

# Factors that Influence the Occupational Therapist Labour Market in Ontario

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PIF: Retention of OTs in Canada  
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## Acknowledgements:

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- College of Occupational Therapists of Ontario

## Introduction

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- Labour Market Economics
  - Factors influencing labour supply and demand
    - Entry, Exit, Migration
    - Work preferences
    - Gender Differences
  - Across the life span
- Policies
  - Education
  - Competitive bidding – CCACs
  - Maternity/Parental Benefits

## Primary Questions

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- What does the profession of occupational therapy in Ontario look like?
- Has there been a shift in where OTs work?
- What is the relative attractiveness of different settings?
- What does survival and withdrawal behaviour look like in the profession?

## Research Design: Data Source

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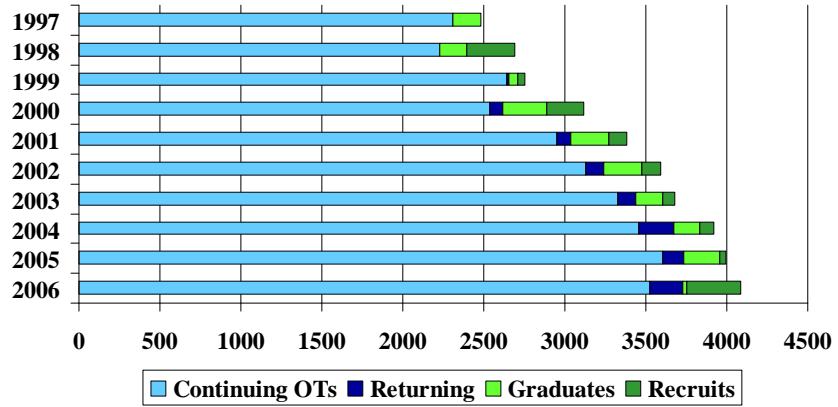
- COTO Registration Database
  
- Variables and Data Standardization
  - Personal Characteristics
    - Age, Gender
  - Educational Characteristics
    - OT degree, Institution, Highest Degree
  - Employment Characteristics
    - Sector, Employment Status, Position, Number of Employers

## Research Design: Methods

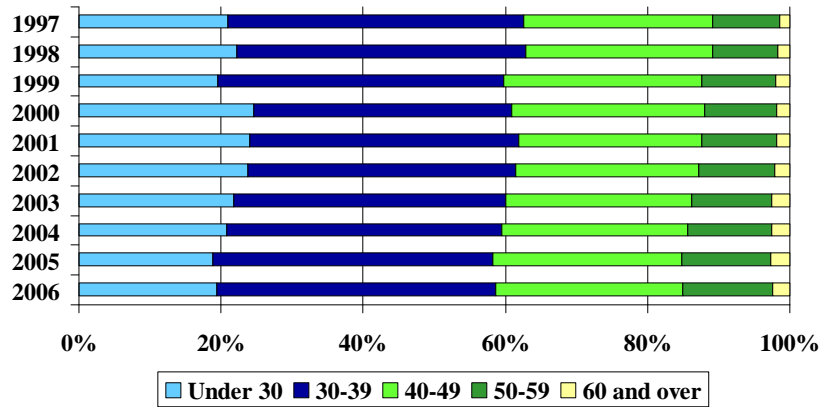
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- Descriptive Statistics
- Stickiness and Inflow
  - Stickiness: the transitional probability that a OT will remain in the same work setting in year t+1 as in year t
  - Inflow: the percentage of new additions to the setting in year t compared to year t-1
- Survival Analysis
  - Extended Cox model

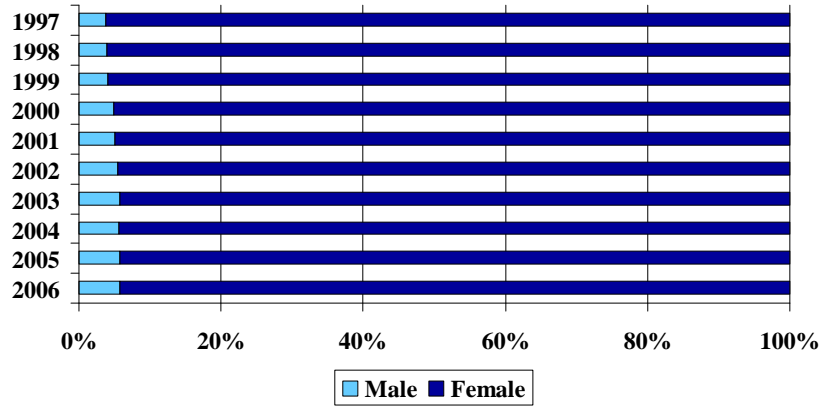
## Results: Registered OTs (1997-2006)



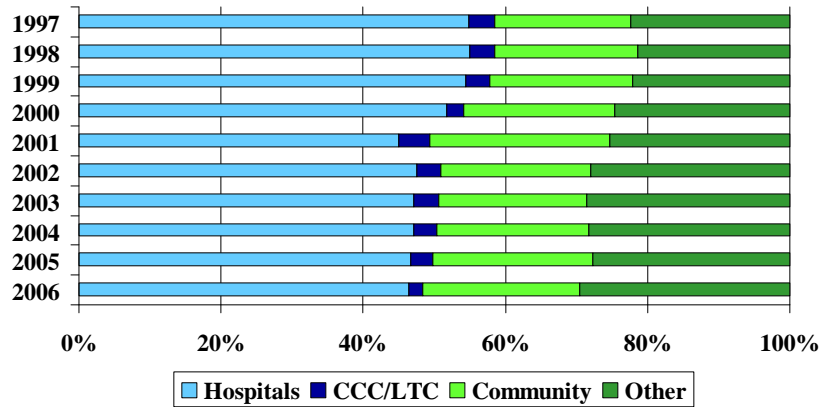
## Results: OTs by Age Group



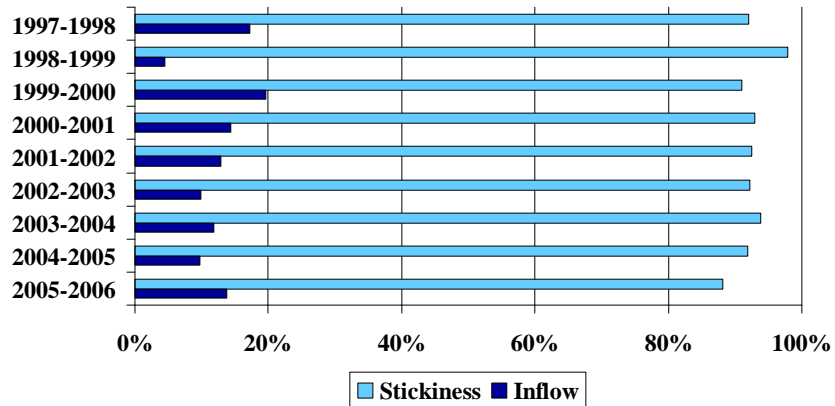
## Results: OTs by Sex



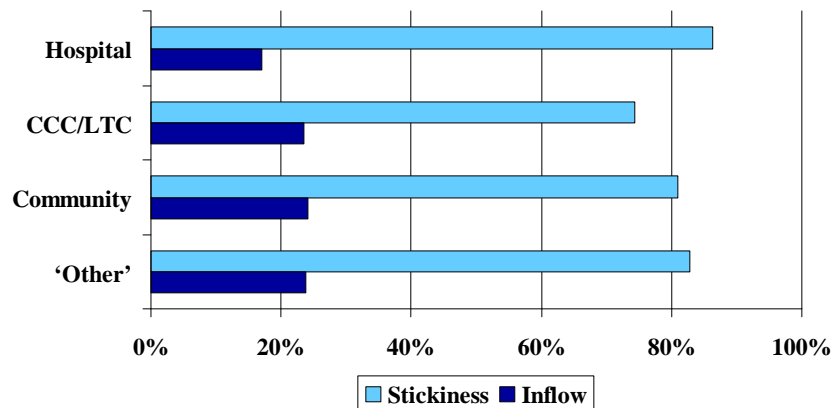
## Results: OTs by Sector



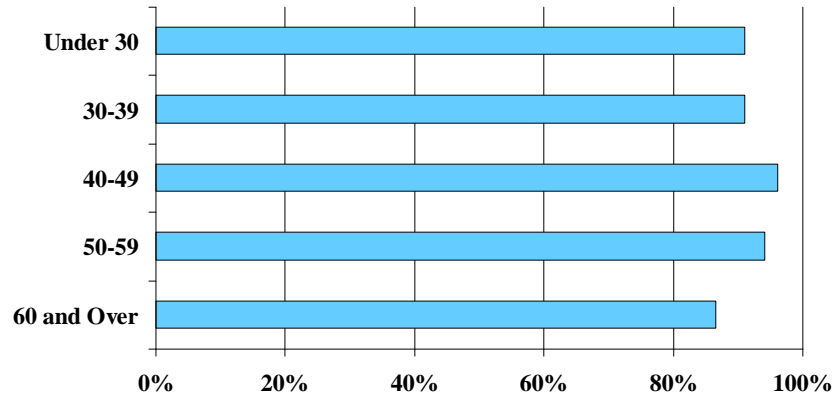
## Results: Overall Stickiness and Inflow for OTs working in Ontario



## Results: Stickiness & Inflow – Impact of Sector (Means)



## Results: Retention Trends of OTs by Age Group (Means)



## Survival Analysis

### ■ Age Group

- Under 30 (HR=2.1,  $p<.0001$ ), 30-39 (HR=2.0,  $p<.0001$ ), 50-59 (HR=1.6,  $p<.0001$ ), and 60 and Over (HR=3.6,  $p<.0001$ ) more likely to leave than 40-49 group

### ■ Sector

- No statistically significant results

### ■ Employment Status

- Casual (HR=2.0,  $p<.0001$ ) and Part-Time (HR=1.2,  $p=.0004$ ) more likely to leave than Full-Time

### ■ Highest Education

- Masters degree (HR=1.1,  $p=.0387$ ) more likely to leave than Bachelor degree

## Survival Analysis (cont.)

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- **Funding Source**
  - Mixed Funding (HR=0.86, p=.0306) less likely to leave the Public Funding
- **Number of Employers**
  - Multiple Employer (HR=0.87, p=.03) less likely to leave than Single Employer
- **Cohort**
  - In database in 1997 (HR=0.83, p=.0005) less likely to leave than those entering after 1997
- **Self-Employed**
  - Self-Employed OTs (HR=0.81, p=.0005) less likely to leave than those not self-employed

## Conclusion

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- Relatively young profession; therefore less impacted of the impending retirement of Baby Boomers (then nurses and physicians), but impacted by other life course events;
- Dominant settings were attractive and had lower propensities to leave the profession;
- In comparison to other health professions in Ontario, the OT profession in Ontario had a strong ability to retain OTs.