

the VOICE for
registered nurses,
nurse practitioners
and nursing students
in Ontario

RNAO's Nursing Career Pathways: Your Feedback, Your Voice!

Health system transformation – Speaking up and speaking out
webinar series

Monday, Dec. 12, 2022

Land Acknowledgement

- RNAO is located on Huron Wendat, Haudenosaunee, and the Mississaugas of the Credit, Treaty 13.
- Dish With One Spoon Wampum Belt Covenant, (agreement between the Iroquois Confederacy and the Ojibwe and allied nations)
- This land is still the home to many First Nations, Inuit and Métis peoples from across Turtle Island.
- Land acknowledgments are an act of reconciliation and we must all do our part.



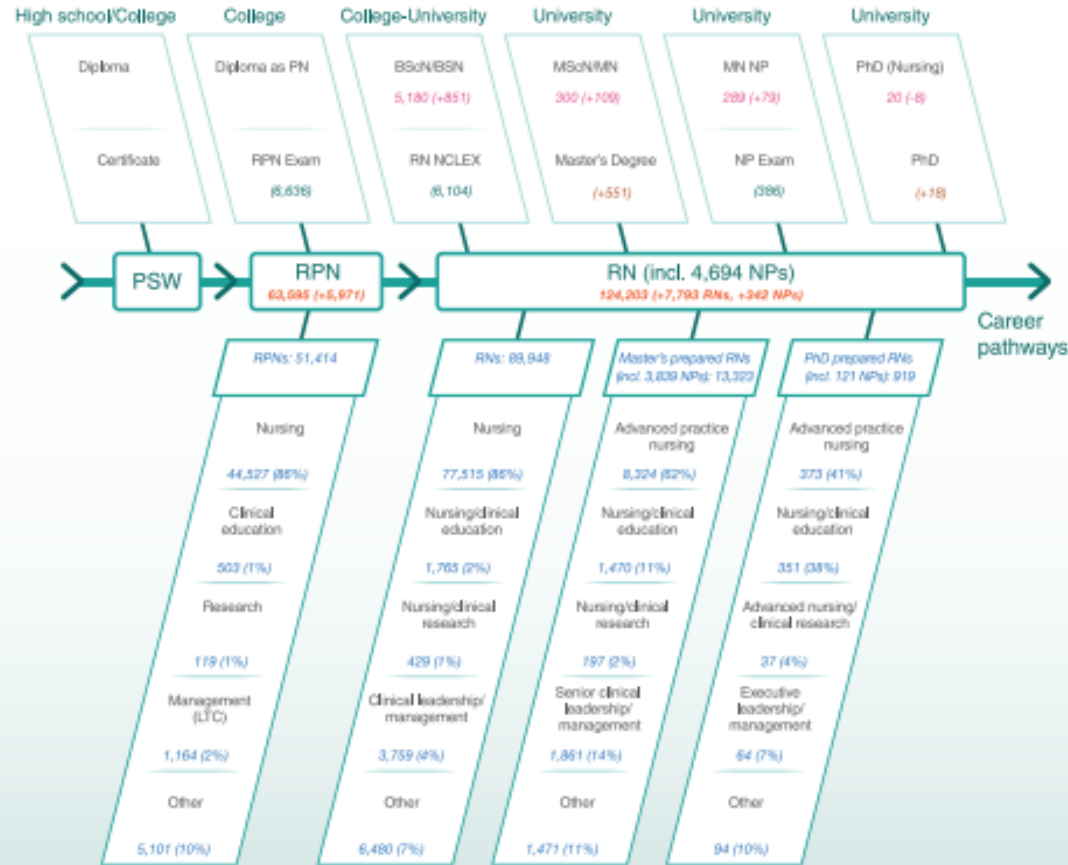
<https://native-land.ca/>

**This session is
being recorded**

Today's Agenda

AGENDA	SPEAKERS
Welcome	Susan McNeill, associate director, RNAO
Overview RNAO's Nursing Career Pathways	Dr. Doris Grinspun, CEO RNAO Christina Pullano, Nursing Policy Analyst,
Your feedback: <ul style="list-style-type: none">•Is the model clear?•Do you see your own place and/or pathway within the model?•Does the model serve to guide: a) nurse retention, b) recruitment, and c) building a career in the nursing profession?•What are the opportunities for and constraints to building nursing careers in Ontario?	All participants
Opportunities for taking action	Matthew Kellway
Closure	Dr. Doris Grinspun, RNAO CEO

Nursing career pathways: domains



Acronyms:

Exams for RPNs in Ontario: Regulatory Exam – Practical Nurse (RE>PN)

Exams for RNs in Ontario: National Council Licensure Examination – Registered Nurses (NCLEX-RN)

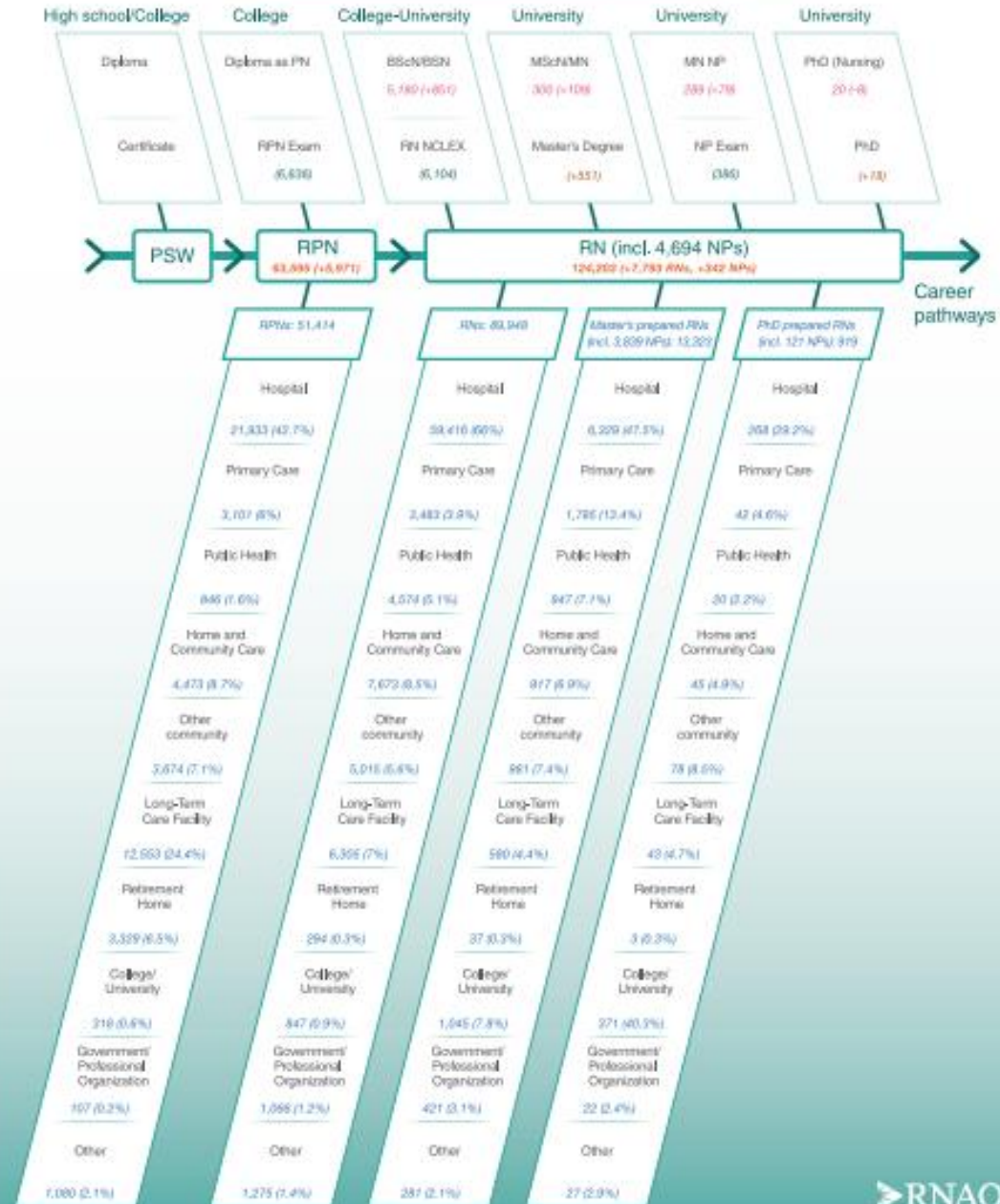
Exams for NPs. The NP candidate writes one of the following:

- Adult-Gerontology Primary Care Nurse Practitioner Exam
- Pediatric Primary Care Nurse Practitioner Exam
- Canadian Nurse Practitioner Examination: Family/All Ages (CNPE/F/AA)

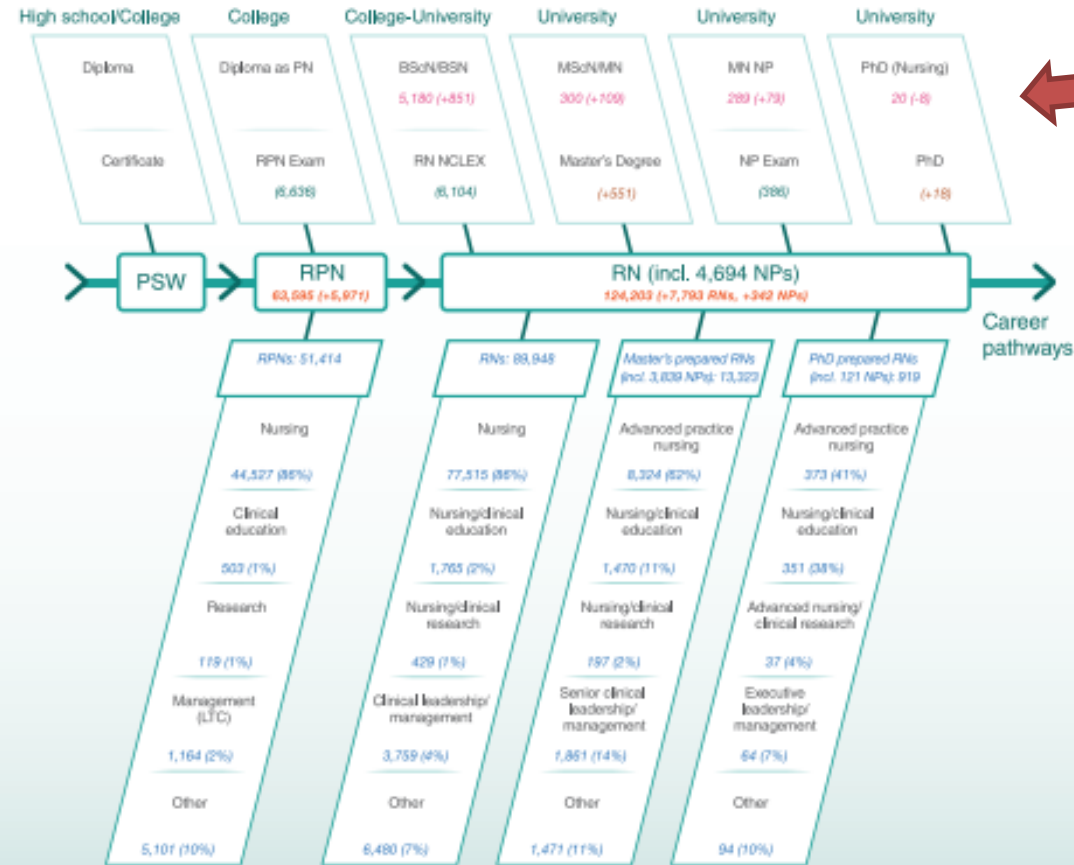
LEGEND

Education	Functional specialties
Number of nurses registered to practice in Ontario <i>Represented in orange: 187,798</i>	Number of nurses employed in Ontario <i>Represented in blue: 155,804</i>
Number of graduates with nursing degrees in the latest reported year (and change over previous reported year) <i>Represented in pink: 5,789 (+1031)</i>	Change in graduate-prepared RNs (incl. NPs) working in Ontario (over previous reported year) <i>Represented in brown: +589</i>
Number of CNO applicants who passed the licensing exam (in the latest reported year) <i>Represented in teal: 13,128</i>	

Nursing career pathways: sectors



Nursing career pathways: domains



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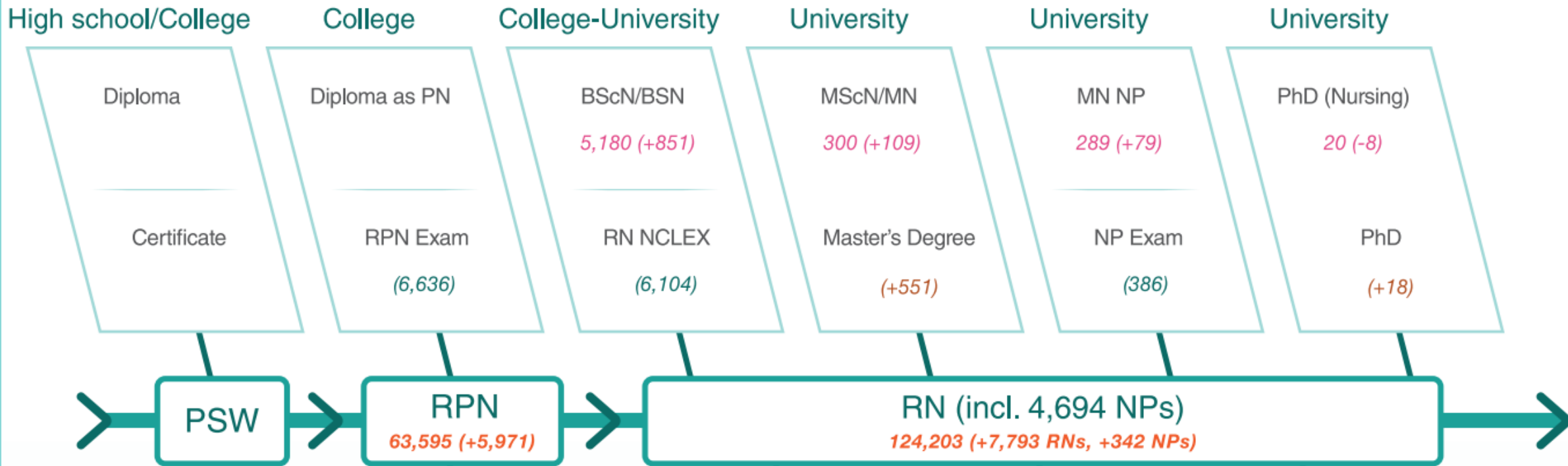
Pediatric Primary Care Nurse Practitioner Exam

Canadian Nurse Practitioner Examination: Family/All Ages (CNPE/F/AA)

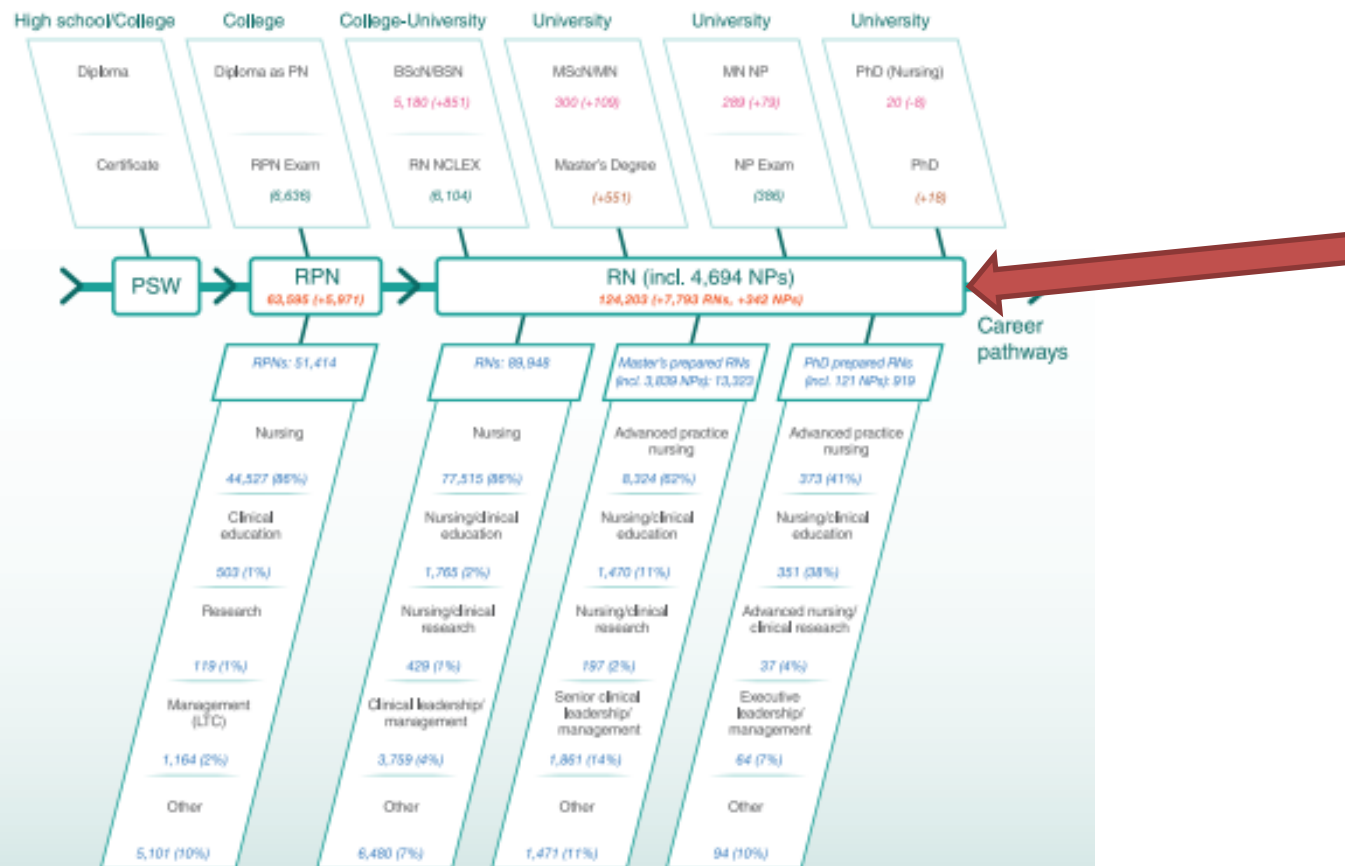
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Number of CNO applicants who passed the licensing exam (in the latest reported year) <i>Represented in teal: 13,126</i>	

Education pathways



Nursing career pathways: domains



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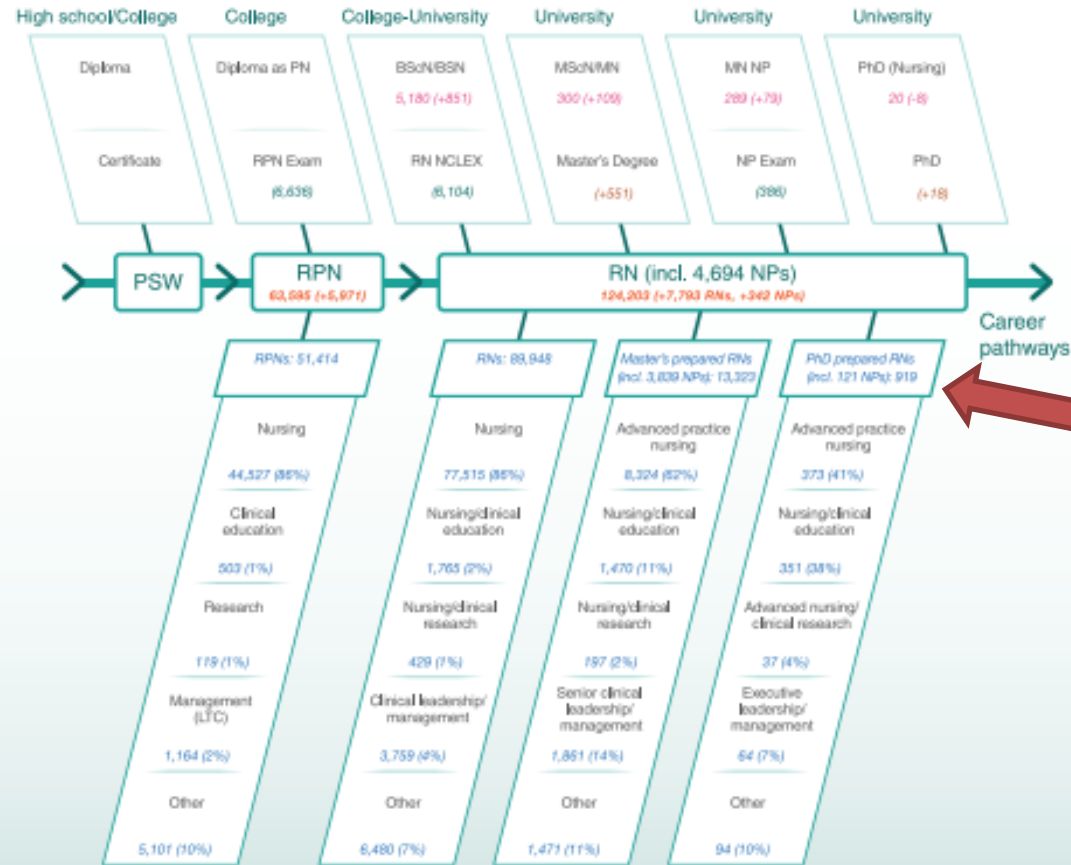
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Potential nursing workforce: CNO registrants



Nursing career pathways: domains



Career pathways

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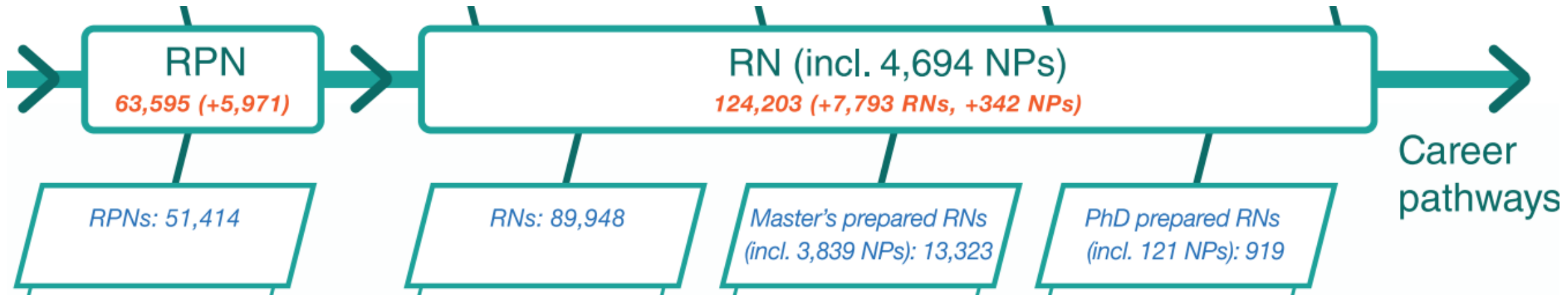
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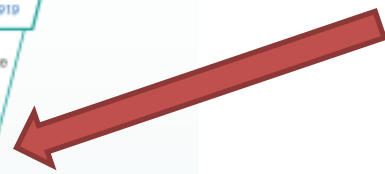
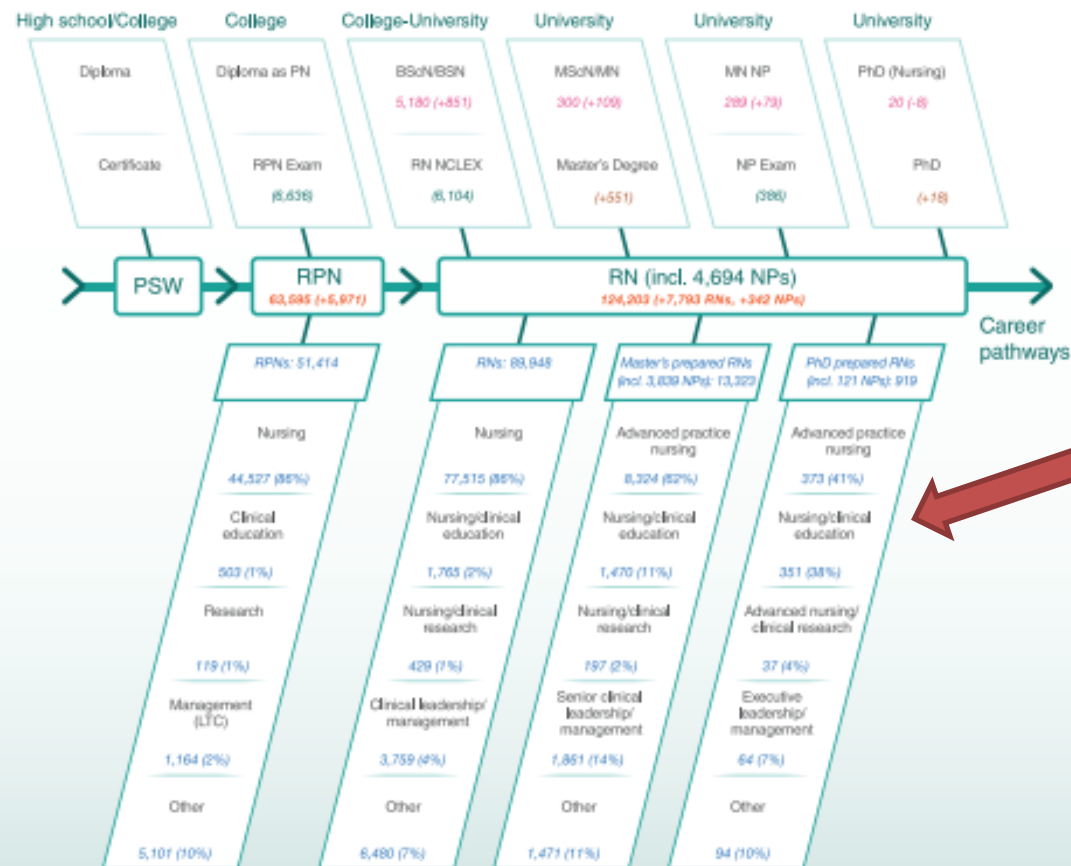
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Potential versus actual nursing workforce in Ontario



Nursing career pathways: domains



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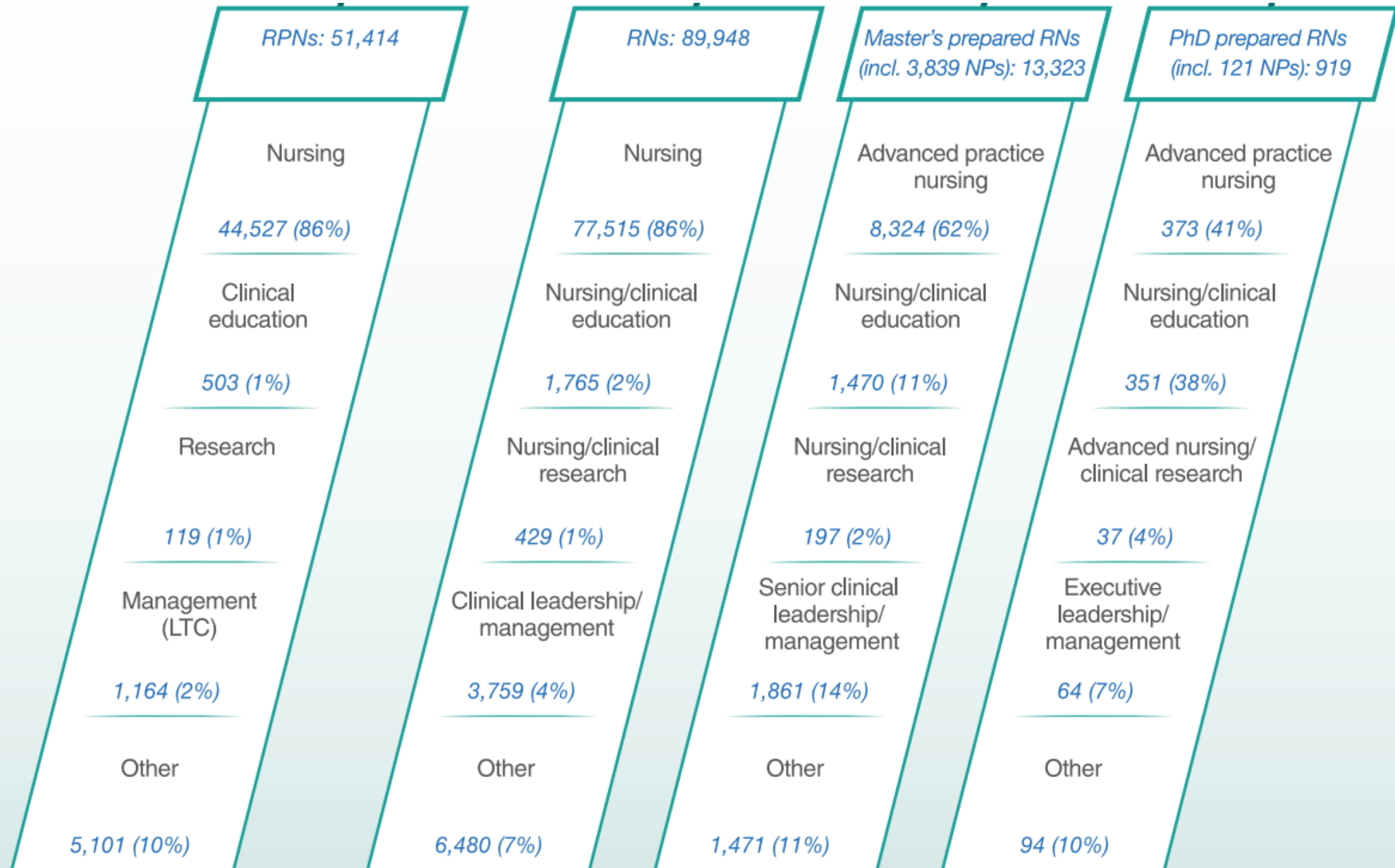
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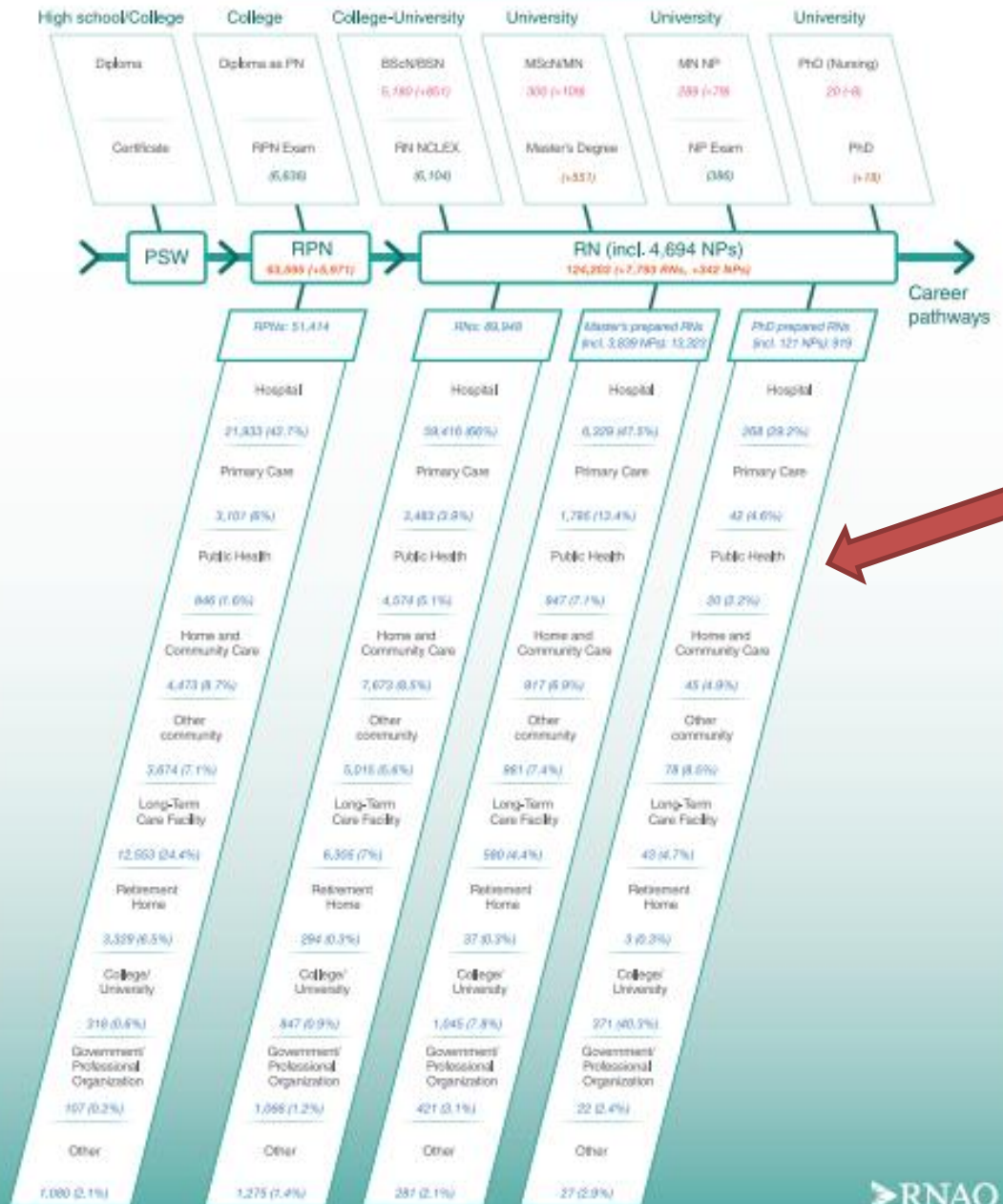
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Nursing career pathways in Ontario: domains of practice



Nursing career pathways: sectors



Nursing career pathways in Ontario: sectors



Discussion

- Is the model clear?
- Do you see your own place and/or pathway within the model?
- Does the model serve to guide: a) nurse retention, b) recruitment, and c) building a career in the nursing profession?
- What are the opportunities for and constraints to building nursing careers in Ontario?

What's next?
**Nursing career pathways: retention and
recruitment strategy**

**Next webinar: Monday,
Feb. 13, 2022, 2 to 4 p.m.**



RNAO WEBINAR SERIES

**Health System
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Speaking Up and
Speaking Out**



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- \$21.60 – undergraduate nursing student
- \$92.99 – Friend of RNAO (if other categories do not apply)

to be **informed**
to be **inspired**
to be **involved**
to be **guided**



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