
2020 National Dietetic New Graduate Survey Report



February 2021

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Acknowledgements

The research team would like to gratefully acknowledge the survey participants who shared their time and experiences with dietetic training and employment. We would also like to thank those new dietetic graduates who provided their valuable time to support survey testing and development.

We would like to offer a special thank you to Corinne Eisenbraun, Jennifer Buccino, and Jennifer Wojcik for their support, input, expert advice, and feedback.

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

Thank you also to Kate Comeau, Honey Bloomberg and Arbab Qayyum. The survey could not have been administered without their efforts.

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Executive Summary

Dietetic educators across Canada have been calling for more information on the career paths of recent graduates. Such workforce reporting can help to identify trends in employment trajectories, emerging practice areas, perceived readiness for practice, 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 conduct a national workforce survey of dietetic program graduates. The goal was to provide an overview of education and employment paths of those who have met the educational and professional qualifications to write the Canadian Dietetic Registration Exam or obtain a license from the Ordre professionnel des diététistes du Québec since 2015.

An online survey, mounted on Survey Monkey®, was available from August to October 2020 and advertised to eligible graduates using a range of approaches. There were 624 respondents, representing all provinces across Canada, who met inclusion criteria.

Survey results indicate a positive outlook for new graduates: 75% of respondents obtained paid employment as a dietitian within the first 12 months of completion of dietetic training, with many obtaining a position before completing their training.

The average length of first primary¹ dietitian positions was 14 months and 42% of these first positions were full-time (15% permanent, 27% temporary). In addition, 26% of respondents also had a secondary paid dietitian position with a *different* employer and 51% of respondents held non-dietitian positions in the first year after completing their dietetic training.

¹ Primary position is defined for the survey as the position respondents worked the most hours

Over 76% of all respondents were currently employed as a dietitian at the time of surveillance. Of those, 44% were in a position different from their primary position in the first year of practice. For those respondents in a different position at the time of completing the survey, the average length of time in their current primary dietitian position was 10 months. Most respondents were working within the healthcare sector; however, a range of practice areas was represented.

At the time of completing the survey, 44% of respondents were employed 36 or more hours per week as a dietitian. However, 36% of those in their first primary position were actively seeking dietitian employment in addition to their current position. Whereas, for those dietitians in a position different from their first primary position, 29% were actively seeking additional employment as a dietitian.

Even with some working less than full time as a dietitian, over half of all survey respondents earned greater than \$55,000 per year. Of those who worked full time, 79% earned over \$55,000 annually.

When asked if they felt they had the knowledge and skills required to advance their dietetics career, 89% of respondents indicated 'Yes'. When asked if they felt they had the ability and opportunity to advance their dietetics career, 78% indicated 'Yes'. Overall, 71% were Satisfied or Very Satisfied with the preparation provided by their academic coursework and practicum. Cultural competence and private practice and business knowledge were areas respondents indicated more in-depth education and training would be of value.

Demographic data indicates 96% of respondents identified as female, 79% identified as White, and 12% indicated language fluency in a language other than English and/or French.

Finally, this survey included questions regarding the perceived effects of the COVID-19 pandemic on the career path and nature of work of recent graduates. The COVID-19 pandemic has profoundly affected most recent graduates in 2020, whether searching for a position or already employed as a dietitian.

The data from this 2020 national survey may serve as a baseline for future surveys. Regional reports for Eastern, Central, and Western regions of Canada are appended.

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Introduction

Data on the early career paths and dietetic training experience of recent graduates would be of value on program, regional, and national levels. Dietetic educators across Canada have been calling for national 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?

In response to this call, Dietitians of Canada commissioned a national survey of graduates to collect feedback and provide an overview of education and practice experiences. The survey follows a 2019 pilot survey of recent Ontario and Saskatchewan graduates (2014-2019). The 2019 survey was adapted to include national programming and translated into French.

With the emergence of COVID-19 in early 2020, it was also important to examine any impact on the employment search and employment of new graduates. Therefore, questions to target COVID-19 impacts were added in the 2020 survey.

The purpose of the survey was to: 1) describe the employment paths of graduates who met the educational and professional qualification requirements in Canada to write the Canadian Dietetic Registration Exam (CDRE) for registration with a provincial dietitian regulatory body (College or association) or to obtain a license from the Ordre

professional des diététistes du Québec (OPDQ) between 2015 and 2020; 2) examine the nature of work and practice areas; 3) inform dietetic students about career opportunities; 4) inform education and training programs; 5) inform professional development and advocacy opportunities; and 6) describe perceived impacts of COVID-19 on employment.

Researchers from the University of Waterloo and the University of Saskatchewan developed and administered the survey in consultation with an advisory team. Analysis and reporting of the data were conducted at the University of Waterloo at arms-length of Dietitians of Canada.

Survey Methods

The 2019 pilot web-based survey was drafted based on the 2009 Dietetic Employer Survey and advisory team input. The pilot survey was completed by 315 graduates from Ontario and Saskatchewan and results reported to Dietitians of Canada January 2020².

For the 2020 survey, the pilot was updated to reflect national programming and translated into French. New questions specific to COVID-19 were developed by the advisory team and added. The survey received ethics approval from the Office of Research Ethics, University of Waterloo (ORE#40910) and the University of Saskatchewan Research Ethics Board (REB#1225). Completing the survey constituted implied consent.

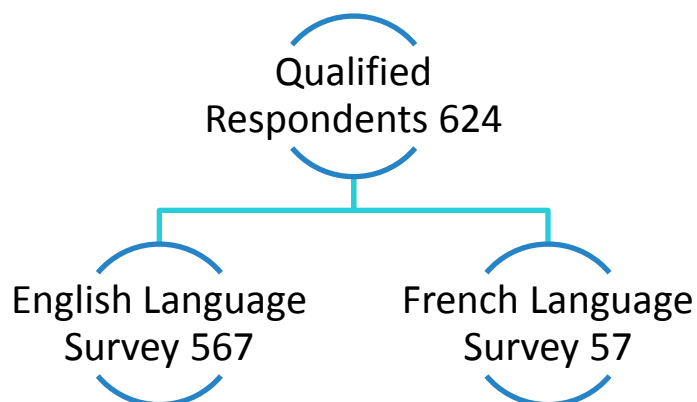
The survey was mounted on the online platform Survey Monkey®. Recruitment took place via email invitations from dietetic training programs across all provinces, Dietitians of Canada newsletters and Dietitians of Canada social media outlets. The survey was open between August and October 2020.

Overall survey results from the combined English and French surveys are summarized in Sections A through H.

Regional highlights from the combined English and French surveys are summarized in Appendices 1 through 3.

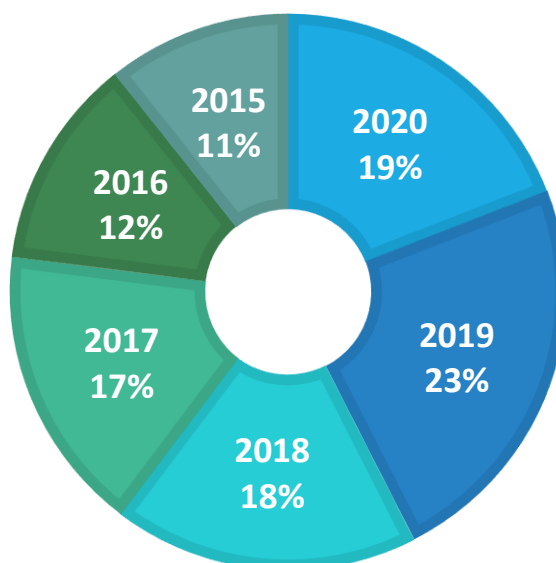
² A copy of the Pilot Survey Report can be obtained at www.dietitians.ca

Survey Sample³



Respondents completed the training to meet educational and professional qualification requirements to write the CDRE or obtain a licence from OPDQ from 2015-2020

Respondent Breakdown by Graduation Year

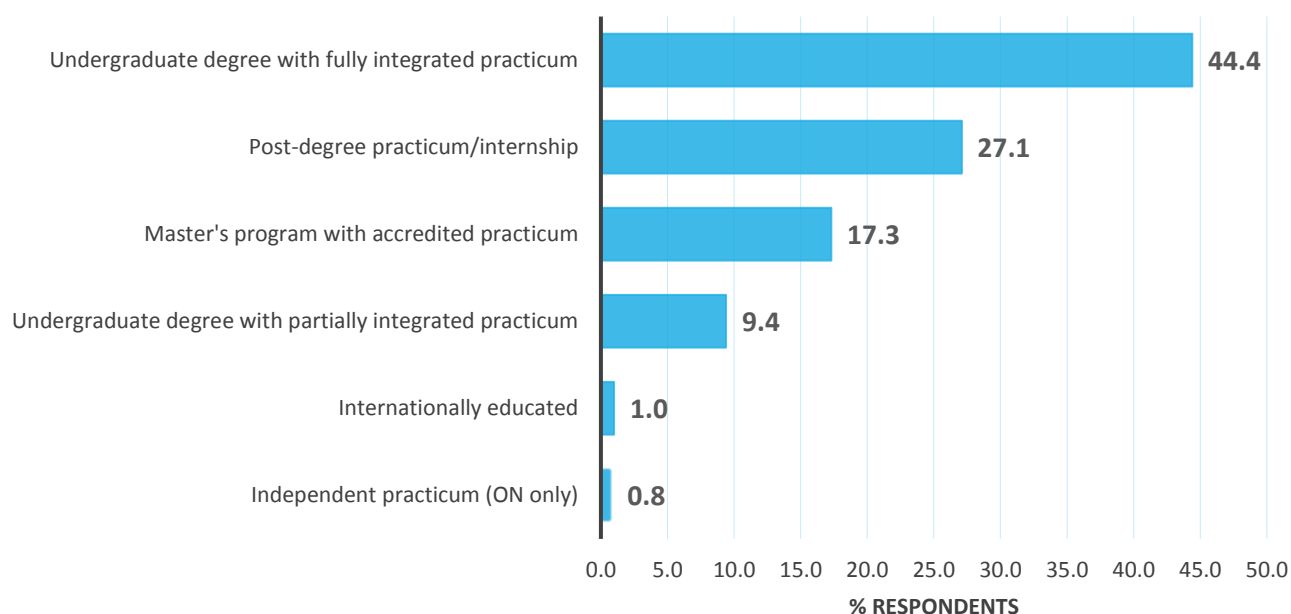


³ Eligible graduates totaled 3313 for graduation years 2015 to 2019. Estimated eligible 2020 graduates total 552 (based upon 2017-2019 average). Estimated response rate: 19%

A: Education Profile

Accredited dietetic education route to meet CDRE or OPDQ eligibility requirements

Dietetic Education Route (% respondents)



Registration

- 96% of respondents have registered or applied for registration with a provincial regulatory body
 - Of those who had not, most indicated they were new graduates and planned to do so soon or upon completion of the CDRE⁴ exam

⁴ Practicing outside of Quebec

Additional University Education

- 15.3% of respondents indicated they have completed or are working towards completion of an additional university degree since completing dietetic training
 - Doctorate (6.3%)
 - Master's degree (73.9%)
 - Bachelor's degree (11.5%)
 - Professional degree (e.g., medicine) (8.3%)
- Predominant areas of study were Nutrition (49.5%) and Public Health (16.1%)
- The top 5 reasons indicated for pursuing an additional degree were
 1. Enhance professional knowledge and skills
 2. Satisfy job/career requirements or goals
 3. Support general interest/personal self-improvement
 4. Study at a more advanced level
 5. Obtain a higher salary/increase earning power

Additional Certifications or Diplomas

- 21.6% 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 48.4%. Other sought-after certifications or diplomas included
 - Certified Nutrition Support Clinician (CNSC)
 - Certified Intuitive Eating Counsellor
 - Certified Bariatric Educator (CBE)
 - IOC Diploma in Sports Nutrition
 - Craving Change® Facilitator
 - Eating Disorder Certification
- The top 5 reasons indicated for pursuing additional certifications or diplomas were
 1. Enhance professional knowledge or skills
 2. Support general interest or self-improvement
 3. Satisfy job/career requirements or goals
 4. Obtain a higher salary/increase earning power
 5. Qualify for a new dietetics position

B: Obtaining 1st Dietitian Position

Obtaining 1st Dietitian Position

- 75.1% of respondents obtained paid employment as a dietitian within the first 12 months after completing their program/training
- Of those respondents who *did obtain paid employment* as a dietitian
 - 32.3% did so before completing their program/training
 - 35.4% did so within the first 3 months
 - 19.6% did so between 3 and 6 months
- Of the 24.9% of respondents who *did not obtain paid employment* as a dietitian within the first 12 months
 - 57.4% indicated they were unable to obtain a position
 - 12.2% indicated they pursued a position that did not require dietetic qualifications
 - 4.7% indicated it was due to lack of qualifications

Application Strategies: 1st Dietitian Position

- 52.1% of respondents who obtained employment within the first 12 months applied for 5 positions or fewer and 20.5% of respondents applied for 6 to 15 positions before obtaining employment as a dietitian
- The 5 most successful strategies indicated for obtaining a position were
 1. Job search websites (e.g., Indeed)
 2. Employment opportunities at practicum site
 3. Employer websites (e.g., Health Region)
 4. Past training or employment contacts
 5. Personal networks
- 33.0% applied for positions outside of their region or province of residence

C: 1st Year Dietitian Employment Profile

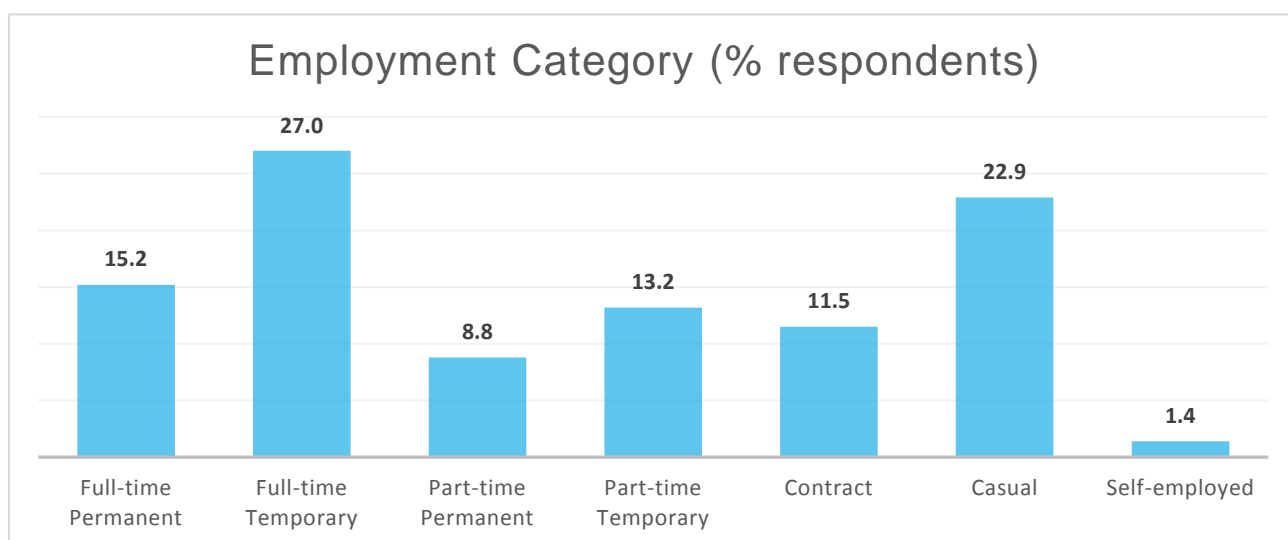
This section profiles dietitian positions held the first 12 months following training completion

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 → 14 months

Employment Category: 1st Primary Dietitian Position



Language fluency

- 94.9% of first positions held did not require or prefer language fluency other than English and/or French
 - Of the positions requiring or preferring other language fluency, the top languages indicated were Anishnaabemowin, Chinese/Cantonese, Cree, and Punjabi

Location: 1st Dietitian Position

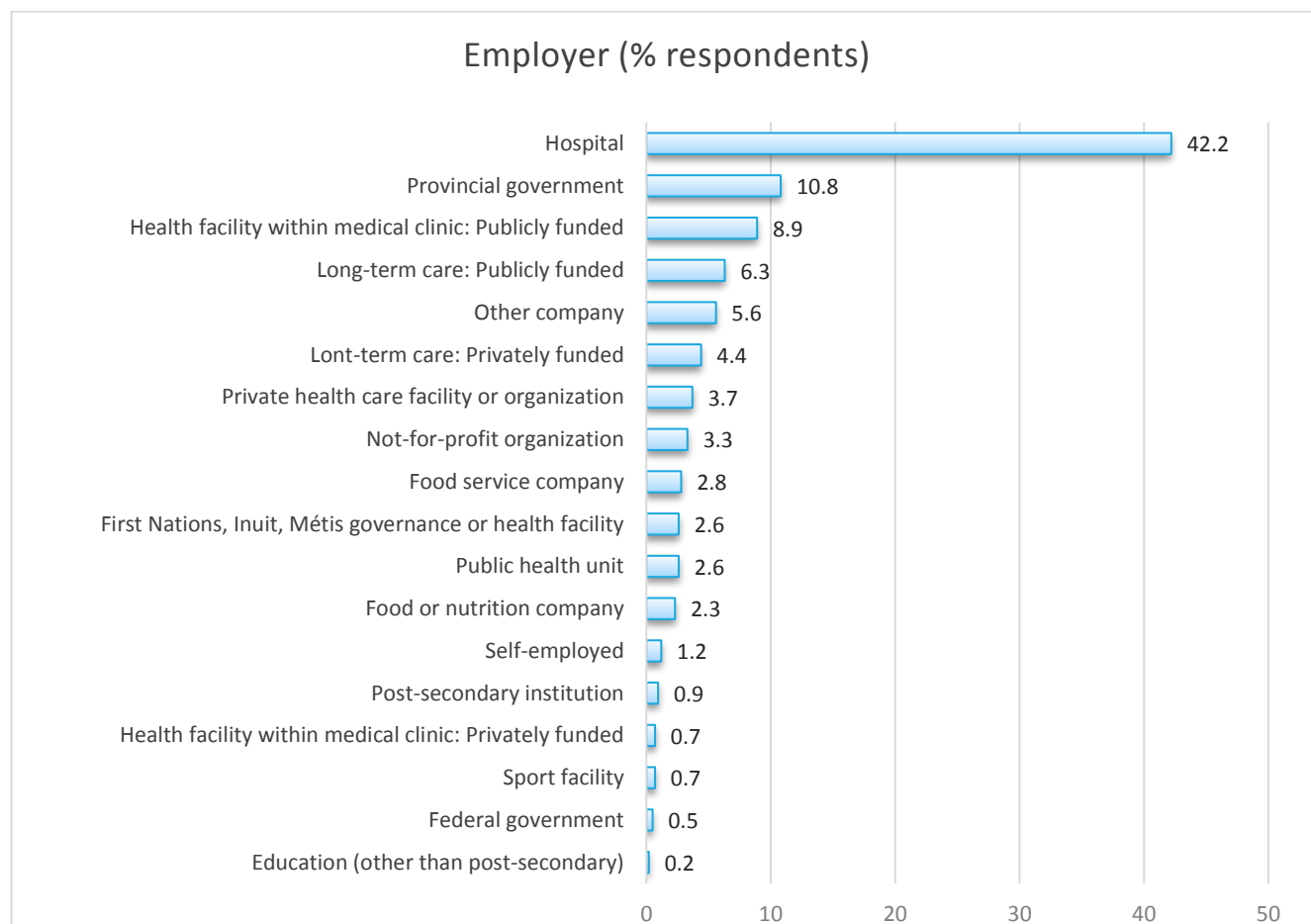
- 33.6% of respondents relocated for their first position as a dietitian⁵
 - 51.7% to an urban region (>10,000)⁶
 - 35.9% to a rural region (<10,000)⁶
 - 21.4% to the remote north
 - 19.3% to another province
- Relocation costs were paid by employers for only 9.0% of respondents moving for a position
- Geographic region⁵ of first primary position
 - Urban (>10,000)⁶ → 73.6%
 - Rural (<10,000)⁶ → 20.7%
 - Remote/northern → 9.3%
 - Different province → 9.3%
 - Outside Canada → 0.2%

⁵ Note: Respondents had the option to 'check all that apply' to allow for responses fitting more than one relocation category

⁶ Urban/rural delineation was based upon prior dietetic surveys (e.g., 2009 Dietetic Employer Survey)

Employer & Roles: 1st Primary Dietitian Position

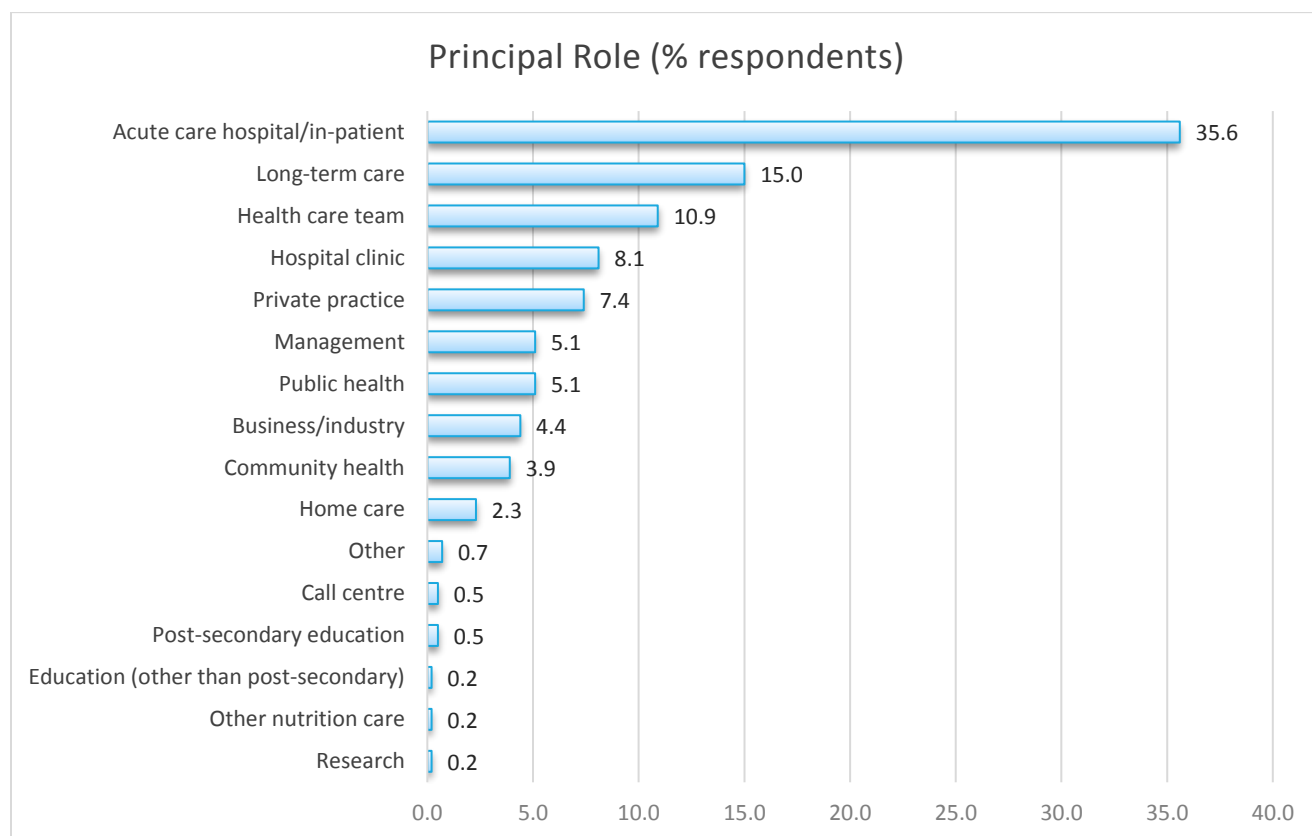
Employer: First Primary Dietitian Position



Union Membership

- 48.4% of respondents indicated their first primary position required membership in a union

Principal Role: First Primary Dietitian Position



Secondary Roles

- 36.8% of respondents indicated they also had secondary roles with the same employer
 - Of those respondents who had secondary roles, top secondary roles included
 1. Hospital clinic (40.1%)
 2. Acute care hospital/in-patient (30.6%)
 3. Long-term care (24.2%)
 4. Management (18.6%)

Position Changes: 1st Year

- 29.0% of respondents changed primary positions within the first 12 months
- The top reasons identified for having a change in primary position were
 1. Move to a different employer
 2. Change of position with same employer
 3. Move from a temporary or contract position to position with a different employer
 4. Move to a different area of practice
- For those moving into a different practice area, the top areas identified were
 1. Acute care (clinical/hospital)
 2. Long-term care
 3. Community health

Secondary Positions: 1st Year

- 25.7% 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
 - 1 secondary position → 60.7%
 - 2 secondary positions → 27.1%
 - 3 secondary positions → 9.3%
 - 4 secondary positions → 1.9%
- The top 3 roles indicated for a secondary dietitian position were
 1. Private practice/consulting (36.5%)
 2. Long-term care (21.2%)
 3. Acute care hospital/in-patient (15.9%)

Actively Seeking Additional Employment

- When asked if they were actively seeking employment in addition to dietitian position(s) held
 - 36.4% indicated looking for additional employment as a dietitian
 - 18.4% indicated looking for both dietitian and non-dietitian employment

Other Employment: 1st Year

- 51.2% of respondents also held non-dietitian positions in their first year of practice
 - Top non-dietitian positions employment areas identified included
 - Food service supervisor/manager
 - Server/waitress
 - Diet tech
 - Fitness industry (e.g., personal trainer, fitness instructor)
 - Research assistant
 - Dietary aid
 - Many of the other positions identified were nutrition and/or food related (e.g., community center nutrition educator, menu building, breakfast program coordinator, food industry quality control, etc.)

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 dietitian⁷, 44.0% of respondents were employed in a position different from the 1st primary position described in Section C

Application Strategies: Current Position

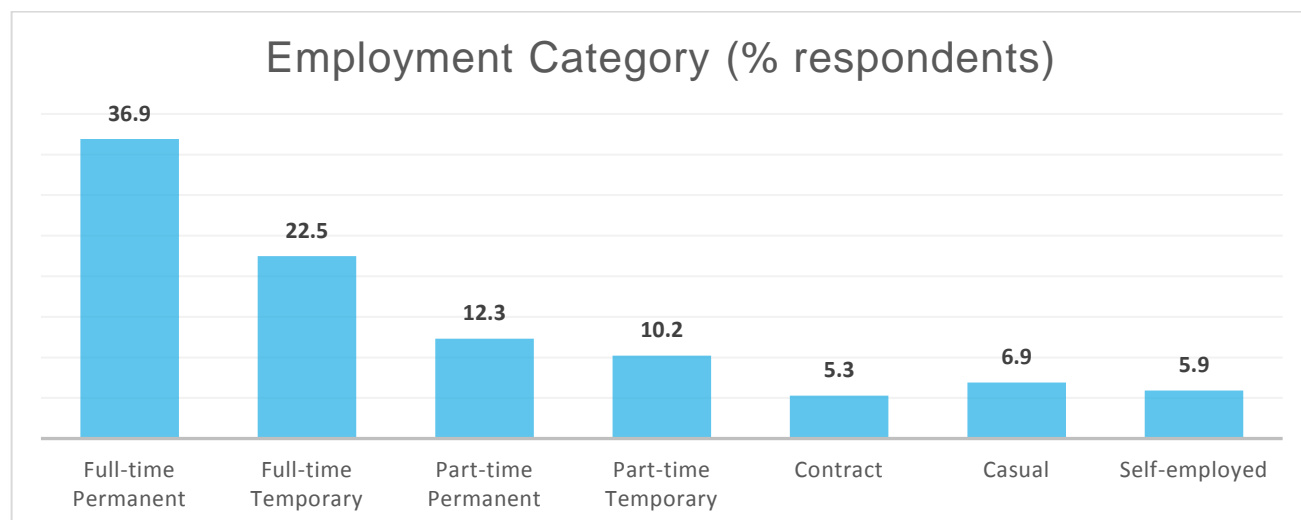
- The top 5 most successful strategies used to obtain current dietitian position were
 1. Employer websites (e.g., Health Region)
 2. Personal networks
 3. Job search websites (e.g., Indeed)
 4. Past training or employment contacts
 5. Employment opportunities at practicum site

Time in Current Dietitian Position

- Average length of time in current primary dietitian position → 10 months

⁷ Response sample n=425

Employment Category: Current Primary Dietitian Position



Language Fluency: Current Position

- 94.1% of positions held did not require or prefer language fluency other than English and/or French
 - Of the positions requiring or preferring other language fluency, languages indicated included Aishnaabemowin, Chinese, Cree, Punjabi, and Spanish

Location: Current Position

- 27.3% of respondents relocated for their current position⁸
 - 58.9% to an urban⁹ region (>10,000)
 - 29.4% to a rural⁹ region (<10,000)
 - 17.6% to the remote north
 - 15.7% to another province

- Relocation costs were paid by employers for only 9.8% and partial relocation costs were paid by employers for only 3.9% of respondents moving for their current position

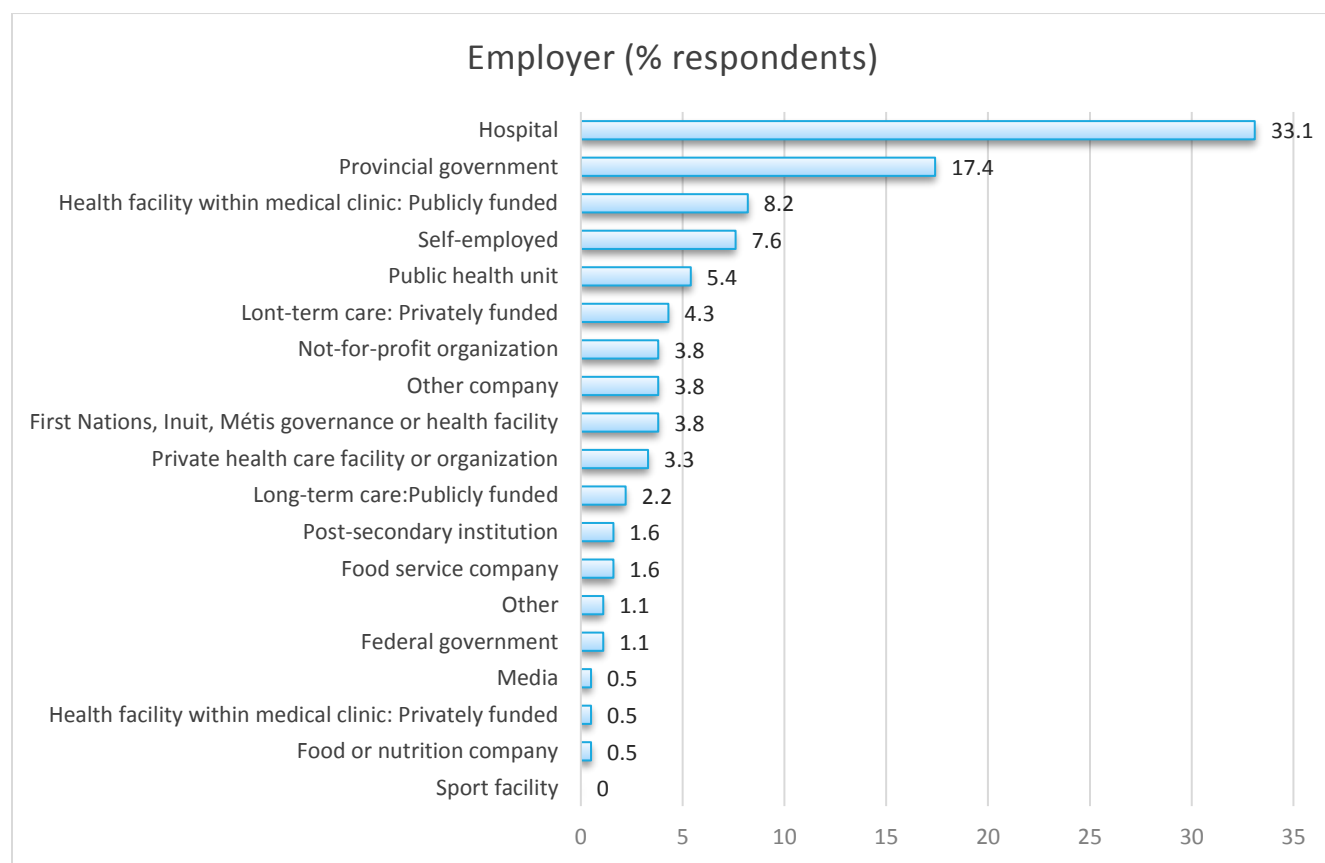
- Geographic region⁸ of current position
 - Urban (>10,000)⁹ → 77.2%
 - Rural (<10,000)⁹ → 22.8%
 - Remote/northern → 7.6%
 - Different province from dietetic training → 9.2%
 - Outside Canada → 1.1%

⁸ Note: Respondents had the option to 'check all that apply' to allow for responses fitting more than one geographic category

⁹ Urban/rural delineation was based upon prior dietetic surveys (e.g., 2009 Dietetic Employer Survey)

Employer & Roles: Current Primary Dietitian Position

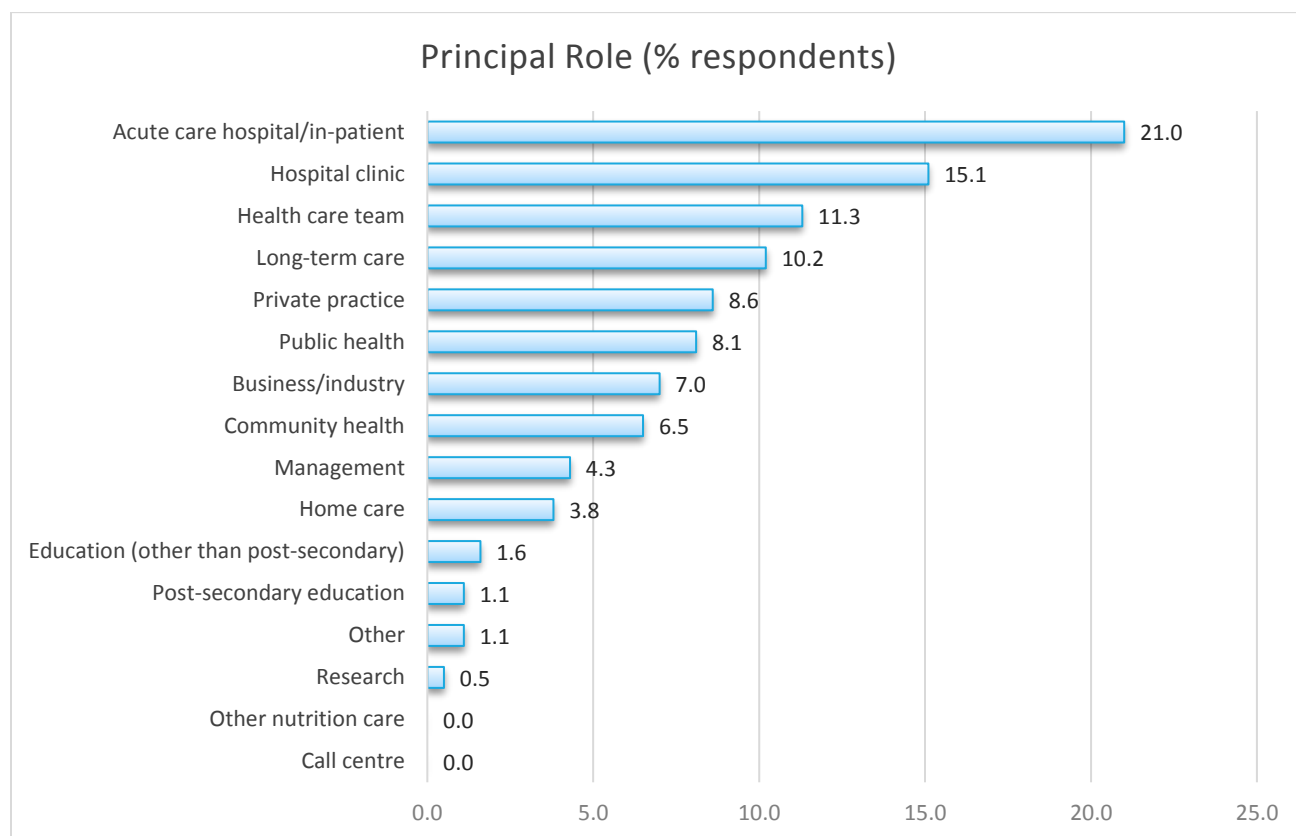
Employer: Current Primary Dietitian Position



Union Membership

- 48.6% of respondents' current primary positions required membership in a union.

Principal Role: Current Primary Dietitian Position



Secondary Roles

- 27.8% of respondents indicated they also had secondary roles with the same employer
 - Top secondary roles included
 1. Community health (24.5%)
 2. Acute care hospital/in-patient (22.6%)
 3. Hospital clinic (e.g., Out-patient diabetes clinic) (20.8%)
 4. Business/Industry (13.2%)

Secondary Positions

- 23.2% 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 (37.2%)
 - Long-term care (16.2%)
 - Acute care hospital/in-patient (12.0%)
 - Community health (11.6%)

Actively Seeking Additional Employment

- When asked if they were actively seeking employment in addition to dietitian position(s) held
 - 29.3% indicated looking for additional employment as a dietitian
 - 12.4% indicated looking for both dietitian and non-dietitian employment

Other Employment

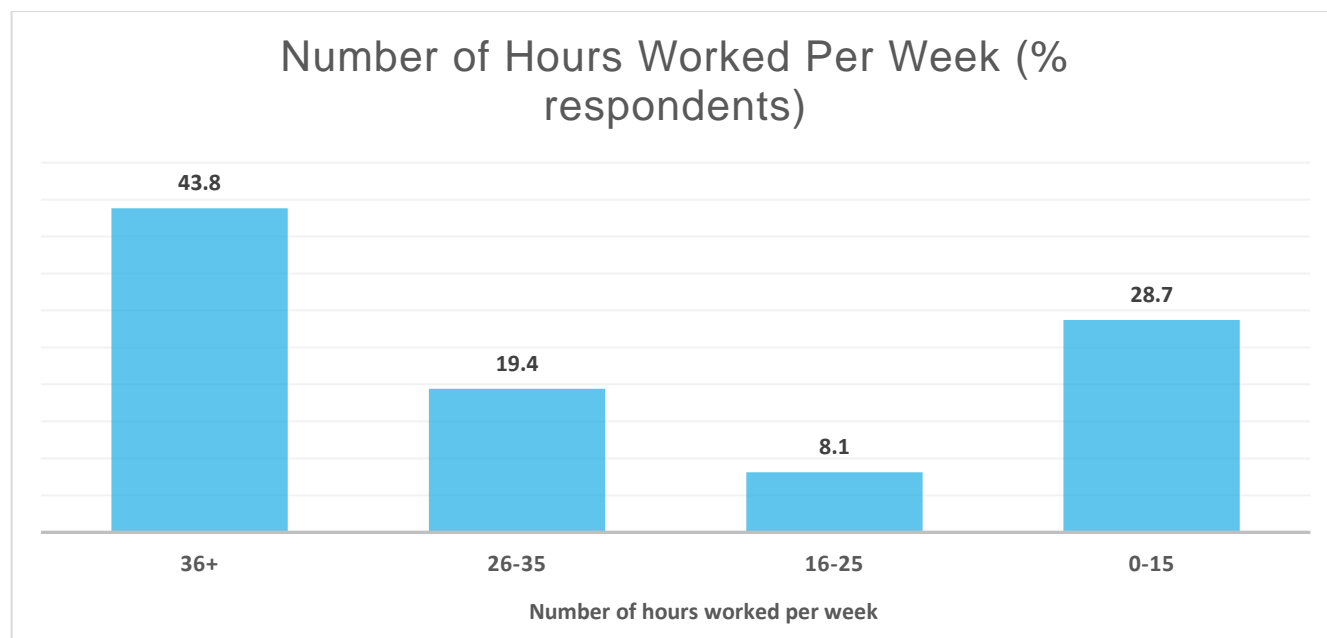
- 33.2% of respondents also currently held non-dietitian positions
 - Top non-dietitian positions employment areas identified included
 - Food service supervisor/manager
 - Research assistant
 - Diet technician
 - Fitness industry (e.g., fitness instructor)
 - Many of the other positions identified were nutrition and/or food related (e.g., nutrient analysis, food product development, recipe development/testing, cooking program instructor/coordinator, etc.)

E: Employment Status

Employment Status

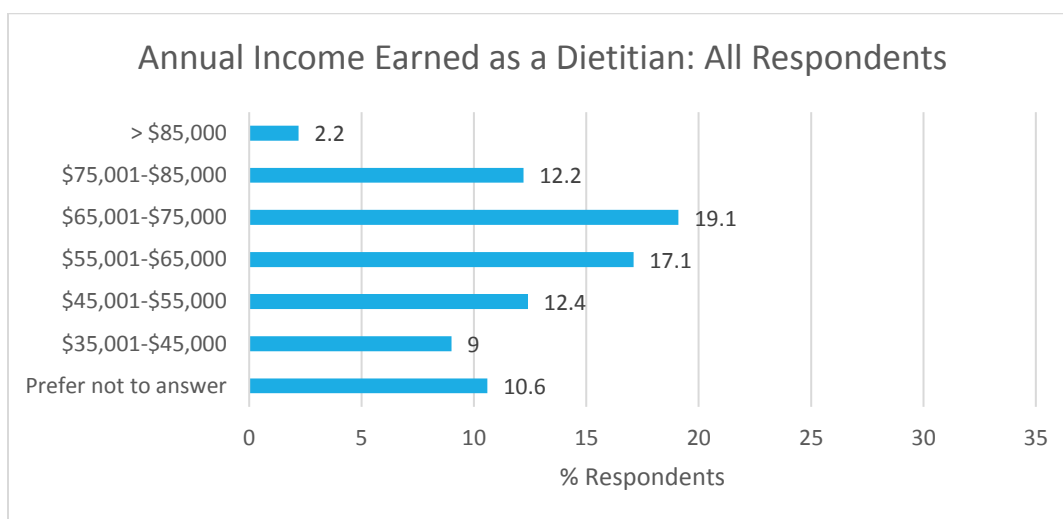
- 76.5% of respondents were employed as a dietitian at the time of surveillance
- Top reasons indicated for not currently being employed as a dietitian
 1. Unable to obtain a dietitian position (57.4%)
 2. Pursued a position that did not required dietitian qualifications (12.4%)
 3. Currently pursuing further education (11.6%)

Weekly Hours Working as a Dietitian

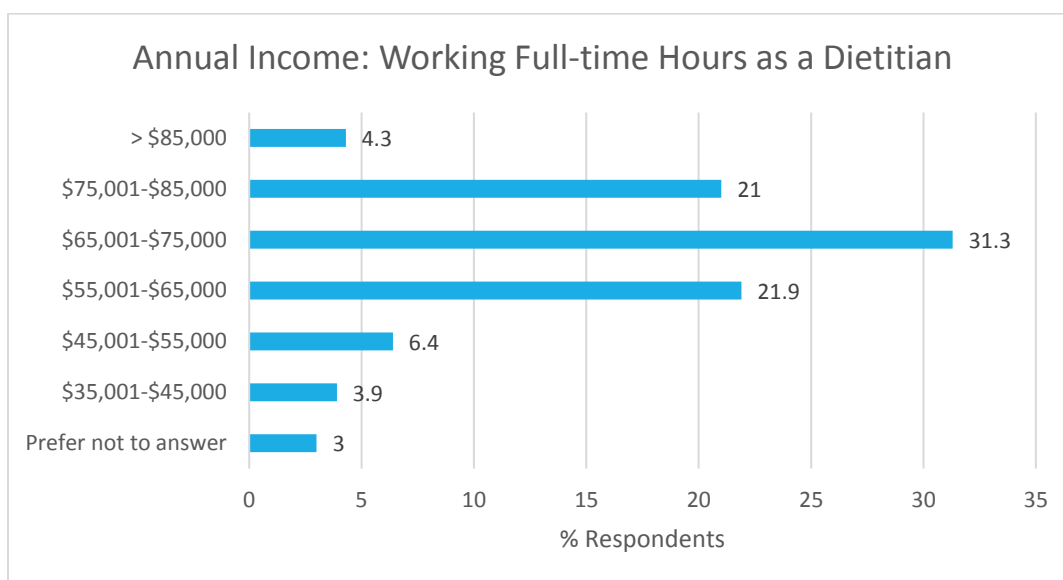


Income¹⁰

Annual Earnings¹¹ as a Dietitian: All Respondents



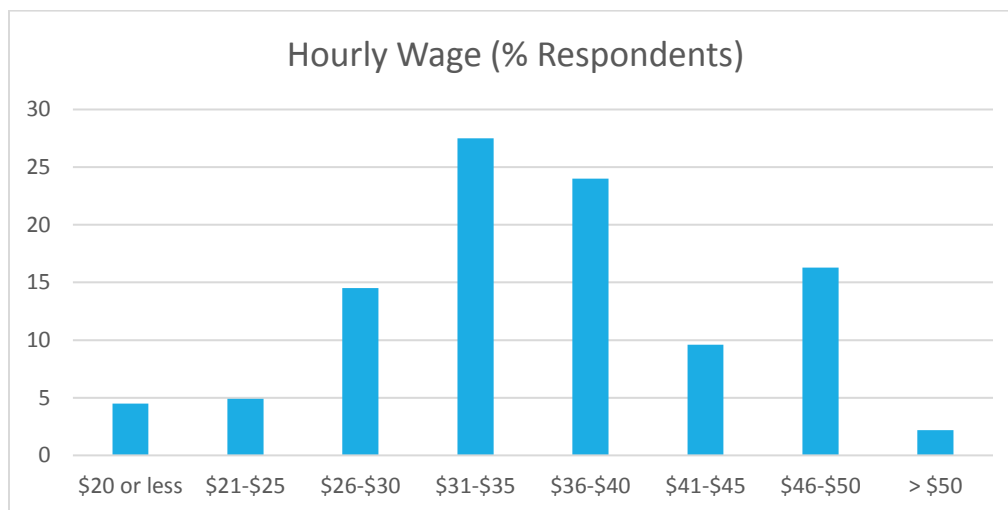
Annual Earnings: Respondents Working Full-time as a Dietitian



¹⁰ Encompasses self-reported earnings of those working full-time, part-time and in multiple positions.

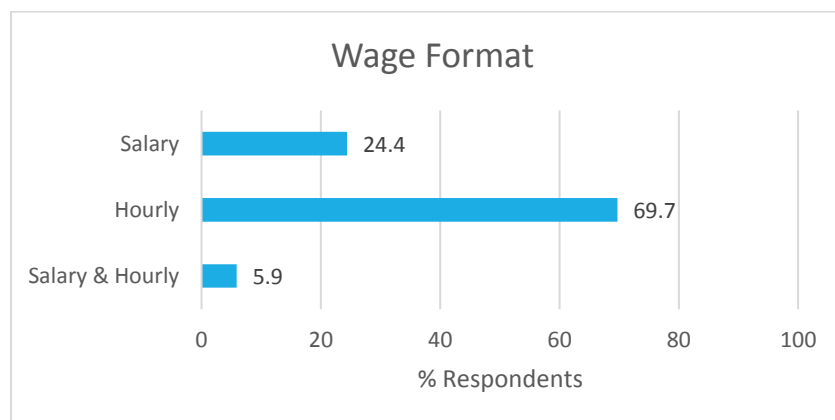
¹¹ Respondents were asked for both annual earnings and an hourly wage calculation (even if earnings were salary based)

Hourly Wage¹²



Earnings Format Breakdown

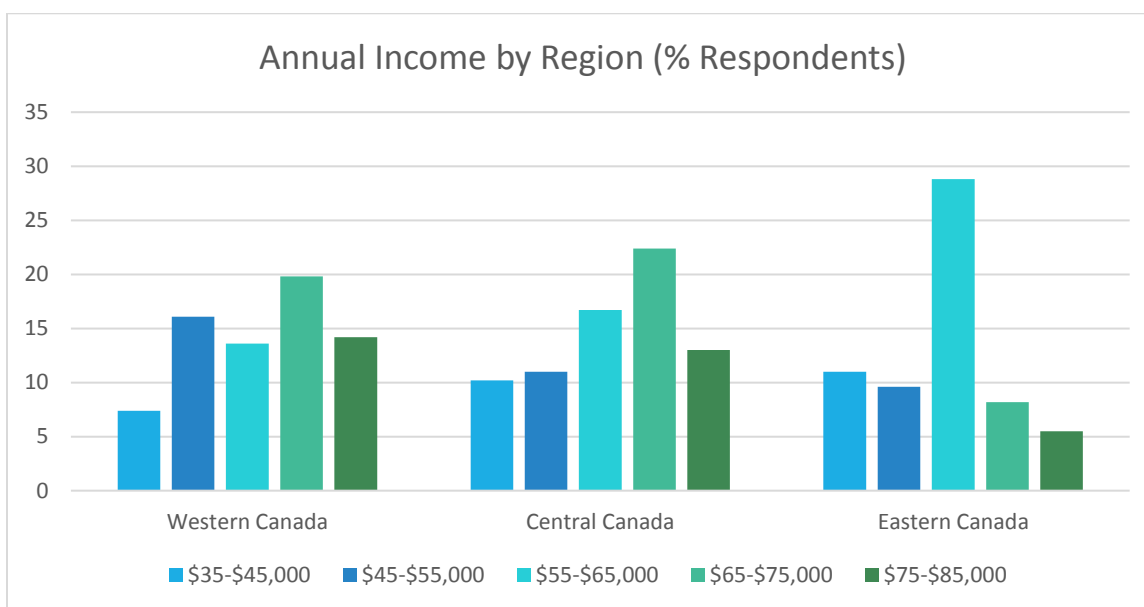
- Respondents were asked to describe their earnings format: salary, hourly, or a combination of both (for those with multiple positions)



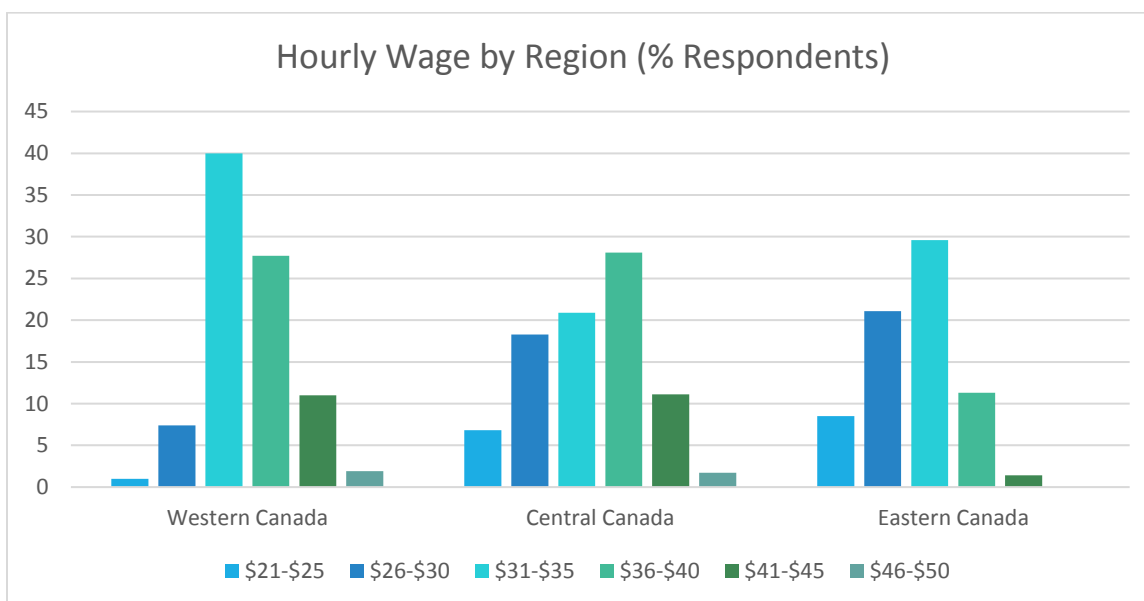
¹² Respondents were asked for both annual earnings and an hourly wage calculation (even if earnings were salary based)

Earnings: Regional Comparison¹³

Annual Income: Regional Comparison



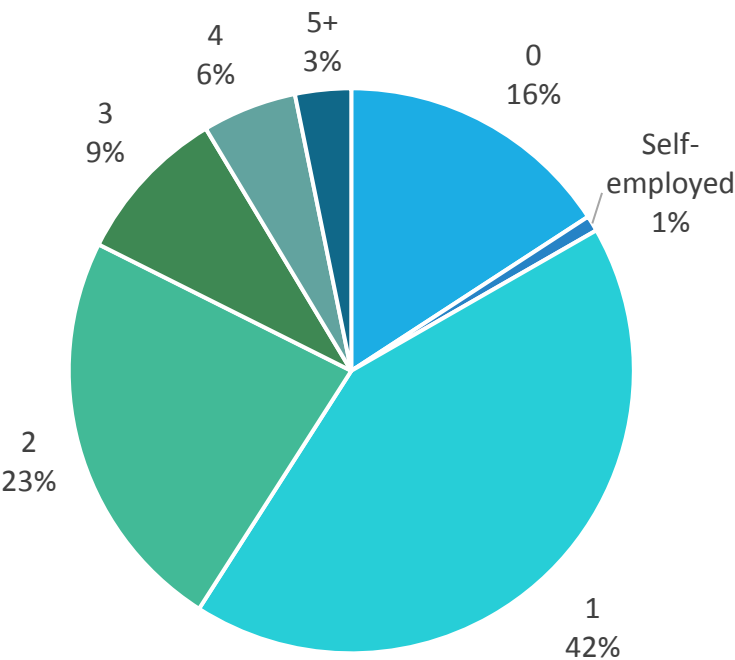
Hourly Wage: Regional Comparison



¹³ Eastern NL, PE, NS, NB; Central QC, ON; Western MB, SK, AB, BC

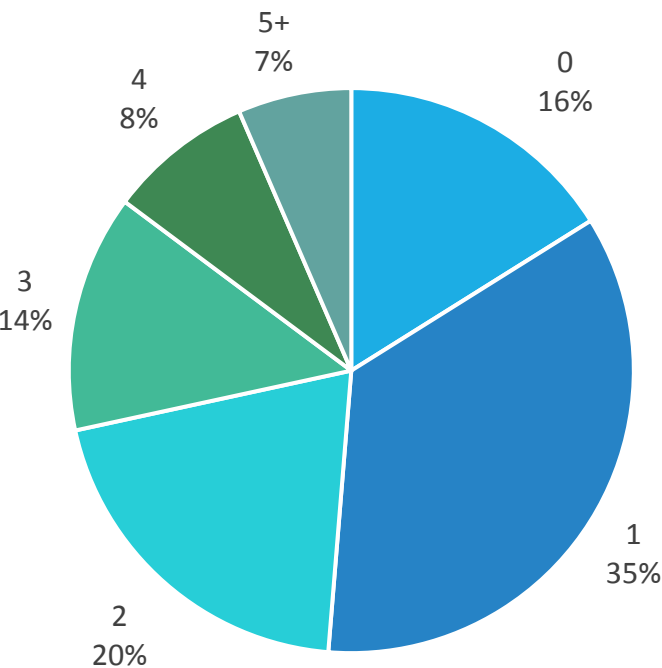
Employers Since Completion of Dietetics Training

NUMBER OF EMPLOYERS



Dietitian Positions Held Since Completion of Dietetics Training

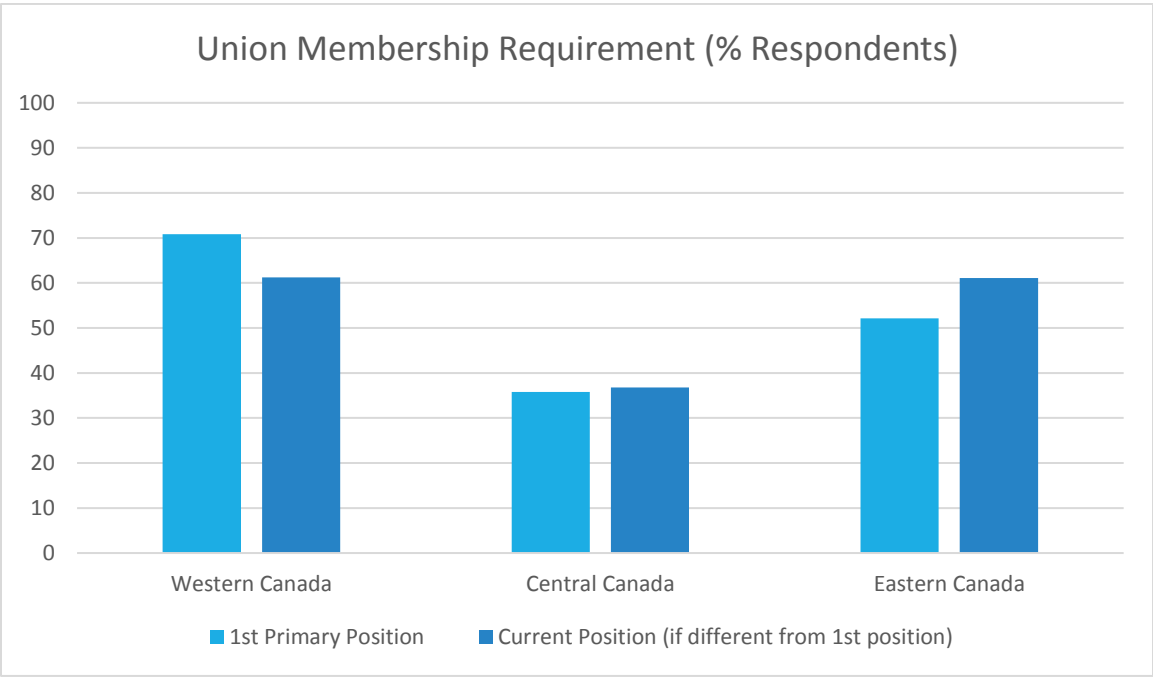
NUMBER OF POSITIONS



Benefits

- 59.4% of employers provided a benefits package

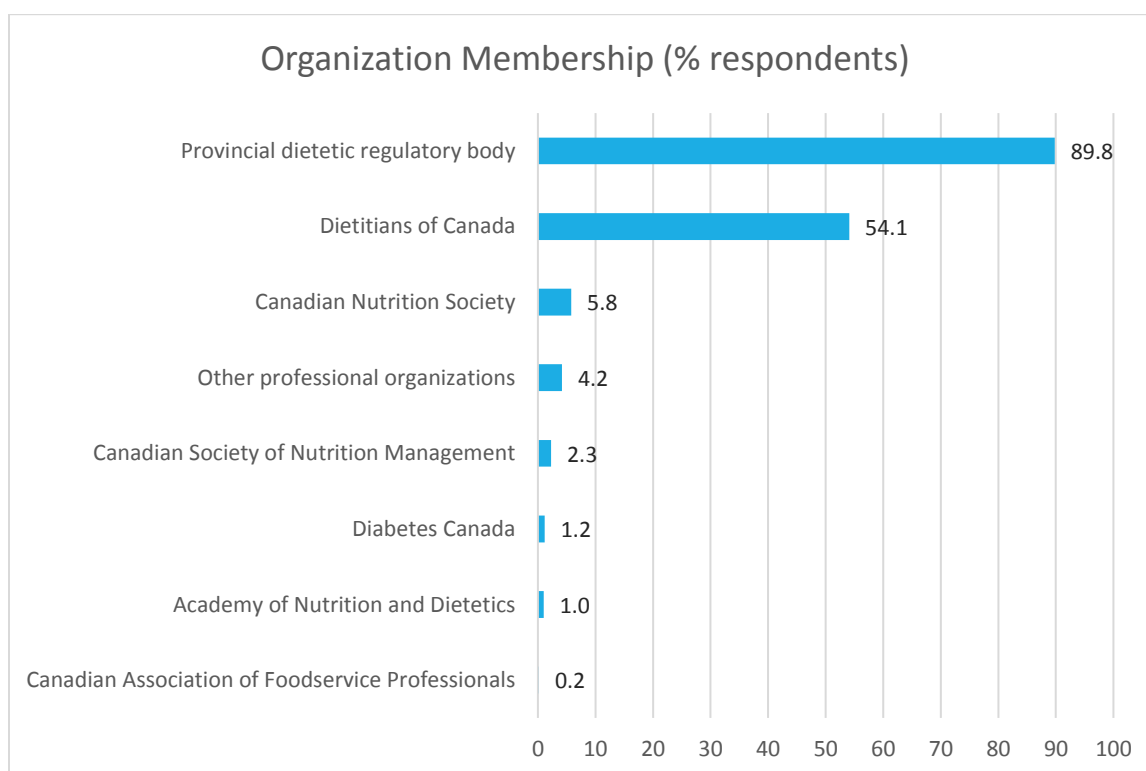
Union Membership: Regional Comparison



Career Plans

- When respondents were asked about career plans¹⁴ for the next 5 years, respondents plan to
 - Continue in their current position → 37.2%
 - Pursue a more advanced position → 26.8%
 - Pursue further education → 23.7%
 - Pursue a position in a different region or location → 16.1%
 - Pursue private practice → 16.1%

Professional Organization Membership



¹⁴ Respondents were allowed to choose up to 2 responses

F: Satisfaction with Training

Practice Areas Satisfaction: 1st Dietetic Position

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

<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	82.0	18.0
<i>Nutrition Care/Clinical</i>	79.0	21.0
<i>Population & Public Health</i>	76.7	23.3
<i>Research</i>	73.2	26.8
<i>Management</i>	61.5	38.5
<i>Private Practice/Consulting</i>	41.1	58.9
<i>Business/Industry</i>	32.1	67.9

Practice Areas Satisfaction: Current Dietetic Position(s)

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

<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	89.9	10.1
<i>Nutrition Care/Clinical</i>	82.0	18.0
<i>Population & Public Health</i>	81.3	18.7
<i>Research</i>	78.3	21.7
<i>Management</i>	69.9	30.1
<i>Private Practice/Consulting</i>	50.0	50.0
<i>Business/Industry</i>	39.5	60.5

Career Advancement Knowledge & Skills

- When asked if they felt they had the knowledge and skills required to advance their dietetics career
 - 88.6% of respondents indicated 'Yes'
- When asked if they felt they had the ability and opportunity to advance their dietetics career
 - 78.4% of respondents indicated 'Yes'

"Would like to seek out additional training/certifications to be more specialized"

"Je crois que nous manquons de formations en pratique privée. Il est toutefois possible de se former pour progresser dans cette voie"

Those indicating 'No' were asked to comment. Overall, responses indicated that while respondents were confident in their abilities, they perceived a lack of opportunity and expressed a desire to access additional specialized training to expand career options. Comments included:

"I feel that if I want to advance my career, I will need to create my own job"

*"Ability, yes.
Opportunity, no"*

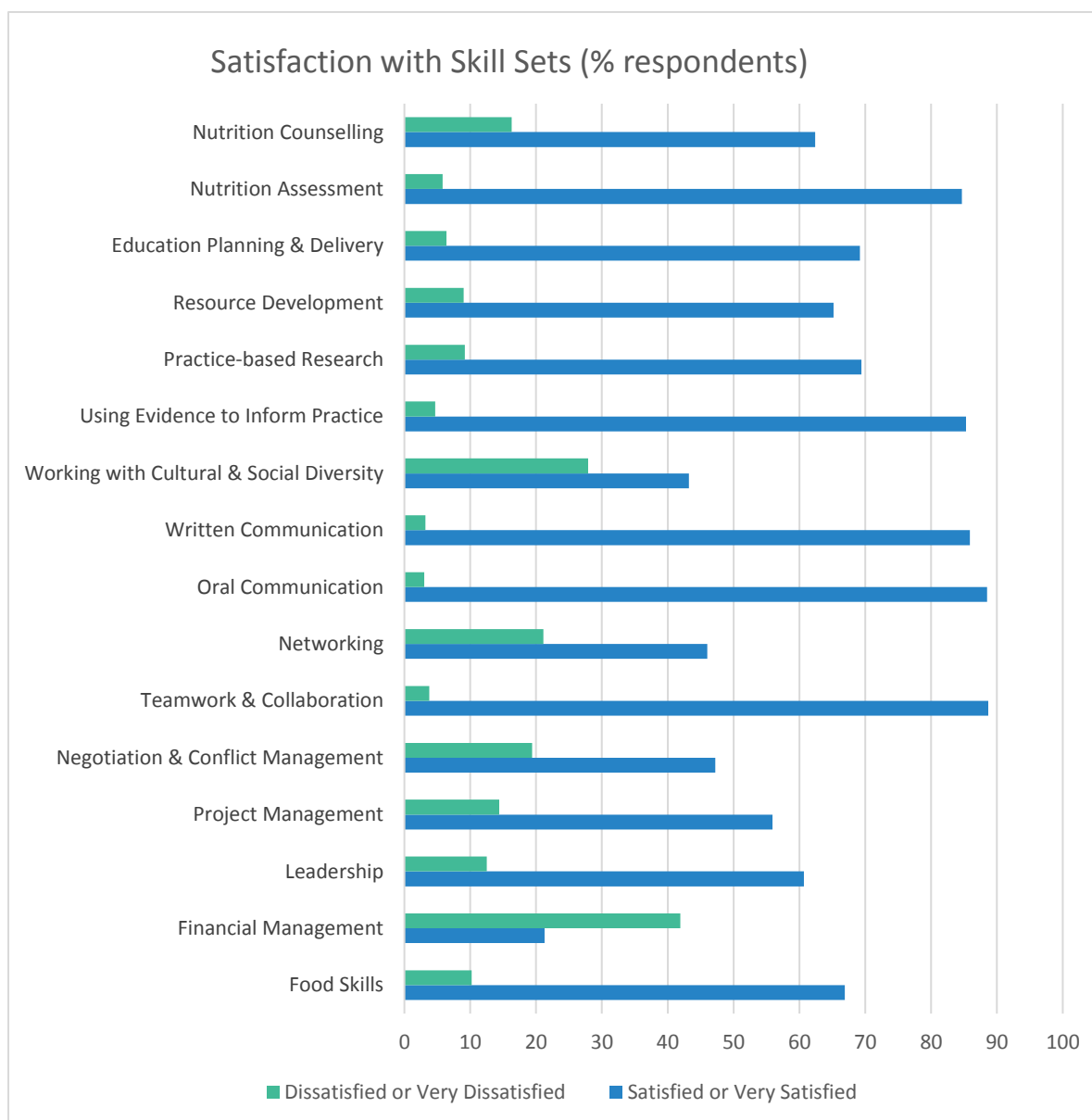
"Not sure there's much room to advance. I feel I have the skills and abilities to do a bunch of things"

"Many dietitians supplement their income with private practice"

Overall Satisfaction

- Overall satisfaction with academic coursework and practicum
 - 70.8% of respondents were Satisfied or Very Satisfied
 - 10.4% of respondents were Dissatisfied or Very Dissatisfied

Satisfaction with dietetics training supporting development of the specified skill sets



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

"I feel that my training did not give me the necessary tools specific to developing my own private practice, however, it did give me the know-how of where to go to find the training and information I need to advance in this practice area"

"I am loving Private Practice so much more than any other practice area I have worked in. I wish there had been more emphasis . . . while we were in university. I may have begun this path sooner"

"I hope to see more education about . . .cultural and social diversity . . ."

"Adequately preparing dietitians to become entrepreneurs. . . become independent and possibly creators of job opportunities. It advances the dietitian's career, but also the profession"

"Travailler dans un milieu avec une équipe interdisciplinaire, il est souvent difficile de faire preuve que la nutrition est importante. Difficile de monter dans des postes de gestion"

"I believe I can advance my career through direct experience + education (e.g., additional certifications, potentially additional positions)"

"Applying for jobs as a black RD is quite difficult. . . I meet many of the qualifications and have the skills however do feel as if I face racial issues not addressed in the dietetic community. I know that there are not many black RDs but we are emerging . . . more needs to be done about anti-black racism in hiring"

G: Demographics

Age

- 76.2% of respondents were between 20 and 29 years old
- 17.5% of respondents were between 30 and 35 years old

Gender

- 96.0% identified as female

Cultural Identity¹⁵

- 78.9% identified as White
- 12.3% identified as Chinese
- 3.1% identified as South Asian (e.g., East Indian, Pakistani, Sri Lankan, etc.)
- 1.7% identified as Métis

Language Fluency¹⁶

- English → 96.2%
- French → 27.8%
- Other → 12.2%
 - Cantonese and/or Mandarin → 6.1%
 - Spanish → 1.9%
 - Arabic → 0.8%

¹⁵ Respondents were asked to choose up to 2 they most identify with (as per Canadian census)

¹⁶ Answer options: English, French, 'prefer not to answer', and 'other, please specify'. Respondents were asked to 'check all that apply'.

H: COVID-19 Impact on Employment¹⁷

Employment Search for Dietitian Positions

- 34.0% of respondents indicated that the COVID-19 pandemic has affected their *search for employment* as a dietitian

Employment as a Dietitian

- 44.3% of respondents indicated that the COVID-19 pandemic has affected their *employment as a dietitian*
- Of respondents who indicated the COVID-19 pandemic affected their employment¹⁸
 - 45.0% were working from home
 - 45.0% were providing virtual counselling to patients/clients
 - 29.1% indicated a change in work hours
 - Many indicated a reduction
 - 13.6% indicated they were redeployed outside of the dietetic sector to support COVID-19 response
 - 12.3% indicated a change in pay
 - Some indicated an increase (e.g., pandemic pay)
 - Some indicated a reduction (e.g., paid less for working from home)
 - 7.3% were redeployed within the dietetic sector
 - 6.3% were furloughed or laid off

¹⁷ These preliminary data will form part of a more extensive report on COVID-19 impact

¹⁸ Respondents were asked to “check all that apply”

Concluding Comments

The employment outlook for new dietetic graduates is positive. Of recent graduates, 77% are currently employed as a dietitian with 63% of respondents¹⁹ working full-time (combined permanent and temporary). However, the COVID-19 pandemic has profoundly affected most recent graduates, whether searching for a position or already employed as a dietitian. Impacts included working from home, redeployment outside of the dietetic sector, and being furloughed or laid off.

Earnings ranged, with 36% of graduates indicating they were earning between \$55,000 and \$75,000 annually. However, for those graduates working full-time as a dietitian, more than half (53%) were earning between \$55,000 and \$75,000 annually and 25% were earning more. As would be expected, there were some regional differences in annual income and hourly wages.

While many graduates are finding full-time employment within the first five years of graduation, the path often includes temporary or contract positions, job/employer changes and/or multiple part-time or contract positions. Graduates also indicated that private practice/consulting routes were developed to expand employment opportunities.

Although most graduates are working within the healthcare sector, a range of practice areas was represented. Over 50% of graduates held non-dietitian positions the first year following the completion of their dietetic training. As well as supplementing income until full-time dietitian employment is achieved, many of these positions were in related fields and could be an avenue to advance opportunities to obtain desired dietitian positions.

¹⁹ 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.

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; private practice; and business skills.

Over 20% of respondents have obtained or are working to obtain additional certifications and 15% have obtained or are working towards an additional university degree. Qualitative responses also highlighted a significant level of interest in opportunities to extend qualifications and expertise in specialized areas.

One final consideration worth noting, is the demographic make-up of recent dietetic graduates responding to the survey: 96% identified as female, 79% identified as White, and 12% indicated language fluency in a language other than English or French. This suggests that dietetic graduates who responded to the survey are less diverse than the general population within their age range²⁰.

Findings of this national workforce study of recent dietetic graduates have importance for recent graduates, students considering entering the profession, educators, and employers. The survey can also serve as a baseline comparator for future studies and may be useful in assessing longer-term impact of COVID-19 on the employment path of these recent graduates.

²⁰ [Census Profile, 2016 Census - Canada \[Country\] and Canada \[Country\] \(statcan.gc.ca\)](https://www150.statcan.gc.ca/n1/pub/92-62-001/2016001/article/14861-eng.htm)

Appendices

Appendix 1: Eastern Canada Highlights

Appendix 2: Central Canada Highlights

Appendix 3: Western Canada Highlights

Appendix 4: Response Breakdown by Program

Appendix 5: Copy Survey Instrument

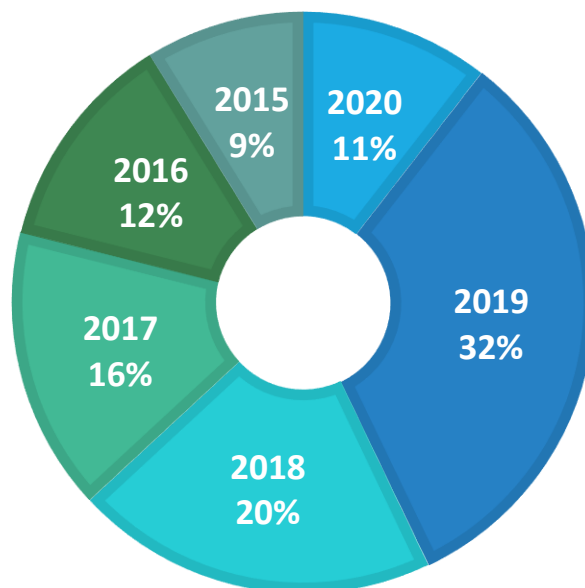
Appendix 6: Respondent Data Set Information

Appendix 1: Eastern Canada Highlights

114

Respondents completed training in Newfoundland and Labrador, Prince Edward Island, Nova Scotia, and New Brunswick to meet educational and professional qualification requirements to write the CDRE or obtain a licence from OPDQ 2015-2020

NEWFOUNDLAND AND
LABRADOR, PRINCE EDWARD
ISLAND, NOVA SCOTIA & NEW
BRUNSWICK RESPONDENTS
BY GRADUATION YEAR



Accredited dietetic education options in Eastern Canada

- Post-degree practicum/internship
- Undergraduate degree with fully integrated practicum
- Undergraduate degree with partially integrated practicum
- Master's program with accredited practicum

Additional University Education

- 16.2% of respondents indicated they have completed or are working towards completion of an additional university degree since completing their dietetic training
 - Top degree indicated was a Master's degree (73.7%)
 - Predominant areas of study were nutrition (33.3%) and public health (27.8%)
- Top reasons indicated for pursuing an additional degree
 1. Enhance professional knowledge and skills
 2. Satisfy job/career requirements or goals

Additional Certifications or Diplomas

- 19.1% 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 55.0%
- Top 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 Eastern Canada Educated Dietitians

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

Obtaining Employment

- 68.8% of respondents obtained paid employment as a dietitian within the first 12 months of completion of dietetic training
- Of those respondents who obtained employment within the first 12 months
 - 25.0% did so before completing their dietetic training
 - 39.5% did so within the first 3 months of completing their dietetic training
- Of the 31.2% of respondents who *did not obtain employment* as a dietitian within the first 12 months, the top reason for not obtaining employment indicated
 - 50.0% indicated they were unable to obtain a position

Application Strategies

- 48.7% of respondents who obtained employment as a dietitian within the first 12 months, applied for 5 positions or fewer and 18.4% of respondents applied for 6 to 15 positions before obtaining employment
- The 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 Region)
 3. Employment opportunities at practicum site
 4. Personal networks
 5. Past training or employment contacts
- 57.9% of respondents applied for positions outside of their region or province

Relocation for 1st Primary Position

- 52.0% of respondents relocated for their first position as a dietitian
 - 32.4% of those respondents to a different province

Time in 1st Primary Dietitian Position

- Average length of first primary dietitian position → 18 months

Employment Category

- 27.4% of respondents were employed 'temporary full-time'
- 19.2% of respondents were employed 'casual'
- 16.4% of respondents were employed 'temporary part-time'

Language Fluency

- 91.8% of first positions held did not require or prefer language fluency other than English or French
 - Of positions preferring other language fluency, the only language indicated was Punjabi

Relocation for 1st Primary Position

- 52.0% of respondents relocated for their first position as a dietitian
 - 32.4% of those respondents to a different province

Employer & Roles: 1st Primary Dietitian Position

Employer: 1st Primary Dietitian Position

Top employers indicated

1. Hospital (39.4%)
2. Provincial government (11.2%)
3. Health facility within a medical clinic: Publicly funded (7.0%)

Union Membership

- 52.1% of respondents indicated their first primary position required membership in a union

Principal Role: 1st Primary Dietitian Position

- Top 2 principal roles of first primary positions were
 1. Acute care hospital/in-patient
 2. Long-term care
- 48.6% of respondents indicated they also had secondary roles with the same employer
 - The top secondary roles indicated were
 - Acute care hospital/in-patient²¹
 - Hospital clinic (e.g., Out-patient diabetes clinic)
 - Long-term care²²
 - Management (e.g., food service or support services manager)

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

²² Long-term care and Management were equally represented

Position Changes: 1st Year

- 32.3% of respondents changed primary positions within the first 12 months
 - Top reasons identified were
 - Move to a different employer
 - Move to a different area of practice
 - A change of position with the same employer

Secondary Dietitian Position: 1st Year

- 17.1% of respondents also had a secondary paid dietitian position with a *different* employer at the same time as their primary position
 - Top role indicated for secondary dietitian employment was
 - Long-term care

Other Employment: 1st Year

- 66.7% of respondents also held non-dietitian positions in their first year of practice
- 29.8% of respondents held positions where dietitian credentials were preferred but not required

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, 47.9% of respondents were employed in a position different from the 1st primary position described for their 1st year of practice

Application Strategies

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

Relocation for Current Dietitian Position

- 38.9% of respondents relocated for their current dietitian position²³
 - 7.7% of those to a different province
- Relocation costs were paid or partially paid by employers for only 14.3% of the Eastern Canada educated respondents moving to their current position

²³ Note: Respondents had the option to 'check all that apply' to allow for responses fitting more than one category

Time in Current Dietitian Position

- Average length of time current primary dietitian position → 10 months

Current Employment Category

- 41.7% of respondents were employed 'permanent full-time'
- 25.0% of respondents were employed 'temporary full-time'
- 11.1% of respondents were employed 'temporary part-time'

Language Fluency

- 97.2% of current positions held did not require or prefer language fluency other than English and/or French.

Union Membership

- 61.1% of respondents' current primary positions required membership in a union.

Employer: Current Dietitian Position

- Top 3 employers indicated were
 1. Hospital
 2. Provincial government
 3. Health facility within a medical clinic: publicly funded

Principal Role: Current Dietitian Position

- The top 3 roles indicated were
 1. Hospital clinic (e.g., Out-patient diabetes clinic)
 2. Health care team
 3. Acute care hospital/in-patient
- 33.3% of respondents indicated they also had current secondary roles with the same employer
 - Top secondary roles included
 1. Hospital clinic (e.g., Out-patient diabetes clinic)
 2. Community health

Secondary Positions: Different Employer

- 25.0% of respondents also had a secondary paid dietitian position with a *different* employer (at the same time as their current primary position)
 - The top 2 roles indicated for secondary dietitian employment were
 1. Private practice / Consulting
 2. Long-term care

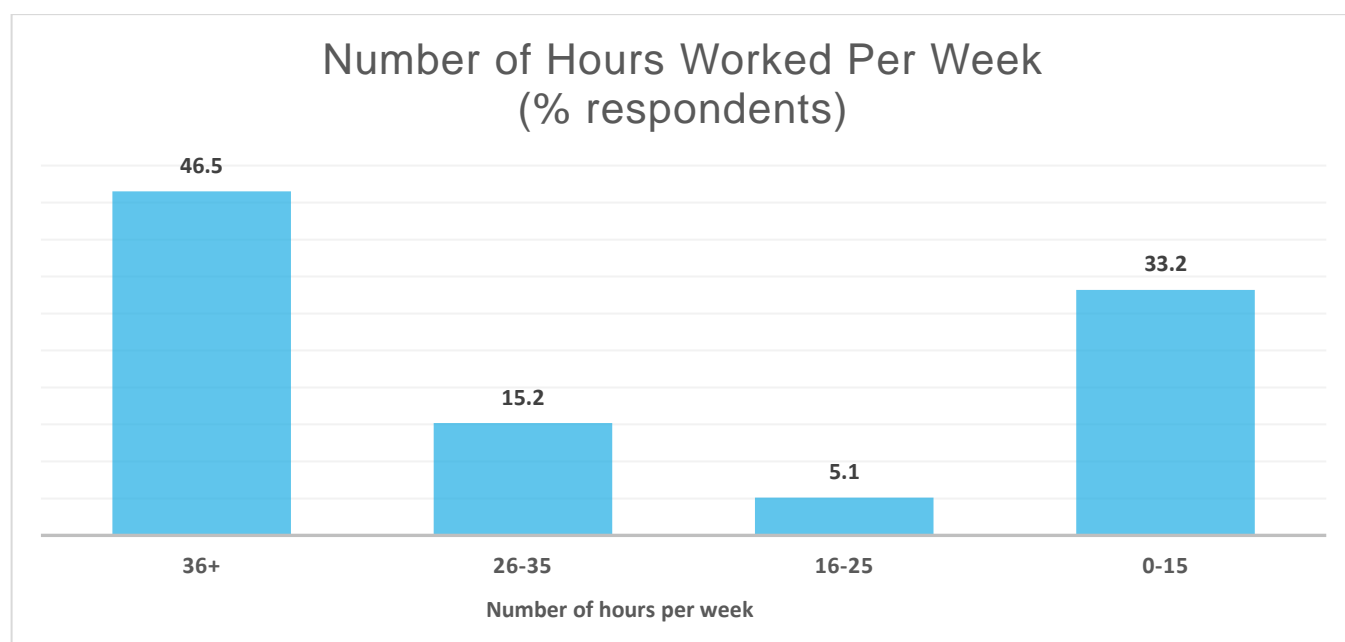
Other Employment

- 43.5% of respondents also currently held non-dietitian positions

Employment Status

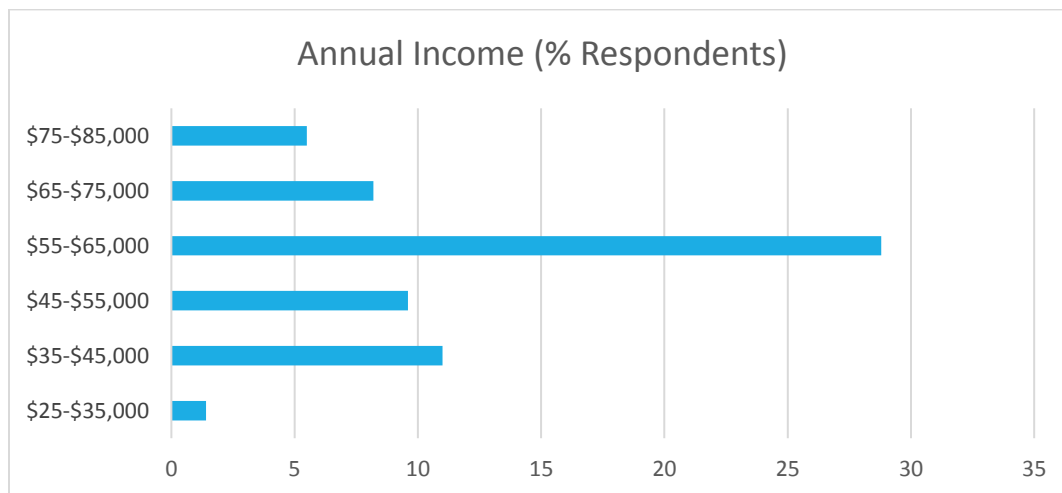
- 67.6% of respondents were employed as a dietitian at the time of surveillance
- Top reason indicated for not currently being employed as a dietitian
 - Unable to obtain a dietitian position (51.5%)

Weekly Hours Currently Employed as a Dietitian



Income²⁴

- Annual income earned as a dietitian²⁵



Earnings Breakdown

- Respondents were asked to describe their earnings format: salary, hourly, or a combination of both (for those with multiple positions).
 - Hourly → 71.0% of respondents
 - Salary → 22.6% of respondents
 - Salary & Hourly → 6.5% of respondents

Benefits

- 62.4% of employers provided a benefits package

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
 - 97.9% of respondents indicated 'Yes'
- When asked if they felt they had the ability and opportunity to advance their dietetics career
 - 77.6% of respondents indicated 'Yes'
- Overall satisfaction with academic coursework and practicum
 - 70.1% of respondents were Satisfied or Very Satisfied
 - Only 8.2% of respondents were Dissatisfied
 - NO respondents were Very Dissatisfied

Practice Areas: 1st Dietitian Position

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

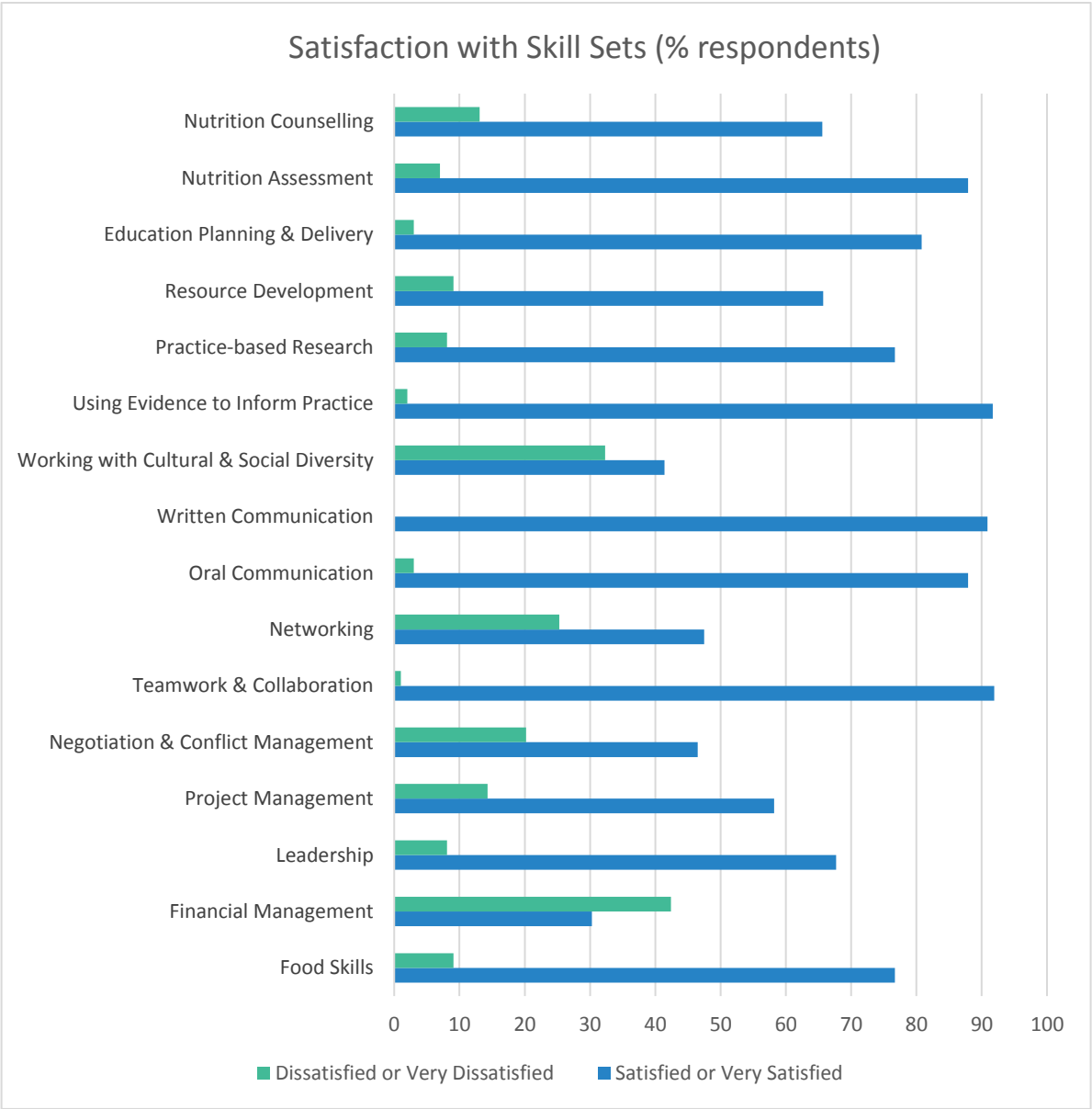
<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	87.3	12.7
<i>Nutrition Care/Clinical</i>	80.8	19.2
<i>Population & Public Health</i>	74.4	25.6
<i>Research</i>	66.7	33.3
<i>Management</i>	62.8	37.2
<i>Private Practice/Consulting</i>	50.0	50.0
<i>Business/Industry</i>	41.4	58.6

Practice Areas: Current Dietitian Position(s)

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

<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	90.7	9.3
<i>Nutrition Care/Clinical</i>	85.7	14.3
<i>Research</i>	80.0	20.0
<i>Population & Public Health</i>	74.3	25.7
<i>Management</i>	72.7	27.3
<i>Private Practice/Consulting</i>	57.1	42.9
<i>Business/Industry</i>	54.5	45.5

Satisfaction with dietetics training in supporting development of specified skill sets



Demographics: Eastern Canada Educated Respondents

Age

- 84.7% of respondents were between 20 and 29 years old

Gender

- 96.9% identified as female

Cultural Identity

- 95.9% identified as White
- 2.1% identified as Chinese
- 2.1% identified as Latin American

Language Fluency

- English → 100.0%
- French → 32.7%
- Other → 7.1%
 - Spanish → 4.1%

Current place of residence

- Newfoundland and Labrador → 6.3%
- New Brunswick → 32.3%
- Nova Scotia → 27.1%
- Prince Edward Island → 3.1%
- Other Provinces → 32.3%
- Outside of Canada → 0.0%

COVID-19 Impact on Employment

Employment Search for Dietitian Positions

- 27.8% of respondents indicated that the COVID-19 pandemic has affected their *search for employment* as a dietitian

Employment as a Dietitian

- 33.3% of respondents indicated that the COVID-19 pandemic has affected their *employment as a dietitian*
- Of respondents who indicated the COVID-19 pandemic affected their employment²⁶
 - 39.3 % were providing virtual counselling to patients/clients
 - 32.1% were working from home
 - 32.1% indicated a change in work hours
 - 17.9% were redeployed outside the dietetic sector to support COVID-19 response
 - 10.7% were furloughed or laid off

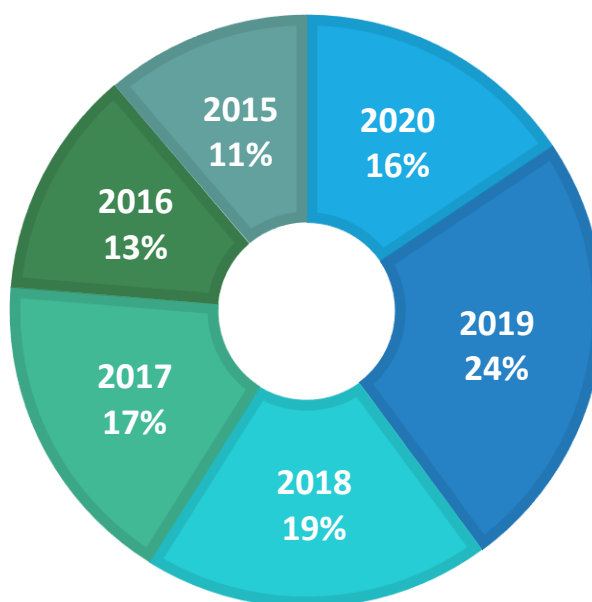
²⁶ Respondents were asked to “check all that apply”

Appendix 2: Central Canada Highlights

343

Respondents completed training in Quebec and Ontario to meet educational and professional qualification requirements to write the CDRE or obtain a licence from OPDQ 2015-2020

QUEBEC & ONTARIO
RESPONDENTS BY
GRADUATION YEAR



Accredited dietetic education options in Central Canada

- Post-degree practicum/internship
- Undergraduate degree with fully integrated practicum
- Master's program with accredited practicum
- Independent practicum (Ontario only)

Additional University Education

- 15.9% of respondents indicated they have completed or are working towards completion of an additional university degree since completing their dietetic training
 - Top degree indicated was a Master's degree (76.0%)
 - Predominant area of study was nutrition (55.1%)
- Top 3 reasons indicated for pursuing an additional degree
 1. Enhance professional knowledge and skills
 2. Support general interest / personal self-improvement
 3. Study at a more advanced level

Additional Certifications or Diplomas

- 22.4% 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 51.5%
- The top 3 reasons indicated for pursuing additional certifications or diplomas were
 1. Enhance professional knowledge or skills
 2. Support general interest or self-improvement
 3. Satisfy job/career requirements or goals

1st Year Dietitian Employment Profile of Central Canada Educated Dietitians

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

Obtaining Employment

- 73.7% of respondents obtained paid employment as a dietitian within the first 12 months of completion of dietetic training
- Of those respondents who obtained employment within the first 12 months
 - 22.6% did so before completing their dietetic training
 - 40.6% did so within the first 3 months of completing their dietetic training
- Of the 26.3% of respondents who *did not obtain employment* as a dietitian within the first 12 months
 - 55.6 % indicated they were unable to obtain a position
 - 14.8% indicated they pursued a position that did not require dietetic qualifications

Application Strategies

- 43.8% of respondents who obtained employment as a dietitian within the first 12 months, applied for 5 positions or fewer and 23.0% of respondents applied for 6 to 15 positions before obtaining employment
- The 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. Personal networks
 4. Past training or employment contacts
 5. Employer websites (e.g., Health Region)
- 30.7% of respondents applied for positions outside of their region or province

Time in 1st Primary Dietitian Position

- Average length of first primary dietitian position → 16 months

Employment Category

- 31.2% of respondents were employed 'temporary full-time'
- 17.6% of respondents were employed 'permanent full-time'
- 15.8% of respondents were employed 'temporary part-time'

Language Fluency

- 93.2% of first positions held did not require or prefer language fluency other than English and/or French
 - Of positions preferring other language fluency, a range of languages were indicated including Anishnaabemowin, Arabic, Cantonese, German, and Spanish

Relocation for 1st Primary Position

- 29.4% of respondents relocated for their first position as a dietitian
 - 15.4% of those respondents to a different province

Employer & Roles: 1st Primary Dietitian Position

Employer: 1st Primary Dietitian Position

Top employers indicated

1. Hospital (34.5%)
2. Health facility within a medical clinic: Publicly funded (10.4%)
3. Long-term care home: Publicly funded (6.8%)

Union Membership

- 35.8% of respondents indicated their first primary position required membership in a union

Principal Role: 1st Primary Dietitian Position

- Top 4 principal roles of first primary positions were
 1. Acute care hospital/in-patient
 2. Family health team/community health centre/primary health care team
 3. Long-term care
 4. Private practice/consulting
- 28.8% of respondents indicated they also had secondary roles with the same employer
 - The top secondary roles indicated were
 - Acute care hospital/in-patient
 - Hospital clinic (e.g., Out-patient diabetes clinic)
 - Management (e.g., food service or support services manager)

Position Changes: 1st Year

- 30.1% of respondents changed primary positions within the first 12 months
 - Top reasons identified were
 - Move to a different employer
 - Move to a different area of practice
 - A move from a temporary/contract position to a permanent position with a different employer

Secondary Dietitian Position: 1st Year

- 31.2% of respondents also had a secondary paid dietitian position with a *different* employer at the same time as their primary position
 - Top role indicated for secondary dietitian employment was
 - Private practice/consulting

Other Employment: 1st Year

- 49.3% of respondents also held non-dietitian positions in their first year of practice
- 27.6% of respondents held positions where dietitian credentials were preferred but not required

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, 43.3% of respondents were employed in a position different from the 1st primary position described for their 1st year of practice

Application Strategies

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

Relocation for Current Dietitian Position

- 24.5% of respondents relocated for their current dietitian position
 - 20.8 of those to a different province
- Relocation costs were paid or partially paid by employers for only 16.7% of the Ontario and Quebec educated respondents moving to their current position

Time in Current Dietitian Position

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

Current Employment Category

- 37.8% of respondents were employed 'permanent full-time'
- 19.4% of respondents were employed 'temporary full-time'
- 11.2% of respondents were employed 'temporary part-time'

Language Fluency

- 91.8% of current positions held did not require or prefer language fluency other than English and/or French
 - Of the positions requiring or preferring other language fluency, the languages indicated were Chinese, Aishnaabemownin, and Punjabi.

Union Membership

- 36.8% of respondents' current primary positions required membership in a union.

Employer: Current Dietitian Position

- Top 3 employers indicated were
 1. Hospital
 2. Self-employed
 3. Health facility within a medical clinic: publicly funded

Principal Role: Current Dietitian Position

- The top 3 roles indicated were
 1. Acute care hospital/in-patient
 2. Private practice/consulting
 3. Health care team
- 31.6% 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)

Secondary Positions: Different Employer

- 22.9% 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
 1. Private practice/consulting

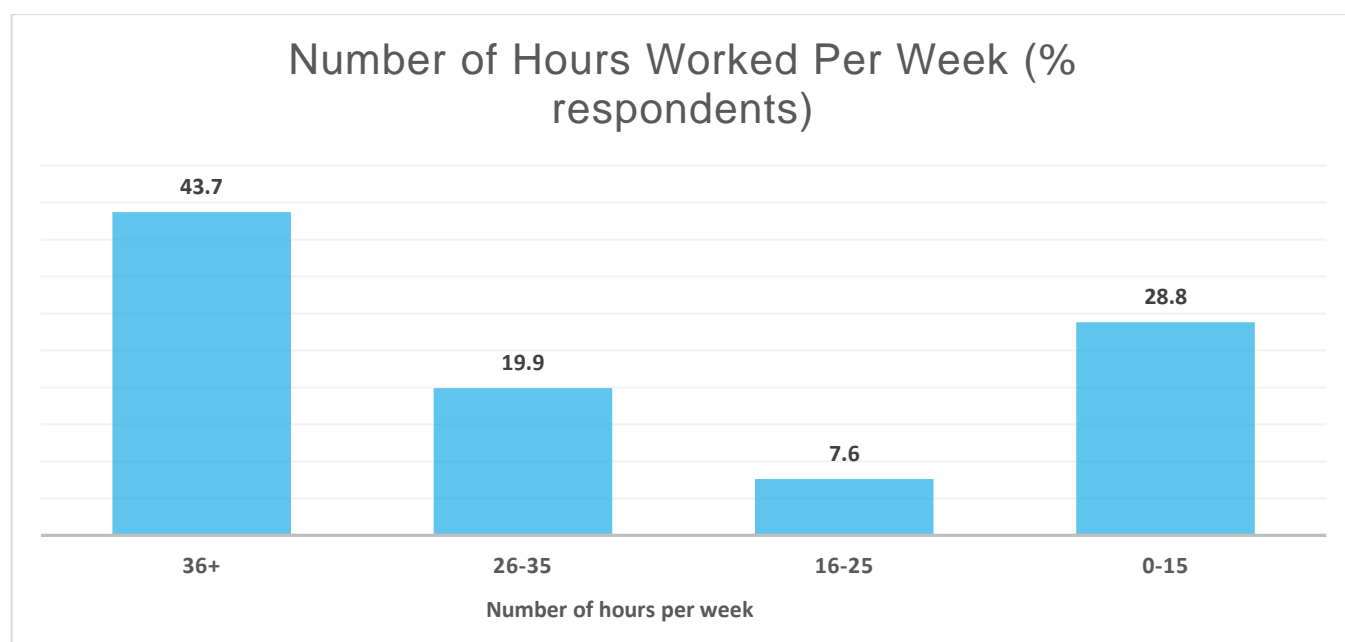
Other Employment

- 31.1% of respondents also currently held non-dietitian positions

Employment Status

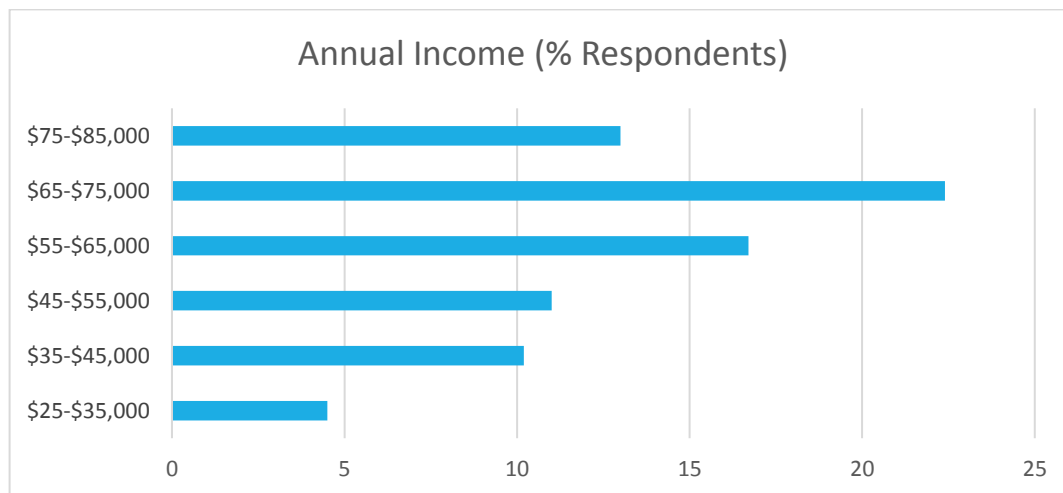
- 77.8% of respondents were employed as a dietitian at the time of surveillance
- Top reason indicated for not currently being employed as a dietitian
 - Unable to obtain a dietitian position (56.3%)

Weekly Hours Currently Employed as a Dietitian



Income²⁷

- Annual income earned as a dietitian²⁸



Earnings Breakdown

- Respondents were asked to describe their earnings format: salary, hourly, or a combination of both (for those with multiple positions)
 - Hourly → 63.1% of respondents
 - Salary → 28.6% of respondents
 - Salary & Hourly → 8.3% of respondents

Benefits

- 52.3% of employers provided a benefits package

²⁷ Encompasses self-reported earnings of those working full-time, part-time and in multiple positions.

²⁸ 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
 - 86.1% of respondents indicated 'Yes'
- When asked if they felt they had the ability and opportunity to advance their dietetics career
 - 80.1% of respondents indicated 'Yes'
- Overall satisfaction with academic coursework and practicum
 - 71.1% of respondents were Satisfied or Very Satisfied
 - 11.2% of respondents were Dissatisfied or Very Dissatisfied

Practice Areas: 1st Dietetic Position

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

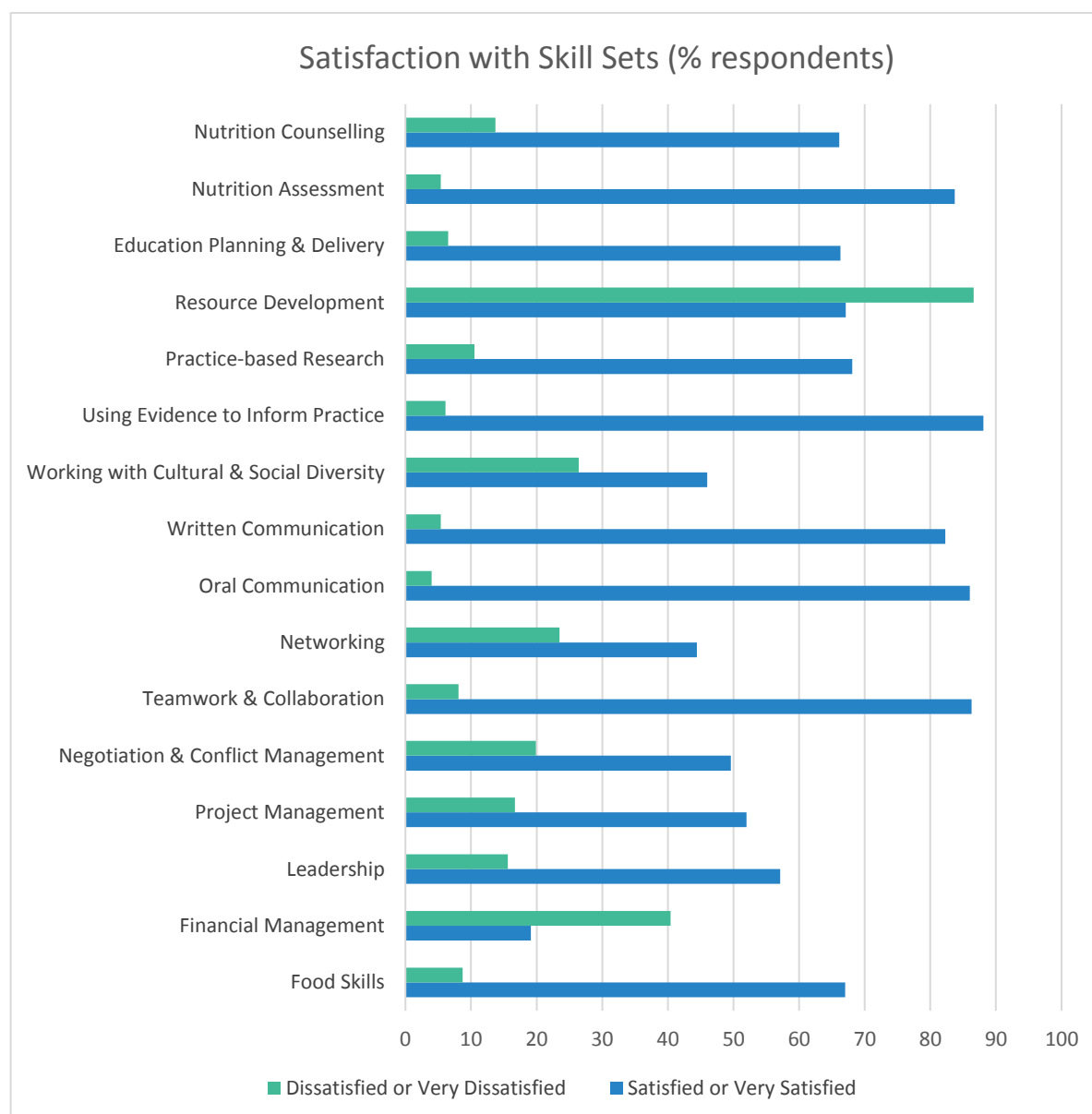
<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	81.7	18.3
<i>Nutrition Care/Clinical</i>	79.7	20.3
<i>Research</i>	76.1	23.9
<i>Management</i>	60.2	39.8
<i>Population & Public Health</i>	57.8	42.2
<i>Private Practice/Consulting</i>	45.0	55.0
<i>Business/Industry</i>	34.3	65.7

Practice Areas: Current Dietetic Position(s)

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

<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	88.6	11.4
<i>Research</i>	85.3	14.7
<i>Population & Public Health</i>	83.3	16.7
<i>Nutrition Care/Clinical</i>	82.1	17.9
<i>Management</i>	71.3	28.7
<i>Private Practice/Consulting</i>	49.5	50.5
<i>Business/Industry</i>	41.6	58.4

Satisfaction with dietetics training in supporting development of specified skill sets



Demographics: Central Canada Educated Respondents

Age

- 77.4% of respondents were between 20 and 29 years old
- 19.7% of respondents were between 30 and 39 years old

Gender

- 97.8% identified as female

Cultural Identity

- 71.1% identified as White
- 15.4% identified as Chinese
- 3.7% identified as South Asian
- 3.7% identified as Southeast Asian

Language Fluency

- English → 93.8%
- French → 36.4%
- Other → 13.8%
 - Chinese (Cantonese &/or Mandarin) → 8.7%

Current place of residence

- Ontario → 66.8%
- Quebec → 22.0%
- Other Provinces → 10.0%
- Outside of Canada → 1.1%

COVID-19 Impact on Employment

Employment Search for Dietitian Positions

- 39.6% of respondents indicated that the COVID-19 pandemic has affected their *search for employment* as a dietitian

Employment as a Dietitian

- 49.6% of respondents indicated that the COVID-19 pandemic has affected their *employment as a dietitian*
- Of respondents who indicated the COVID-19 pandemic affected their employment²⁹
 - 51.9% were working from home
 - 48.1 % were providing virtual counselling to patients/clients
 - 30.5% indicated a change in work hours
 - 16.0% indicated a change in pay
 - 14.5% were redeployed outside the dietetic sector to support COVID-19 response
 - 7.6% were furloughed or laid off

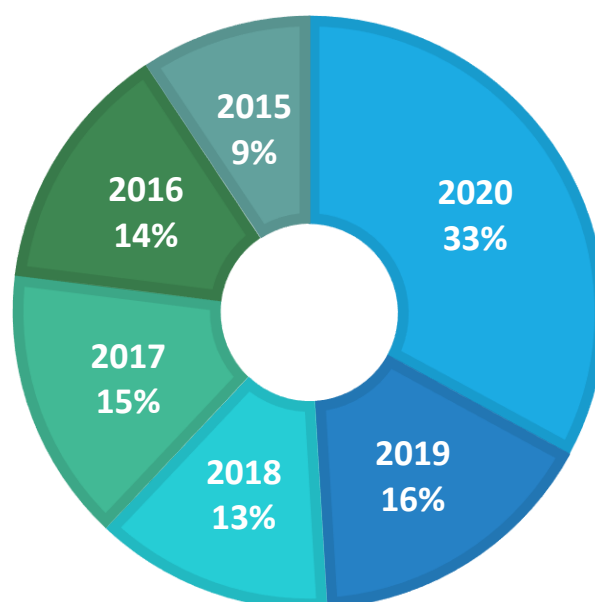
²⁹ Respondents were asked to “check all that apply”

Appendix 3: Western Canada Highlights

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Respondents completed training in Manitoba, Saskatchewan, Alberta and British Columbia to meet educational and professional qualification requirements to write the CDRE or obtain a licence from OPDQ 2015-2020

MANITOBA, SASKATCHEWAN,
ALBERTA & BRITISH COLUMBIA
RESPONDENTS BY
GRADUATION YEAR



Accredited dietetic education options in Western Canada

- Undergraduate degree with fully integrated practicum
- Post-degree practicum/internship

Additional University Education

- 11.6% of respondents indicated they have completed or are working towards completion of an additional university degree since completing their dietetic training
 - Top degree indicated was a Master's degree (75.0%)
 - Predominant area of study indicated was nutrition (47.0%)
- Top 3 reasons for pursuing an additional degree
 1. Enhance professional knowledge and skills
 2. Obtain a higher salary/increase earning power
 3. Satisfy job/career requirements or goals

Additional Certifications or Diplomas

- 19.4% 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 76.5%
- The top 3 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

1st Year Dietitian Employment Profile of Western Canada Educated Dietitians

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

Obtaining Employment

- 83.4% of respondents obtained paid employment as a dietitian within the first 12 months of completion of dietetic training
- Of those who obtained employment within the first 12 months
 - 57.3% did so before completing their program/training
 - 24.2% did so within 3 months of completing their program/training
- Of the 16.6% of respondents who *did not obtain employment* as a dietitian within the first 12 months
 - 84.0% indicated they were unable to obtain a position

Application Strategies

- 76.6% of respondents who obtained employment as a dietitian within the first 12 months, applied for 5 positions or fewer and 18.5% 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. Employment opportunities at internship/practicum site
 2. Employer websites (e.g., Health Regions)
 3. Past training or employment contacts
- 17.6% of respondents applied for positions outside of their region or province

Time in 1st Dietitian Position

- Average length of time at first primary dietitian position → 17 months

Employment Category

- 53.3% of respondents were employed 'temporary full-time'
- 16.4% of respondents were employed 'temporary full-time'
- 12.3% of respondents were employed 'permanent full-time'

Language Fluency

- 98.4% of first positions held did not require or prefer language fluency other than English and/or French
 - Of positions preferring other language fluency, the only language indicated was Cree

Relocation for 1st Primary Position

- 25.8% of respondents relocated for their first position as a dietitian
 - 12.5% of those respondents to a different province
 - 56.3% of respondents to an urban³⁰ region (>10,000)
 - 34.4% of respondents to a rural²⁹ region (<10,000)

³⁰ Urban/rural delineation is based upon prior dietetic surveys (e.g., 2009 Dietetic Employer Survey)

Employer & Roles: 1st Primary Dietitian Position

Employer: 1st Primary Dietitian Position

Top employers indicated

1. Hospital (60.0%)
2. Provincial government (17.5%)

Union Membership

- 70.8% of respondents indicated their first primary position required membership in a union

Principal Role: 1st Primary Dietitian Position

- Top 3 roles principal roles of primary position
 1. Acute care hospital/in-patient
 2. Hospital clinic (e.g., Out-patient diabetes clinic)
 3. Long-term care
- 43.0% indicated they also had secondary roles with the same employer
 - The top 3 secondary roles indicated were
 - Hospital clinic (e.g., Out-patient diabetes Clinic)
 - Long-term care
 - Acute care hospital/in-patient

Position Changes: 1st Year

- 24.3% of respondents changed primary positions within the first 12 months
 - Top reasons identified were
 - Change of position with the same employer
 - Move to a different area of practice

Secondary Dietitian Positions: 1st Year

- 18.1% of respondents also had a secondary paid dietitian position with a *different* employer at the same time as their primary position
 - The top role indicated for secondary dietitian employment was
 - Private practice/consulting

Other Employment: 1st Year

- 44.0% of respondents also held non-dietitian positions in their first year of practice
- 7.1% of respondents held positions where dietitian credentials were preferred but not required

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, 58.8% of respondents were employed in a position different from the 1st primary position described for their 1st year of practice

Application Strategies

- Top successful strategies used to obtain current dietitian position
 - Employer websites (e.g., Health Region)
 - Past training & employment contacts

Relocation for Current Position

- 28.6% of respondents relocated for their current position³¹
 - None of those respondents indicated moving to a different province
- Relocation costs were paid or partially paid for less than 10% of the Western Canada educated respondents moving to their current position

³¹ Note: Respondents had the option to 'check all that apply' to allow for responses fitting more than one category

Time in Current Dietitian Position

- Average length of time in current primary dietitian position → 17 months

Current Employment Category

- 36.7% of respondents were employed 'permanent full-time'
- 24.5% respondents were employed 'temporary full-time'
- 20.4% of respondents were employed 'permanent part-time'

Language Fluency

- 98.0% 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

Union Membership

- 61.2% of respondents' current primary positions required membership in a union.

Employer: Current Dietitian Position

- Top employers indicated were
 1. Hospital
 2. Provincial government
 3. First Nations, Inuit, Métis governance or health facility

Principal Role: Current Dietitian Position

- Top 3 roles of indicated were
 1. Acute care/hospital/in-patient
 2. Hospital clinic (e.g., Out-patient Diabetes clinic)
 3. Long-term care
- 24.4% of respondents indicated they also had current secondary roles with the same employer
 - Top secondary roles included
 1. Acute care hospital/in-patient
 2. Home care
 3. Long-term care
 4. Public health

Secondary Positions: Different Employer

- 20.4% of respondents also had a secondary paid dietitian position with a *different* employer at the same time as their current primary position
 - The top 2 roles indicated for secondary dietitian employment were
 1. Long-term care
 2. Hospital clinic (e.g., Out-patient diabetes clinic)

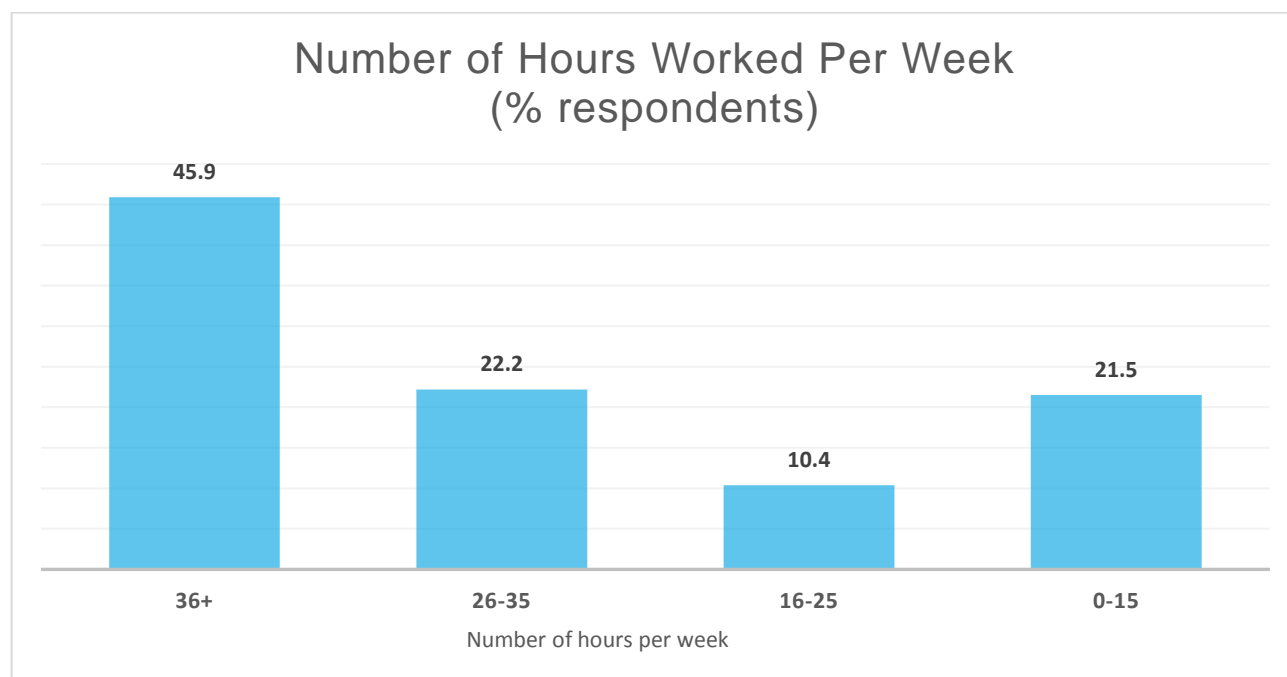
Other Employment

- 20.0% of respondents also currently held non-dietitian positions

Employment Status

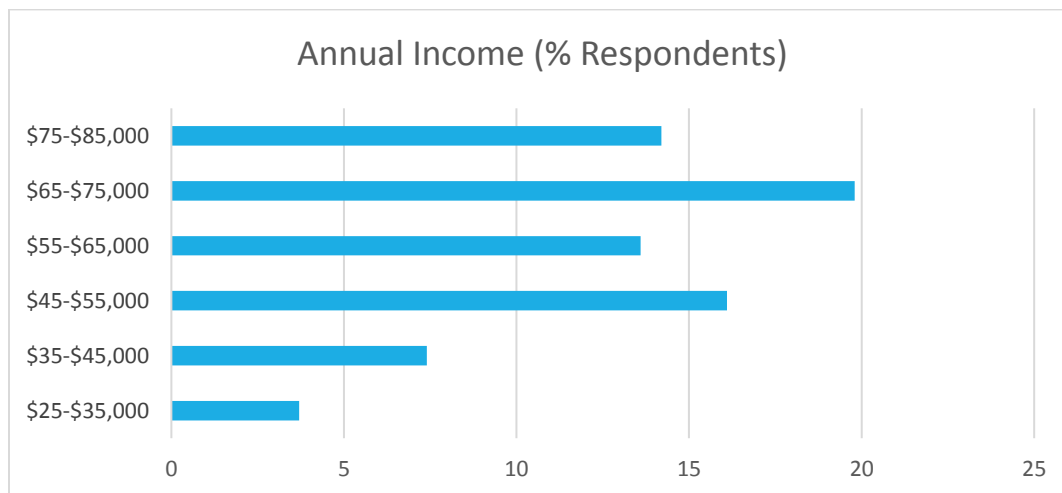
- 85.1% of respondents were employed as a dietitian at the time of surveillance
- Top reason indicated for not currently being employed as a dietitian
 - Unable to obtain a dietitian position (70.0%)

Current Weekly Hours Working as a Dietitian



Income³²

- Annual income earned as a dietitian



Earnings Breakdown

- Respondents were asked to describe their earnings format: salary, hourly, or a combination of both (for those with multiple positions).
 - Hourly → 85.6% of respondents
 - Salary → 12.7% of respondents
 - Salary & Hourly → 1.6% of respondents

Benefits

- 69.6% of employers provided a benefits package

³² Encompasses self-reported earnings of those working full-time, part-time and in multiple positions.

Training Satisfaction

- When asked if they felt they had the knowledge and skills to advance their dietetics career
 - 90.2% of respondents indicated 'Yes'
- When asked if they felt they had the ability and opportunity to advance their dietetics career
 - 80.5% of respondents indicated 'Yes'
- Overall satisfaction with academic coursework and practicum
 - 74.0% of respondents were Satisfied or Very Satisfied
 - Only 8.4% of respondents were Dissatisfied or Very Dissatisfied

Practice Areas: 1st Dietetic Position

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

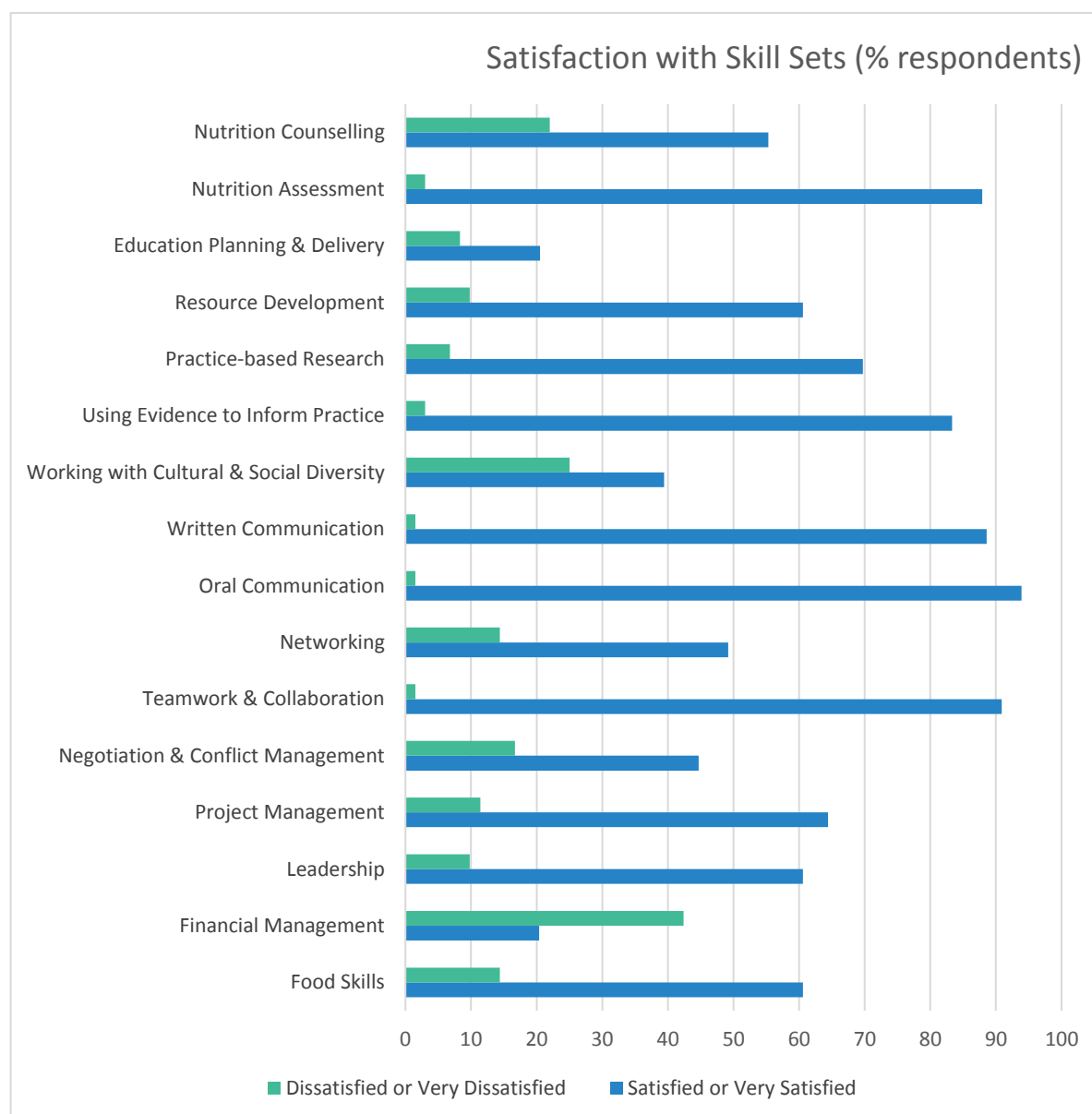
<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Nutrition Care/Clinical</i>	80.2	19.8
<i>Community Nutrition</i>	76.1	23.9
<i>Research</i>	75.0	25.0
<i>Population & Public Health</i>	71.4	28.6
<i>Management</i>	64.4	35.6
<i>Private Practice/Consulting</i>	30.2	69.8
<i>Business/Industry</i>	23.3	76.7

Practice Areas: Current Dietetic Position(s)

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

<i>Practice Area</i>	<i>YES</i> Adequately Prepared (%)	<i>NO</i> Not Adequately Prepared (%)
<i>Community Nutrition</i>	89.1	10.9
<i>Nutrition Care/Clinical</i>	82.5	17.5
<i>Population & Public Health</i>	80.8	19.2
<i>Management</i>	65.5	34.5
<i>Research</i>	61.2	38.8
<i>Private Practice/Consulting</i>	53.3	46.7
<i>Business/Industry</i>	21.1	78.9

Satisfaction with dietetics training in supporting development of specified skill sets



Demographics: Western Canada Educated Respondents

Age

- 71.8% of respondents were between 20 and 29 years old
- 22.9% of respondents were between 30 and 34 years old

Gender

- 90.8% identified as female

Cultural Identity

- 81.5% identified as White
- 14.6% identified as Chinese

Language Fluency

- English → 99.2%
- French → 8.5%
- Other → 12.3%

Current place of residence

- Manitoba → 12.2%
- Saskatchewan → 17.6%
- Alberta → 26.7%
- British Columbia → 40.5%
- Other Provinces → 1.5%
- Outside of Canada → 1.5%

COVID-19 Impact on Employment

Employment Search for Dietitian Positions

- 23.7% of respondents indicated that the COVID-19 pandemic has affected their *search for employment as a dietitian*

Employment as a Dietitian

- 40.9% of respondents indicated that the COVID-19 pandemic has affected their *employment as a dietitian*
- Of respondents who indicated the COVID-19 pandemic affected their employment³³
 - 41.2% were providing virtual counselling to patients/clients
 - 31.4% were working from home
 - 21.6% indicated a change in work hours

³³ Respondents were asked to “check all that apply”

Appendix 4: Program Stream Response

Accredited Program		Participants (%)
<i>Post-degree practicum</i>	Eastern Canada	18.5
	Central Canada	67.3
	Western Canada	14.2
<i>Undergraduate degree with integrated practicum</i>	Eastern Canada	7.8
	Central Canada	40.9
	Western Canada	51.3
<i>Undergraduate degree with partially integrated practicum</i>	Eastern Canada	100
	Central Canada	N/A
	Western Canada	N/A
<i>Master's program with accredited practicum</i>	Eastern Canada	3.9
	Central Canada	96.1
	Western Canada	N/A

(n=624 respondents)

Eastern Canada Newfoundland & Labrador, Prince Edward Island, Nova Scotia, & New Brunswick

Central Canada Quebec & Ontario

Western Canada Manitoba, Saskatchewan, Alberta & British Columbia

Appendix 5: Survey Instrument

To request a copy of the survey instrument please contact:

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

Appendix 6: 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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