] Other, please specify: __________
32. Did your first paid primary dietitian position include roles *with the same employer* beyond the principal role you indicated in question 31?

- [ ] Yes
- [ ] No

33. If you answered ‘Yes’ to question 32, please indicate the other roles that were part of your first paid primary dietitian position?

- [ ] Acute care Hospital/In-patient
- [ ] Hospital Clinic *e.g., Out-patient Diabetes Clinic*
- [ ] Family Health Team / Community Health Centre/ Primary Health Care Team
- [ ] Long-term care
- [ ] Home care
- [ ] Public health
- [ ] Community health
- [ ] Call centre / telehealth
- [ ] Other nutrition care *e.g., sports nutrition*
- [ ] Management *e.g., food service or support services manager*
- [ ] Business/Industry *e.g., sales, marketing, retail*
- [ ] Post-secondary education *e.g., professor, instructor, teaching assistant*
- [ ] Private practice/consulting
- [ ] Research
- [ ] Education *(other than post-secondary)*
- [ ] Other, please specify: __________

34. Who was your employer for this first primary dietitian position?

- [ ] Hospital
- [ ] Health facility within medical clinic
  - [ ] Publicly funded
  - [ ] Privately funded
- [ ] Provincial government
- [ ] Federal government
- [ ] First Nations, Inuit, Métis governance or health facility *e.g., Tribal Council*
- [ ] Public Health Unit
- [ ] Long-term care home
  - [ ] Publicly funded
  - [ ] Privately funded
- [ ] Private health care organization
- [ ] Food or nutrition company
- [ ] Food service company
☐ Other company (e.g., retail, pharmaceutical)
☐ Not-for-profit organization
☐ Post-secondary institution
☐ Sport facility
☐ Media
☐ Self-employed
☐ Education (other than post-secondary)
☐ Other, please specify: ________

35. Did your first primary dietitian position require membership in a union?

☐ Yes
☐ No

36. Did your first primary dietitian position require a Dietitians of Canada membership?

☐ Required
☐ Preferred
☐ No

37. What was the geographical region of your first primary position?

*Check all that apply*

☐ Urban (population > 10,000)
☐ Rural (population < 10,000)
☐ Remote/northern
☐ Different province than dietetic training
☐ Outside of Canada

38. What was the length of your employment in your first primary position, in years (0, 1...) and months (0,1,..)?

☐ Years: __________
☐ Months: __________
39. Did you change your primary paid dietitian position within the first 12 months following your dietetics training?

☐ Yes
☐ No

40. If you answered ‘Yes’ to question 39, what was the reason for the change in your primary paid dietitian position?

Check all that apply

☐ A move from a temporary/contract position to a permanent position with the same employer
☐ A move from a temporary/contract position to a permanent position with a different employer
☐ A change of position with the same employer
☐ A move to a different employer
☐ A move to a position in a different area of practice (e.g., to acute care)
☐ Other, please specify: __________

41. If you answered ‘Yes’ to question 39 and moved into a different area of practice, please describe the area of practice you moved into: __________________

42. Beyond your primary dietitian position(s) held, did you have any secondary paid dietitian positions (with a different employer) in the first 12 months following completion of your training?

☐ Yes
☐ No

43. If you answered ‘Yes’ to question 42, how many other paid dietitian positions did you hold in the first 12 months following completion of your dietetic training?

☐ 1
☐ 2
☐ 3
☐ 4
☐ 5 or more
44. If you answered ‘Yes’ to question 42, please indicate the secondary dietitian roles you had in the first 12 months following completion of your dietetics training:

*Check all that apply*

- □ Acute care Hospital/In-patient
- □ Hospital Clinic *(e.g., Out-patient Diabetes Clinic)*
- □ Family Health Team / Community Health Centre / Primary Health Care Team
- □ Long-term care
- □ Home care
- □ Public Health
- □ Community Health
- □ Call centre / telehealth
- □ Other nutrition care *(e.g., sports nutrition)*
- □ Management *(e.g., food service or support services manager)*
- □ Business/Industry *(e.g., sales, marketing, retail)*
- □ Post-secondary education *(e.g., professor, instructor, teaching assistant)*
- □ Private practice/consulting
- □ Research
- □ Education *(other than post-secondary)*
- □ Other, please specify: __________

45. In addition to dietitian employment positions(s) held in the first 12 months following your dietetics training, were you actively seeking additional employment?

- □ Yes, dietitian
- □ Yes, non-dietitian
- □ Yes, both dietitian and non-dietitian
- □ No

46. Did you have any non-dietitian employment positions in the first year following program completion?

- □ Yes
- □ No

47. If you answered ‘Yes’ to question 46, indicate non-dietitian employment positions in the first year following program completion: __________
48. Did you have any positions in the first 12 months following completion of your dietetic training where dietitian credentials were preferred but not required?

☐ Yes, please specify __________
☐ No

49. Did you have any volunteer dietitian positions in the first 12 months following your dietetics training?

☐ Yes, please specify: __________
☐ No
Part 4: Current Paid Dietitian Employment

This section of questions focuses on your current paid primary dietitian position (primary position is defined as the position you work the most hours), as well as any secondary position(s) you may hold.

50. How many paid dietitian positions have you held following completion of your dietetics training?

- 0
- 1
- 2
- 3
- 4
- 5 or more

51. How many employers as a dietitian have you had following completion of your dietetics training?

- 0
- 1
- 2
- 3
- 4
- 5 or more
- Self-employed

52. Are you currently employed as a dietitian?

- Yes
- No

53. If you answered ‘No’ to question 52, what is the main reason you are not currently employed as a dietitian?

- Took time off (e.g., travelling)
- Unable to obtain a dietitian position
- Did not have required qualifications
- Pursued a position that did not require dietitian qualifications
☐ Pursued further education
☐ Salary too low in jobs available
☐ Unable to relocate
☐ Own illness or disability
☐ Personal or family responsibilities
☐ Other, please specify: __________

54. If you answered ‘Yes’ to question 52 (currently employed as a dietitian) is this the same position described in Part 3?

☐ Yes, please go to Part 5, Question 76
☐ No

55. What strategies did you use to pursue your current primary dietitian position?

*Check all that apply*

☐ Job search websites (e.g., Indeed)
☐ Employer websites (e.g., Health Region)
☐ Social media (e.g., LinkedIn, Twitter, Facebook)
☐ Past training or employment contacts
☐ Volunteer activities contacts
☐ Employment opportunities at internship/practicum site
☐ Assistance from dietetics program
☐ Private or public employment agency
☐ Networking at professional events
☐ Personal networks
☐ Other, please describe: __________

56. Which strategy or strategies do you believe were most successful for finding/obtaining your current primary dietitian position?

*Please check up to three*

☐ Job search websites (e.g., Indeed)
☐ Employer websites (e.g., Health Region)
☐ Social media (e.g., LinkedIn, Twitter, Facebook)
☐ Past training or employment contacts
☐ Volunteer activities contacts
☐ Employment opportunities at internship/practicum site
☐ Assistance from dietetics program
☐ Private or public employment agency
☐ Networking at professional events
☐ Personal networks
☐ Other, please describe: __________

57. Which of the following best describes your current primary dietitian position *(primary position is defined as the position you work the most hours)*?

☐ Full time, permanent
☐ Full time, temporary
☐ Part time, permanent
☐ Part time, temporary
☐ Casual
☐ Contract
☐ Self-employed
☐ Other, please specify: __________

58. Was relocation required to accept this position?

☐ Yes
☐ No

59. If you answered ‘Yes’ to question 58, please describe the region where you relocated

*Check all that apply*

☐ Urban (population > 10,000)
☐ Rural (population < 10,000)
☐ Remote/northern
☐ Different province than dietetic training
☐ Outside of Canada

60. If you answered ‘Yes’ to question 58, were relocation costs covered by your employer?

☐ Yes
☐ No
☐ Partially
61. Were you offered employment incentives to accept your current dietitian position? *(e.g., a signing bonus)*

- [ ] Yes
- [ ] No

62. If you were offered employment incentives, please describe: __________

63. Was language fluency other than French or English a requirement of your current dietitian position?

- [ ] Required, Please specify __________
- [ ] Preferred, Please specify __________
- [ ] No

64. What best describes your principal role in your current primary dietitian position?

- [ ] Acute care Hospital/In-patient
- [ ] Hospital Clinic *(e.g., Out-patient Diabetes Clinic)*
- [ ] Family Health Team / Community Health Centre / Primary Health Care Team
- [ ] Long-term care
- [ ] Home care
- [ ] Public health
- [ ] Community health
- [ ] Call centre / telehealth
- [ ] Other nutrition care *(e.g., sports nutrition)*
- [ ] Management *(e.g., food service or support services manager)*
- [ ] Business/Industry *(e.g., sales, marketing, retail)*
- [ ] Post-secondary education *(e.g., professor, instructor, teaching assistant)*
- [ ] Private practice/consulting
- [ ] Research
- [ ] Education *(other than post-secondary)*
- [ ] Other, please specify: __________

65. Does your current primary dietitian position include roles *(with the same employer)* beyond the primary role you indicated in question 64?

- [ ] Yes
- [ ] No
66. If you answered ‘Yes’ to question 65, please indicate other roles that are part of your current paid primary dietitian position?

- [ ] Acute care Hospital/In-patient
- [ ] Hospital Clinic (e.g., Out-patient Diabetes Clinic)
- [ ] Family Health Team / Community Health Centre / Primary Health Care Team
- [ ] Long-term care
- [ ] Home care
- [ ] Public health
- [ ] Community health
- [ ] Call centre / telehealth
- [ ] Other nutrition care (e.g., sports nutrition)
- [ ] Management (e.g., food service or support services manager)
- [ ] Business/Industry (e.g., sales, marketing, retail)
- [ ] Post-secondary education (e.g., professor, instructor, teaching assistant)
- [ ] Private practice/consulting
- [ ] Research
- [ ] Education (other than post-secondary)
- [ ] Other, please specify: __________

67. Who is your employer for your current primary dietitian position?

- [ ] Hospital
- [ ] Health facility within medical clinic
  - [ ] Publicly funded
  - [ ] Privately funded
- [ ] Provincial government
- [ ] Federal government
- [ ] First Nations, Inuit, Métis governance or health facility (e.g., Tribal Council)
- [ ] Public Health Unit
- [ ] Long-term care home
  - [ ] Publicly funded
  - [ ] Privately funded
- [ ] Private health organization
- [ ] Food or nutrition company
- [ ] Food service company
- [ ] Other company (e.g., retail, pharmaceutical)
- [ ] Not-for-profit organization
- [ ] Post-secondary institution
- [ ] Sport facility
- [ ] Media
- [ ] Self-employed
Education (other than post-secondary)
Other, please specify: __________

68. Does your current primary dietitian position require membership in a union?

☐ Yes
☐ No

69. Does your current primary dietitian position require a membership with Dietitians of Canada?

☐ Required
☐ Preferred
☐ No

70. What is the geographical region of your current primary dietitian position?

Check all that apply

☐ Urban (population > 10,000)
☐ Rural (population < 10,000)
☐ Remote/northern
☐ Different province than dietetic training
☐ Outside of Canada

71. How long have you been employed in your current primary dietitian position, in years (0,1..) and months (0,1..)?

☐ Years: __________
☐ Months: __________

72. Do you have any secondary paid dietitian positions (with a different employer) beyond your current primary dietitian position?

☐ Yes
☐ No
73. If you answered ‘Yes’ to question 72, indicate the secondary paid dietitian position(s) you currently hold.

*Check all that apply*

- [ ] Acute care Hospital/In-patient
- [ ] Hospital Clinic (*e.g.*, *Out-patient Diabetes Clinic*)
- [ ] Family Health Team / Community Health Centre / Primary Health Care Team
- [ ] Long-term care
- [ ] Home care
- [ ] Public health
- [ ] Community health
- [ ] Call centre / telehealth
- [ ] Other nutrition care (*e.g.*, *sports nutrition*)
- [ ] Management (*e.g.*, *food service or support services manager*)
- [ ] Business/Industry (*e.g.*, *sales, marketing, retail*)
- [ ] Post-secondary education (*e.g.*, *professor, instructor, teaching assistant*)
- [ ] Private practice/consulting
- [ ] Research
- [ ] Education (*other than post-secondary*)
- [ ] Other, please specify: __________

74. Do you currently hold any non-dietitian employment positions?

- [ ] Yes
- [ ] No

75. If your answered ‘Yes’ to question 74, please indicate non-dietitian employment positions you currently hold: __________
Part 5: Employment and Training Satisfaction

76. Are you actively seeking additional employment in addition to your current dietitian employment position(s)?

☐ Yes, dietitian
☐ Yes, non-dietitian
☐ Yes, both dietitian and non-dietitian
☐ No

77. How many paid hours per week do you currently work as a dietitian? (All positions combined if you hold more than 1)

☐ 0-10
☐ 11-15
☐ 16-20
☐ 21-25
☐ 26-30
☐ 31-35
☐ 36-40
☐ More than 40

78. How are you paid?

☐ Salary
☐ Hourly
☐ Both, I have more than 1 position

79. What category best describes your annual income as a dietitian? (Canadian $, before tax; all positions combined if you hold more than 1)

☐ $25,000 or less
☐ $25,001 - $35,000
☐ $35,001 - $45,000
☐ $45,001 - $55,000
☐ $55,001 - $65,000
☐ $65,001 - $75,000
☐ $75,001 - $85,000
☐ $85,001 - $95,000
☐ > $95,000
☐ Prefer not to answer
80. What is your hourly wage in your primary dietitian position? *(Canadian $, before tax)*

*If paid salary, please calculate hourly equivalent.*

- $20 or less
- $21-$25
- $26-$30
- $31-$35
- $36-$40
- $41-$45
- $46-$50
- > $50
- Prefer not to answer

81. Does your employer provide a benefits package?

- Yes
- No
- % of wages in lieu of benefits
- Not applicable, self-employed

82. Professional organization(s) you belong to:

*Check all that apply*

- Provincial dietetic regulatory body
- Dietitians of Canada
- Academy of Nutrition and Dietetics (AND)
- Canadian Association of Foodservice Professionals (CAFP)
- Canadian Nutrition Society (CNS)
- Canadian Society of Nutrition Management (CSNM)
- Other, please specify: __________

83. Do you (or does your employer) subscribe to Practice-based Evidence in Nutrition (PEN)?

- Yes
- No
84. What are your career plans for the next 5 years?  
*Please choose your top two*

- [ ] Continue in current position
- [ ] Obtain dietitian position in new practice area
- [ ] Obtain dietitian position in a different region/location
- [ ] Obtain a more advanced position
- [ ] Pursue private practice
- [ ] Pursue further education
- [ ] Work less, please explain: __________
- [ ] Work more, please explain: __________
- [ ] Unsure
- [ ] Other, please specify: __________

85. Did you feel adequately prepared for your *first* primary dietitian position in terms of education and training in the following practice areas?

- Nutrition care / Clinical [ ] Yes [ ] No [ ] Have not practiced in this area
- Population & Public Health [ ] Yes [ ] No [ ] Have not practiced in this area
- Community Nutrition [ ] Yes [ ] No [ ] Have not practiced in this area
- Food Policy & Regulation [ ] Yes [ ] No [ ] Have not practiced in this area
- Management [ ] Yes [ ] No [ ] Have not practiced in this area
- Business / Industry [ ] Yes [ ] No [ ] Have not practiced in this area
- Private practice / Consulting [ ] Yes [ ] No [ ] Have not practiced in this area
- Research [ ] Yes [ ] No [ ] Have not practiced in this area

86. Did you feel adequately prepared for your *current* primary dietitian position(s) in terms of education and training in the following practice areas?

- Nutrition care / Clinical [ ] Yes [ ] No [ ] Have not practiced in this area
- Population & Public Health [ ] Yes [ ] No [ ] Have not practiced in this area
- Community Nutrition [ ] Yes [ ] No [ ] Have not practiced in this area
- Food Policy & Regulation [ ] Yes [ ] No [ ] Have not practiced in this area
- Management [ ] Yes [ ] No [ ] Have not practiced in this area
- Business / Industry [ ] Yes [ ] No [ ] Have not practiced in this area
- Private practice / Consulting [ ] Yes [ ] No [ ] Have not practiced in this area
- Research [ ] Yes [ ] No [ ] Have not practiced in this area
Any additional comments:

87. Do you feel that you have the knowledge and skills required to advance your career as a dietitian?

☐ Yes
☐ No, please explain: __________

88. Do you feel that you have opportunities to advance your career as a dietitian?

☐ Yes
☐ No, please explain: __________

89. Any additional comments about advancing your career:
90. Please rate your satisfaction with how well your dietetics training prior to writing the Canadian Dietetic Registration Exam (CDRE) supported your development of the following skill sets:

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<th>Neutral</th>
<th>Dissatisfied</th>
<th>Very Dissatisfied</th>
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Any additional comments:
91. Rate your overall satisfaction with your dietetics academic course work and practicum/internship in preparing you for the dietitian position(s) you hold or have held:

☐ Very Satisfied
☐ Satisfied
☐ Neutral
☐ Dissatisfied
☐ Very Dissatisfied

Any additional comments:
Part 6: Demographics

92. Current age, in years: __________

☐ Prefer not to answer

93. Gender:

☐ Female
☐ Male
☐ Prefer to self-describe as: _____
☐ Prefer not to answer

94. Please indicate which of the following you identify with most:

Choose up to 2

☐ Arab
☐ Black
☐ Chinese
☐ Filipino
☐ First Nations
☐ Inuk (Inuit)
☐ Japanese
☐ Korean
☐ Latin American
☐ Métis
☐ South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
☐ Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, etc.)
☐ West Asian (e.g., Iranian, Afghan, etc.)
☐ White
☐ Other, please specify
☐ Prefer not to answer

95. Languages spoken fluently:

Please check all that apply

☐ English
☐ French
☐ Other, please specify: __________
☐ Prefer not to answer
96. Where do you currently reside?

☐ Ontario
☐ Saskatchewan
☐ Other Canadian province or territory, please specify: __________
☐ Outside of Canada

97. Any additional comments: ____________

Thank you for completing the Dietetic Grad Survey!
Your feedback is extremely valuable.
Appendix 5: Respondent Data Set Information

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
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