



# Regulated Nurses, 2017

## Canada and Jurisdictional Highlights



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ISBN 978-1-77109-715-4 (PDF)

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How to cite this document:

Canadian Institute for Health Information. *Regulated Nurses, 2017: Canada and Jurisdictional Highlights*. Ottawa, ON: CIHI; 2018.

Cette publication est aussi disponible en français sous le titre *Le personnel infirmier réglementé, 2017 : points saillants nationaux, provinciaux et territoriaux*.

ISBN 978-1-77109-716-1 (PDF)

# Table of contents

Overview.....	4
Regulated professions .....	5
Notes to readers .....	6
Trends in regulated nursing.....	7
How many nurses are licensed to practise in Canada? .....	7
How many regulated nurses are employed in their profession? .....	7
How is the supply of nurses changing?.....	8
How are nursing education trends affecting the supply of nurses? .....	8
Newfoundland and Labrador .....	9
Prince Edward Island .....	10
Nova Scotia .....	11
New Brunswick .....	12
Quebec .....	13
Ontario.....	14
Manitoba .....	15
Saskatchewan.....	16
Alberta .....	17
British Columbia.....	18
Yukon .....	19
Northwest Territories/Nunavut.....	20
Northwest Territories .....	21
Nunavut.....	21

# Overview

*Regulated Nurses, 2017: Canada and Jurisdictional Highlights* presents the key attributes of the nursing supply and workforce both in Canada and in each of its provinces and territories. It highlights trends in nursing practice in Canada across a variety of supply, distribution, employment and demographic characteristics of 3 groups of regulated nursing professionals: registered nurses (RNs, including nurse practitioners, or NPs), licensed practical nurses (LPNs) and registered psychiatric nurses (RPNs).

Collecting and reporting health human resources (HHR) data assists decision-makers in the planning and distribution of health care providers.

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

## More information

The following companion products are available on [CIHI's website](#):

- *Regulated Nurses, 2017: Data Tables* (.xlsx)
- *Regulated Nurses, 2017: Methodology Guide* (.pdf)

Information and analyses on [30 other health professions in Canada](#) are also available.

Feedback and questions are welcome at [hhr@cihi.ca](mailto:hhr@cihi.ca).

# Regulated professions

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

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

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

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

**Licensed practical nurses** (LPNs) work independently or in collaboration with other members of a health care team. LPNs assess clients and work in health promotion and illness prevention. They assess, plan, implement and evaluate care for clients. LPNs are currently regulated in all 13 provinces and territories.

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

## Notes to readers

Throughout this document,

- The term *regulated nurses* is used to describe the 3 groups of regulated nursing professionals as a whole: RNs (including NPs), LPNs and RPNs.
- The term *nursing* refers collectively to Canada's 3 regulated nursing professions, unless otherwise specified.
- The term *supply* refers to all regulated nurses who are eligible to practise in the given year (including those employed and those not employed at the time of registration).
- The term *workforce* refers to only those regulated nurses who were employed at the time of annual registration.
- *Entry-to-practice* programs include pre-licensure nursing education entitling successful graduates to apply for initial licensure/registration as a nurse. Please refer to the data tables for a list of data sources for the Canadian entry-to-practice graduate data for each type of nursing professional.
- Unless otherwise noted and/or referenced, data and information are from the nursing component of CIHI's Health Workforce Database. At present, this data set excludes RPNs in Yukon and LPNs in Nunavut. More information regarding the collection and reporting of this data is available in the companion document *Regulated Nurses, 2017: Methodology Guide*.
- Urban/rural population estimates for this report were obtained from the Demography Division, Statistics Canada, in March 2017.<sup>i</sup>

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i. Statistics Canada, *Postal Code<sup>OM</sup> Conversion File (PCCF), 2017* [computer program]. Catalogue no. 92-154-X.

# Trends in regulated nursing

## How many nurses are licensed to practise in Canada?

- In 2017, there were 425,757 regulated nurses with an active licence to practise in Canada.
  - Of these regulated nurses, 70.7% were RNs (301,010, including 5,274 NPs), 27.9% were LPNs (118,810) and 1.4% were RPNs (5,937).
- The supply of regulated nurses grew at an average annual rate of 1.7% between 2008 and 2017, the lowest average over the 10-year period.
- Cumulative growth for regulated nurses in the last 10 years was 16.4%.
  - RNs, including NPs, had the slowest cumulative growth, at 7.8%. The average annual growth rate slowed between 2013 and 2017, remaining relatively stable for RNs/NPs (0.8% between 2014 and 2017) and for RPNs (1.4% between 2013 and 2017).
  - LPNs continued to see the highest cumulative growth (46.5%). The average annual growth rate peaked at 5.6% in 2013, then slowly declined, reaching 4.3% in 2017.
  - RPNs exhibited a cumulative growth of 13.3% between 2008 and 2017. This rate started slowing in 2012.

## How many regulated nurses are employed in their profession?

- The regulated nursing workforce — nurses who indicated that they were employed in their profession at the time of registration — reached 398,845 in 2017.
  - There were 281,373 RNs, 4,967 NPs, 106,854 LPNs and 5,651 RPNs.
- While the nursing workforce continued to grow, the annual growth rate (0.7%) from 2016 to 2017 was the slowest in 10 years.
- More than three-quarters of the 14,081 regulated nurses not employed in their profession in 2017 were seeking employment in their profession, as follows:
  - Two-thirds (5,416) of the 7,750 RNs not employed in their profession;
  - 90% (5,511) of the 6,199 LPNs not employed in their profession; and
  - More than half (77) of the 132 registered psychiatric nurses not employed in their profession.

## How is the supply of nurses changing?

- There was a net gain of 5,219 regulated nurses in 2017, following net gains of 6,059 in 2016 and 8,363 in 2015.<sup>ii</sup>
  - In 2017, 28,143 regulated nurses registered to practise in a province or territory in which they had not registered in the previous year. This inflow represents 6.6% of the 2017 regulated nursing supply.
  - After the 2016 registration year, 22,924 regulated nurses failed to renew their registration in the same province or territory. This outflow represents 5.4% of the 2016 regulated nursing supply.
- In 2017, 71.9% (21,837) of those entering a nursing profession were younger than 35; and the majority (88.9%) had graduated in the last 2 years. This is consistent across all professions.
  - In 2017, both RN/NPs and LPNs younger than 35 reached the highest proportion in 10 years (74.0% and 68.9%, respectively). The proportion of RPNs reached 63.7% — a decline from a high of 69.0% in 2016.
- While the number of regulated nurses age 55 and older increased between 2008 (85,839) and 2017 (94,260), they made up a slightly smaller proportion of the overall supply (22.1% in 2017 compared with 23.5% in 2008).

## How are nursing education trends affecting the supply of nurses?

- From 2008 to 2016, the number of graduates from Canadian entry-to-practice (ETP) nursing programs increased for all 3 professions:
  - The growth rate for RN and RPN ETP graduates was 4.0%, reaching 12,484 RNs and 283 RPNs in 2016. LPNs exhibited a slower growth rate (3.6%), reaching 7,500 in 2016.
- Each year, 86% to 96% of Canadian RN ETP graduates obtained a licence to practise nursing in Canada.
  - Most RN ETP graduates were able to attain a Canadian nursing licence within 3 years of graduation.
  - The proportion of RN ETP graduates who obtained a licence to practise in Canada within 2 years of graduation declined from 86.4% to 75.7% over the decade.
- 91% of regulated nurses held a licence to practise from the same Canadian jurisdiction where they completed their ETP nursing program.

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ii. LPNs in Quebec are excluded from the inflow and outflow historical trending, as data was not available for all registration years.

# Newfoundland and Labrador

- The supply of regulated nurses — including those who are and are not employed — increased from 8,355 in 2008 to 8,537 in 2017, growing by 2.2%. The 2017 supply consisted of 6,134 RNs/NPs (165 NPs) and 2,403 LPNs.
- In 2017, a total of 633 regulated nurses registered to practise in the province for the first time, representing an inflow of 7.4%. After the 2016 registration year, 615 regulated nurses failed to renew their registration with the province, representing an outflow of 7.2%. This resulted in a net gain of 18 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 0.8% between 2008 and 2017, from 8,254 to 8,321. In 2017, 79.0% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time remained just less than 70% between 2008 (69.3%) and 2017 (69.4%).
- Between 2007 and 2016, the number of entry-to-practice graduates from Memorial University of Newfoundland registered nursing program grew at an average annual rate of 0.3%, reaching 228.
- Of the 10,081 graduates of Newfoundland and Labrador's nursing programs who registered in Canada in 2017, 77% registered in the province. An additional 6.5% registered in Ontario, 5.6% in Nova Scotia and 5.5% in Alberta.
- In 2017, the average age of regulated nurses was 42.6; 28.3% were younger than 35 and 16.1% were 55 and older.
- In 2017, 34.7% of regulated nurses were employed in a rural or remote area of the province; in comparison, 50.2% of the province's population was living in a rural or remote area in 2016.

## Prince Edward Island

- The supply of regulated nurses — including those who are and are not employed — increased from 2,171 in 2008 to 2,322 in 2017, growing by 7.0%. The 2017 supply consisted of 1,652 RNs/NPs (24 NPs) and 670 LPNs.
- In 2017, a total of 203 regulated nurses registered to practise in the province for the first time, representing an inflow of 8.7%. After the 2016 registration year, 165 regulated nurses failed to renew their registration with the province, representing an outflow of 7.2%. This resulted in a net gain of 38 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 2.9% between 2008 and 2017, from 2,110 to 2,172. In 2017, 9.1% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time remained close to 50% between 2008 (50.4%) and 2017 (49.9%).
- Between 2007 and 2016, the number of entry-to-practice graduates from the University of Prince Edward Island registered nursing program grew at an average annual rate of 1.5%, reaching 64.
- Of the 2,150 graduates of Prince Edward Island's nursing programs who registered in Canada in 2017, 78% registered in the province. An additional 8% registered in Nova Scotia, 4.5% in Alberta and 2.7% in Ontario.
- In 2017, the average age of regulated nurses was 44.8; 27.5% were younger than 35 and 27.7% were 55 and older.
- In 2017, 34.6% of regulated nurses were employed in a rural area of the province; in comparison, 40.2% of the province's population was living in a rural area in 2016.

# Nova Scotia

- The supply of regulated nurses — including those who are and are not employed — increased from 12,451 in 2008 to 13,803 in 2017, growing by 10.9%. The 2017 supply consisted of 9,661 RNs/NPs (163 NPs) and 4,142 LPNs.
- In 2017, a total of 1,212 regulated nurses registered to practise in the province for the first time, representing an inflow of 8.8%. After the 2016 registration year, 1,058 regulated nurses failed to renew their registration with the province, representing an outflow of 7.8%. This resulted in a net gain of 154 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 9.1% between 2008 and 2017, from 12,121 to 13,224. In 2017, 92.4% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time increased from 60.7% in 2008 to 63.8% in 2017.
- Between 2007 and 2016, the number of entry-to-practice graduates from registered nursing programs in Nova Scotia grew at an average annual rate of 3.9%, reaching 400.
- Of the 13,146 graduates of Nova Scotia's nursing programs who registered in Canada in 2017, 82.2% registered in the province. An additional 5.4% registered in Ontario, 4.2% in Alberta and 2.8% in New Brunswick.
- In 2017, the average age of regulated nurses was 45.1; 26.4% were younger than 35 and 27.7% were 55 and older.
- In 2017, 26.7% of regulated nurses were employed in a rural area of the province; in comparison, 33.4% of the province's population was living in a rural area in 2016.

## New Brunswick

- The supply of regulated nurses — including those who are and are not employed — increased from 11,006 in 2008 to 11,422 in 2017, growing by 3.8%. The 2017 supply consisted of 8,170 RNs/NPs (125 NPs) and 3,252 LPNs.
- In 2017, a total of 778 regulated nurses registered to practise in the province for the first time, representing an inflow of 6.8%. After the 2016 registration year, 851 regulated nurses failed to renew their registration with the province, representing an outflow of 7.4%. This resulted in a net loss of 73 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 5.1% between 2008 and 2017, from 10,488 to 11,025. In 2017, 16.0% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time remained close to 60% between 2008 (60.6%) and 2017 (60.5%).
- Between 2007 and 2016, the number of entry-to-practice graduates from registered nursing programs in New Brunswick fluctuated, from a high of 344 in 2012 to a low of 235 in 2013. In 2016, there were 260 graduates.
- Of the 12,556 graduates of New Brunswick's nursing programs who registered in Canada in 2017, 80.2% registered in the province. An additional 6.4% registered in Ontario, 5.3% in Nova Scotia and 3.1% in Alberta.
- In 2017, the average age of regulated nurses was 44.3; 25.2% were younger than 35 and 22.8% were 55 and older.
- In 2017, 23.1% of regulated nurses were employed in a rural or remote area of the province; in comparison, 38.1% of the province's population was living in a rural or remote area in 2016.

# Quebec

- The supply of regulated nurses — including those who are and are not employed — increased from 87,880 in 2008 to 98,359 in 2017, growing by 11.9%. The 2017 supply consisted of 71,060 RNs/NPs (431 NPs) and 27,299 LPNs.
- In 2017, a total of 7,141 regulated nurses registered to practise in the province for the first time, representing an inflow of 7.3%. After the 2016 registration year, 7,616 regulated nurses failed to renew their registration with the province, representing an outflow of 7.7%. This resulted in a net loss of 475 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 9.4% between 2008 and 2017, from 85,112 to 93,098. In 2017, 100% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time increased from 52.6% in 2008 to 54.0% in 2017.
- Between 2007 and 2016, the number of entry-to-practice graduates from registered nursing programs in Quebec grew at an average annual rate of 2.5%, reaching 3,319.
- Of the 98,040 graduates of Quebec's nursing programs who registered in Canada in 2017, 95.7% registered in the province. An additional 2.8% registered in Ontario, 0.5% in British Columbia and 0.4% in Alberta.
- In 2017, the average age of regulated nurses was 41.6; 31.8% were younger than 35 and 15.8% were 55 and older.
- In 2017, 9.5% of regulated nurses were employed in a rural or remote area of the province; in comparison, 19.1% of the province's population was living in a rural or remote area in 2016.

## Ontario

- The supply of regulated nurses — including those who are and are not employed — increased from 136,050 in 2008 to 152,968 in 2017, growing by 12.4%. The 2017 supply consisted of 104,923 RNs/NPs (3,011 NPs) and 48,045 LPNs.
- In 2017, a total of 9,312 regulated nurses registered to practise in the province for the first time, representing an inflow of 6.1%. After the 2016 registration year, 7,371 regulated nurses failed to renew their registration with the province, representing an outflow of 4.9%. This resulted in a net gain of 1,941 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 17.1% between 2008 and 2017, from 120,319 to 140,856. In 2017, 69.3% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time remained stable from 2008 to 2017 at 62.9%.
- Between 2007 and 2016, the number of entry-to-practice graduates from registered nursing programs in Ontario grew at an average annual rate of 4.3%, reaching 4,127.
- Of the 137,062 graduates of Ontario's nursing programs who registered in Canada in 2017, 93.9% registered in the province. An additional 2.2% registered in Alberta, 1.9% in British Columbia and 0.4% in both Nova Scotia and Manitoba.
- In 2017, the average age of regulated nurses was 44.6; 28.1% were younger than 35 and 25.8% were 55 and older.
- In 2017, 6.8% of regulated nurses were employed in a rural or remote area of the province; in comparison, 10.9% of the province's population was living in a rural or remote area in 2016.

# Manitoba

- The supply of regulated nurses — including those who are and are not employed — increased from 15,340 in 2008 to 17,671 in 2017, growing by 15.2%. The 2017 supply consisted of 13,304 RNs/NPs (178 NPs), 1,054 RPNs and 3,313 LPNs.
- In 2017, a total of 897 regulated nurses registered to practise in the province for the first time, representing an inflow of 5.1%. After the 2016 registration year, 353 regulated nurses failed to renew their registration with the province, representing an outflow of 2.1%. This resulted in a net gain of 544 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 15% between 2008 and 2017, from 14,452 to 16,622. In 2017, 74.3% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time decreased from 46.3% in 2008 to 43.9% in 2017.
- Between 2007 and 2016, the number of entry-to-practice graduates from registered nursing programs in Manitoba grew at an average annual rate of 0.1%, reaching 471.
- Of the 17,620 graduates of Manitoba's nursing programs who registered in Canada in 2017, 83.5% registered in the province. An additional 5.4% registered in B.C., 4.4% in Alberta and 3.2% in Ontario.
- In 2017, the average age of regulated nurses was 44.1; 27.5% were younger than 35 and 25.6% were 55 and older.
- In 2017, 26.5% of regulated nurses were employed in a rural or remote area of the province; in comparison, 30.9% of the province's population was living in a rural or remote area in 2016.

## Saskatchewan

- The supply of regulated nurses — including those who are and are not employed — increased from 12,310 in 2008 to 15,370 in 2017, growing by 24.9%. The 2017 supply consisted of 10,893 RNs/NPs (216 NPs), 847 RPNs and 3,630 LPNs.
- In 2017, a total of 1,226 regulated nurses registered to practise in the province for the first time, representing an inflow of 8.0%. After the 2016 registration year, 946 regulated nurses failed to renew their registration with the province, representing an outflow of 6.3%. This resulted in a net gain of 280 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 21.5% between 2008 and 2017, from 12,229 to 14,862. In 2017, 90.2% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time decreased from 58.4% in 2008 to 56.3% in 2017.
- Between 2007 and 2016, the number of entry-to-practice graduates from registered nursing programs in Saskatchewan grew at an average annual rate of 7.8%, reaching 508.
- Of the 13,999 graduates of Saskatchewan's nursing programs who registered in Canada in 2017, 80.0% registered in the province. An additional 11.4% registered in Alberta, 5.2% in B.C. and 1.5% in Ontario.
- In 2017, the average age of regulated nurses was 42.6; 34.7% were younger than 35 and 22.5% were 55 and older.
- In 2017, 22.5% of regulated nurses were employed in a rural or remote area of the province; in comparison, 37.1% of the province's population was living in a rural or remote area in 2016.

# Alberta

- The supply of regulated nurses — including those who are and are not employed — increased from 37,035 in 2008 to 51,204 in 2017, growing by 38.3%. The 2017 supply consisted of 35,929 RNs/NPs (481 NPs), 1,317 RPNs and 13,958 LPNs.
- In 2017, a total of 4,440 regulated nurses registered to practise in the province for the first time, representing an inflow of 8.7%. After the 2016 registration year, 3,257 regulated nurses failed to renew their registration with the province, representing an outflow of 6.5%. This resulted in a net gain of 1,183 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 34.8% between 2008 and 2017, from 35,890 to 48,366. In 2017, 91.2% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time increased from 41.7% in 2008 to 43.9% in 2017.
- Between 2007 and 2016, the number of entry-to-practice graduates from registered nursing programs in Alberta grew at an average annual rate of 2.9%, reaching 1,609.
- Of the 43,615 graduates of Alberta's nursing programs who registered in Canada in 2017, 85.7% registered in the province. An additional 7.4% registered in B.C., 3.4% in Saskatchewan and 1.7% in Ontario.
- In 2017, the average age of regulated nurses was 42.0; 35.1% were younger than 35 and 20.1% were 55 and older.
- In 2017, 11.6% of regulated nurses were employed in a rural or remote area of the province; in comparison, 18.3% of the province's population was living in a rural or remote area in 2016.

## British Columbia

- The supply of regulated nurses — including those who are and are not employed — increased from 41,338 in 2008 to 52,475 in 2017, growing by 26.9%. The 2017 supply consisted of 37,774 RNs/NPs (418 NPs), 2,719 RPNs and 11,982 LPNs.
- In 2017, a total of 4,271 regulated nurses registered to practise in the province for the first time, representing an inflow of 8.1%. After the 2016 registration year, 3,135 regulated nurses failed to renew their registration with the province, representing an outflow of 6.1%. This resulted in a net gain of 1,136 regulated nurses in 2017.
- The regulated nursing workforce — those employed in nursing — grew by 25.7% between 2008 and 2017, from 38,746 to 48,713. In 2017, 64.5% of regulated nurses who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of regulated nurses employed full time remained close to 55% between 2008 (54.9%) and 2017 (54.8%).
- Between 2007 and 2016, the number of entry-to-practice graduates from registered nursing programs in B.C. grew at an average annual rate of 3.0%, reaching 1,481.
- Of the 39,449 graduates of B.C.'s nursing programs who registered in Canada in 2017, 92.4% registered in the province. An additional 4.4% registered in Alberta, 1.4% in Ontario and 0.5% in Saskatchewan.
- In 2017, the average age of regulated nurses was 43.5; 29.7% were younger than 35 and 22.9% were 55 and older.
- In 2017, 6.4% of regulated nurses were employed in a rural or remote area of the province; in comparison, 11.8% of the province's population was living in a rural or remote area in 2016.

# Yukon

- Highlights reflect changes in the RN/NP supply and workforce only because record-level LPN data was not available at the time of publication.<sup>iii</sup>
- The supply of RNs/NPs — including those who are and are not employed — increased from 344 in 2008 to 452 in 2017, growing by 31.4%. The 2017 supply consisted of 452 RNs/NPs (6 NPs).
- In 2017, a total of 86 RNs/NPs nurses registered to practise in the territory for the first time, representing an inflow of 19%. After the 2016 registration year, 48 RNs/NPs failed to renew their registration with the territory, representing an outflow of 11.6%. This resulted in a net gain of 38 RNs/NPs in 2017.
- The RN/NP workforce — those employed in nursing — grew by 31.7% between 2008 and 2017, from 334 to 440. In 2017, 66.7% of RNs/NPs who were not employed in their profession were seeking employment in their profession at the time of registration.
- The proportion of RNs/NPs employed full time decreased from 48.2% in 2008 to 43.9% in 2017.
- In 2017, the average age of RNs/NPs in Yukon was 42.6 years; 32.5% were younger than 35 and 21.5% were 55 and older.
- In 2017, 18.2% of RNs/NPs were employed in a rural or remote area of the territory; in comparison, 23.3% of the territory's population was living in a rural or remote area in 2016.

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iii. In 2017, record-level data for LPNs licensed in Yukon was not submitted to the Health Workforce Database. The Department of Community Services of Yukon provided an aggregate count of 134 for 2017.

## Northwest Territories/Nunavut

The Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU) regulates RNs and NPs for both territories. Data for LPNs in the Northwest Territories is submitted by the Northwest Territories Department of Health and Social Services. While LPNs in Nunavut<sup>iv</sup> are regulated, only aggregate data is submitted to CIHI at this time; therefore, this data is not included in the analyses.

- The supply of regulated nurses — including those who are and are not employed — decreased from 1,344 in 2008 to 1,174 in 2017, a drop of 12.6% over the period. The 2017 supply consisted of 1,058 RNs/NPs (56 NPs) and 116 LPNs.
- In 2017, a total of 178 regulated nurses registered to practise in the Northwest Territories and Nunavut for the first time, representing an inflow of 15.2%. After the 2016 registration year, 184 regulated nurses failed to renew their registration, representing an outflow of 15.6%. In the Northwest Territories and Nunavut, the outflow often exceeds the inflow. This may in part be attributed to the reliance on short-term agency/contract nurses who provide relief to permanent staff.
- In 2016, there were 17 entry-to-practice graduates from the registered nursing program in the Northwest Territories and Nunavut.
- The average age of regulated nurses was 46.6 in 2017; 23.9% were younger than 35 and 31.7% were 55 and older.
- In 2017, 97.6% (1,146) of regulated nurses licensed to practise in the Northwest Territories and Nunavut were employed in nursing; the majority were involved in providing direct patient care<sup>v</sup> (86.7%).

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<sup>iv.</sup> In 2017, there were 118 LPNs licensed with the Department of Health and Social Services in Nunavut.

<sup>v.</sup> The term *direct care* refers to only those registrants who provided services directly to clients.

The following highlights are presented to more accurately portray regulated nurses employed in the Northwest Territories and Nunavut. The analysis is based on postal code of worksite. Postal codes that are not located in the Northwest Territories or Nunavut are excluded from the analysis.<sup>vi</sup>

## Northwest Territories

- In 2017, there were 625 regulated nurses employed in the Northwest Territories, including 528 RNs/NPs (32 NPs) and 97 LPNs.
- The proportion of regulated nurses employed full time increased from 50.7% (536) in 2008 to 73.2% (624) in 2017.
- In 2017, 45.8% of regulated nurses worked outside of Yellowknife; in comparison, 50.9% of the Northwest Territories' population was living outside of Yellowknife in 2016.

## Nunavut

- In 2017, there were 274 RNs and 15 NPs employed in Nunavut.
- The proportion of regulated nurses employed full time decreased from 63.3% in 2008 to 60.0% in 2017.
- In 2017, 82% of RNs/NPs (including 225 RNs and 12 NPs) worked outside of Iqaluit; in comparison, 78.9% of Nunavut's population was living outside of Iqaluit in 2016.

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vi. 106 regulated nurses are not included in this analysis, as their worksite postal code is located outside of the Northwest Territories and Nunavut.



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