

College of Nurses
of Ontario

Trends in General Class New Members 2011



COLLEGE OF NURSES
OF ONTARIO
ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.



THE STANDARD OF CARE.

VISION

Leading in regulatory excellence

MISSION

Regulating nursing in the public interest

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1. Introduction

1.1 About this document

New members of the College of Nurses of Ontario (the College) are vital to increasing the nursing labour pool in Ontario and mitigating the effects of attrition through retirement and labour mobility. Tracking trends in new members over time provides valuable information for health human resource planning and decision-making. The College produces the *Trends in General Class New Members* report annually to make this important information available.

1.2 About the College of Nurses of Ontario

The College is the regulatory body for nursing in Ontario. Its mission is to regulate nursing in the public interest. The College sets the requirements for becoming a nurse in Ontario and the standards of practice that must be met to maintain that designation. Only a person with a valid Certificate of Registration from the College can practise as a nurse in Ontario and use the protected titles **nurse**, **Registered Nurse (RN)**, **Registered Practical Nurse (RPN)**, or **Nurse Practitioner (NP)**.

2. METHODS AND NOTES

2.1 New Members

New members are individuals who have registered with the College after successfully meeting the requirements for nursing in Ontario. Individuals may become new members at any point in a given year. During the registration process, the College collects information on Initial Registration payment forms. The aggregated data from these forms provides the basis for this report that presents the data according to the year in which members first registered with the College.

The College does not collect practice information or employment status during initial registration; however, all members must pay a fee annually to remain eligible to practice in Ontario. It is during this process that the College collects practice and employment information on members. This aggregated data provides the basis for the College's annual Membership Statistics Report.¹

2.2 Location of Initial Nursing Education

In this document, location of initial nursing education refers to the location where new members obtained the education that qualified them for registration in Ontario. The College summarizes locations into three groups for analysis and reporting purposes: Ontario, other Canadian jurisdiction, and international.

2.3 Change in Educational Requirements

On January 1, 2005, the College changed its educational requirements for registration in the General Class. Registration as an RN now requires a baccalaureate degree (or equivalent) and registration as an RPN requires a diploma (or equivalent). Along with changes to nursing education in Ontario, the new requirements resulted in an atypical increase in the number of applications received at the College in 2003 and 2004, and a corresponding increase in the number of new members for those years.

2.4 Data Suppression

The College is committed to protecting the privacy and confidentiality of its members. Cell counts between one and four have been suppressed in this report and the value replaced by an asterisk (*). In cases where this is done, the next smallest cell count is also suppressed to ensure that the values cannot be derived. This value is replaced with two asterisks (**) to allow readers to know the value was not suppressed due to a low cell count. When there are multiple values between one and four in a table, only those values are suppressed.

¹ For copies of this report visit www.cno.org.

3. NEW MEMBER HIGHLIGHTS 2011

In 2011, there were 8,136 new members in the General Class²: 4,278 RNs and 3,858 RPNs.

3.1 RN New Members

3.1.1 Location of Initial Nursing Education

Ontario.....	82.7%
Other Canadian jurisdiction.....	7.5%
International.....	9.8%

3.1.2 Average Age

Ontario.....	26.6 years
Other Canadian jurisdiction.....	33.5 years
International.....	33.8 years
Overall.....	27.8 years

3.1.3 Gender

Ontario.....	Female 90.9%; Male 9.1%
Other Canadian jurisdiction.....	Female 91.0%; Male 9.0%
International.....	Female 85.0%; Male 15.0%
Overall.....	Female 90.3%; Male 9.7%

3.2 RPN New Members

3.2.1 Location of Initial Nursing Education

Ontario.....	83.6%
Other Canadian jurisdiction.....	2.6%
International.....	13.7%

3.2.2 Average Age

Ontario.....	30.7 years
Other Canadian jurisdiction.....	35.7 years
International.....	34.8 years
Overall.....	31.4 years

3.2.3 Gender

Ontario.....	Female 88.9%; Male 11.1%
Other Canadian jurisdiction.....	Female 85.1%; Male 14.9%
International.....	Female 82.3%; Male 17.7%
Overall.....	Female 87.9%; Male 12.1%

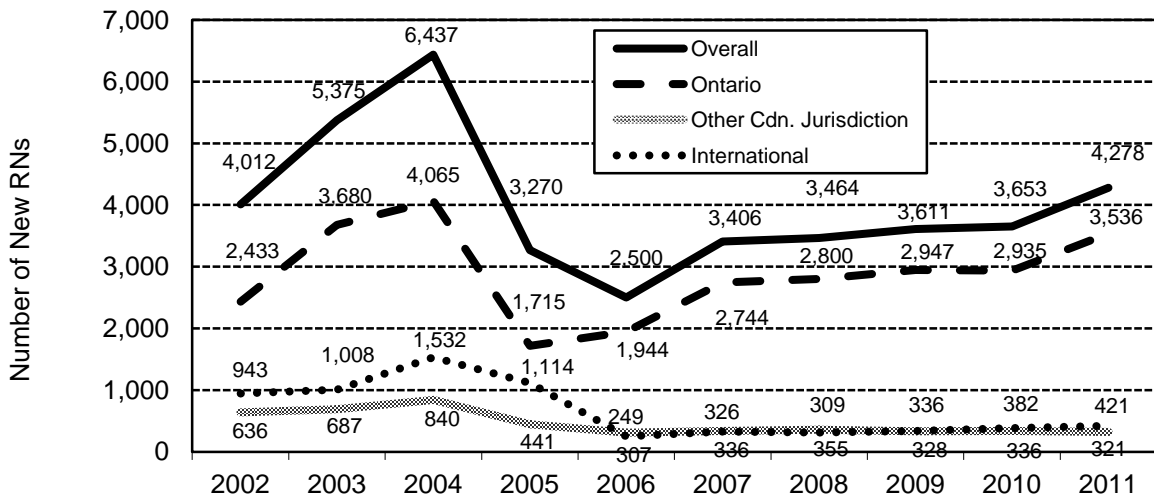
² For more information about the College's classes of registration, visit www.cno.org.

4. RN NEW MEMBERS

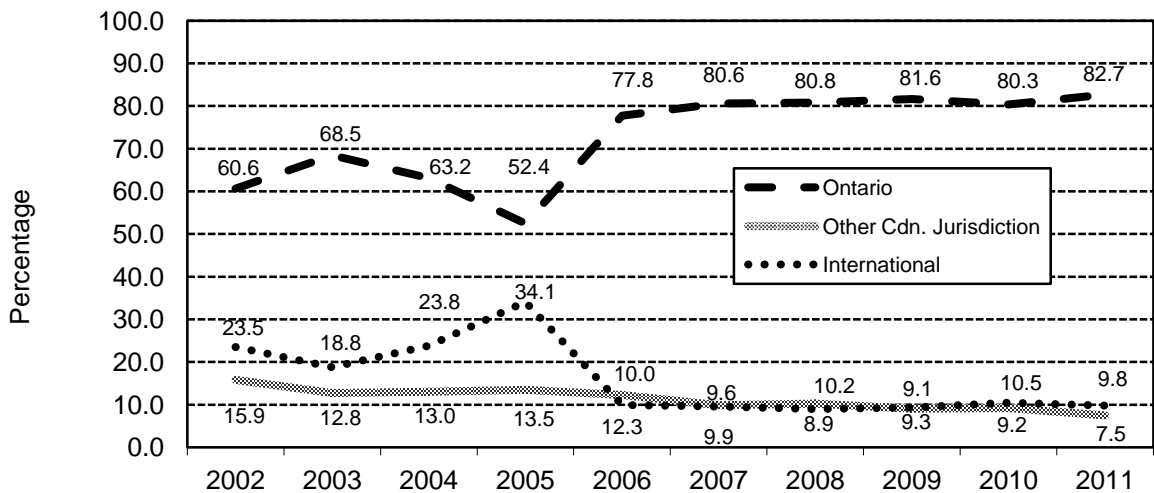
4.1 Location of Initial Nursing Education

There were 4,278 new RNs in 2011, an increase of 17.1 per cent over 2010 and the fifth consecutive year of increase. When compared to 2010, new RNs from Ontario increased by 20.5 per cent and new RNs from other countries increased by 10.2 per cent. The top three sources for internationally educated RNs in 2011 were India, the Philippines and the United States (see page 16).

Number of New RNs by Location of Initial Nursing Education



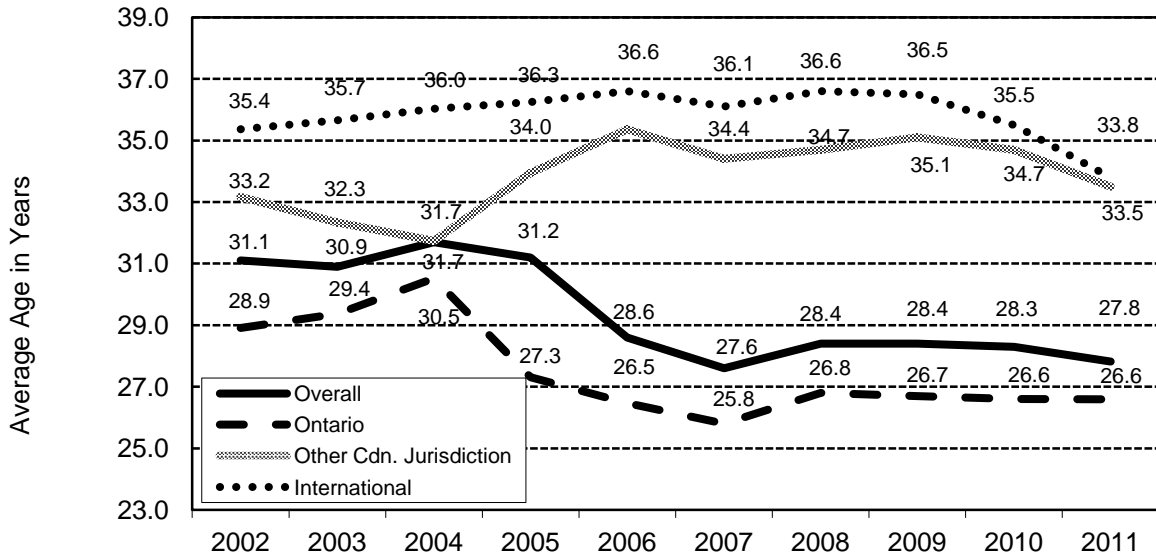
Percentage of New RNs by Location of Initial Nursing Education



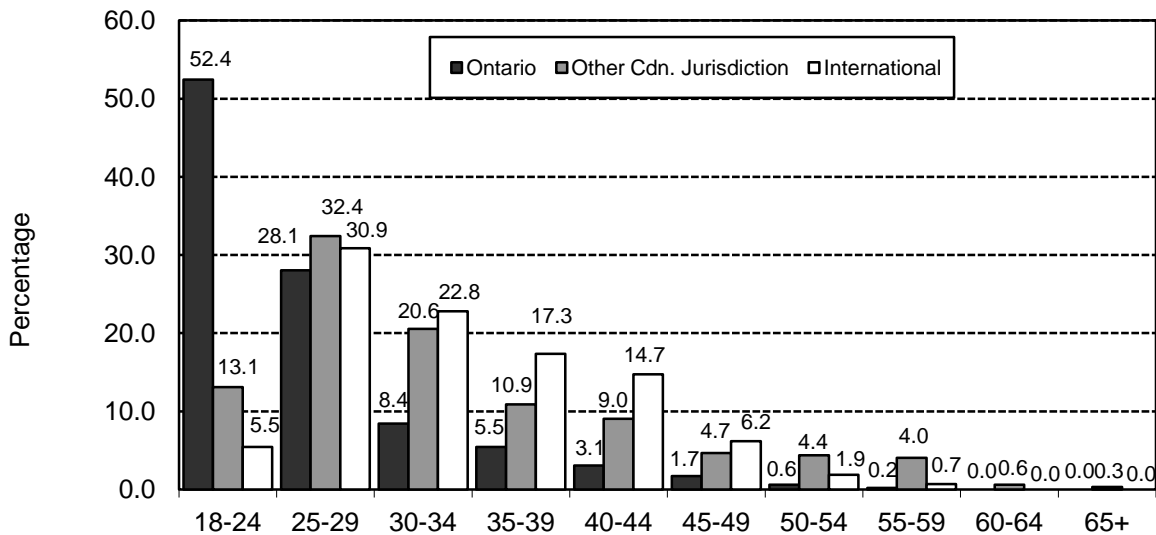
4.2 Age

The average age of new RNs is at the lowest levels observed in 10 years, down to 27.8 years from a high of 31.7 years observed in 2004. The average age of Ontario-educated RNs remains unchanged from 2010 while there has been a decrease in the average age of new RNs educated in another Canadian jurisdiction and internationally.

Average Age of New RNs by Location of Initial Nursing Education



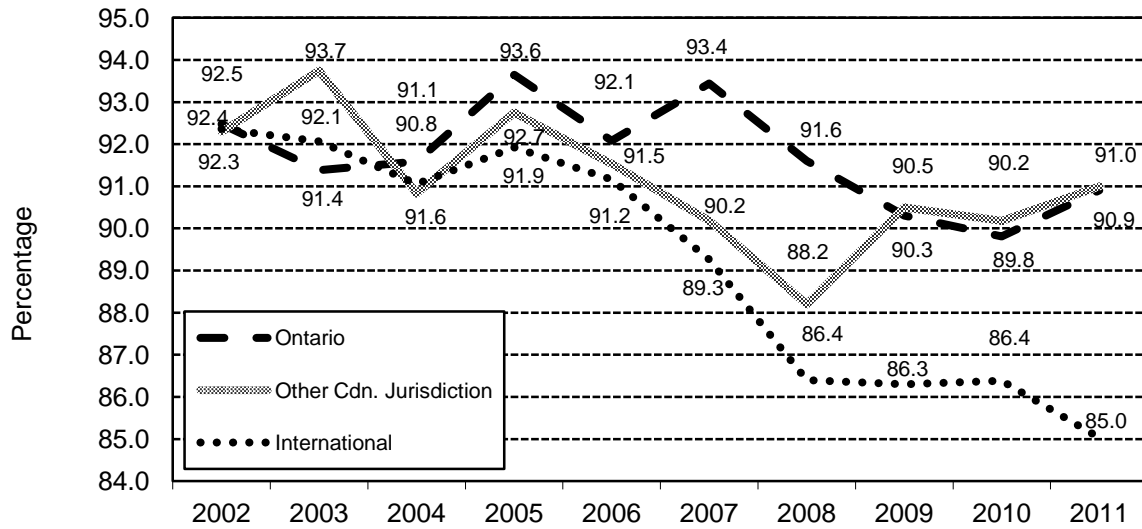
Age Group of New RNs by Location of Initial Nursing Education – 2011



4.3 Gender

In 2011, 90.3 per cent of new RNs were female. For new RNs educated in Ontario, 90.9 per cent were female. Ninety-one per cent of new RNs from programs in other Canadian jurisdictions and 85.0 per cent of new internationally educated RNs were female.

Percentage of Female New RNs by Location of Initial Nursing Education

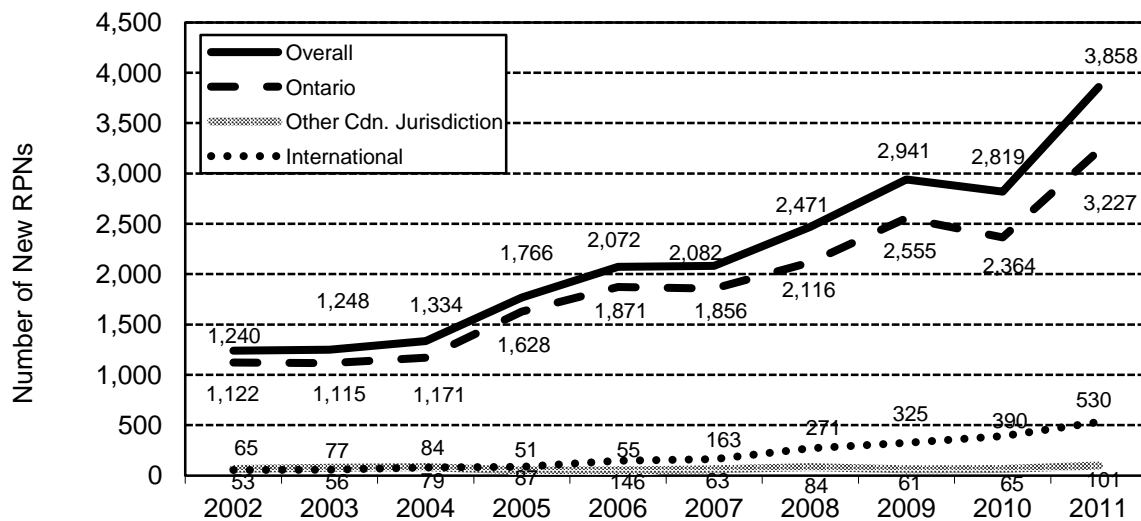


5. RPN NEW MEMBERS

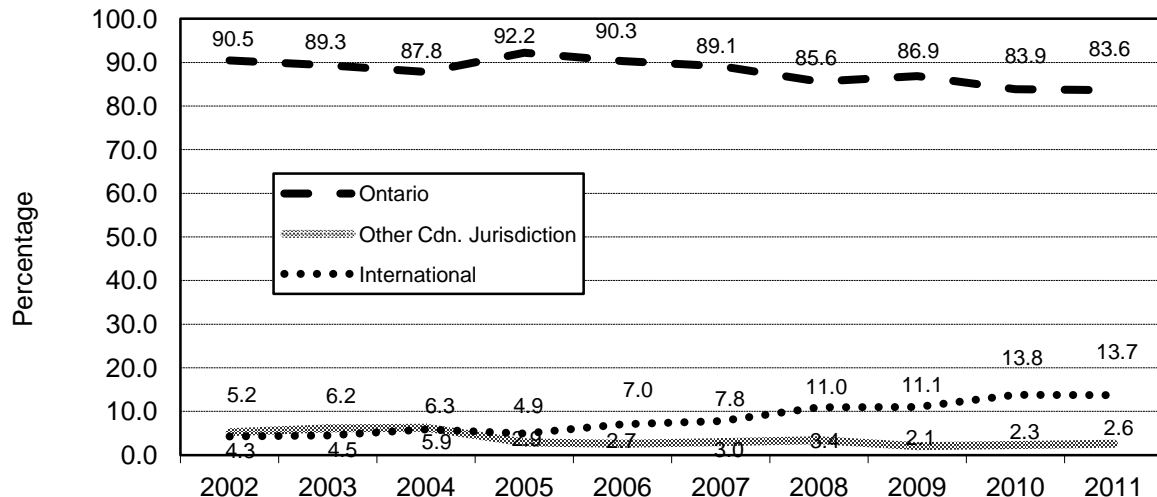
5.1 Location of Initial Nursing Education

There were 3,858 new RPNs in 2011 – an increase of 36.9 per cent over 2010 and a 211.1 per cent increase over 2002. There was an increase of 36.5 per cent in new RPNs from programs in Ontario while new RPNs educated in other Canadian jurisdictions increased by 55.4 percent and new RPNs from programs outside Canada increased 35.9 per cent. The top three sources for new internationally educated RPNs in 2011 were the Philippines, India and China (see page 21).

Number of New RPNs by Location of Initial Nursing Education



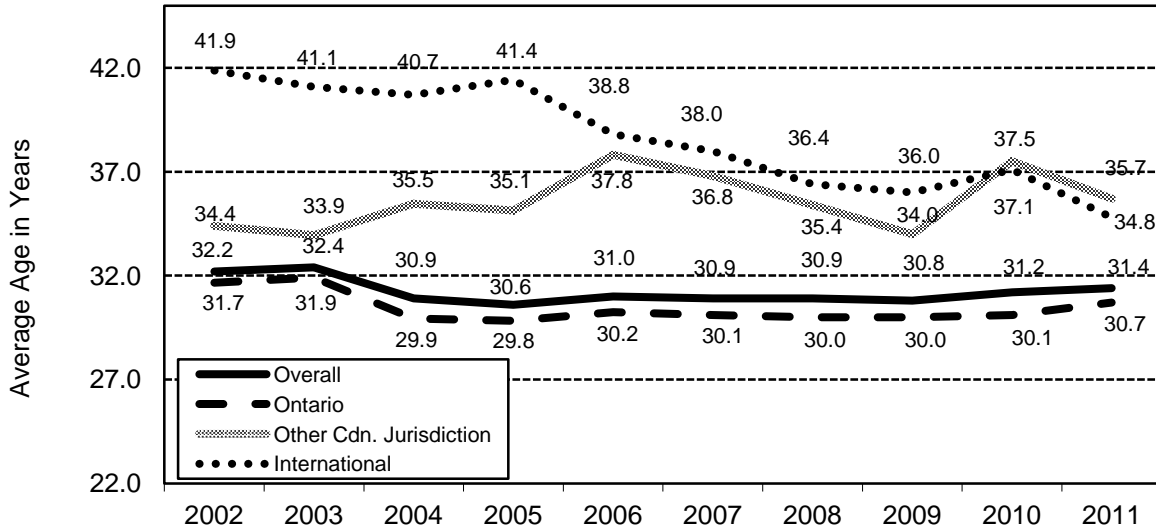
Percentage of New RPNs by Location of Initial Nursing Education



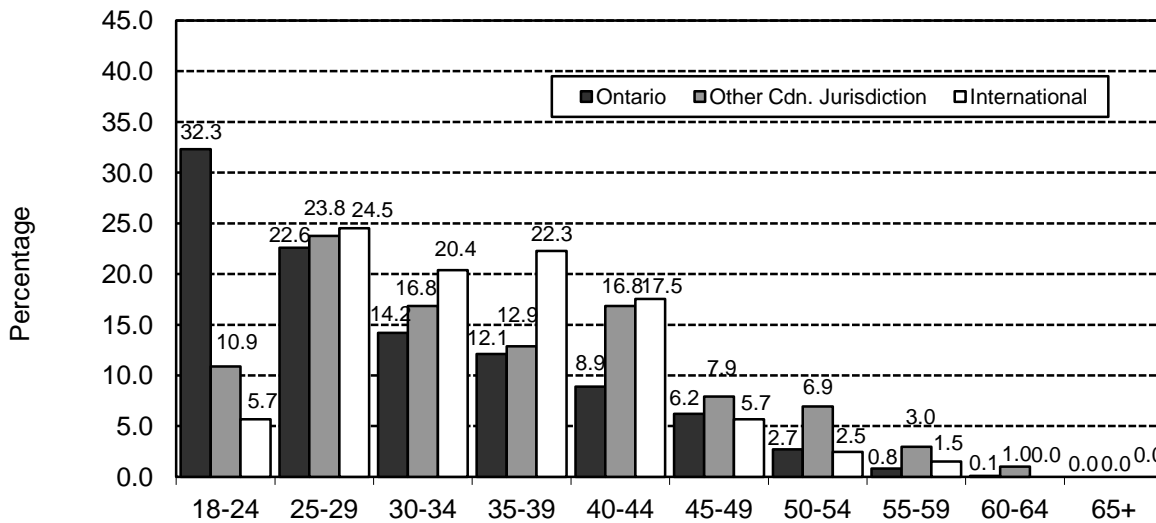
5.2 Age

The average age of new RPNs (31.4 years) was slightly higher than in 2010 (31.2 years). The average age for new RPNs from Ontario programs was 30.7 years, slightly higher than in 2010. For new RPNs from other Canadian jurisdictions, the average age decreased from 37.5 years in 2010 to 35.7 years in 2011. The average age of new internationally educated RPNs was 34.8 years compared to 37.1 years in 2010.

Average Age of New RPNs by Location of Initial Nursing Education



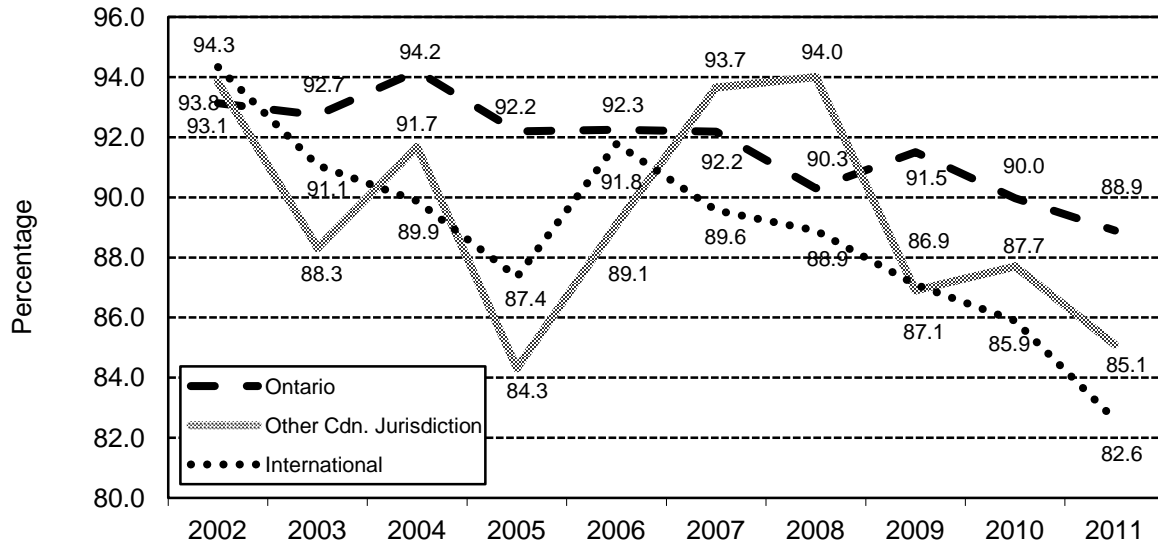
Age Group of New RPNs by Location of Initial Nursing Education – 2011



5.3 Gender

In 2011, 87.9 per cent of new RPNs were female. Females accounted for 88.9 per cent of New RPNs from Ontario nursing programs, 85.1 per cent of New RPNs educated in other Canadian jurisdictions and 82.6 per cent of internationally educated RPNs.

Percentage of Female New RPNs by Location of Initial Nursing Education



6. RN NEW MEMBERS TABLES

6.1 Overall RN New Members Tables

6.1.1 Location of Initial Nursing Education by Year – Overall RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ontario	2,433	60.6	3,680	68.5	4,065	63.2	1,715	52.4	1,944	77.8	2,744	80.6	2,800	80.8	2,947	81.6	2,935	80.3	3,536	82.7
Other Cdn Jurisdiction	636	15.9	687	12.8	840	13.0	441	13.5	307	12.3	336	9.9	355	10.2	328	9.1	336	9.2	321	7.5
International	943	23.5	1,008	18.8	1,532	23.8	1,114	34.1	249	10.0	326	9.6	309	8.9	336	9.3	382	10.5	421	9.8
Total	4,012	100	5,375	100	6,437	100	3,270	100	2,500	100	3,406	100	3,464	100	3,611	100	3,653	100	4,278	100

6.1.2 Age Group by Year – Overall RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18 – 24	1,138	28.4	1,621	30.2	1,565	24.3	944	28.9	1,065	42.6	1,729	50.8	1,555	44.9	1,528	42.3	1,565	42.8	1,919	44.9
25 – 29	965	24.1	1,212	22.5	1,495	23.2	764	23.4	676	27.0	782	23.0	871	25.1	1,016	28.1	986	27.0	1,226	28.7
30 – 34	716	17.8	921	17.1	1,151	17.9	565	17.3	290	11.6	347	10.2	363	10.5	397	11.0	441	12.1	460	10.8
35 – 39	481	12.0	709	13.2	905	14.1	411	12.6	221	8.8	240	7.0	311	9.0	295	8.2	279	7.6	301	7.0
40 – 44	367	9.1	487	9.1	655	10.2	278	8.5	120	4.8	151	4.4	177	5.1	187	5.2	201	5.5	200	4.7
45 – 49	219	5.5	274	5.1	425	6.6	190	5.8	69	2.8	104	3.1	108	3.1	105	2.9	103	2.8	102	2.4
50 – 54	88	2.2	110	2.0	186	2.9	83	2.5	43	1.7	29	0.9	51	1.5	41	1.1	51	1.4	44	1.0
55 – 59	31	0.8	29	0.5	48	0.7	28	0.9	9	0.4	19	0.6	18	0.5	29	0.8	16	0.4	23	0.5
60 – 64	**	**	12	0.2	7	0.1	7	0.2	**	**	5	0.1	**	**	8	0.2	**	**	*	*
65+	*	*	0	0.0	0	0.0	0	0.0	*	*	0	0.0	*	*	5	0.1	*	*	*	*
Total	4,012	100	5,375	100	6,437	100	3,270	100	2,500	100	3,406	100	3,464	100	3,611	100	3,653	100	4,278	100

6.1.3 Gender by Year – Overall RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	#	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Female	3,708	92.4	4,935	91.8	5,881	91.4	3,039	92.9	2,298	91.9	3,158	92.7	3,145	90.8	3,247	89.9	3,269	89.5	3,865	90.3
Male	304	7.6	440	8.2	556	8.6	231	7.1	202	8.1	248	7.3	319	9.2	364	10.1	384	10.5	413	9.7
Total	4,012	100	5,375	100	6,437	100	3,270	100	2,500	100	3,406	100	3,464	100	3,611	100	3,653	100	4,278	100

6.2 Ontario RN New Members Tables

6.2.1 Age Group by Year – Ontario RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18 – 24	979	40.2	1,439	39.1	1,313	32.3	850	49.6	1,015	52.2	1,664	60.6	1,496	53.4	1,471	49.9	1,521	51.8	1,854	52.4
25 – 29	620	25.5	868	23.6	1,033	25.4	497	29.0	581	29.9	641	23.4	725	25.9	869	29.5	815	27.8	992	28.1
30 – 34	314	12.9	480	13.0	543	13.4	143	8.3	167	8.6	210	7.7	232	8.3	275	9.3	277	9.4	298	8.4
35 – 39	218	9.0	399	10.8	474	11.7	85	5.0	104	5.3	119	4.3	181	6.5	160	5.4	146	5.0	193	5.5
40 – 44	179	7.4	284	7.7	371	9.1	70	4.1	42	2.2	68	2.5	89	3.2	102	3.5	107	3.6	109	3.1
45 – 49	89	3.7	136	3.7	209	5.1	47	2.7	24	1.2	34	1.2	58	2.1	52	1.8	44	1.5	61	1.7
50 – 54	29	1.2	62	1.7	99	2.4	14	0.8	**	**	**	**	15	0.5	11	0.4	19	0.6	22	0.6
55 – 59	5	0.2	**	**	**	**	**	**	*	*	*	*	*	*	7	0.2	**	**	7	0.2
60 – 64	0	0.0	*	*	*	*	*	*	0	0.0	0	0.0	*	*	0	0.0	*	*	0	0.0
65+	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	2,433	100	3,680	100	4,065	100	1,715	100	1,944	100	2,744	100	2,800	100	2,947	100	2,935	100	3,536	100

6.2.2 Gender by Year – Ontario RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Female	2,250	92.5	3,363	91.4	3,723	91.6	1,606	93.6	1,790	92.1	2,564	93.4	2,565	91.6	2,660	90.3	2,636	89.8	3,215	90.9
Male	183	7.5	317	8.6	342	8.4	109	6.4	154	7.9	180	6.6	235	8.4	287	9.7	299	10.2	321	9.1
Total	2,433	100	3,680	100	4,065	100	1,715	100	1,944	100	2,744	100	2,800	100	2,947	100	2,935	100	3,536	100

6.3 Other Canadian Jurisdiction RN New Members Tables

6.3.1 Province by Year – Other Canadian Jurisdiction RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Alberta	55	8.6	42	6.1	36	4.3	34	7.7	38	12.4	35	10.4	52	14.6	49	14.9	55	16.4	59	18.4
British Columbia	42	6.6	39	5.7	37	4.4	30	6.8	30	9.8	33	9.8	42	11.8	40	12.2	36	10.7	27	8.4
Manitoba	42	6.6	48	7.0	37	4.4	38	8.6	37	12.1	26	7.7	24	6.8	24	7.3	29	8.6	24	7.5
New Brunswick	34	5.3	21	3.1	43	5.1	40	9.1	20	6.5	33	9.8	28	7.9	28	8.5	18	5.4	30	9.3
Nfld and Labrador	33	5.2	26	3.8	38	4.5	36	8.2	23	7.5	34	10.1	25	7.0	29	8.8	14	4.2	16	5.0
Northwest Territories	*	*	0	0.0	*	*	0	0.0	*	*	*	*	0	0.0	0	0.0	*	*	0	0.0
Nova Scotia	32	5.0	27	3.9	27	3.2	38	8.6	21	6.8	49	14.6	42	11.8	34	10.4	21	6.3	25	7.8
Nunavut	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	*	*	0	0.0	0	0.0	*	*
Prince Edward Island	*	*	*	*	*	*	*	*	*	*	*	*	**	**	*	*	6	1.8	*	*
Quebec	381	59.9	470	68.4	609	72.5	211	47.8	125	40.7	119	35.4	131	36.9	106	32.3	152	45.2	130	40.5
Saskatchewan	12	1.9	**	**	10	1.2	**	**	9	2.9	*	*	5	1.4	**	**	*	*	7	2.2
Yukon	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	636	100	687	100	840	100	441	100	307	100	336	100	355	100	328	100	336	100	321	100

6.3.2 Age Group by Year – Other Canadian Jurisdiction RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18 – 24	137	21.5	167	24.3	229	27.3	75	17.0	44	14.3	53	15.8	46	13.0	41	12.5	20	6.0	42	13.1
25 – 29	140	22.0	165	24.0	208	24.8	106	24.0	58	18.9	81	24.1	102	28.7	92	28.0	100	29.8	104	32.4
30 – 34	109	17.1	104	15.1	128	15.2	73	16.6	49	16.0	57	17.0	52	14.6	51	15.5	75	22.3	66	20.6
35 – 39	103	16.2	99	14.4	95	11.3	65	14.7	59	19.2	48	14.3	52	14.6	49	14.9	50	14.9	35	10.9
40 – 44	60	9.4	66	9.6	75	8.9	52	11.8	47	15.3	35	10.4	45	12.7	32	9.8	31	9.2	29	9.0
45 – 49	40	6.3	54	7.9	55	6.5	33	7.5	24	7.8	38	11.3	25	7.0	23	7.0	29	8.6	15	4.7
50 – 54	28	4.4	21	3.1	34	4.0	24	5.4	16	5.2	12	3.6	16	4.5	16	4.9	18	5.4	14	4.4
55 – 59	14	2.2	*	*	**	**	**	**	*	*	**	**	10	2.8	14	4.3	7	2.1	13	4.0
60 – 64	*	*	**	**	*	*	*	*	5	1.6	*	*	*	*	**	**	**	**	*	*
65+	*	*	0	0.0	0	0.0	0	0.0	*	*	0	0.0	*	*	*	*	*	*	*	*
Total	636	100	687	100	840	100	441	100	307	100	336	100	355	100	328	100	336	100	321	100

6.3.3 Gender by Year – Other Canadian Jurisdiction RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Female	587	92.3	644	93.7	763	90.8	409	92.7	281	91.5	303	90.2	313	88.2	297	90.5	303	90.2	292	91.0
Male	49	7.7	43	6.3	77	9.2	32	7.3	26	8.5	33	9.8	42	11.8	31	9.5	33	9.8	29	9.0
Total	636	100	687	100	840	100	441	100	307	100	336	100	355	100	328	100	336	100	321	100

6.4 International RN New Members Tables

6.4.1 Age Group by Year – International RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18 – 24	22	2.3	15	1.5	23	1.5	19	1.7	6	2.4	12	3.7	13	4.2	16	4.8	24	6.3	23	5.5
25 – 29	205	21.7	179	17.8	254	16.6	161	14.5	37	14.9	60	18.4	44	14.2	55	16.4	71	18.6	130	30.9
30 – 34	293	31.1	337	33.4	480	31.3	349	31.3	74	29.7	80	24.5	79	25.6	71	21.1	89	23.3	96	22.8
35 – 39	160	17.0	211	20.9	336	21.9	261	23.4	58	23.3	73	22.4	78	25.2	86	25.6	83	21.7	73	17.3
40 – 44	128	13.6	137	13.6	209	13.6	156	14.0	31	12.4	48	14.7	43	13.9	53	15.8	63	16.5	62	14.7
45 – 49	90	9.5	84	8.3	161	10.5	110	9.9	21	8.4	32	9.8	25	8.1	30	8.9	30	7.9	26	6.2
50 – 54	31	3.3	27	2.7	53	3.5	45	4.0	17	6.8	12	3.7	20	6.5	14	4.2	14	3.7	**	**
55 – 59	**	**	**	**	**	**	**	**	*	*	**	**	**	**	8	2.4	*	*	*	*
60 – 64	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	*	0	0.0
65+	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	*	*	*	*	0	0.0
Total	943	100	1,008	100	1,532	100	1,114	100	249	100	326	100	309	100	336	100	382	100	421	100

6.4.2 Gender by Year – International RN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Female	871	92.4	928	92.1	1,395	91.1	1,024	91.9	227	91.2	291	89.3	267	86.4	290	86.3	330	86.4	358	85.0
Male	72	7.6	80	7.9	137	8.9	90	8.1	22	8.8	35	10.7	42	13.6	46	13.7	52	13.6	63	15.0
Total	943	100	1,008	100	1,532	100	1,114	100	249	100	326	100	309	100	336	100	382	100	421	100

6.4.3 Location of Initial Nursing Education: Top 10 Countries by Year – International RN New Members

2002			2003			2004			2005			2006		
Country	#	%	Country	#	%	Country	#	%	Country	#	%	Country	#	%
Philippines	346	36.7	Philippines	333	33.0	Philippines	455	29.7	Philippines	387	34.7	Philippines	72	28.9
India	81	8.6	India	110	10.9	India	150	9.8	India	106	9.5	India	33	13.3
United States	56	5.9	USSR**	63	6.3	USSR**	133	8.7	United States	71	6.4	United States	30	12.0
United Kingdom	51	5.4	United States	56	5.6	China	125	8.2	USSR**	59	5.3	Iran	14	5.6
USSR**	50	5.3	China	51	5.1	Iran	75	4.9	China	55	4.9	Israel	14	5.6
Poland	41	4.3	United Kingdom	46	4.6	United Kingdom	62	4.0	United Kingdom	54	4.8	United Kingdom	11	4.4
Iran	37	3.9	Poland	44	4.4	United States	61	4.0	Iran	39	3.5	Pakistan	10	4.0
Yugoslavia*	31	3.3	Yugoslavia*	35	3.5	Poland	56	3.7	Romania	31	2.8	South Korea	8	3.2
Romania	27	2.9	Iran	26	2.6	Romania	51	3.3	Yugoslavia*	28	2.5	Australia	7	2.8
China	21	2.2	Romania	20	2.0	Yugoslavia*	45	2.9	Poland	22	2.0	China	6	2.4
Other countries	202	21.4	Other countries	224	22.2	Other countries	319	20.8	Other countries	263	23.6	Other countries	44	17.7
Total	943	100	Total	1,008	100	Total	1,532	100	Total	1,115	100	Total	249	100

2007			2008			2009			2010			2011		
Country	#	%	Country	#	%	Country	#	%	Country	#	%	Country	#	%
Philippines	100	30.7	Philippines	85	27.5	United States	84	25.0	India	82	21.5	India	131	31.1
India	48	14.7	United States	56	18.1	Philippines	72	21.4	United States	70	18.3	Philippines	63	15.0
United States	47	14.4	India	38	12.3	India	44	13.1	Philippines	52	13.6	United States	57	13.5
Iran	26	8.0	Iran	19	6.1	Iran	20	6.0	Iran	18	4.7	Israel	25	5.9
United Kingdom	18	5.5	United Kingdom	16	5.2	Israel	15	4.5	Israel	17	4.5	United Kingdom	15	3.6
Australia	15	4.6	Israel	10	3.2	Australia	13	3.9	United Kingdom	15	3.9	Iran	13	3.1
China	13	4.0	Australia	8	2.6	United Kingdom	11	3.3	China	13	3.4	South Korea	11	2.6
Israel	9	2.8	Lebanon	7	2.3	China	11	3.3	Australia	12	3.1	Australia	10	2.4
Russian Fed.	**	**	South Korea	7	2.3	Jamaica	6	1.8	Lebanon	10	2.6	China	10	2.4
Colombia	*	*	South Africa	5	1.6	Pakistan	5	1.5	South Korea	9	2.4	Jamaica	9	2.1
Other countries	41	12.6	Other countries	58	18.8	Other countries	55	16.4	Other countries	84	22.0	Other countries	77	18.3
Total	326	100	Total	309	100	Total	336	100	Total	382	100	Total	421	100

* Includes new members who completed their initial nursing education in Yugoslavia before 1991, as well as new members who completed their initial nursing education in the Former Yugoslav Republic of Macedonia, Croatia, Bosnia and Herzegovina, Serbia and Montenegro following the dissolution of Yugoslavia.

** Includes new members who completed their initial nursing education in the USSR before 1992, as well as new members who completed their initial nursing education in the countries resulting following the dissolution of the USSR, including Armenia, Azerbaijan, Estonia, Georgia, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Republic of Moldova, Russian Federation, Tajikistan, Turkmenistan, Uzbekistan, Belarus, and Ukraine.

7. RPN NEW MEMBERS TABLES

7.1 Overall RPN New Members Tables

7.1.1 Location of Initial Nursing Education by Year – Overall RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Ontario	1,122	90.5	1,115	89.3	1,171	87.8	1,628	92.2	1,871	90.3	1,856	89.1	2,116	85.6	2,555	86.9	2,364	83.9	3,227	83.6
Other Cdn Jurisdiction	65	5.2	77	6.2	84	6.3	51	2.9	55	2.7	63	3.0	84	3.4	61	2.1	65	2.3	101	2.6
International	53	4.3	56	4.5	79	5.9	87	4.9	146	7.0	163	7.8	271	11.0	325	11.1	390	13.8	530	13.7
Total	1,240	100	1,248	100	1,334	100	1,766	100	2,072	100	2,082	100	2,471	100	2,941	100	2,819	100	3,858	100

7.1.2 Age Group by Year – Overall RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18 – 24	339	27.3	317	25.4	457	34.3	640	36.2	691	33.3	672	32.3	802	32.5	982	33.4	895	31.7	1,084	28.1
25 – 29	238	19.2	249	20.0	223	16.7	337	19.1	406	19.6	425	20.4	540	21.9	623	21.2	557	19.8	882	22.9
30 – 34	172	13.9	208	16.7	212	15.9	225	12.7	282	13.6	301	14.5	356	14.4	425	14.5	409	14.5	583	15.1
35 – 39	206	16.6	171	13.7	178	13.3	229	13.0	267	12.9	285	13.7	310	12.5	343	11.7	390	13.8	522	13.5
40 – 44	143	11.5	160	12.8	137	10.3	165	9.3	225	10.9	198	9.5	239	9.7	282	9.6	281	10.0	398	10.3
45 – 49	92	7.4	99	7.9	94	7.0	110	6.2	121	5.8	133	6.4	132	5.3	171	5.8	173	6.1	239	6.2
50 – 54	36	2.9	28	2.2	23	1.7	45	2.5	59	2.8	57	2.7	59	2.4	89	3.0	80	2.8	108	2.8
55 – 59	**	**	12	1.0	**	**	**	**	**	**	**	**	26	1.1	23	0.8	28	1.0	**	**
60 – 64	*	*	*	*	0	0.0	*	*	*	*	*	*	7	0.3	*	*	6	0.2	*	*
65+	0	0.0	*	*	*	*	0	0.0	0	0.0	0	0.0	0	0.0	*	*	0	0.0	0	0.0
Total	1,240	100	1,248	100	1,334	100	1,766	100	2,072	100	2,082	100	2,471	100	2,941	100	2,819	100	3,858	100

7.1.3 Gender by Year – Overall RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Female	1,156	93.2	1,153	92.4	1,251	93.8	1,620	91.7	1,909	92.1	1,916	92.0	2,230	90.2	2,674	90.9	2,519	89.4	3,390	87.9
Male	84	6.8	95	7.6	83	6.2	146	8.3	163	7.9	166	8.0	241	9.8	267	9.1	300	10.6	468	12.1
Total	1,240	100	1,248	100	1,334	100	1,766	100	2,072	100	2,082	100	2,471	100	2,941	100	2,819	100	3,858	100

7.2 Ontario RPN New Members Tables

7.2.1 Age Group by Year – Ontario RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18 – 24	324	28.9	305	27.4	447	38.2	635	39.0	684	36.6	664	35.8	776	36.7	955	37.4	865	36.6	1,043	32.3
25 – 29	225	20.1	230	20.6	201	17.2	317	19.5	379	20.3	404	21.8	480	22.7	547	21.4	479	20.3	728	22.6
30 – 34	156	13.9	174	15.6	181	15.5	207	12.7	243	13.0	239	12.9	272	12.9	335	13.1	342	14.5	458	14.2
35 – 39	182	16.2	153	13.7	147	12.6	196	12.0	228	12.2	238	12.8	234	11.1	257	10.1	277	11.7	391	12.1
40 – 44	124	11.1	144	12.9	111	9.5	149	9.2	185	9.9	156	8.4	186	8.8	235	9.2	195	8.2	288	8.9
45 – 49	76	6.8	79	7.1	68	5.8	86	5.3	101	5.4	106	5.7	110	5.2	145	5.7	136	5.8	201	6.2
50 – 54	26	2.3	19	1.7	**	**	28	1.7	39	2.1	46	2.5	37	1.7	65	2.5	50	2.1	88	2.7
55 – 59	**	**	7	0.6	*	*	10	0.6	**	**	*	*	16	0.8	**	**	**	**	**	**
60 – 64	*	*	*	*	0	0.0	0	0.0	*	*	*	*	5	0.2	*	*	*	*	*	*
65+	0	0.0	*	*	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	1,122	100	1,115	100	1,171	100	1,628	100	1,871	100	1,856	100	2,116	100	2,555	100	2,364	100	3,227	100

7.2.2 Gender by Year – Ontario RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Female	1,045	93.1	1,034	92.7	1,103	94.2	1,501	92.2	1,726	92.3	1,711	92.2	1,910	90.3	2,338	91.5	2,127	90.0	2,868	88.9
Male	77	6.9	81	7.3	68	5.8	127	7.8	145	7.7	145	7.8	206	9.7	217	8.5	237	10.0	359	11.1
Total	1,122	100	1,115	100	1,171	100	1,628	100	1,871	100	1,856	100	2,116	100	2,555	100	2,364	100	3,227	100

7.3 Other Canadian Jurisdiction RPN New Members Tables

7.3.1 Location of Initial Nursing Education: Province by Year – Other Canadian Jurisdiction RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Alberta	11	16.9	11	14.3	15	17.9	*	*	5	9.1	6	9.5	14	16.7	11	18.0	15	23.1	19	18.8
British Columbia	*	*	*	*	6	7.1	*	*	6	10.9	8	12.7	13	15.5	8	13.1	18	27.7	22	21.8
Manitoba	*	*	*	*	8	9.5	*	*	*	*	*	*	*	*	0	0.0	5	7.7	*	*
New Brunswick	7	10.8	13	16.9	7	8.3	*	*	*	*	0	0.0	5	6.0	7	11.5	*	*	7	6.9
Nfld and Labrador	10	15.4	20	26.0	20	23.8	11	21.6	9	16.4	5	7.9	2	2.4	*	*	*	*	*	*
Northwest Territories	0	0.0	0	0.0	0	0.0	0	0.0	*	*	0	0.0	0	0.0	0	0.0	7	10.8	0	0.0
Nova Scotia	11	16.9	9	11.7	6	7.1	8	15.7	5	9.1	7	11.1	6	7.1	5	8.2	0	0.0	11	10.9
Nunavut	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	*	*	0	0.0	0	0.0	0	0.0
Prince Edward Island	5	7.7	*	*	*	*	*	*	0	0.0	0	0.0	*	*	*	*	*	*	*	*
Quebec	15	23.1	16	20.8	16	19.0	20	39.2	24	43.6	34	54.0	37	44.0	24	39.3	9	13.8	35	34.7
Saskatchewan	*	*	*	*	*	*	0	0.0	0	0.0	*	*	*	*	*	*	4	6.2	*	*
Yukon	0	0.0	0	0.0	*	*	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	65	100	77	100	84	100	51	100	55	100	63	100	84	100	61	100	65	100	101	100

7.3.2 Age Group by Year – Other Canadian Jurisdiction RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18 – 24	15	23.1	12	15.6	9	10.7	5	9.8	6	10.9	5	7.9	10	11.9	5	8.2	5	7.7	11	10.9
25 – 29	12	18.5	16	20.8	17	20.2	16	31.4	9	16.4	10	15.9	16	19.0	23	37.7	10	15.4	24	23.8
30 – 34	8	12.3	20	26.0	18	21.4	*	*	7	12.7	15	23.8	18	21.4	9	14.8	11	16.9	17	16.8
35 – 39	12	18.5	9	11.7	12	14.3	12	23.5	7	12.7	10	15.9	15	17.9	12	19.7	15	23.1	13	12.9
40 – 44	9	13.8	7	9.1	11	13.1	*	*	11	20.0	8	12.7	10	11.9	*	*	10	15.4	17	16.8
45 – 49	*	*	10	13.0	10	11.9	8	15.7	8	14.5	8	12.7	7	8.3	5	8.2	5	7.7	8	7.9
50 – 54	*	*	*	*	*	*	*	*	*	*	*	*	**	**	*	*	6	9.2	7	6.9
55 – 59	*	*	*	*	**	**	*	*	*	*	*	*	*	*	*	*	*	*	*	*
60 – 64	0	0.0	0	0.0	0	0.0	0	0.0	*	*	0	0.0	0	0.0	0	0.0	*	*	*	*
65+	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Total	65	100	77	100	84	100	51	100	55	100	63	100	84	100	61	100	65	100	101	100

7.3.3 Gender by Year – Other Canadian Jurisdiction RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Female	**	**	68	88.3	77	91.7	43	84.3	49	89.1	**	**	79	94.0	53	86.9	57	87.7	86	85.1
Male	*	*	9	11.7	7	8.3	8	15.7	6	10.9	*	*	5	6.0	8	13.1	8	12.3	15	14.9
Total	65	100	77	100	84	100	51	100	55	100	63	100	84	100	61	100	65	100	101	100

7.4 International RPN New Members Tables

7.4.1 Age Group by Year – International RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
18 – 24	0	0.0	0	0.0	*	*	0	0.0	*	*	*	*	16	5.9	22	6.8	25	6.4	30	5.7
25 – 29	*	*	*	*	5	6.3	*	*	18	12.3	11	6.7	44	16.2	53	16.3	68	17.4	130	24.5
30 – 34	8	15.1	14	25.0	13	16.5	14	16.1	32	21.9	47	28.8	66	24.4	81	24.9	56	14.4	108	20.4
35 – 39	12	22.6	9	16.1	19	24.1	21	24.1	32	21.9	37	22.7	61	22.5	74	22.8	98	25.1	118	22.3
40 – 44	10	18.9	9	16.1	15	19.0	15	17.2	29	19.9	34	20.9	43	15.9	46	14.2	76	19.5	93	17.5
45 – 49	14	26.4	10	17.9	16	20.3	16	18.4	12	8.2	19	11.7	15	5.5	21	6.5	32	8.2	30	5.7
50 – 54	7	13.2	8	14.3	8	10.1	13	14.9	17	11.6	7	4.3	17	6.3	21	6.5	24	6.2	13	2.5
55 – 59	*	*	*	*	*	*	*	*	*	*	**	**	**	**	5	1.5	**	**	8	1.5
60 – 64	0	0.0	0	0.0	0	0.0	*	*	*	*	0	0.0	*	*	*	*	*	*	0	0.0
65+	0	0.0	0	0.0	*	*	0	0.0	0	0.0	0	0.0	0	0.0	*	*	0	0.0	0	0.0
Total	53	100	56	100	79	100	87	100	146	100	163	100	271	100	325	100	390	100	530	100

7.4.2 Gender by Year – International RPN New Members

	2002		2003		2004		2005		2006		2007		2008		2009		2010		2011	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Female	**	**	51	91.1	71	89.9	76	87.4	134	91.8	146	89.6	241	88.9	283	87.1	335	85.9	436	82.3
Male	*	*	5	8.9	8	10.1	11	12.6	12	8.2	17	10.4	30	11.1	42	12.9	55	14.1	94	17.7
Total	53	100	56	100	79	100	87	100	146	100	163	100	271	100	325	100	390	100	530	100

7.4.3 Location of Initial Nursing Education: Top 10 Countries by Year – International RPN New Members

2002			2003			2004			2005			2006		
Country	#	%	Country	#	%	Country	#	%	Country	#	%	Country	#	%
Philippines	11	20.8	Philippines	17	30.4	Philippines	14	17.7	Philippines	26	29.9	India	30	20.5
United Kingdom	5	9.4	United States	7	12.5	United States	12	15.2	India	9	10.3	Philippines	22	15.1
United States	*	*	Yugoslavia*	*	*	Hong Kong	8	10.1	United States	6	6.9	Russian Fed.	12	8.2
Poland	*	*	Poland	*	*	USSR**	*	*	Pakistan	5	5.7	Romania	11	7.5
Iran	*	*	Iran	*	*	Iran	*	*	USSR**	*	*	China	10	6.8
Guyana	*	*	Guyana	*	*	Uganda	*	*	Yugoslavia*	*	*	United Kingdom	8	5.5
Pakistan	*	*	Pakistan	*	*	Ghana	*	*	China	*	*	Pakistan	7	4.8
India	*	*	Jamaica	*	*	Kenya	*	*	Australia	*	*	Nigeria	7	4.8
Yugoslavia*	*	*	Somalia	*	*	Yugoslavia*	*	*	Hong Kong	*	*	United States	**	**
Ghana	*	*	China	*	*	Guyana	*	*	Guyana	*	*	Poland	*	*
Other countries	16	30.2	Other countries	14	25.0	Other countries	25	31.6	Other countries	22	25.3	Other countries	30	20.5
Total	53	100	Total	56	100	Total	79	100	Total	87	100	Total	146	100

2007			2008			2009			2010			2011		
Country	#	%	Country	#	%	Country	#	%	Country	#	%	Country	#	%
Philippines	39	23.9	Philippines	79	29.2	Philippines	119	37.1	Philippines	179	45.9	Philippines	286	54.0
India	21	12.9	India	55	20.3	India	55	17.1	India	33	8.5	India	100	18.9
China	16	9.8	United States	22	8.1	United States	21	6.5	China	20	5.1	China	21	4.0
United States	14	8.6	Romania	18	6.6	Romania	21	6.5	Nigeria	14	3.6	United States	20	3.8
Romania	10	6.1	Nigeria	16	5.9	China	14	4.4	Romania	14	3.6	Nigeria	17	3.2
Nigeria	9	5.5	China	12	4.4	Nigeria	11	3.4	United States	14	3.6	Romania	15	2.8
Russian Fed.	9	5.5	Russian Fed.	7	2.6	Israel	7	2.2	Jamaica	7	1.8	Ukraine	10	1.9
United Kingdom	7	4.3	Serbia & Monte.	*	*	Sri Lanka	*	*	Russian Fed.	5	1.3	Poland	6	1.1
Macedonia	*	*	Jamaica	*	*	Ukraine	*	*	Ukraine	**	**	Pakistan	**	**
Israel	*	*	Ukraine	*	*	Iran	*	*	Iran	*	*	United Kingdom	*	*
Other countries	31	19.0	Other countries	50	18.5	Other countries	61	19.0	Other countries	95	24.4	Other countries	46	8.7
Total	163	100	Total	271	100	Total	321	100	Total	390	100	Total	530	100

* Includes new members who completed their initial nursing education in Yugoslavia before 1991, as well as new members who completed their initial nursing education in the Former Yugoslav Republic of Macedonia, Croatia, Bosnia and Herzegovina, Serbia and Montenegro following the dissolution of Yugoslavia.

** Includes new members who completed their initial nursing education in the USSR before 1992, as well as new members who completed their initial nursing education in the countries resulting following the dissolution of the USSR, including Armenia, Azerbaijan, Estonia, Georgia, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Republic of Moldova, Russian Federation, Tajikistan, Turkmenistan, Uzbekistan, Belarus, and Ukraine.



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