



Dietitians of Canada
Les diététistes du Canada

The Dietitian Workforce in Canada

Meta-Analysis Report

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Executive Summary

The purpose of this project was to conduct a meta-analysis of dietitian workforce surveys conducted by regions of Dietitians of Canada (DC) from 2007 to 2011 to:

- develop a 'snapshot' of the dietetic workforce in Canada between these dates;
- identify the dietetic workforce issues affecting the profession in most areas of Canada; and
- recommend actions for advocacy to planners and policy makers, and actions within the scope of the profession.

The pooled data from all provinces and territories yielded 3749 respondents. Responses relate to this dataset only. Key findings from the pooled meta-analysis were:

- The majority of respondents (45%) worked in the clinical area of practice.
- The majority of respondents worked full time.
- Some respondents work in more than one area of practice.
- The Territories have the youngest population of dietitians (64% under 40 years of age); Manitoba (MB) and British Columbia (BC) have the greatest proportion of respondents over 40 years of age; BC and Nova Scotia (NS) had the greatest proportion of respondents 50 and over.
- 95 to 100% of respondents were female.
- Quebec (QC), NS, Saskatchewan (SK), and MB had the greatest proportion of respondents who received their undergraduate training in that same province; the Territories, Alberta (AB), BC and Newfoundland (NF) had the greatest proportion of respondents educated elsewhere.
- QC, Ontario (ON), AB, and SK had the greatest proportion of respondents who received their practical training in the province; BC, PE, and the Territories had the lowest.
- About 50% of respondents indicated they will retire within 10 years and most respondents plan to retire before age 60.
- Few respondents received coverage for absences greater than three days; clients waited their return for services which contributed to workload dissatisfaction.
- All provinces and territories had difficult-to-fill vacancies (vacant more than 90 days); vacancy problems may be compounded when the retirement wave hits.
- There were mixed scores regarding satisfaction with earnings and opportunities for advancement.
- Over half of respondents served as preceptors training dietetics students.

Existing dietitian shortages in all areas of the country, the impending increase in vacancies owing to retirement of 50% of respondents, population growth and new job creation in the areas of chronic disease management, food supply and specialized nutrition care reveal an urgent need to increase training capacity for dietitians in Canada.

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- Nova Scotia Dietetic Association
- PEI Dietitians Registration Board
- Newfoundland and Labrador College of Dietitians (NLCD)
- Ordre professionnel des diététistes du Québec

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Introduction

The purpose of this project was to conduct a meta-analysis of dietitian workforce surveys conducted by regions of Dietitians of Canada (DC) from 2007 to 2011 to:

- develop a 'snapshot' of the dietetic workforce in Canada between these dates;
- identify the dietetic workforce issues affecting the profession in most areas of Canada; and
- recommend actions for advocacy to planners and policy makers, and actions within the scope of the profession.

The pooled data yielded 3749 respondents. While frequency distributions were calculated using the pooled responses from the various surveys, these findings can only be considered indicative of the proportion of respondents within the various assessments (age, areas of practice, etc.) and do not relate to the total number of dietitians across Canada.

Dietitian Workforce Surveys in Canada (2007-2011)

Dietetic workforce surveys were conducted in Canadian provinces and territories between 2007 and 2011 using online survey tools (Table 1). Links to surveys were distributed by provincial Colleges of Dietitians to their registrants, or to DC members within a province, territory or DC region.

Table 1: Dietitian Workforce Surveys Conducted in Canada (2007-2011) and Response Rates

DATE	LOCATION	POTENTIAL RESPONDENTS	RESPONSE (n)	% RESPONSE
02/2007	Nova Scotia	360	163	45
02/2007	New Brunswick	295	77	26
02/2007	Newfoundland and Labrador	132	46	35
04/2007	Manitoba	340	140	41
04/2007	Saskatchewan	260	153	59
09/2008	New Brunswick (French)	120	52	43
09/2008	Ontario	2846	838	29
09/2008	Ontario (French)	unknown	15	unknown
06/2008	British Columbia	1000	505	51
05/2008	Alberta	931	331	36
05 & 11/2008 ¹	Territories ²	27	25	93
02/2009	Prince Edward Island	60	21	35
05/2010	Quebec	2604	694	27

¹ The survey was re-distributed in Yukon in 11/2008 owing to technical challenges.

² The Territories refers to Yukon, Northwest Territories, and Nunavut (abbreviated as 'YT/NT/NU' or "The Territories" in this report).

The Dietetic Workforce in Canada (Synopsis from surveys conducted 2007-2011)

Selected information from the various survey reports was pooled to develop a ‘snapshot’ of the dietitian workforce in Canada to identify workforce issues affecting dietitians across the country.

Areas of Practice (clinical, public health, etc.)

The pooled responses for the question are given in Appendix 1. The proportions of respondents by areas of practice nationally are given in Table 2.

Table 2: Respondents’ Area of Practice

	n	%
Clinical	1678	45
Community	548	15
Administrative	339	9
Public Health	393	11
Education and/or Research	265	7
Other	218	6
Business/Industry	81	2
Sales/Marketing/Retail	50	1

The n for this question exceeds the overall number of respondents for the pooled surveys indicating that respondents practice in more than one area of dietetics. These data show that the majority of respondents work in clinical practice.

Age of Respondents

The age profile of respondents is given in Appendix 2. These data were divided at 40 years and under, and those over 40 years (Table 3).

Table 3: Ages of Pooled Respondents (age split at 40 years)

	BC	AB	SK	MB	ON	QC	NS	NB	NL	PE	YT/NT/NU
40 years or less	40.9	55.9	62.8	41.9	49.7	50.7	45.6	52.3	58.7	37.9	64
41+ years	57.5	44.2	37.2	58.1	50.2	49.3	54.4	47.4	41.3	52.3	36

Table 3 indicates that SK and the Territories have the largest proportion of dietitians 40 years of age and under (greater than 60%). Conversely, BC and MB had the greatest proportions of respondents over 40 years (more than 55% of respondents); ON, NS, and PE also had greater than 50% of respondents over 40 years of age.

To determine what regions would be among the first to feel the effects of baby boom retirements the data were split at 50 years and less and 51 years and older (Table 4).

Table 4: Ages of Pooled Respondents (age split at 50 years)

	BC	AB	SK	MB	ON	QC	NS	NB	NL	PE	YT/NT/NU
50 years or less	70.5	81.7	83.1	83.8	76.6	79.5	74	82.7	84.8	71.2	84
51+ years	28	18.2	16.9	16.2	23.3	20.5	26	17.2	15.2	19	16

These data show that BC, ON, and NS had the greatest proportion of respondents over 50 years of age thus the increasing numbers of difficult to fill positions may affect these provinces/territories first as dietitians over 50 years begin to retire.

Gender of Respondents

The workforce of dietitian respondents is 95 to 100% female in Canada (Appendix 3). This fact has relevance for planning for maternity leaves and child care needs, and for the care of aging relatives.

Education and Training from Within and Outside the Province/Territory of Residence

The proportions of respondents with undergraduate degrees granted from within and outside the province/territory of residence are given in Appendix 4. Note that this item was not included on the survey distributed to respondents in the Territories as all respondents would have been educated elsewhere.

These data show:

- The regions with the greatest proportion of dietitian respondents who received their undergraduate degrees from within the province/territory (i.e., respondents work where they were educated) are QC (95.8%), NS (83.2%), and SK (82.8%).
- The regions with the greatest proportion of dietitian respondents who received their undergraduate degrees elsewhere (i.e., respondents work in a province/territory other than where they were educated) are the Territories (100%), AB (54.5%), BC (54.3%), and NF (41.3%).

The proportions of respondents who received practical (internship and other qualifying) training from within and outside the province/territories are given in Appendix 5.

These data show:

- The regions with the greatest proportion of dietitian respondents who received their practical training within the province (i.e., respondents work where they were trained) are QC (95.6%), ON (72.5%), AB (62.9%), and SK (62.7%).
- The regions with the greatest proportion of dietitian respondents who received their practical training outside of the province/territories (i.e., respondents work in a province/territory other than where they were trained) are BC (49.1%), PE (25%), and the Territories (24%).

Pooled data indicate that QC has the greatest proportion of respondents who remained within the province to attend university, complete internships, and to work. BC appears to have the greatest proportion of respondents who have moved to the province having attended university or completed internship elsewhere.

Graduate Degrees

The proportion of pooled respondents with graduate degrees is given in Table 5.

Table 5: Proportion of Respondents with Graduate Degrees

	BC	AB	SK	MB	ON	QC	NS	NB	NL	PE	YT/NT/NU
N (survey)	505	331	153	140	853	694	161	128	46	21	25
% with graduate degree	22	25	21	23	36	17.9	25	20	21	16	24

These data show that ON and the Territories have the greatest proportion of respondents with graduate degrees. The surveys distributed in each of the regions did not consistently ask whether a graduate degree was a requirement for employment thus whether these proportions relate to education level as a condition of employment across Canada is not known.

Given that few dietitian positions in Canada require graduate degrees (these include internship coordinators/directors, professors, and research dietitians) and that these positions are in the minority of those held by dietitians, the proportion of dietitians with graduate degrees may indicate that dietitians pursue graduate training for reasons other than employment or career advancement.

Anticipated Age of Retirement

Pooled information about anticipated age of retirement for all respondents is found in Appendix 6. These data indicate:

- In most regions (AB, SK, MB, NS, NB, NL and YT), respondents plan to retire before age 60. Only in BC, ON, QC and PE did respondents plan to retire between ages 60 and 65. None of the respondents indicated plans to retire after age 65; however it is noted that 11 respondents were over the age of 65 and reported they were still working.
- 10 to 29% of respondents were undecided about when they will retire.
- Since many of the surveys were conducted retirement at 65 years is no longer mandatory.

These findings indicate:

- Survey respondents may not be available to work, beyond age 60.
- Respondent indecision about when they might retire presents opportunities to either find ways to retain dietitians within the workforce to age 65 and beyond or to make part time opportunities for dietitians who retire early to continue to contribute to the workforce.

Retirement Plans

The number of years until retirement was included in five regional surveys (Table 6). Categorization of data to within five years and within 10 years revealed that BC would have the greatest proportion of respondents (17.5%) retire within five years, and ON would have the greatest proportion (34%) retire within 10 years (Table 7).

Table 6: Retirement Plans (BC, AB, ON, QC, YT/NT/NU)

	BC		AB		ON		QC		YT/NT/NU	
N (survey)	505		331		853		694		25	
N (question)	486		321		833		683		24	
	n	%	n	%	n	%	n	%	n	%
<1 year	8	1.6	5	1.6	12	1.4	9	1.3	0	-
1-2 years	31	6.4	7	2.2	25	3.0	12	1.8	0	-
3-5 years	46	9.5	18	5.6	58	7	68	10.0	2	8
6-10 years	69	14.2	47	14.6	105	12.6	72	10.5	2	8
11-15 years	69	14.2	28	8.7	112	13.5	90	13.2	4	17
>15 years	182	37.4	161	50.2	402	48.3	361	52.9	14	58
Undecided	81	16.7	55	17.1	119	14.3	71	10.4	2	8

Table 7: Categorization of Retirement Plans Within Five and 10 Years

	BC	AB	ON	QC	YT/NT/NU
N (question)	486	321	833	683	24
Within 5 years	17.5	9.4	11.4	13.1	8
Within 10 years	31.7	24	34	23.6	16

Review of the reports for all surveys indicated that a large proportion of dietitians in all provinces/territories will stop working as baby-boom related retirements gain momentum. The smallest proportion of dietitians set to retire within 10 years is in QC (24% of respondents). In the Atlantic region, ON, and MB, 50% of respondents plan to retire within 10 years. This represents a crisis in Canada with the anticipation of the retirement of half of the dietetics workforce within 10 years (by 2018-2019).

Employment Status

Pooled findings about employment status are presented in Appendix 7. These findings indicate:

- The majority of respondents have full time positions (35 to 40 hours per week depending on their province/territory)
- BC had the greatest proportion of respondents who work part time (40.2%) and NF the lowest at 7.5%.
- BC and the Territories had the greatest proportion of respondents who work casual (4%).
- Respondents in all provinces/territories have ‘other’ work arrangements (such as contract work); these arrangements are most common in AB (8.8%) and ON (7.7% of respondents).

Coverage During Absences/Vacations/Sick Days (greater than three days)

Findings from the surveys indicated that coverage for absences greater than three days is not widely available (per Table 8).

Table 8: Coverage During Absences/Vacations/Sick Days

	BC	AB	SK	MB	ON	QC	NS	NB	NL	PE	YT/NT/NU
N (survey)	505	331	153	140	853	694	161	128	46	21	25
% respondents with coverage	40	40	33	33	43	35.9	28	29	19	11	23

At best, 43% of respondents in ON had coverage for absences greater than three days; at worst, coverage on PE was as low as 11% of respondents. The availability of coverage is particularly important in direct service positions (such as clinical care, counselling, sales, or teaching) as absence of replacement coverage means that coworkers are ‘doubling up’ their efforts to cover during absences greater than three days, that clients/students go without care or services, or that services are deferred pending a dietitian’s return to work. While more detailed analysis of the nature of respondents’ positions to assess the relevance of absence data was not possible, this finding raises questions about the role of coverage in workforce retention, and about the potential to include coverage in labour negotiations. The latter refers to questions that may arise about the necessity of dietitian positions (if not covered while absent, is the position required at all?).

Difficult to Fill Positions

All surveys included items about whether respondents knew of difficult to fill (DTF) positions (vacant more than 90 days). Respondents in every jurisdiction knew of DTF vacancies; details about these vacancies were sought in the surveys conducted in BC, AB, ON, QC and YT/NT/NU. Categorization of responses eliminated duplicate positions such that a total estimate of vacancies could be made (reported in Table 9). Note that the figure for DTF positions in the public sector in BC was taken from the more recent Health Human Resource Planning Projections for Dietitians in BC report rather than from the Workforce Survey (that reported on all vacancies, not only those in the public sector). Findings from this projection were that the number of DTF vacancies in BC will rise to 187 in 2021.

Table 9: Difficult to Fill Positions

	BC ¹	AB	ON	QC	YT/NT/NU
DTF position	26	22	196	93	8

¹ 2008 public sector data per Health Human Resource Planning Projections for Dietitians in BC, Health Employers Association of BC (2009); excludes casual positions.

These findings reveal DTF vacancies all across Canada. This is a serious challenge as the impending wave of vacancies that will arise with the retirement of baby boomers in the next 10 years will only add to the existing problem of insufficient numbers of dietitians to address demands.

Earnings

Findings about earnings are presented in Appendix 9. Note that it was not possible to determine whether these earnings were reported for full time, part time, or some other kinds of employment.

The findings indicate the proportion of incomes over \$75,000 was greatest in AB, ON, and the Territories (Table 10), and that only BC, AB, ON, QC and the Territories had any respondents with incomes over \$85,000. Earnings in the Territories include a northern differential resulting in higher earnings than in the south of Canada.

Table 10: Percentage of Respondents with Incomes Over \$75,000

	BC	AB	SK	MB	ON	QC	NS	NB	NL	PE	YT/NT/NU
N (survey)	505	331	153	140	853	694	161	128	46	21	25
% with incomes > 75,000	11.8	25.4	9.8	18	22.3	4.5	9.2	1	5.9	9	42.8

Satisfaction with Earnings

Wording about satisfaction with earnings differed on the various surveys. Respondents were asked either whether or not they felt they were paid a fair wage, or how satisfied (on a five-point Likert-type scale) they were with their earnings. Findings (Appendix 10) indicate that respondents most satisfied with their wages were in NB (58.6% of respondents were satisfied), MB (60% were satisfied), and the Territories (where 60.7% felt they were paid a fair wage). The regions where respondents were the least satisfied with their wages were QC (17.6%), BC (30.5%) and ON (34.9%).

Potential for Advancement

Findings about satisfaction with opportunities for advancement (Appendix 11) indicate that the highest proportion of respondents indicating satisfaction were in AB (at 37.2%) and the Territories (56.5%). The lowest levels of satisfaction were in BC (4.6% satisfied) and NL (10.9% satisfied). These findings raise questions about what opportunities for advancement there are for dietitians across the country, Satisfaction with opportunities for advancement may relate to the number of years respondents had been dietitians and their expectations for career progression, and may relate to what respondents observe as opportunities available to non-dietitian colleagues (for instance, those available to registered nurses).

Satisfaction with Opportunities for Professional Development

Findings about satisfaction with opportunities for professional development (Appendix 12) indicate, as with opportunities for advancement, that there is variation across the country. Satisfaction ranged as low as 3.6% in BC and as high as 57.9 % in MB. This disparity raises questions about what accounts for such variation; it may be related to the type of professional development available, the funding, the workplace support or some other factor.

Preceptoring Involvement

The proportion of respondents who served as preceptors ranged from 46.4% in Quebec to 77% in Manitoba and Saskatchewan (Appendix 13). This finding indicates that training is a role that is common amongst dietitians in Canada, and raises questions about how this observation relates to other findings presented in this report about coverage, and professional development. The proportion of dietitians involved in preceptoring suggests the need for attention to knowledge and skill development and training opportunities, as well as to efforts to ensure national education expectations are articulated and met.

Critical Workforce Issues

While the meta-analysis revealed a number of issues affecting the dietetics workforce in Canada, the dominant issue was the crisis of numbers of dietitians available to fill existing DTF vacancies and the impending wave of vacancies owing to baby boomer retirements (approximately 50% of respondents retiring within 10 years).

Other workforce issues were poor coverage for absences greater than three days, satisfaction with earnings, professional development, and opportunities for advancement, and participation in preceptoring.

Additional data was sought from Statistics Canada and the Canadian Institute of Health Information (CIHI) publications to learn more about projected needs for sufficient numbers of graduates to fill dietitian vacancies relative to projections for the Canadian population. Results from the document search are summarized below; data tables are located in the appendices.

Projected Need for Practice-ready Dietitian Graduates Relative to Population Growth

Key findings about the projected need for practice-ready dietitian graduates in Canada relative to projected population growth are:

- The proportion of dietitians per 100,000 Canadian population was 21.72 in 1997 and rose to 25.92 in 2006. The increase in proportion affected all provinces and territories in Canada (Appendix 14).
- Projections are that the Canadian population will constantly increase to low and high estimates of 36 million and 42 million by 2031 (Appendix 15).
- The proportion of Canadians 55 years and older will increase over time (Appendix 15). Estimates based on low population projections are from 30.7% of the population in 2016 to 37.1% in 2031, and from 29.9% in 2016 to 34.3% in 2031 for high population projections.
- The rise in proportion of seniors will increase at a greater rate should the overall population increase more slowly (meaning, there will be fewer births and immigrations of children to Canada such that the proportion of seniors will increase at a greater rate).
- The proportion of practice-ready dietitian graduates relative to increases in the Canadian population rose from 1.094 to 1.278 graduates per 100,000 population (16.8%) between 1998 and 2007 (Appendix 16). This number does not reflect steady growth, rather the proportion of graduates dropped and increased year by year but rose overall.
- By synthesizing the low and high projections for the Canadian population to 2031 (Appendix 15) with the average of 1.115 practice-ready dietitian graduates per 100,000 population (Appendix 16), the estimated needs for dietitians in Canada are given in Table 11. These data represent the number of graduates required yearly in Canada to 2031 to maintain levels of dietitians per 100,000 population presuming the numbers of dietitians leaving the workforce remains as it has been.

Table 11: Projected Numbers of Practice-ready Dietitian Graduates per Projected Canadian Population

YEAR	2016	2021	2026	2031
Low pop'n estimate ¹	34,418.6	35,149.6	35,786.7	36,261.2
High pop'n estimate	36,051.6	37,997.2	39,931.3	41,810.8
# grads ² (low estimate)	384	392	399	404
# grads (high estimate)	402	424	445	466

¹ in 1000s.

² to maintain proportion of practice ready graduating dietitians at average rate (from 1996 to 2007) of 1.115/100,000 population.

At face value, the Canadian dietetics workforce appears to be in fine shape as the most recent figures for the number of practice-ready dietitian graduates was 423 in 2007 (mid way between the low and high needs for 2031). This, however, does not account for the increased numbers of dietitians who may leave the workforce owing to retirement. We cannot assume the current proportion of dietitians to population will remain static. The increasing demand for dietitians to take leadership in the management of chronic disease, specialized nutrition care, health promotion, food supply and health policy could result in a shortage that will impact the overall health of the population.

Workforce Crisis: Need for Immediate Increase in Practical Training Capacity

Based on the projected retirement of 50% of the Canadian dietitian workforce by 2018, the practical training capacity in Canada needs to double immediately. This will ensure sufficient dietitian graduates to fill existing DTF vacancies, and to prepare for the retirement wave. The need for increased training capacity exists throughout Canada and is not confined to one or a few regions.

Relevance of Projected Needs for the Dietitian Workforce to Vision 2020

The vision for dietitians in Canada (per A Vision for Dietitians in 2020, Dietitians of Canada, 2007) is:

- Dietitians are leaders in promoting health.
- Dietitians have diverse, rewarding and novel roles.
- The dietetics profession is self-directing and self-renewing.
- Dietetics education is accessible, flexible, inclusive and innovative (Appendix 17).

For dietitians to strive and continue to be leaders in promoting health, for dietitians to have new and diverse roles, and for dietetics to be self-directing and self-renewing there need to be dietitians. Dietetics education is simultaneously a key component of Vision 2020 and subject to suffer without sufficient numbers of dietitians to participate in the work of training students. In short, movement toward Vision 2020 cannot proceed without dietitians to undertake the work. As the workforce numbers crisis for dietitians in Canada will hit during the decade leading up to 2020, immediate action is required to increase training capacity for dietitians in Canada.

Thus, short term and long term advocacy efforts with decision makers and planners should emphasize support for expanding dietetics education, both university-based and practical training. This will help ensure sufficient numbers of graduates to address existing and impending shortages of dietitians.

Simultaneously, efforts to retain retiring and retired dietitians in the workforce can help address some of the workforce shortages.

All the while, effort is required to keep dietitians at the forefront of developments in dietetic practice as these relate to the evolving food supply, nutrition knowledge, understanding of food and eating behaviour, approaches to nutrition education and dietetics education, and research and inquiry.

Potentially, some of the concerns arising from the workforce surveys pertaining to (dis)satisfaction with workload, coverage, and willingness to participate as preceptors can be addressed through attention to workforce shortages. For the most part, respondents were satisfied with their earnings and might be more so if stresses in the workplace owing to workforce shortages could be addressed.

Opportunities for advancement also require attention. Over the past two decades organizations have ‘flattened’ such that there are fewer positions into which dietitians can move as one gains experience and/or advanced levels of training. Considering opportunities for laddering of dietitians into positions with greater responsibility and authority may enhance satisfaction and help to retain dietitians in the workforce longer.

Suggestions for Further Inquiry

Suggestions for further inquiry include:

- assess the effectiveness of preceptoring training
- learn through informal evaluation at preceptor training events about future training needs/interests
- maintain annual measures (some of which are already kept) to assess the impact of efforts to increase training capacity including number of training spots, number of graduates, and number of DTF vacancies by province/territory
- monitor positions created; determine if laddering opportunities are expanding
- conduct a need assessment to explore member interests in preceptor certification or other training to support preceptors

Limitations

Limitations for this project were:

- Responses do not represent all dietitians in Canada; therefore, these findings reflect the the responding group only.
- Survey items differed on the surveys distributed in the regions (questions were asked differently on different surveys and some surveys had different questions altogether). Thus, it was difficult to pool findings for more questions than for those selected for analysis in this report.

Appendices

Appendix 1: Respondents' Areas of Practice (clinical, public health, etc.)

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
N (question)	483		426		195		186		922		873		220		157		52		24		34	
Area of Practice	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Clinical	250	52	207	49	64	33	64	34	464	50	438	70	86	39	68	43	25	48	5	21	7	30
Community	64	13	57	13	36	18	45	24	145	16	139	22	22	10	21	13	7	13	5	21	7	30
Administrative	61	13	49	12	22	11	23	12	64	7	61	10	30	14	18	11	6	12	1	4	4	17
Public Health	22	5	47	11	27	14	23	12	97	11	114	18	19	9	21	13	6	12	3	13	14	61
Ed &/or Research	29	6	28	7	21	5	15	8	68	7	65	10	23	10	7	4	3	6	6	25	-	-
Other	44	9	26	6	15	8	9	5	43	5	41	7	22	10	12	8	3	6	3	13	-	-
Business/Industry	10	2	6	1.5	8	4	6	3	29	3	4	0.6	8	4	5	3	2	4	1	4	2	9
Sales/Marketing/Retail	3	0.6	6	1.5	2	1	1	0.5	12	1.3	11	1.8										

Note: Respondents were able to select more than one area of practice thus sum of n values for this item exceeds the overall response rate.

Appendix 2: Age of Respondents

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
N (question)	502		329		153		136		849		691		112		128		46		21		25	
Years	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
20-25	19	3.8	42	12.8	48	31.4	20	14.7	45	5.3	62	9.0	31	19.1	29	22.7	12	26.1	3	4.6	2	8
26-30	64	12.7	62	18.8					152	17.9	123	17.8									5	20
31-35	69	13.7	46	14.0	48	31.4	37	27.2	117	13.8	100	14.5	43	26.5	38	29.6	15	32.6	7	33.3	5	20
36-40	54	10.7	34	10.3					108	12.7	65	9.4									4	16
41-45	84	16.7	37	11.2	31	20.3	57	41.9	119	14.0	108	15.6	46	28.4	39	30.4	12	26.1	7	33.3	4	16
46-50	65	12.9	48	14.6					110	12.9	91	13.2									1	4
51-55	76	15.1	35	10.6	24	15.7	22	16.2	107	12.6	90	13.0	38	23.5	21	16.4	6	13.0	4	19.0	3	12
56-60	52	10.4	18	5.5					60	7.1	36	5.2									-	-
61-65	12	2.4	5	1.5	1	0.6	-	-	29	3.4	10	1.4	4	2.5	1	0.8	1	2.2	-	-	1	4
>65	-	-	2	0.6	1	0.6	-	-	2	0.2	6	0.9	-	-	-	-	-	-	-	-	-	-

Appendix 3: Gender of Respondents

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
N (question)	498		100		152		139		829		682		162		128		46		21		25	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Female	486	97.6	99	99	144	95	134	96.4	816	98.4	665	97.5	161	99.2	128	100	46	100	20	95.2	25	100
Male	12	2.4	1	1	8	5	5	3.6	13	1.6	17	2.5	1	0.6	-	-	-	-	1	4.8	-	-

Appendix 4: Undergraduate Degrees Obtained Within and Outside the Province/Territory

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
N (question)	486		321		151		138		834		688		161		127		46		21		25	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Within	264	54.3	175	54.5	125	82.8	104	75.4	558	66.9	659	95.8	134	83.2	76	59.8	19	41.3	16	76.2	0	0
Outside	222	45.7	146	45.5	26	17.2	34	10.6	276	33.1	21	3.1	27	16.8	51	40.2	27	58.7	5	10.9	25	100

NOS: not on survey

Appendix 5: Location of Practical (internship or other qualifying) Training Within and Outside the Province/Territory

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
N (question)	491		318		150		138		833		680		159		126		45		20		25	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Within	241	49.1	200	62.9	94	62.7	84	60.9	604	72.5	650	95.6	84	52.8	62	49.2	22	48.9	5	25	6	24
Outside	250	50.9	118	37.1	56	37.3	54	39.1	229	27.5	30	4.3	75	47.2	64	50.8	23	51.1	15	75	19	76

Appendix 6: Anticipated Age of Retirement

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		684		161		128		46		21		25	
N (question)	489		319		153		140		831		694		162		76		45		21		24	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
< 55 years	32	6.5	35	11	16	10.5	10	7.1	36	4.3	18	2.6	11	6.8	5	6.6	2	4.4	1	4.8	2	8.3
55-59	176	36	113	35.4	55	36	71	50.7	246	29.6	252	36.8	70	43.2	34	44.7	29	64.4	7	33.3	9	37.5
60-65	149	30.4	87	27.3	33	21.6	35	25	310	37.3	258	37.7	47	29	21	27.6	7	15.5	9	42.9	7	29.1
> 65	25	5.1	8	2.5	4	2.6	4	2.9	73	8.8	40	5.8	9	5.6	3	3.9	1	2.2	2	9.5	2	8.3
Undecided	107	21.9	76	23.8	45	29.4	20	14.3	166	20	116	17	25	15.4	13	17.1	6	13.3	2	9.5	4	10.6

Appendix 7: Working Fulltime/Part time/Casual/Other

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
N (question)	353		296		127		118		740		623		133		111		40		15		24	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Fulltime	174	49.3	178	60.1	92	72.4	77	65.3	511	69.1	418	67.1	88	66.2	82	73.9	34	85	10	66.7	18	75
Part time	142	40.2	80	27	30	23.6	34	29.8	152	21.9	145	23.3	35	26.3	22	19.8	3	7.5	5	33.3	4	17
Casual	16	4.5	12	4	2	1.6	1	1.8	10	1.4	13	2.1	2	1.5	2	1.8	2	5	-	-	1	4
Other	21	5.9	26	8.8	3	2.4	6	5.1	57	7.7	47	7.5	8	6	5	4.5	1	2.5	-	-	1	4

Appendix 8: Coverage During Absences/Vacations/Sick Days

	BC	AB	SK	MB	ON	QC	NS	NB	NL	PE	YT/NT/NU
N (survey)	505	331	153	140	853	694	161	128	46	21	25
% respondents with coverage	40	40	33	33	43	35.9	28	29	19	11	23

Appendix 9: Earnings

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
N (question)	323		259		102		98		656		542		120		94		34		11		22	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
\$35-45000	56	17	26	10	19	18.6	14	14.3	40	61	116	18.9	23	19.2	16	17	2	5.9	2	18	1	4
45001-55000	77	24	35	13.5	36	35	31	32	101	15.4	126	20.5	37	31	38	40	6	17.6	4	36	4	18
55001-65000	77	24	69	27	25	24.5	31	32	184	28	115	20.4	37	31	29	31	18	53	2	18	4	18
65001-75000	75	23	63	24	12	12	4	4	185	28	118	19.2	12	10	10	11	6	17.6	2	18	4	18
75001-85000	18	5.6	47	18	10	9.8	18	18	91	13.9	22	3.6	11	9.2	1	1	2	5.9	1	9	5	23
85001-95000	14	4.3	10	3.9	-	-	-	-	32	4.9	5	0.8	-	-	-	-	-	-	-	-	3	14
95001+	6	1.9	9	3.5	-	-	-	-	23	3.5	7	1.1	-	-	-	-	-	-	-	-	1	4

Appendix 10: Satisfaction with Earnings

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
“Paid fair wage”	154	30.5	149	45					298	34.9	109	17.6									14	60.7
Satisfied					82	53.6	84	60					87	54	75	58.6	25	54	8	39		

Note: surveys conducted in different provinces and/or in the Territories asked different questions about satisfaction with earnings. Appendix 10 is a composite of findings from these various questions.

Appendix 11: Satisfaction with Opportunities for Advancement

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Satisfied	23	4.6	123	37.2	40	26.1	38	27.1	199	23.3	151	21.8	45	28	29	22.7	5	10.9	6	28.6	13	56.5

Note: % calculated from total respondents for survey, response rate to this question was not available.

Appendix 12: Satisfaction with Opportunities for Professional Development

	BC		AB		SK		MB		ON		QC		NS		NB		NL		PE		YT/NT/NU	
N (survey)	505		331		153		140		853		694		161		128		46		21		25	
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%
Satisfied	18	3.6	146	44.2	86	56.2	81	57.9	415	48.7	252	36.3	74	4.6	60	46.9	15	32.6	10	47.6	13	56.5

Note: % calculated from total respondents for survey, response rate to this question was not available.

Appendix 13: Involvement in Preceptoring

	BC	AB	SK	MB	ON	QC	NS	NB	NL	PE	YT/NT/NU
N (survey)	505	331	153	140	853	694	161	128	46	21	25
% involved as preceptor	57	63	77	77	64	46	72	60	72	56	65

Appendix 14: Dietitians per 100,000 Canadian Population (1997 and 2006)

Region	1997			2006		
	#RDs	Population ¹	RD/100,000 Population	#RDs	Population ³	RD/100,000 Population
NL	102	544,400	18.73	148	510,300	29.00
PE	46	136,800	33.62	57	137,900	41.33
NS	316	934,800	33.80	436	938,000	46.48
NB	217	754,000	28.77	324	745,700	43.44
QC	1893	7,307,600	25.90	2357	7,631,600	30.88
ON	2145	11,260,400	19.04	2691	12,665,300	21.24
MB	275	1,136,800	24.19	375	1,184,000	31.67
SK	191	1,022,200	18.68	262	992,100	26.40
AB	520	2,837,800	18.32	816	3,421,300	23.85
BC	812	3,959,300	20.5	956	4,243,600	22.52
YT/NT/NU	27	YT 32,200 NT 67,800		22 ²	YT 32,300 NT 43,200 NU 30,800 Total 106,300	20.69
Canada	6517	30,000,400	21.72	8444	32,576,100	25.92

¹ Source: www.canadainfolink.ca/charttwo.htm.

² Estimated from workforce survey conducted in 2008; data for The Territories was not available from 2008 Health Care Providers Reference Guide.

³ <http://www40.statcan.gc.ca/l01/cst01/demo02a-eng.htm>.

Appendix 15: Projected Canadian Population (2016 to 2031)

	2016		2021		2026		2031	
	In thousands							
	low	high	low	high	low	high	low	high
All	34,418.6	36,051.6	35,149.6	37,997.2	35,786.7	39,931.3	36,261.2	41,810.8
< 54 years	23,843.4	25,257.2	23,273.4	25,740.7	23,019.5	26,573.4	22,790.9	27,467.2
55+ years	10,575.2	10,794.4	11,876.2	12,256.5	12,767.2	13,357.9	13,470.3	14,343.6
% 55+ years	30.7	29.9	33.8	32.3	35.7	33.5	37.1	34.3

Source: Projected population by age group according to three projection scenarios for 2006, 2011, 2016, 2021, 2026 and 2031, at July 1.

Available at: www40.statcan.gc.ca/l01/cst01/demo08c-eng.htm.

Appendix 16: Practice-ready Dietitian Graduates per 100,000 Canadian Population

Year	# Graduates (practice ready) ¹	Canadian Population ²	# Graduates per 100,000 pop'n
1998	330	30,158,000	1.094
1999	317	30,404,000	1.043
2000	339	30,689,000	1.105
2001	319	31,021,000	1.028
2002	345	31,373,000	1.099
2003	355	31,676,000	1.112
2004	352	32,048,000	1.098
2005	348	32,359,000	1.075
2006	398	32,723,000	1.216
2007	423	33,091,228	1.278
Average			1.115

¹ Source: Canadian Health Care Providers: A Reference Guide. (2008). Canadian Institute for Health Information. Available at: http://secure.cihi.ca/cihiweb/products/HealthCareProv_RefGuideEN_rpn.pdf.

² Source: Statistics Canada.

Appendix 17: A Vision for Dietitians in 2020 (Dietitians of Canada, 2007)

1. Dietitians are leaders in promoting health
2. Roles are diverse, rewarding and novel
 - New settings; new roles
3. Self-directing and self-renewing professionalism
 - Ethics
 - Technology
 - Provide trustworthy guidance
 - Policy
 - Knowledge brokers
 - Specialists in nutritional care for complex needs
4. Dietetics education is accessible, flexible, inclusive and innovative
 - Programs are accredited
 - Programs to assist internationally educated dietitians
 - National approaches to education and accreditation enhance access to leading edge resources/expertise
 - Support more academics, scholars and researchers
 - Interprofessional practice; dietitians contribute to knowledge base
 - Majority of dietitians have advanced degrees
 - Accelerated innovation and change in dietetics education



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