

EMPLOYMENT PATTERNS AMONG ONTARIO'S ALLIED HEALTH AND REHABILITATION PROFESSIONALS

THE RESEARCH TEAM

Core team:

Raisa Deber, Brenda Gamble, Audrey Laporte,
Carey Levinton

Project-specific collaborators

a) Registered Respiratory Therapists (RRTs)

Partner: College of Respiratory Therapists of Ontario

Partner Contact: Ania Walsh

Graduate Student: Frieda Waisberg

b) Occupational Therapists (OTs)

Project Co-leader: Susan Rappolt

Partner: College of Occupational Therapists of Ontario

Partner Contact: Barb Worth

Graduate student: Robyn Hastie

c) Medical Laboratory Technologists (MLTs)

Partner: College of Medical Laboratory Technologists of Medical Ontario

Partner Contact: Kathy Wilkie

d) Physiotherapists (PTs)

Project Co-leaders: Molly Verrier, Mike Landry

Partner: College of Physiotherapy of Ontario

Partner Contact: TBD

Note: Other professions may be added as collaborations with their colleges are finalized.

BACKGROUND

Health human resources research has primarily focused on doctors and nurses, with relatively little attention given to examining the supply of other health care providers. These linked projects are applying a methodology successfully used by our team to examine a series of registered professions whose skills are required to diagnose, treat, and rehabilitate individuals with illness. All of these professions appear to be dealing with similar issues: increased demand coupled with perceived shortages and a shift in the place of work (from hospitals to community clinics, often for-profit).

RESEARCH GOALS

- 1) To study resource shifts of MLTs, RRTs, OTs and PTs across sub-sectors, with an emphasis on shifts from hospital to community; and
- 2) To analyze the factors which are associated with retention of these workers, both within their profession, and within their sub-sector

RESEARCH METHODOLOGY

With the assistance of the regulatory colleges, we first construct anonymized longitudinal databases. Regulated health professionals cannot practice unless they are registered with their provincial regulatory College. Access to these databases, with strong protection for privacy, has been granted by the participating regulatory Colleges; all projects have received approval from the U. of T. human subjects review committee and from the participating colleges. The analysis employs the tools of labour economics and examines the career trajectories over approximately a ten year period to see which factors are associated with: continuing to work in the profession; and continuing to work in a particular sub-sector. A similar methodology has been successfully applied by the core team with nursing collaborators.

RESEARCH PLAN

Stage 1 : Build and validate a longitudinal database for each profession by merging regulatory Colleges' administrative data.

Stage 2: Define and verify sub-sectors within each profession, in consultation with that profession's regulatory College.

Stage 3 : Track and analyze trends over time in where people are working, to ascertain which sub-sectors are static, growing, or shrinking, and the characteristics of those working in particular sub-sectors (e.g., age, training)

Stage 4: Apply labour economic models. The process will be iterative, involving the regulatory Colleges and the research team in the interpretation and analysis of results.

Stage 5 : Link to other studies in team grant analyzing training and skill mix of each profession.

UPDATE ON PROJECTS

PROFESSION	STAGE 1	STAGE 2	STAGE 3	STAGE 4
Registered Respiratory Therapist	✓	✓	✓	
Occupational Therapists	✓			
Medical Laboratory Technologist	Final stages of confirming confidentiality agreement between the lead investigator and College prior to data transfer			
Physiotherapists	Final stages of confirming confidentiality agreement between the lead investigator and College prior to data transfer			