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

College of Nurses of Ontario
Nursing Statistics Report

2025

Contents

Executive Summary

The College of Nurses of Ontario (CNO) is the governing body for Registered Nurses (RNs), Registered Practical Nurses (RPNs) and Nurse Practitioners (NPs) in Ontario. Our purpose is to protect the public by promoting safe nursing practice.

CNO is also the authoritative source of nursing statistics in Ontario, as all nurses must register with the College in order to practice; we are the only source of application data for CNO and we have the most comprehensive registration and employment data on nurses in the province. We share this data with our health care system partners to support health human resource planning, decision-making and research.

The *College of Nurses of Ontario Nursing Statistics Report 2025* includes key highlights, data and trends from the past year. The key trends from the year include changes to the overall nursing population, demographic shifts and changes in employment patterns. You can find the detailed datasets in the Appendices.

2025 Key Trends

Continued growth in the nursing supply: The number of nurses registered with CNO continued to show record-breaking growth in 2025 with 190,896 nurses renewing at least one certificate of registration in the General or Extended Class. (Nurses can have dual certificates of registration as both RPNs and RNs.) There was a net gain of 7,133 nurses added to the system in 2025 which represents 3.9% growth year-over-year. The number of nurses who do not renew their registration or move to the Non-Practising Class has remained steady as a proportion of the total supply in recent years, indicating that the rate at which nurses are leaving practice has not changed.

Changing mix of nurses within the supply: The total number of nurses with only an RPN certificate of registration has plateaued since 2023, increasing by just 0.7% in the past year, while total RNs and Dual RN/RPNs have seen continual growth, +5.1% and +21.9% year-over-year, respectively. This has led to nurses registered only as an RPN making up a smaller proportion of the overall nursing supply since 2023, dropping from 32.8% in 2023 to 30.8% in 2025.

Continued growth in the nursing workforce in Ontario: There was a 4.0% increase in the nursing workforce—the number of nurses employed in nursing in the province—in 2025, the largest increase since 2020.

Minimal change in nurses registered with CNO working outside of Ontario: While the number and proportion of registrants employed in nursing outside of Ontario has slowly risen since 2020—1.7% in 2020 to 2.5% in 2025—it appears to be stabilizing as there has been little change in the number and proportion from 2023 to 2025 (2.4% in 2023 and 2.5% in 2025). This trend is accompanied by a drop in year-over-year Verification of Registration requests (registrants asking CNO to verify their registration for another regulator) in addition to an increase in first-time renewal rates for RNs and RPNs for 2025.

Changing share of reported nursing positions across employment sectors: The proportion of RPN employment positions—held RPN positions reported by nurses during annual renewal—in acute care hospitals has increased from 23.6% in 2020 to 28.1% in 2025, while the proportion of RPN employment positions in long-term care has dropped from 35.9% in 2020 to 30.6% in 2025. The share of total RN employment positions—held RN positions reported by nurses during annual renewal— within acute care hospitals and long-term care facilities has remained stable during the same timeframe. However, the employment sectors where newly registered RNs report employment appears to be changing. The proportion of reported employment positions in long-term care for first year RNs has been increasing, from 15.3% in 2020 to 23.5% in 2025, while the proportion in acute care hospitals decreased from 2024 to 2025, dropping by 7.5% in the same group.

Changes in employment status and overall working status at first-time renewal:
The proportion of first-time renewals seeking nursing employment has risen year-over-year, particularly for RNs and internationally educated nurses (IENs), going from 11.6% in 2024 to 17% in 2025 for RNs and from 16.1% in 2024 to 22% in 2025 for IENs, indicating these groups may be having more difficulty finding preferred employment. Compared with 2024, there was a smaller proportion of full-time positions reported by first-time renewals in 2025 (-5.1% for RNs and -1.4% for RPNs).

IENs continue to contribute to the trends: Although 54.4% of all new registrants in 2025 are Ontario graduates (graduates from approved Ontario nursing programs), the gains in the nursing supply are largely attributable to newly registered IENs. Compared with previous years, a greater proportion of internationally educated applicants are registering as RNs only, following recent regulatory and process changes. As a result, there has been an increase in the number of internationally educated RNs. Starting in 2023, the number of new internationally educated RNs surpassed those educated in Ontario and now account for 53.5% of new RN registrants. In 2025, the first-time renewal rate among IENs also saw a significant increase of 11.1%, year-over-year. Despite this increase, IENs remain less likely to renew during their first year compared to Ontario graduates.

Purpose

CNO's *Nursing Statistics Report 2025* presents key highlights, data and trends from the past year in one report. It provides a comprehensive picture of the trends in nursing health human resources in Ontario, enabling us to identify the most significant patterns across several CNO processes, such as application, registration and annual renewal. Detailed statistics covering registration renewal, new registrations and first-time renewals are contained within the three Appendices found at the end of the report.

Guide to understanding CNO's *Nursing Statistics Report 2025*

This section provides high-level information about CNO processes and definitions needed to understand the data and trends in CNO's *Nursing Statistics Report 2025*. Please refer to the Glossary and Appendices for more definitions and details related to the methodology.

Nurse Types

CNO classifies nurses based on nursing category and class[1]. For simplicity, the report presents data by the following nurse types:

- **RN:** Registered Nurse only—General Class

- **RPN:** Registered Practical Nurse only—General Class

- **NP:** Registered Nurse—Extended Class only (also referred to as a Nurse Practitioner)

- **Dual RN/RPN[2]:** Registered Nurse in the General or Extended Class <u>and</u> Registered Practical Nurse in the General Class

The Non-Practising Class refers to individuals who remain registered with CNO but are in a class that cannot practice nursing in Ontario. Data on the Non-Practising Class can be found in Appendix A.

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[1] Classes of Registration

[2] Nurses may hold registration in more than one category (RN or RPN) at the same time, but not multiple classes in the same category.

CNO Processes

Registration

To practice nursing in Ontario and use the protected titles nurse, Registered Nurse (RN), Registered Practical Nurse (RPN), Nurse Practitioner (NP) or any variation[3], a person must obtain a valid CNO certificate of registration by applying to CNO and completing all registration requirements. This can occur at any time throughout the year and nurses may hold more than one registration, specifically dual certificates of registration as both RPNs and RNs. Learn more about the registration process.

Annual Membership Renewal

At the end of every year, CNO requires registrants to renew their registration(s) through the Annual Membership Renewal (AMR) process, which extends their registration for the subsequent calendar year.

The renewal year refers to the year the registration is valid, not the year in which most nurses submit their AMR form. For example, the renewal period for 2025 started in November 2024 and 89% of registrations were renewed before the end of 2024. Those who renewed after Dec. 31 were subject to a late fee. If registrants did not renew by February 2025, they were suspended. The final deadline occurs in March; if a nurse misses this deadline, their registration is expired. Within the context of renewal, throughout the report, we use 2025 to refer to the renewal year as described above.

As part of the renewal process, we collect registrants' demographic and employment information in keeping with our regulatory mandate. Learn more about AMR.

Reinstatement

In cases where someone has resigned or their certificate of registration has expired or a nurse is in the Non-Practising Class, they can apply to CNO for reinstatement. Similar to the registration process, there are requirements that must be met depending on the category of reinstatement. Learn more about reinstatement.

Verification of Registration

If a nurse wants to obtain registration to practice nursing in another province or country, there may be a requirement of the regulatory body in the other jurisdiction to receive a Verification of Registration from CNO. Some nurses may decide to maintain registration in multiple jurisdictions, while others may decide to maintain just a single registration. It is important to keep in mind that a Verification of Registration does not always equate to the nurse gaining registration in another jurisdiction. Learn more about the Verification of Registration.

Labour Mobility

If a nurse who is registered in another Canadian jurisdiction wants to work in Ontario, the Canadian Free Trade Agreement stipulates they are eligible to obtain registration without needing additional training, work experience, examination or assessment. As such, a simplified application process is available, whereby applicants can choose to sign a declaration of good standing and request a Verification of Registration from their current regulator. These changes enable eligible labour mobility applicants to demonstrate their registration requirements, including evidence of recent practice and verification of registration, within a matter of days. Learn more about registration requirements for labour mobility applicants.

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[3] An Introduction to the *Nursing Act, 1991*

Key Concepts and Definitions

Key concept	Definition	Unit of measurement
Nursing supply	The total number of nurses available to practice who renewed at least one registration. This includes nurses registered as RNs, RPNs, NPs, or Dual RN/RPNs (excludes nurses in the Non-Practising Class). Nurses may or may not be employed in nursing.	Individual nurses
Nursing workforce	The total number of nurses available to practice and employed in nursing in Ontario, includes nurses registered as RNs, RPNs, NPs, or Dual RN/RPNs (excludes nurses in the Non-Practising Class).	Individual nurses
Registrants	Nurses who have obtained or renewed their CNO registration. Dual RN/RPNs are counted once.	Individual nurses
New registrants	Nurses who register with CNO for the first time in either the General or Extended Class, regardless of category. Nurses are only counted as new registrants once in their career (excludes nurses obtaining an additional registration and nurses reinstating).	New individual nurses
Registrations	Each certificate of registration obtained or renewed with CNO. Nurses with multiple registrations (Dual RN/RPNs) are counted twice.	Certificates of registration
Additional registrations	An additional certificate of registration a nurse, already registered with CNO, obtains. For example, an RPN who gains an RN registration to become a Dual RN/RPN.	New additional certificates of registration
Gains	A gain to the nursing supply is a nurse who renewed one or more registrations in the current renewal period, but did not renew any registration in the year prior. They represent the number of nurses added to the system in that year. Examples of gains are new registrants and nurses reinstating.	Individual nurses
Losses	A loss to the nursing supply is a nurse who did not renew any registration in the current renewal period, but did renew one or more registrations in the year prior. They represent the number of nurses who have left the system in that year. Examples of losses are nurses not renewing their registration or moving to the Non-Practising Class.	Individual nurses

Report Timeframe

The CNO's *Nursing Statistics Report 2025* covers the renewal years of 2020 until 2025 inclusive. Throughout the report, when we refer to 2025, the timeframe is the 2025 renewal year. Data related to new registrants, additional registrations, labour mobility registrations, applications and Verifications of Registration are compiled by calendar year and available up until the end of 2024.

Nursing Data Dashboard

You can find additional data on registration, demographics and employment by using CNO's Nursing Data Dashboard. This self-serve portal allows you to access current CNO data and historical data back to 2016.

Data Advisory

CNO has established processes in place to ensure data integrity and accuracy. However, it is important to note that small differences in the data between reporting periods may result from routine data quality improvements, including the correction of minor errors. These adjustments do not reflect substantive changes in the underlying trends.

Preface

In recent years, CNO has seen record-breaking increases in the nursing supply (nurses available to practice) which in turn has led to substantial growth in the nursing workforce. IENs are driving this growth and are shaping many of the other nursing registration and employment trends observed within Ontario.

The trends highlighted above are not unique to Ontario. Other nursing regulators and health system partners are noting similar patterns, both within Canada[4] and internationally[5]. Growth in the nursing workforce also has been reported nationally by the Canadian Institute for Health Information. For example, RNs employed in direct patient care in Canada had an annual growth rate of 1.6% between 2022 and 2023[6]. The National Council of State Boards of Nursing reported 6.3% growth in the number of employed RNs in the United States from 2020 to 2023[7]. There also has been increased movement of nurses within Canada as recent changes across nursing regulators have improved labour mobility[8]. Comparable patterns for labour mobility registrations in Ontario are being observed. (See data reported in the *Nursing Supply Trends* section.)

Similarly, IENs are also contributing to the observed growth and the overall nursing trends in other jurisdictions. On a national level, the Canadian Institute for Health Information reports that internationally educated RNs accounted for 68% of the net increase in the RN supply in 2023, up from 64% in 2022[6]. Internationally, there have also been reports of IENs contributing to growth in the nursing supply[5] and an increase in IENs leaving the supply in recent years[9].

Taken together, it is apparent that some of the major trends observed in Ontario are not happening in isolation; similar patterns are occurring within the nursing supply and nursing workforce across Canada and worldwide. While reading this report, it is important to understand the national and global health human resource context when interpreting the 2025 trends we see in Ontario, while still bearing in mind the unique circumstances and trends that set it apart from other nursing jurisdictions.

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[4] The College of Registered Nurses of Alberta reported an 11% increase in renewals year-over-year for 2024–2025. Please see: Record-breaking Renewal Rates at the College of Registered Nurses of Alberta (CRNA).

[5] The Nursing & Midwifery Council in the UK reported a 4.6% increase in nurses on the register year-over-year for the 2023–2024 period and that 49.4% of new registrants were educated outside the UK within the 2023–2024 period. Please see: The NMC register.

[6] Registered nurses

[7] The 2025 NCSBN Environmental Scan: Going Beyond

[8] The College of Registered Nurses of Manitoba reported an increase of almost 132% in labour mobility applicants, receiving 228 in 2022 compared with 528 in 2023. Please see: Current Trends in RN Regulation.

[9] The Nursing & Midwifery Council reported that there has been a rise in IENs leaving the register. Please see: The NMC register UK mid-year update.

2025 Nursing Statistics

Nursing Supply Trends

Continued growth in the nursing supply

The number of nurses registered with CNO continues to grow at a record-breaking pace. In 2025, 190,896 nurses renewed at least one certificate of registration in the General or Extended Class. This represents an increase of 3.9% compared with 2024. (See Table 1.) Although the nursing supply is still mainly composed of Ontario graduates (78.6%; 149,997), the proportion of IENs has been growing since 2020 and now accounts for 17.2% (32,886) in 2025. (See Appendix A Table 3.2.1 and Table 3.2.3.) Graduates from other Canadian provinces represent 4.2% (8,013) of the overall supply in 2025. (See Appendix A Table 3.2.2.)

Table 1: Overall Renewals in the General and Extended Classes

Nurse type	2020		2021		2022		2023		2024		2025	
	N	%	N	%	N	%	N	%	N	%	N	%
RN	107,187	**64.6**	108,976	**64.5**	110,938	**64.2**	114,080	**64.0**	119,243	**64.9**	125,297	**65.6**
RPN	54,141	**32.6**	55,056	**32.6**	56,846	**32.9**	58,469	**32.8**	58,276	**31.7**	58,713	**30.8**
NP	3,819	**2.3**	4,035	**2.4**	4,352	**2.5**	4,642	**2.6**	4,998	**2.7**	5,367	**2.8**
Dual RN/RPN	781	**0.5**	806	**0.5**	778	**0.4**	993	**0.6**	1,246	**0.7**	1,519	**0.8**
Total	165,928	100%	168,873	100%	172,914	100%	178,184	100%	183,763	100%	190,896	100%
Year-Over-Year Growth (%)	1.75		1.77		2.39		3.05		3.13		3.88	

A net gain in the nursing supply[10]

Gains to the nursing supply come from new registrants entering the system (nurses registering with CNO for the first time in either the General or Extended Class) and nurses who reinstate, for example, those who re-join the General and Extended Classes after their certificate of registration has expired or they have resigned. There is also movement of nurses who reinstate from Non-Practising to another class (General or Extended).

In 2025, there was a gain of 14,886 nurses in the General and Extended Classes and a loss of 7,753 nurses. This led to a net gain of 7,133 nurses available to the system after the 2025 renewal.

(See Table 2.) The majority of gains, 95.6% in 2025, were new registrants. Reinstatements made up only 4.4% of the gains observed in 2025.

With respect to demographic makeup, gains are typically nurses under 35 years of age. However, since 2020, the proportion of the gains within this age group has been shrinking, dropping from 82.5% in 2020 to 70.3% in 2025. (See Appendix A Table 3.3.2) Conversely, there has been growth in the 35–54 age group going from 16.4% of gains in 2020 to 28.1% in 2025, which reflects the growth in IENs, who typically are older in age than Ontario graduates when registering.

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[10] Note that these data represent the supply of nurses (that is, nurses available to the system), not those employed in nursing in Ontario. (See data presented in the Employment Trends section.)

Table 2: Gains and Losses in the General and Extended Classes

Type	2020	2021	2022	2023	2024	2025
Gains	9,479	9,480	10,814	12,485	13,374	14,886
Losses	6,632	6,535	6,773	7,215	7,795	7,753
Net	2,847	2,945	4,041	5,270	5,579	7,133

Losses remain stable in 2025

Losses include nurses not renewing their registration—expiry or resignation—and nurses moving to the Non-Practising Class. The rate of losses in 2025 is similar to rates observed in recent years. The percentage of losses as a proportion of the total number of renewals remains comparable to prior years at 4.1% in 2025, and ranging from 3.9% to 4.2% since 2020. (See Table 2.) Nurses moving to the Non-Practising Class represent about 34% of losses in 2025, also similar to past years.

Unlike gains, losses are typically nurses who are over 55 years of age. However, since 2020, the proportion of losses within this age group has been shrinking (dropping from 60.6% in 2020 to 48.9% in 2025), while losses in the under 35 and 35-54 age groups have grown. (See Appendix A Table 3.3.2.)

While there has been growth in the number of younger nurses leaving the supply, the number of gains in the same age group continues to outpace the losses, leading to overall net gains each year in those under 35. In 2025, there was a net gain of 8,470 nurses under the age of 35. (See Appendix A Table 3.3.2.) While retention of younger nurses is important and further investigation is required to understand the factors underpinning this trend, the supply of new nurses available to the system continues to increase and be primarily driven by nurses under the age of 35[11].

New registrants in 2024

There were 14,568 new nurses that registered in 2024, a 7.0% increase compared with 2023. (See Figure 1.) As mentioned above, the gains observed in the number of nurses who renewed registration with CNO in 2025 are primarily the result of an increase in new registrants in 2024. For a second year in a row, the overall proportion of new registrants that were RNs rose in 2024 to 64.9%, while the proportion of RPNs declined to 34.8%. This is discussed in more detail in the *Nurse Type Trends* section below. (See Appendix B Table 3.1.)

Figure 1: New registrants by nurse type
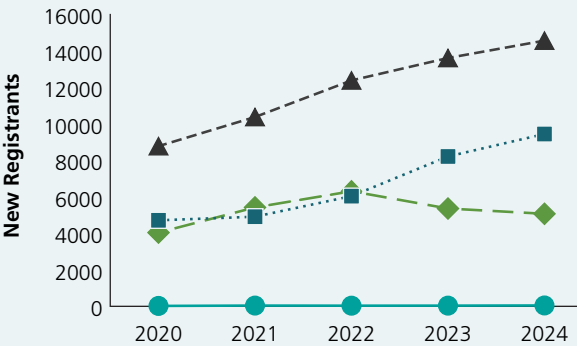
Nurse type	2020	2021	2022	2023	2024
RN ■	4,716	4,914	6,041	8,216	9,448
RPN ◆	4,043	5,424	6,309	5,362	5,073
NP ●	22	41	35	38	47
Total ▲	8,781	10,379	12,385	13,616	14,568

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[11] Further information on attrition within the nursing supply will be available in a forthcoming report to be released by CNO later in 2025.

Additional registrations in 2024

In 2024, there was a decrease in the number of additional registrations among CNO registrants—nurses already registered with CNO when gaining a new registration. A total of 3,489 additional registrations were obtained, representing a 10.6% decrease compared with 2023. (See Figure 2.) This pattern is the result of more IENs obtaining RN registration directly, rather than gaining an RPN registration first and then adding an RN registration later. (See the *Nurse Type Trends* section below for further discussion.) As is typically observed, the vast majority of additional registrations, 84.8% in 2024, were existing RPNs gaining an RN certificate of registration.

The impact of internationally educated nurses

Although there has been growth in the number of Ontario RN and RPN nursing graduates[12] in recent years (going from 9,063 in 2023 to 9,562 in 2024), and the majority of new registrants with CNO continue to be educated in Ontario (54.4% in 2024), growth in the nursing supply is being impacted significantly by IENs. (See Appendix B Table 3.2.1.) The total number of newly registered IENs has risen from 1,609 in 2020 to 5,979 in 2024, more than a 3.5-fold increase. (See Figure 3.) Further, starting in 2023, the number of new internationally educated RNs overtook the number of new Ontario RNs and made up 53.5% of new RN registrants in 2024. (See Appendix B Graph and Table 3.2.2) During the same time, the number of new internationally educated RPNs decreased from 3,007 in 2022 to 918 in 2024, representing a decrease of 69.5%. (See Appendix B Graph and Table 3.2.3.) These recent trends reflect changes in the application patterns of IENs described in detail below. (See data presented in the *Nurse Type Trends* section.)

## Fluctuating first-time renewal rates for internationally educated nurses

While the number of new registrants has increased substantially during the past 3 years, in 2023 and 2024 there was a notable decrease observed in the

Figure 2: Additional registrations by nurse type
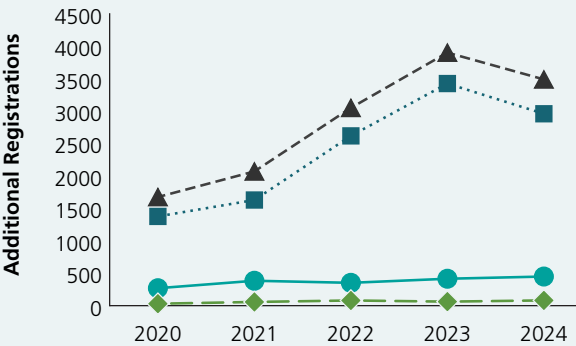
Nurse type	2020	2021	2022	2023	2024
RN ■	1,376	1,629	2,618	3,425	2,959
RPN ◆	30	57	80	62	81
NP ●	269	384	352	415	449
Total ▲	1,675	2,070	3,050	3,902	3,489

Figure 3: New registrants by location of education
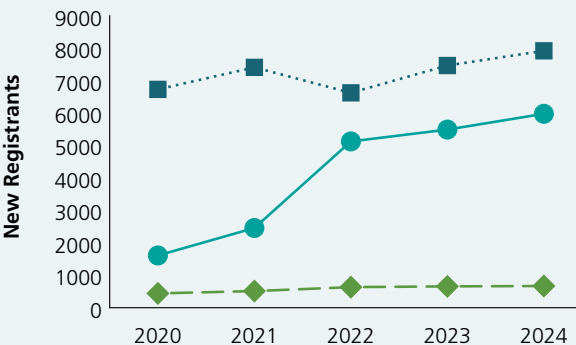
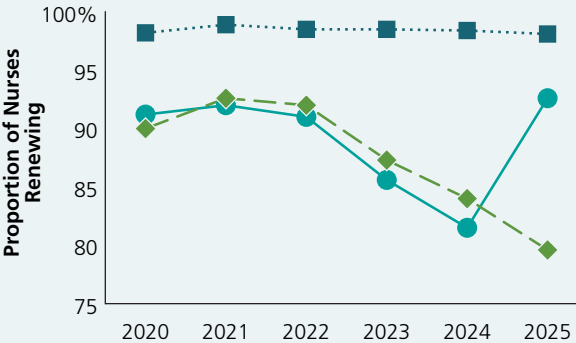| Location of education	2020	2021	2022	2023	2024
Ontario ■	6,732	7,411	6,625	7,468	7,921
Canada (excluding ON) ◆	440	511	633	656	668
International ●	1,609	2,457	5,127	5,492	5,979

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[12] All Ontario nursing programs are required to submit verification of course completion lists to CNO, allowing CNO to determine the number of Ontario graduates in a given year.

first-time renewal[13] rate—the proportion of nurses that maintain their registration after their first year. Across all nurse types, the rate has historically been above 95%. But in 2024, the rate fell to 89.6% for new RNs and 90.1% for new RPNs. (See Appendix C Tables 3.1.1 and 3.1.2.) In 2025, first-time renewal rates have rebounded to approximately 95% for all nurse types.

The changes observed in first-time renewal rates are primarily influenced by differing renewal patterns between new IENs and Ontario graduates. Ontario graduates have maintained a consistent rate of renewal since 2020, hovering around 98%. On the other hand, the first-time renewal rate for IENs has dropped in recent years (from 91.0% in 2022 to 81.5% in 2024) and increased again in 2025 to 92.6%. (See Figure 4.) New registrants educated in Canada but outside of Ontario—a much smaller proportion of new registrants—have seen a constant decrease in first-time renewals since 2022 with a 12.5% decrease overall. First-time renewal rates for NPs have been stable since 2020, ranging from 96% to 99%. (See Appendix C Table 3.1.3.)

Alongside the increase in first-time renewal rates for IENs in 2025, there has been a significant increase in labour mobility registrations in 2024, particularly for IENs. In fact, internationally educated RNs (a total of 1,061) made up 65% of all labour mobility registrations in 2024. (See Table 3.) This rise is comparable to recent increases in labour mobility seen within other Canadian jurisdictions, for example, the College of Registered Nurses of Manitoba[14]. The increase in labour mobility registrations observed in Ontario is largely the result of more registrants coming from Alberta[15] and Nova Scotia[16]. Labour mobility registrations within 2024 would become eligible for first-time renewal in 2025. As a result of the increase in 2024,

Figure 4: Proportion of nurses renewing for the first time by location of education

Location of education	2020 %	2021 %	2022 %	2023 %	2024 %	2025 %
Ontario ■	98.2	98.9	98.5	98.5	98.4	98.1
Canada (excluding ON) ◆	90.0	92.6	92.0	87.3	84.0	79.5
International ●	91.2	92.0	91.0	85.6	81.5	92.6

labor mobility IEN registrations made up 13.8% of the first-time renewal IEN cohort in 2025 compared to only 3.5% in 2024. However, when examining the impact of this group further and comparing the renewal rates within the labor mobility IEN registrations in the first-time renewal cohort to the overall cohort, there were no major differences in the percentage who renewed. This suggests that the large increase in labor mobility IEN registrations in 2024 is not the main driver of the increase in first-time renewal rates for IENs in 2025. Additional investigation will be undertaken to better understand the underlying factors contributing to the recent increase in first-time renewal rates.

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[13] First-time renewal data provide information about nurses who renew for the first time in the General Class and Extended Class.

[14] Current Trends in RN Regulation

[15] Groundbreaking Changes Made for Internationally Educated Nurses Coming to Alberta

[16] International Nurse Hub

Table 3: Labour Mobility Registrations by Location of Education

Location of Education	2020	2021	2022	2023	2024
Ontario	10	7	10	10	20
Canada (excluding ON)	323	346	394	411	513
International	66	81	141	285	1,100
Total	**399**	**434**	**545**	**706**	**1,633**

Nurse Type Trends

Changing mix of nurses within the nursing supply

In recent years, there has been a shift in the proportion of nurse types within the supply. Since 2023, the number of nurses with only an RPN registration has been stagnant, while RNs and Dual RN/RPNs have grown. In 2025, there was a 0.7% increase in the number of RPN only renewals, a 5.1% increase in RN only renewals and a 21.9% increase in Dual RN/RPN renewals compared with 2024. (See Table 1.) While the increase in Dual RN/RPNs suggests the total RPN supply continues to grow, further analysis indicates that most dual registrants hold both registrations only temporarily before becoming an RN only. For example, when following the 1,246 dual registrants from 2024, 40.4% had switched to RN only by 2025. (See Table 1).

The shift in the mix of nurses within the supply is being observed from the application stage through to registration. Historically, IENs would often apply as both an RN and an RPN. However, many are now applying as an RN only, as seen in CNO's applicant data. The RN only share of all IEN applicants has risen from 35.8% in 2020 to 83% in 2024, whereas the Dual RN/RPN proportion of IEN applicants has declined from 35.4% in 2020 to 5.2% in 2024. (See Figure 5.) There also has been a decline in RPN only IEN applicants, going from 27.7% in 2020 to 10.7% in 2024.

The changes in both internationally educated new registrants and internationally educated additional registrations are one of the major factors impacting the makeup of the nursing supply,

as both skew heavily to RNs. This has always been the case for additional registrations, as nurses with an RPN certificate of registration typically add an RN registration. However, the proportion of new registrants that were RNs has been rising since 2022, going from 48.8% in 2022 to 64.9% in 2024. Conversely, the proportion of new registrants that were RPNs has been dropping since 2022, going from 50.9% in 2022 to 34.8% in 2024. (See Figure 1 and Appendix B Table 3.1.) Focusing on IENs specifically, 84.5% of new IENs registered in 2024 were RNs compared to only 41.2% in 2022. (See Appendix B Table 3.2.1 and 3.2.2.) And while internationally educated additional registrations have been on the rise from 2020 to 2023, there was a large decline in 2024, with fewer IENs obtaining an RN as an additional registration—1,882 in 2024 compared to 2,494 in 2023. (See Appendix B Table 4.2.2.)

Over the past five years, several regulatory and process changes implemented by CNO have impacted how IEN applicants meet their registration requirements. From March 2021 to April 2025, a process approved by CNO's Council allowed IEN applicants seeking RN registration to complete the education requirement via the RN registration exam called the NCLEX-RN. In addition, CNO's Supervised Practice Experience Partnership program[17] introduced in January 2022 assists IEN applicants with meeting two registration requirements: evidence of practice and language proficiency. The program has been used mainly by IENs to meet requirements for RN applications[18].

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[17] Supervised Practice Experience Partnership

[18] Current data on the Supervised Practice Experience Partnership program can be found under Applicant Statistics on CNO's website.

Figure 5: Percentage of applicants by nurse type and location of education
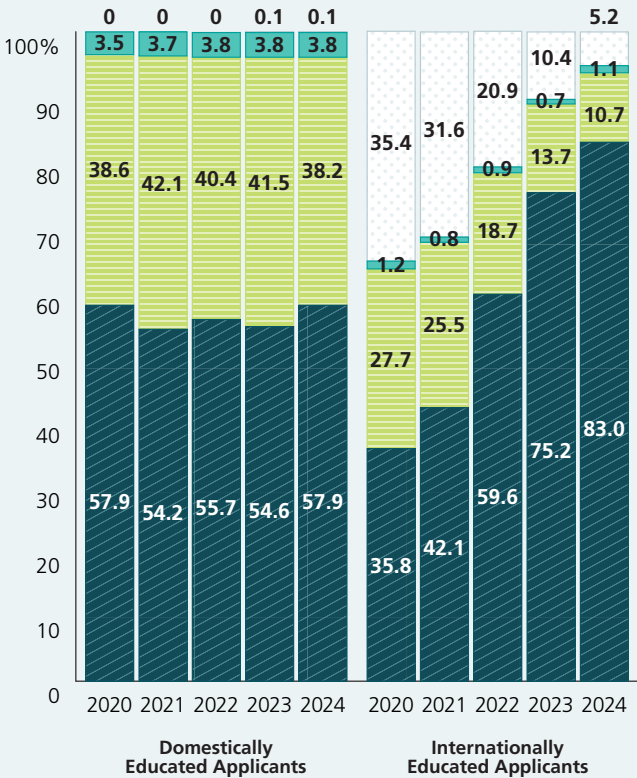
Location of Education		2020 %	2021 %	2022 %	2023 %	2024 %
Domestically Educated Applicants	RN	57.9	54.2	55.7	54.6	57.9
	RPN	38.6	42.1	40.4	41.5	38.2
	NP	3.5	3.7	3.8	3.8	3.8
	Dual RN/RPN	0	0	0	0.1	0.1
Internationally Educated Applicants	RN	35.8	42.1	59.6	75.2	83.0
	RPN	27.7	25.5	18.7	13.7	10.7
	NP	1.2	0.8	0.9	0.7	1.1
	Dual RN/RPN	35.4	31.6	20.9	10.4	5.2

While the regulatory and process changes from the past several years benefit both IEN applicants and the Ontario health system, there has been an impact on the distribution of nurse types. Fewer IENs have been applying as dual applicants to both RN and RPN categories, instead choosing to complete an RN application only. In addition, there have been further amendments to the registration requirements that took effect as of April 1, 2025[19]. These changes include an update to the education requirement to accept nursing education recognized or approved in any jurisdiction and a new Transition to Practice requirement designed to ensure applicants are familiar with competencies specific to the Canadian practice context. The objective of these changes is to support a smoother transition to practice for nurses, particularly those who are internationally educated. Future nursing statistics reports and an in-depth evaluation will capture the new registration changes' impact on the nursing supply and workforce.

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[19] New nursing registration requirements take effect

Employment Trends

Continued growth in the nursing workforce in Ontario

There was a 4.0% increase year-over-year in the total number of nurses reporting employment positions in Ontario. This is the largest increase since 2020 and is in line with the increasing nursing supply in 2025. In 2025, a total of 170,738 nurses reported being employed in nursing in Ontario across all nurse types. (See Table 4.) The overall share of nurses reporting at least one nursing position in Ontario has remained steady since 2020 at around 90%. (See Table 4.) The proportion of RNs reporting nursing employment in Ontario has gone down slightly during this time, dropping from 90.9% in 2020 to 88.7% in 2025. (See Appendix A Table 4.3.1.)

Despite an overall increase in the absolute number, the share of nurses reporting employment in nursing in Ontario at the time of first renewal has declined—with the proportion in 2025 now at 77.6%, compared to 80.9% in 2024. (See Appendix C Table 3.3.1.) This is mostly the result of a decrease in the proportion of new internationally educated RNs reporting nursing employment in Ontario at the time of first renewal (dropping from 74.6% in 2024 to 69.6% in 2025), alongside an increase in the number of internationally educated RNs seeking nursing employment. (See Appendix C Table 3.4.3.2 and data reported in the next section of the report.)

Table 4: Employment Status in the General and Extended Classes

Employment Status	2020		2021		2022		2023		2024		2025	
	N	%	N	%	N	%	N	%	N	%	N	%
Employed in nursing in Ontario	150,304	**90.6**	152,169	**90.1**	155,018	**89.7**	158,430	**88.9**	164,150	**89.3**	170,738	**89.4**
Employed in nursing outside Ontario only	2,851	**1.7**	3,159	**1.9**	3,585	**2.1**	4,275	**2.4**	4,681	**2.5**	4,833	**2.5**
Employed in non-nursing	1,926	**1.2**	1,609	**1.0**	1,544	**0.9**	1,854	**1.0**	2,047	**1.1**	2,251	**1.2**
Not employed in nursing or non-nursing	6,086	**3.7**	6,243	**3.7**	6,958	**4.0**	7,547	**4.2**	7,575	**4.1**	7,763	**4.1**
On leave	4,761	**2.9**	5,693	**3.4**	5,809	**3.4**	6,078	**3.4**	5,310	**2.9**	5,311	**2.8**
Total	**165,928**	**100%**	**168,873**	**100%**	**172,914**	**100%**	**178,184**	**100%**	**183,763**	**100%**	**190,896**	**100%**

Minimal change in nurses registered with CNO working outside of Ontario

From 2020 to 2023, the number and proportion of nurses registered with CNO employed in nursing outside of Ontario has slowly risen, going from 1.7% in 2020 to 2.4% in 2023. (See Table 4.) However, the proportion has been stable since 2023, remaining at only 2.5% in 2024 and 2025. The top three work locations reported outside of Ontario in 2025 were the United States, British Columbia and Quebec.

Alongside this trend has been several years of substantial growth in requests for a Verification of Registration (VOR), the process used by nurses who are applying to other jurisdictions and ask CNO to verify their Ontario registration. Since 2020, the number of nurses in the General and Extended Classes requesting a VOR has almost tripled, from 2,738 in 2020 to 8,012 in 2023. (See Table 5.) This far outpaces the growth rate in the nursing supply. However, in 2024, there was a sharp decline of 19.6% in VOR requests suggesting that fewer nurses have been applying to other jurisdictions

in the past year. The top three locations CNO sent VORs in 2024 were the United States, British Columbia and Alberta. Internal analysis also indicates that registrants who request a VOR are less likely to renew in subsequent years.

For example, in 2024, 9.2% of those who requested a VOR did not renew their registration in 2025 compared to only 1.6% of those who did not request a VOR.

Table 5: Number of Nurses in the General and Extended Classes That Made Verification of Registration Requests by Location of Education

Location of Education	2020	2021	2022	2023	2024
Ontario	1,710	3,125	4,254	4,263	3,652
Canadian	225	318	334	331	325
International	803	1,547	2,962	3,418	2,465
Total	2,738	4,990	7,550	8,012	6,442

Ontario graduates make up the largest number of nurses making VOR requests. However, when looking at the ratio of total VOR requests to total registrants, IENs are more likely to make VOR requests compared with Ontario graduates (6.6% of IENs compared to 2.3% of Ontario graduates in 2024). As mentioned earlier, there has been a large decrease in VOR requests year-over-year across many groups with the largest decrease observed for IE RPN's, a drop of 47% from 2023 totals.

New IEN registrants also are more likely to be employed in nursing outside of Ontario at the time of their first renewal in 2025—4.5% of new IENs compared to 1.2% of Ontario graduates. (See Appendix C Table 3.4.1–Table 3.4.3.) Similar patterns exist for new IEN registrants seeking nursing employment, with 22% of IENs reporting to be seeking nursing employment at the time of their first renewal in 2025 compared to 12.1% of Ontario graduates. (See Appendix C Table 3.4.1-Table 3.4.3.) Year-over-year, there has been an increase in the number and proportion of IENs seeking desired nursing employment at the time of first renewal, jumping from 1,063 in 2024 to 1,624 in 2025. (See Appendix C Table 3.4.3.)

Changes in full-time employment

Overall working status considers all of a nurse's jobs for a given registration and categorizes them as full-time, part-time or casual. Nurses who have at least one full-time nursing position are considered full-time. Nurses with any combination of part-time and casual nursing positions are considered part-time. And nurses with only casual nursing positions are considered casual. Year-over-year, there has been consistent growth in the number of registrations reporting full-time employment as the overall working status across all nurse types: +5.3% for RNs, +2.8% for RPNs and +8.0% for NPs. (See Appendix A Tables 4.5.1-4.5.3.) This suggests, in general, nurses are increasingly finding full-time employment positions. RNs and RPNs have seen an increase in the proportion of full-time employment since 2020, with increases more pronounced in the RPNs (+2.8% for RNs; +9.6% for RPNs). (See Figure 6.) The share of NPs reporting full-time employment has remained steady and is the highest across the nurse types at 76.5% in 2025 (See Figure 6).

Compared to the general nursing population, the overall working status of nurses renewing for the first time with CNO looks different. In the past year, the proportion of RNs reporting full-time employment at first-time renewal dropped from 69.4% in 2024 to 64.3% in 2025, whereas RPNs have hovered around 54%–55% and

NPs have increased, going from 70.5% in 2024 to 74.5% in 2025. (See Appendix C Graphs 3.6.1–3.6.3.) When looking at location of education, the pattern observed is most apparent within the internationally educated RN group; there was a decrease of 7.4% in the proportion of full-time employment reported in 2025 compared to 2024 and an increase of 5.2% in the proportion of part-time employment. (See Appendix C Graph 3.7.3.2.) These data suggest new internationally educated RNs may have had difficulty finding full-time employment positions in the past year and are accepting more part-time positions.

Figure 6: Overall working status by nurse type
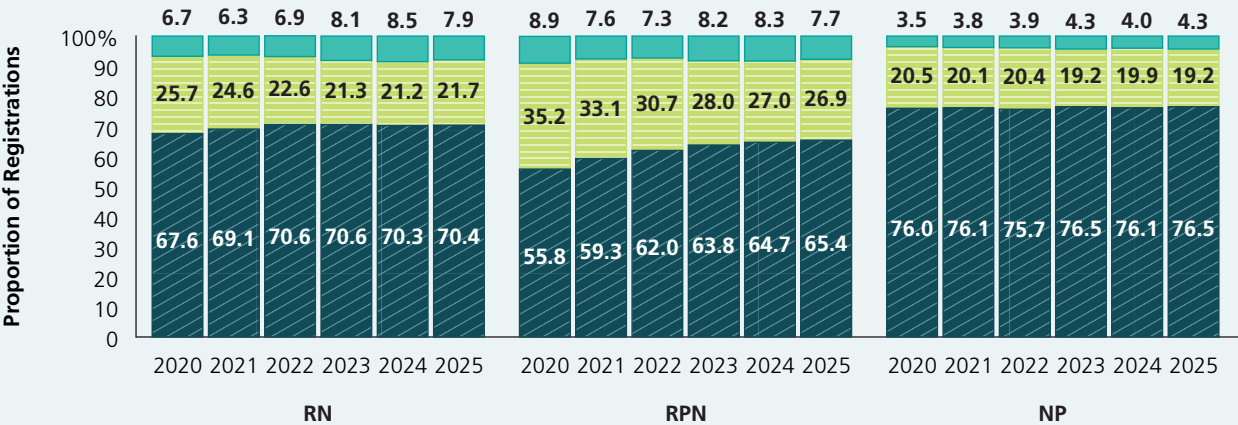
Nurse type	Year	Full time %	Part time %	Casual %
RN	2020	67.6	25.7	6.7
	2021	69.1	24.6	6.3
	2022	70.6	22.6	6.9
	2023	70.6	21.3	8.1
	2024	70.3	21.2	8.5
	2025	70.4	21.7	7.9
RPN	2020	55.8	35.2	8.9
	2021	59.3	33.1	7.6
	2022	62.0	30.7	7.3
	2023	63.8	28.0	8.2
	2024	64.7	27.0	8.3
	2025	65.4	26.9	7.7
NP	2020	76.0	20.5	3.5
	2021	76.1	20.1	3.8
	2022	75.7	20.4	3.9
	2023	76.5	19.2	4.3
	2024	76.1	19.9	4.0
	2025	76.5	19.2	4.3

Changes in the distribution of reported nursing employment positions

Below is a description of reported nursing employment position trends. The data is presented in two ways, each providing a slightly different picture of where nurses are employed. The focus in the first section is within each employment sector. In the following section, the focus switches to trends within each nurse type.

Nursing employment positions are held nursing positions reported by nurses during the Annual Membership Renewal (AMR) process. It is important to keep in mind these are reported positions only. The data do not represent the total existing employment positions available within a sector or setting and do not address the number of unfilled positions. Only nursing positions in Ontario are included. Since registrants can hold multiple positions, the number of positions is greater than the total number of registrants categorized as employed in nursing in Ontario.

Distribution within employment sectors
Hospital

Within the hospital sector, the total number of reported positions across all nurse types has seen 17% growth since 2020. (See Table 6.) This is comparatively higher than the growth seen in the total number of reported positions across all nurse types and sectors since 2020 at 13.9%. Acute care hospitals have accounted for most of this growth with 3,981 positions added year-over-year. (See Appendix A Tables 5.4.1–5.4.3.) The proportions across nurse types have remained relatively stable from 2020 to 2025, with a small increase in the share of RPN positions. RN positions are the most prevalent within this sector with 82,946 reported positions in 2025.

Long-term care

Within the long-term care sector, the total number of reported positions across all nurse types has remained relatively stagnant with only 2.8% growth since 2020. (See Table 6.) This is much less than the 13.9% growth observed in the total number of reported positions across all nurse

types and sectors. Long-term care facilities account for most of the growth in this sector, adding 1,829 positions year-over-year. (See Appendix A Tables 5.4.1-5.4.3.) Though RPN positions still are the most prevalent in this sector with 20,080 reported positions in 2025, the proportion of RN positions has been growing since 2020 (rising from 31.9% of all reported long-term care positions in 2020 to 38.1% in 2025), while the share of positions reported by RPNs has decreased (from 67.5% in 2020 to 60.8% in 2025). (See Table 6.)

Community

Within the community sector, the total number of reported positions across all nurse types has grown by 9.3% since 2020, slightly less than the growth in overall positions. Most of the growth in this sector over the past year has been within the other community setting where 1,588 positions were added year-over-year with many nurses reporting home and community care (18.9%) or specialty clinics (9.7%) as their employment setting within this category. (See Appendix A Tables 5.4.1–5.4.3.) Similar to 2023 and 2024, there has been a decrease in the total number of public health positions reported by all nurse types in 2025, with 725 fewer positions overall. (See Appendix A Tables 5.4.1–5.4.3.) This suggests public health programs launched in response to the COVID-19 pandemic are continuing to be scaled back or discontinued. There was also a considerable drop of 227 employment positions reported within nursing/staffing agencies across all nurse types this past year. (See Appendix A Tables 5.4.1–5.4.3.). Also, within the community sector, the proportion of positions reported for RNs has been stable since 2020, while there has been an increase for NPs (from 6.0% in 2020 to 7.8% in 2025) and a slight drop for RPNs (from 35.1% in 2020 to 32.7% in 2025). (See Table 6.)

Table 6: Reported Employment Positions by Nurse Type by Sector

Sector	Nurse Type	2020		2021		2022		2023		2024		2025	
		N	%	N	%	N	%	N	%	N	%	N	%
Hospital	RN	72,535	**75.3**	73,222	**74.4**	73,386	**73.2**	74,599	**72.8**	79,208	**73.2**	82,946	**73.6**
	RPN	22,174	**23.0**	23,429	**23.8**	25,028	**25.0**	25,988	**25.3**	26,952	**24.9**	27,546	**24.4**
	NP	1,663	**1.7**	1,723	**1.8**	1,865	**1.9**	1,952	**1.9**	2,115	**2.0**	2,258	**2.0**
	Total	**96,372**	**100%**	**98,374**	**100%**	**100,279**	**100%**	**102,539**	**100%**	**108,275**	**100%**	**112,750**	**100%**
Long-Term Care	RN	10,257	**31.9**	9,083	**31.4**	8,985	**31.4**	9,770	**32.5**	10,939	**35.3**	12,593	**38.1**
	RPN	21,698	**67.5**	19,655	**67.9**	19,412	**67.8**	20,088	**66.7**	19,805	**63.8**	20,080	**60.8**
	NP	189	**0.6**	210	**0.7**	217	**0.8**	245	**0.8**	285	**0.9**	357	**1.1**
	Total	**32,144**	**100%**	**28,948**	**100%**	**28,614**	**100%**	**30,103**	**100%**	**31,029**	**100%**	**33,030**	**100%**
Community	RN	22,321	**59.0**	22,971	**60.8**	25,405	**60.7**	24,642	**60.0**	23,953	**59.7**	24,639	**59.5**
	RPN	13,274	**35.1**	12,445	**32.9**	13,884	**33.2**	13,667	**33.3**	13,206	**32.9**	13,519	**32.7**
	NP	2,261	**6.0**	2,389	**6.3**	2,581	**6.2**	2,746	**6.7**	2,955	**7.4**	3,219	**7.8**
	Total	**37,856**	**100%**	**37,805**	**100%**	**41,870**	**100%**	**41,055**	**100%**	**40,114**	**100%**	**41,377**	**100%**
Other	RN	11,463	**74.4**	11,929	**73.9**	12,824	**70.3**	13,379	**71.2**	13,848	**70.7**	14,050	**71.0**
	RPN	3,330	**21.6**	3,470	**21.5**	4,551	**25.0**	4,383	**23.3**	4,612	**23.5**	4,548	**23.0**
	NP	605	**3.9**	744	**4.6**	864	**4.7**	1,019	**5.4**	1,138	**5.8**	1,199	**6.0**
	Total	**15,398**	**100%**	**16,143**	**100%**	**18,239**	**100%**	**18,781**	**100%**	**19,598**	**100%**	**19,797**	**100%**

Distribution within nurse types

RNs

The hospital sector is still the most common for RNs in 2025, with 61.8% of reported RN employment positions. (See Appendix A Table 5.4.1.) There has been 4.7% growth in the absolute number of reported RN positions in acute care hospitals with 3,324 more positions from 2024 to 2025. There has also been a 15.1% increase in reported long-term care RN positions with 1,654 more positions. (See Appendix A Table 5.4.1.) As a proportion of overall positions, acute care hospital and long-term care positions have remained steady since 2020 (hovering around 55% and 8%–9%, respectively), despite recent growth in the number of RN positions in long-term care (See Appendix A Table 5.4.1.)

On the other hand, there was a large drop in positions in acute care hospitals reported in 2025 for RNs renewing for the first time (a decrease of 422 positions year-over-year), while the number of positions reported in long-term care continues to rise for new RNs with an increase of 649 positions year-over-year. (See Appendix C Table 4.2.1.) This pattern is mainly attributable to internationally educated RNs reporting fewer positions in acute care hospitals (2,132 in 2024 dropping to 1,780 in 2025) and more positions in long-term care (1,481 in 2024 increasing to 2,165 in 2025) at first-time renewal in 2025. (See Appendix C Table 4.3.3.2.)

RPNs

Proportionally, most RPN positions are reported within the hospital sector in 2025 at 41.9%. (See Appendix A Table 5.4.2.) There also was a slight increase of 1.4% in the total number of reported RPN positions year-over-year in long-term care with 275 more positions. (See Appendix A Table 5.4.2.). However, the share of reported RPN positions in long-term care has been decreasing over the last 6 years, dropping from 35.9% in 2020 to 30.6% in 2025—a shift similar to what has also recently been reported by the Canadian Institute for Health Information based on data up to 2023[20]. (See Appendix A Table 5.4.2.)

At the same time, the proportion of reported RPN positions within acute care hospitals has grown, rising from 23.6% in 2020 to 28.1% in 2025. This pattern is even more pronounced in new RPNs at the time of first renewal. The share of employment positions reported within acute care hospitals has risen from 20.4% in 2020 to 31.4% in 2025 and the proportion of reported long-term care positions has dropped from 44.6% in 2020 to 39.2% in 2025. (See Appendix C Table 4.2.2.) In addition, from 2023 to 2025, there was a large drop in internationally educated RPN long-term care positions reported at the time of first renewal with 493 in 2025 compared with 1,393 in 2023. (See Appendix C Table 4.3.3.3.)

NPs

Community continues to be the largest employment sector for NPs, accounting for over 45% of reported employment positions. (See Appendix A Table 5.4.3.) There has been 8.4% growth in reported NP acute care hospital positions year-over-year (+152 positions), alongside a 25.3% increase in long-term care positions (+72 positions). (See Appendix A 5.4.3.) However, as a proportion of all NP positions reported, the number of employment positions in acute care hospitals has been declining since 2020, from 30.4% in 2020 compared to 27.9% in 2025, whereas the proportion of positions in long-term care has remained stable. (See Appendix A Table 5.4.3.)

Geographic distribution of nursing employment positions in Ontario in 2025 (ratios by population)

The distribution of nursing employment positions differs by geographic region in Ontario. Here, they are presented as a ratio relative to the general population. Employment positions reported in nursing in Ontario in 2025 were assigned to an Ontario Health region based on postal code[21]. (See Appendix A 5.2.1-5.2.3.)[22] Population estimates obtained from Ontario Health for 2025 were then used to create a ratio of nursing employment positions per 10,000 population by Ontario Health region.

Looking at the distribution of the nursing employment positions across Ontario Health regions in 2025, as seen in Table 7 and Figure 7, there were 126 positions per 10,000 people overall in Ontario. North West, North East and Toronto regions had the highest total ratios at 209, 169, and 153 nursing employment positions per 10,000 population, respectively and had higher ratios than Ontario as a whole. (See Table 7 and Figure 7.) These patterns are comparable to patterns for all nurses reported by the Canadian Institute for Health Information for 2021 across slightly different health regions[23]. In addition, the Central region had the lowest total ratio at 96 positions per 10,000 people and had a lower ratio than Ontario as a whole. Similar trends are observed at the nurse type level in Table 7 and by working status–full-time, part-time or casual. (This data is not shown.)

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[20] Recent staffing and quality indicator trends in Canadian long-term care

[21] Ontario Health Regions

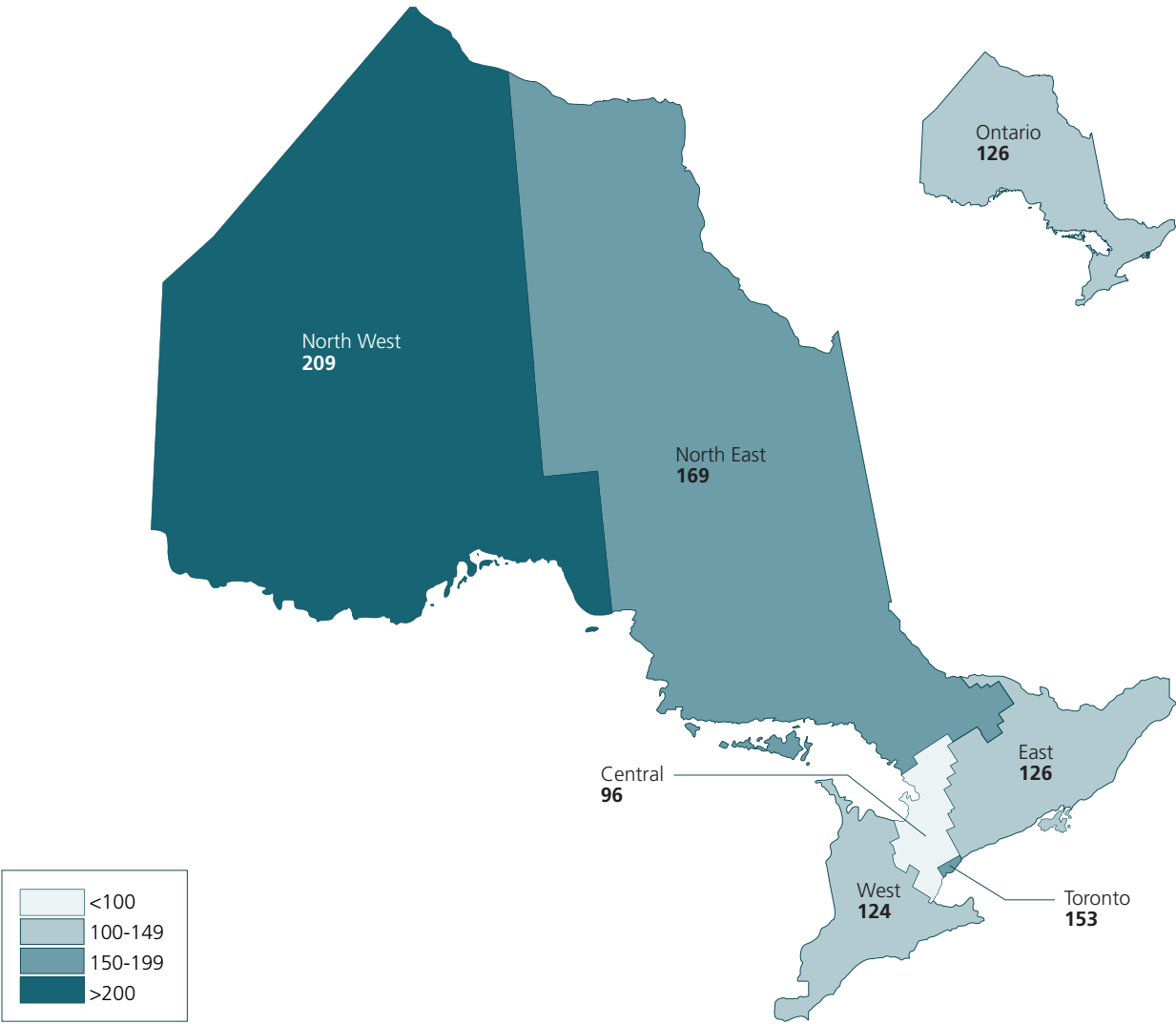[22] Reported employment positions in nursing do not represent the total existing employment positions available within a region, so unfilled positions are NOT captured. A small proportion (0.1%) of reported employment positions were unassigned due to problems matching postal code to the available crosswalk file.

[23] Number of physicians and nurses per 10,000 population by health region, 2021

**Table 7:** Nursing Employment Positions Held in Ontario per 10,000 Population by Ontario Health Region in 2025

Ontario Health Region	Number of reported nursing employment positions per 10,000 people			
	RN	RPN	NP	Total
North West	132	63	13	209
North East	103	59	7	169
East	79	42	4	126
Central	63	31	3	96
Toronto	107	40	6	153
West	77	43	4	124
Ontario	82	40	4	126

Figure 7: Number of Reported Nursing Employment Positions Held in Ontario per 10,000 Population by Ontario Health Region in 2025[24]

Legend:
- <100
- 100-149
- 150-199
- >200

Ontario 126

North West 209

North East 169

Central 96

East 126

West 124

Toronto 153

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[24] Boundaries for Ontario Health regions were referenced from the following published map

Summary of 2025 Nursing Data Trends and Implications
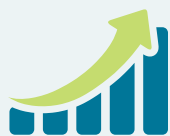
Continuing the trend seen over the past several years, there has been record growth in the nursing supply in 2025. New IEN registrants are playing a large role in fueling the growth observed in the nursing supply, even though more than half (54.4%) of new registrants in 2025 graduated from Ontario nursing programs.

Losses, defined as nurses who do not renew their registration or move to the Non-Practising Class, have been stable over the past several years as a proportion of the total supply, suggesting there has been no change in the rate at which nurses are leaving the system. There has been growth in the number of nurses under the age of 35 leaving the profession. However, the number of gains in the same age group continues to outpace the losses, leading to overall net gains each year in those under 35. While the majority of gains are nurses under 35 years of age, there has also been an increase in the proportion of gains in the 35-54 age group, reflecting the growth in IENs.

The overall mix of nurse types within the supply continues to change in 2025. The number of nurses who renewed with only an RPN registration has plateaued over the past few years, while the number of RNs and Dual RN/RPNs continues to grow.

There has been ongoing growth in the absolute number of nurses reporting nursing employment within Ontario, as the total supply continues to increase. The proportion of nurses registered with CNO and working outside of Ontario climbed between 2020 and 2023 but has remained stable over the past three years at approximately 2.5%.
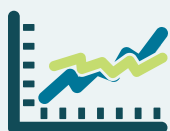
For employment sectors, the changing mix of nurses within the nursing supply continues to influence many patterns observed in 2025. In the past, many RPNs would start their careers in long-term care. The shift now, attributable to new IENs, has more RN employment positions and fewer RPN employment positions reported in long-term care. This is impacting the makeup of the workforce in the long-term care sector, going from 66.7% RPN to 60.8% in only two years.

Many of the trends in 2025 and over the past three years have been attributable to the increase in IENs being added to the nursing supply. And while the rise in IENs has had a positive impact on health human resources in Ontario, important implications for the system should be considered. Many IENs now are choosing to apply as an RN only, compared to past years when it was common for IENs to apply as both an RN and RPN. This change is driving the decrease in the proportion of new RPNs in recent years, and starting in 2023, the number of newly registered internationally educated RNs surpassed those educated in Ontario (now accounting for 53.5% of new RN registrants in 2024). Also, in recent years, new IENs have been less likely to renew their certificate of registration after their first year of practice, with 92.6% for IENs versus 98.1% for Ontario graduates, but this has improved in 2025 as there was a large increase in the first-time renewal rates for IENs year-over-year. Further, while IENs are more likely to have a VOR request compared to Ontario graduates, there was a large drop in VOR requests in 2024, which was driven by IENs. Together, these changes suggest that new IENs appear to be less likely in 2025 to leave Ontario's nursing supply after their first year versus previous years. However, they continue to struggle to enter the workforce relative to domestic graduates, with 69.8% of IENs employed in Ontario versus 84.9% of Ontario graduates, and IENs are more likely to be seeking nursing employment: 22% for IENs versus 12.1% for Ontario graduates. New IENs are also reporting more part-time nursing employment positions in 2025 compared to past years.

Overall, the 2025 nursing data trends mirror the past several years in a variety of ways and many of the 2025 trends are expected to persist in the future. Some trends are also comparable to those observed by other nursing regulators and health system partners in Canada and internationally. Despite these similarities, there are unique patterns in the supply and workforce of nurses in the Ontario context, such as the changing makeup of the nursing supply or the fluctuations in renewal rates and employment patterns for new nurses. To ensure the nursing system is meeting the needs of Ontarians, ongoing monitoring of nursing trends is critical. Changes to the composition of the supply along with the distinct application, renewal and employment patterns of IEN registrants have system-level implications that warrant further attention. The 2025 trends highlight the continued growth in the nursing supply and nursing workforce, while also reflecting the dynamic nature of both—reinforcing the importance of tracking these changes for the system.

CNO is the authoritative source of nursing statistics in Ontario and is committed to the release of subsequent nursing statistics products (for example, an upcoming report on attrition within the nursing supply). As part of our commitment to enhancing transparency and sharing nursing data publicly, these future products will examine other aspects of the current data, with the goal of providing an even more detailed picture of the trends in nursing health human resources.

Appendices

Glossary

Additional registrations: Nurses who were already registered with CNO when they gained a new registration and either

a) completed an additional registration in a new category
b) moved from the General to the Extended Class

For example, an RPN that gains an additional RN registration or an RN that becomes an NP; in both cases, because the nurse already held CNO registration, they are considered additional registrations as opposed to new registrants. These nurses represent an enhanced capacity to the system but are not new nurses. There is a small number of applicants every year who register as an RN and RPN on the same day. In these cases, if they have no previous CNO registration, their RN registration is categorized as a new registrant, while their RPN is considered the additional registration.

Age: a nurse's age at the time of registration or renewal, calculated using full birth date and the date when a nurse successfully registers with CNO or renews their registration

Annual Membership Renewal (AMR): See the definition of Renewal below

Area of practice: The focused practice area associated with a held employment position, reflects the type of care delivered and/or the patient population; for example, Acute Care, Cancer Care or Diabetes Care.

Change in class: When a registrant joins a different class upon renewal; for example, going from RN General to RN Extended (NP) or changing to Non-Practising

Dual RN/RPN: Registered Nurse in the General or Extended Class and Registered Practical Nurse in the General Class

Employed in nursing in Ontario: Nurses who work in Ontario only and nurses who work in and outside of Ontario

Employed in nursing outside of Ontario: Nurses who work outside of Ontario only

Employment position: The role associated with a held employment position and reflects broad job titles or position names, for example, Staff Nurse, or Case Manager. These are held nursing positions reported by nurses during the Annual Membership Renewal process. The data does not represent the total existing employment positions available within a sector or setting and does not address the number of unfilled positions.

Employment sector: Community, Hospital, Long-Term Care, Other

Employment setting: The practice setting associated with a held employment position and reflects the immediate practice environment, for example, Acute Care Hospital or Cancer Centre.

Employment status: Categorizes registrants or registrations based on different combinations of employment; for example, employed in nursing only, employed in non-nursing, not employed, on leave and whether the employment is in or outside of Ontario

Expired: When a registrant fails to renew their registration in their current category

First-time renewal: A registrant's first renewal after successfully registering with CNO in a specific category and class; for example, 2025 is the first renewal year for a nurse who initially registered in 2024

Gains: A nurse who renewed one or more registrations in the current renewal period but did not renew any registration in the year before. They represent the number of nurses added to the system in that year. Examples of gains to the nursing supply are new registrants and reinstatements.

IEN: Internationally educated nurse

Initial registration year: The year in which a nurse first registered with CNO in a particular category and class

Labour mobility: The process whereby a nurse who is registered in another Canadian jurisdiction completes registration with CNO. The application process is simplified and requires applicants to sign a declaration of good standing and request a verification of registration from their current regulator.

Location of nursing education: The province or country of a registrant's education, as reported by them when applying to CNO

Losses: A nurse who did not renew any registration in the current renewal period but did renew one or more registrations in the year before. They represent the number of nurses who have left the system in that year. A loss to the nursing supply is not necessarily permanent, as a registrant can return in a subsequent year.

Net: The net difference calculated by subtracting the number of registrant losses from the number of registrant gains at the end of the renewal period. This represents the overall change in the number of nurses available to the system year-over-year.

New registrants: Nurses who register with CNO for the first time in either the General or Extended Class, regardless of category. They represent new nurses to the system and can only be categorized as a new registrant once in their career, for example, a new graduate who registers with CNO for the first time as an RPN. For any subsequent registration they will not be considered a new registrant. Registrants in the Non-Practising Class who move back to the General Class and retired nurses who return to practice are considered reinstatements, not new registrants.

Non-Practising Class: Nurses who remain registered with CNO but are not practicing nursing in Ontario, categorized as either RNs or RPNs (there are no NPs in this class). A nurse cannot hold dual registration where one category is in the Non-Practising Class and the other is not. For example, a Dual RN/RPN nurse cannot be registered as an RN General Class and an RPN Non-Practising Class at the same time.

NP: Nurse Practitioner, also known as a Registered Nurse in the Extended Class

Number of working positions: The total number of employment positions held per certificate of registration

Nurse type: Registered Nurse (RN), Registered Practical Nurse (RPN), Nurse Practitioner (NP), Dual RN/RPN

Nursing categories: Registered Nurse (RN) or Registered Practical Nurse (RPN).

Nursing classes: A group based on nursing education and type of nursing practice, including General, Extended, Non-Practising, Temporary, Special Assignment and Emergency

Nursing supply: Total number of nurses available to practice, including nurses registered as RNs, RPNs, NPs, or Dual RN/RPNs (excludes Non-Practising Class)

Nursing workforce: Total number of nurses available to practice and are employed in nursing in Ontario, including nurses registered as RNs, RPNs, NPs, or Dual RN/RPNs (excludes Non-Practising Class)

Ontario Health Regions: Regions in Ontario in which each employment position is held. For more information about Ontario Health Regions please visit the Ontario Health Regions webpage.

Overall working status: For registrants employed in nursing, the highest level of employment associated with a certificate of registration among all positions held in Ontario. Values in descending order are "Full time Employment", "Part time Employment", "Casual Employment". Other values include "Not Specified" or "Not Applicable". The three examples below illustrate how overall working status is derived.

- Example 1: If a nurse holds both a casual nursing position and a full-time nursing position associated with a single registration, the overall working status is full-time.
- Example 2: If a nurse holds three casual nursing positions associated with a single registration, the overall working status is casual.

- Example 3: If a nurse holds one part-time nursing position and one full-time non-nursing position associated with a single registration, the overall working status is part-time.

Registrants: Individual nurses who obtain or renew their CNO registration. Nurses who obtain or renew multiple registrations are only counted once.

Registration: Obtaining a valid CNO certificate of registration by applying to CNO and completing all registration requirements. Registration with CNO is required to practice nursing in Ontario and use the titles Nurse, Registered Nurse (RN), Registered Practical Nurse (RPN), Nurse Practitioner (NP) or any variation. This can occur at any time throughout the year and registrants may hold more than one registration.

Registrations: Each certificate of registration obtained or renewed, as opposed to each nurse. Nurses who obtain or renew both their RN and RPN registrations are counted twice.

Reinstatement: The process by which former nurses (who have resigned or had their certificate of registration expire or who are in the Non-Practising Class) can return to practice by reinstating a previously held certificate of registration. (Learn more about reinstatement.)

Renewal: Also referred to as Annual Membership Renewal (AMR). Renewing of registration(s) yearly is required by CNO to continue practicing as a nurse. The renewal period typically starts in November and runs until March of the following year. Nurses who renew after December 31 are subjected to a late fee. If registrants have not renewed by February, they will be suspended. The final deadline occurs in March, whereafter nurses' registrations will be expired. In the renewal process, we collect nurses' demographic and employment information as part of our regulatory mandate.

Renewal year: The year for which the registrant is renewing their registration

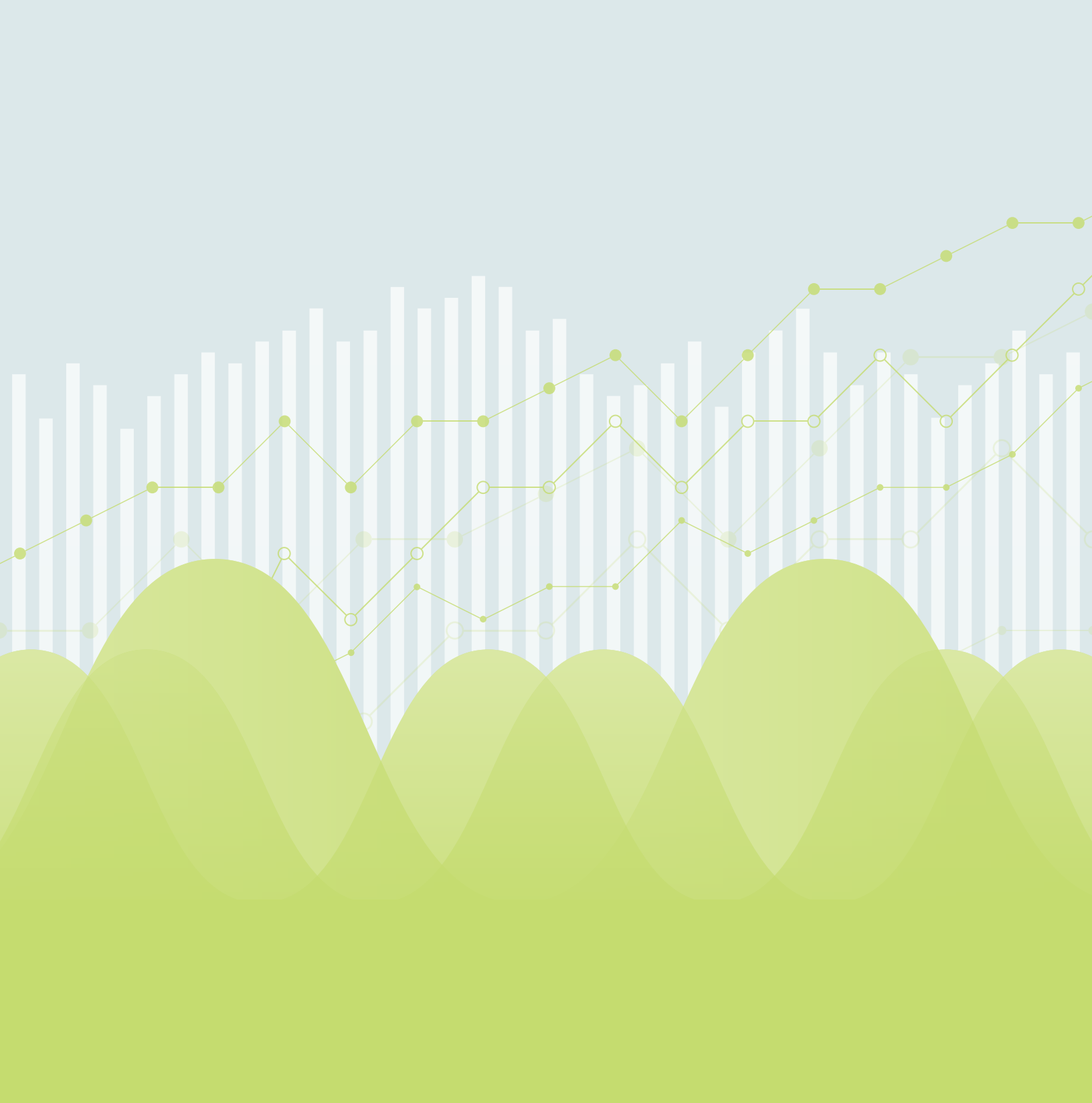**Resigned:** When a registrant resigns from their current category

RN: Registered Nurse in the General Class

RPN: Registered Practical Nurse in the General Class

Verification of Registration (VOR): A request submitted by a registrant asking CNO to verify their registration. If a nurse wants to obtain registration to practice nursing in another province or country, they can make a request for a Verification of Registration, which can be shared with another regulatory board, verifying that they are, or were, registered with CNO.

Working status: Indicates whether an employment position held is full-time, part-time or casual