

College of Nurses of Ontario Movement and Attrition Report



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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, offering the most comprehensive registration, application and employment data on nurses in the province. We share this data with our health care system partners to support health human resource (HHR) planning, decision-making and research.

The *CNO's Movement and Attrition Report* provides a thorough analysis of trends related to nurses joining and/or leaving the profession in Ontario, leaving the province, and movement within the profession (to different categories or classes of nursing) within Ontario. Given the HHR challenges reported during and after the COVID-19 pandemic, this in-depth analysis of nursing gains and losses in Ontario aims to shed light on the state of the nursing supply and workforce. Using data uniquely captured by CNO, this report illustrates the significant trends pertaining to the movement of nurses entering and leaving Ontario and is intended be used to inform and support HHR planning.

The key trends are observed in this analysis:

- **Consistent net growth in nursing supply:** Since 2018, there has been continual net growth in the number of nurses registered with CNO, which is being driven by the sustained growth of gains combined with a steady rate of losses.
- **Workforce growth parallels supply trends:** The nursing workforce—those actively employed in nursing in Ontario—has also grown consistently since 2018, with gains surpassing losses, mirroring the overall supply trends.
- **Impact of internationally educated nurses (IENs):** There has been significant growth in internationally educated RNs registering with CNO, with record net gains in 2025. In contrast, internationally educated RPNs have experienced net losses since 2024, partly due to shifts toward RN registration enabled by policy changes.
- **Age group dynamics:** Nurses under 35 years of age continue to experience net gains, although the rate of gains has been declining for this age group. Conversely, nurses over 55 years of age are experiencing the inverse; they continue to experience net losses although the rate of losses is declining.
- **Registrant losses from the general class primarily consist of resignations and moving to the Non-Practising class:** Nurses resigning or moving to the Non-Practising class continue to make up the largest proportion of losses, followed by nurses choosing not to renew their registration.
- **Movement between nursing categories:** A notable internal shift has occurred with a significant increase in nurses moving from RPN to RN registrations, particularly among IENs, contributing to category losses and gains, but not overall supply loss. This leads to changes in scope rather than attrition.
- **New registrations account for the majority of gains:** New registrations account for the largest source of gains at CNO, making up 96% of the overall RN and RPN registration gains in 2025. Over the past seven years, new registrants, along with current registrants obtaining new or additional registrations, make up the majority of gains, whereas reinstatements have minimal impact on gains.

Purpose

Nursing HHR challenges, exacerbated by the COVID-19 pandemic^{1,2}, have been a widely discussed topic in the Ontario healthcare system in recent years. There have been a variety of reports published that aim to highlight trends related to the expansion, retention, and attrition of the nursing supply and workforce^{3,4,5,6}. These reports often rely on data supplied by nursing regulatory bodies, like CNO, who collect detailed registration and employment data and subsequently share this data with health system partners, such as the Canadian Institute for Health Information (CIHI). These health system partners then collate and publish nursing data from across Canada. While these reports play a critical role in informing HHR planning, they do not include all the available data related to nurses entering, leaving, or moving within the profession. The purpose of this report is to bolster the current available information and provide new perspectives related to the gains, losses and movement within the nursing profession in Ontario, using data not previously published.

This report uses unique analytical approaches, allowed for by the robust and detailed data only available to CNO, which is collected during registration and throughout regulatory processes. The main strength of this report is the ability to examine the movement of nurses between different categories and classes within CNO, which is not otherwise possible using nationally available data. Specifically, we outline not only the movement of nurses from a practicing to a non-practicing class (the General and Extended Classes allow nurses to practice without restriction, whereas nurses in the Non-Practising class maintain their registration but are not permitted to practice nursing in Ontario), but also across categories, such as RPN General to RN General. Data currently available to system partners does not allow for movement across nursing categories to be captured and has the unintended consequence of double counting (e.g., an RPN who becomes an RN is counted as a loss to the RPN category and a gain to the RN category), which may inflate the number of gains and losses, though net differences remain the same. This report also provides insight into which nurses are entering or leaving Ontario, and sheds light on the reasons some nurses choose not to maintain registration.

The findings outlined in this report illustrate novel trends related to nursing registration across various age groups, location of education, and nurse types. The data reported here is intended to provide a more comprehensive picture of the nursing HHR landscape in Ontario and to inform future health care planning and policies.

¹ [Nursing Through Crisis: A Comparative Perspective](#)

² [CIHI data reveals critical nursing shortage in Ontario](#)

³ [Which Provinces Struggle the Most to Keep Young Nurses?](#)

⁴ [Nurses Entering and Leaving the Workforce](#)

⁵ [Nurse Practitioners Entering and Leaving the Workforce](#)

⁶ [Registered nurses](#)

Guide to understanding CNO's Movement and Attrition Report

This section provides high-level information about CNO processes and definitions needed to understand the data and trends in *CNO's Movement and Attrition Report*. Please refer to the [Glossary](#) for more definitions.

Nurse Types

CNO classifies nurses based on nursing category and class⁷. 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/RPN⁸:** Registered Nurse in the General or Extended Class and 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.

CNO Processes & Key Concepts

Registration

To practice nursing in Ontario and use the protected titles nurse, Registered Nurse (RN), Registered Practical Nurse (RPN), Nurse Practitioner (NP) or any variation⁹, 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.

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

⁷ [Classes of Registration](#)

⁸ Nurses may hold registration in more than one category (RN or RPN) at the same time, but not multiple classes in the same category.

⁹ [An Introduction to the Nursing Act, 1991](#)

Resignation & Non-Renewal

Registrants can resign their membership with CNO. During the resignation process, a member can provide information pertaining to the reason for resignation. There is a standard set of resignation reasons, including retiring from the workforce, leaving Ontario to pursue nursing in another jurisdiction, etc., as well as an open-ended response for other reasons not encompassed in the available options. A nurse may also choose to let their registration(s) become expired, which would be treated as a non-renewal. When a registration is suspended or expired, the registrant does not provide reasoning as to why they have not renewed, although the expiry is posted on CNO's public register, [Find A Nurse](#).

Reinstatement

In cases where someone has resigned, 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](#).

Supply/Workforce

This report focuses on the supply of nurses. The supply refers to all nurses available to practice nursing in Ontario. These nurses hold at least one active practicing registration with the College. The workforce refers to nurses who hold an active practicing registration in Ontario and who are working in nursing in Ontario. The entirety of this report focuses on the supply, apart from [Section 1.2](#), which outlines registrant workforce trends.

Understanding Gains and Losses

There are two ways changes in the nursing supply are measured:

1. **Registrant Gains and Losses** – changes in the number of nurses (people) who hold a practicing status.
2. **Registration Gains and Losses** – changes in the number of individual registrations (licences), even if the nurse remains in the system under a different category or practicing class.

[Registrant Gains and Losses \(Headcount\)](#)

Count Type	Definition
Registrant Gain	A registrant gain occurs when a nurse renews one or more practicing registrations (General or Extended Class) in a renewal period but did not hold any practicing registration in the previous renewal period. This includes nurses moving from the Non-Practising Class to a practicing class. It does not include nurses moving between practicing categories (e.g., moving from RPN to RN), as they were already practicing.
Registrant Loss	A registrant loss occurs when a nurse who held one or more practicing registrations in the previous renewal period does not hold any practicing registration in the renewal period of interest. This includes nurses moving from a practicing class (General or Extended) to the Non-Practising Class. It does not include nurses who change practicing categories (e.g., RN to RPN).

[Registration Gains and Losses \(Licence Counts\)](#)

Count Type	Definition
Registration Gain	A registration gain occurs when a nurse renews a specific registration (e.g., RN or RPN) in the current renewal period but did not renew that same registration in the previous renewal period. This includes nurses moving from Non-Practising to a practicing class, and nurses who change categories (e.g., RPN to RN), because a new registration is added.
Registration Loss	A registration loss occurs when a nurse renewed a specific registration in the previous renewal period but does not renew that same registration in the renewal period of interest. This includes nurses moving from a practising class to Non-Practising, and nurses who change categories (e.g., RN to RPN), because that registration is removed.

Report timeframe

The *CNO's Movement and Attrition Report* covers the renewal years from 2018 until 2025 inclusive. Throughout the report, when a year is listed, it is in reference to the renewal year.

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 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.

Movement & Attrition Analysis

Section 1. Registrant Gains & Losses

Continual net growth, driven by the positive rate of change of gains

1.1 Registrant Supply

Figure 1. Registrant Supply Gains, Losses & Net Values

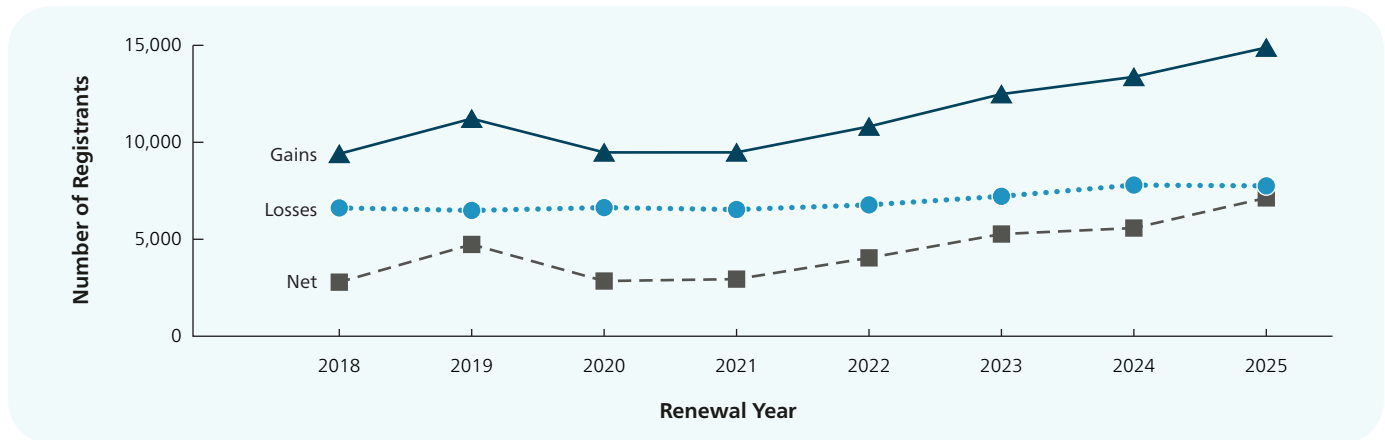


Table 1. Registrant Supply Gains, Losses & Net Value Counts

	2018		2019		2020		2021	
	N	%	N	%	N	%	N	%
Total Gains ▲	9,405	100%	11,220	100%	9,479	100%	9,480	100%
Change in class*	185	2.00%	202	1.80%	230	2.40%	454	4.80%
New registrations	8,958	95.20%	10,771	96.00%	8,998	94.90%	8,637	91.10%
Reinstatements	262	2.80%	247	2.20%	251	2.60%	389	4.10%
Total Losses ●	6,617	100%	6,486	100%	6,632	100%	6,535	100%
Change in class**	2,346	36%	2,321	36%	2,536	38%	2,450	38%
Not renewed	1,394	21%	1,367	21%	1,171	18%	1,168	18%
Resignations	2,877	44%	2,798	43%	2,925	44%	2,917	45%
Net Difference ■	2,788		4,734		2,847		2,945	
Year-Over-Year Growth (%)	1.79		2.99		1.75		1.77	

	2022		2023		2024		2025	
	N	%	N	%	N	%	N	%
Total Gains ▲	10,814	100%	12,485	100%	13,374	100%	14,886	100%
Change in class*	389	3.60%	401	3.20%	471	3.50%	432	2.90%
New registrations	10,126	93.60%	11,747	94.10%	12,505	93.50%	14,095	94.70%
Reinstatements	299	2.80%	337	2.70%	398	3.00%	359	2.40%
Total Losses ●	6,773	100%	7,215	100%	7,795	100%	7,753	100%
Change in class**	2,609	39%	2,912	40%	3,448	44%	3,385	44%
Not renewed	1,361	20%	1,441	20%	1,550	20%	1,767	23%
Resignations	2,803	41%	2,862	40%	2,797	36%	2,601	34%
Net Difference ■	4,041		5,270		5,579		7,133	
Year-Over-Year Growth (%)	2.39		3.05		3.13		3.88	

*Change in class: Moving from the Non-Practising Class to the General/Extended Class

**Change in class: Moving from the General/Extended Class to the Non-Practising Class

Over the past eight years, CNO has gained more nurses than have been lost, resulting in a net increase to the supply of nurses (those available to practice) across all registrants each year. [Registrant gains](#) to the supply of nurses reflect an increase in the “head count” of nurses available to practice in Ontario and do not include nurses who add second registrations or who move to another active category or class. Gains have increased at an average annual rate of 9.6% from 2021 to 2025, which has surpassed the average annual growth rate of losses, which was 3.2% for the same period. This growth in gains is being driven primarily by two phenomena. First, the number of annual applications received by CNO has increased substantially. From 2021 to 2023 the number of total applications to CNO increased by 20%, with IEN applications growing by 39%. A similar pattern of IEN growth was experienced by other nursing regulatory bodies across Canada, such as the College of Registered Nurses of Alberta, and the British Columbia College of Nursing and Midwives.^{10,11,12}

Second, various regulatory process and program changes implemented by CNO in collaboration with government partners, aimed at augmenting pathways to registration for internationally educated applicants, has contributed to more applicants being registered more quickly. For example, changes to the Temporary Class and Language Proficiency requirement, along with initiatives like the Supervised Practice Experience Partnership have supported IENs in meeting outstanding registration requirements.¹³ Additionally, from March 2021 to April 2025, a process approved by CNO’s Council allowed IEN applicants seeking RN registration to meet their education requirement via the RN registration exam called the NCLEX-RN¹⁴.

Consistent net growth has also been a pattern for Canadian graduates, although at a more modest rate. More recently, new education registration requirement changes have been implemented, which will continue to impact IEN applicants and will require further evaluation to determine the impact on registrant growth.¹⁵

Detailed examination of registrant losses revealed that, since 2023, the largest reason for loss is due to registrants moving to the Non-Practising class, which accounted for 43.7% of registrant losses in 2025. This differs from 2018–2022, where resignations – a formal process where nurses indicate to CNO they are resigning – accounted for the largest proportion of losses. Registrants who chose not to renew their registration (by letting it expire) have remained a relatively consistent proportion of losses, oscillating between 18–23%.

As described above, registrant gains have experienced a strong positive growth rate, which continues to be driven by new registrations. Registrants moving back to the General or Extended class from the Non-Practising class, and those who are reinstating, make up a very small proportion of gains (4–5%).

¹⁰ [Strong Permit Renewal Numbers Reflect Continued Commitment to Nursing Excellence in Alberta](#)

¹¹ [BCCNM 2024 Annual Report](#)

¹² [Nova Scotia College of Nursing RN Nursing Data 2024](#)

¹³ [Government approves reg changes](#)

¹⁴ As of April 1, 2025, the policy related to the NCLEX exam being used as an evaluation mechanism to meet the education requirement is no longer in effect because of the [updated education requirements for nursing registration](#).

¹⁵ [New nursing registration requirements take effect](#)

1.2 Registrant Workforce

Figure 2. Registrant Workforce Gains, Losses & Net Values

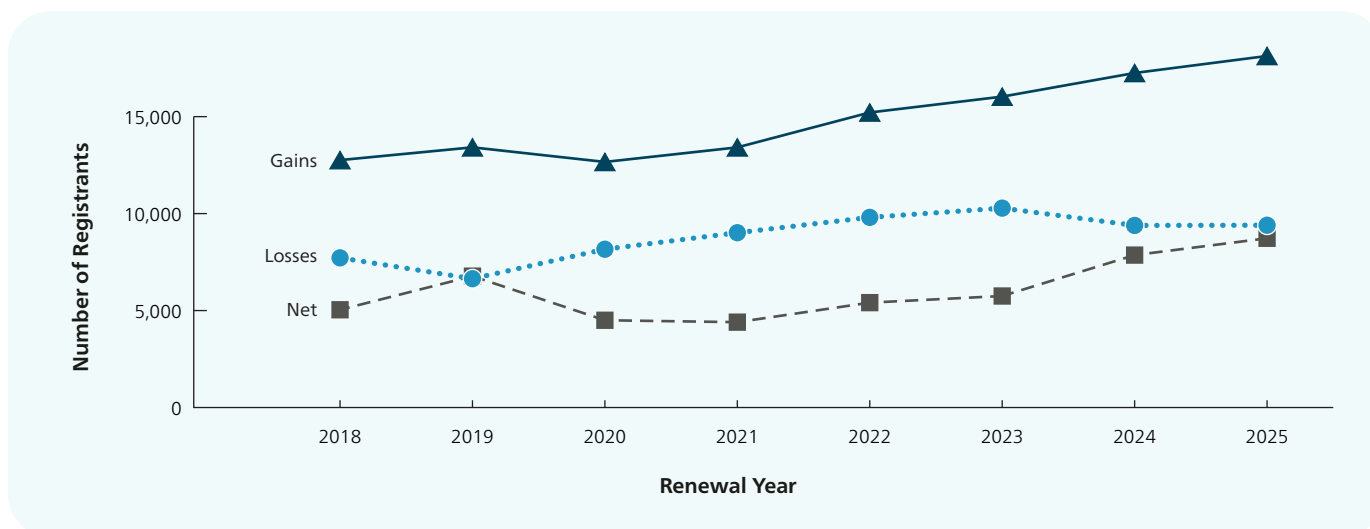


Table 2. Registrant Workforce Gains, Losses & Net Values

Type	2018	2019	2020	2021	2022	2023	2024	2025
Gains ▲	12,758	13,416	12,663	13,415	15,213	16,031	17,250	18,127
Losses ●	7,718	6,642	8,163	9,013	9,805	10,281	9,390	9,400
Net ■	5,040	6,774	4,500	4,402	5,408	5,750	7,860	8,727
Year-Over-Year Growth (%)	2.22	3.10	1.33	1.24	1.87	2.20	3.61	4.01

In addition to supply, the workforce has grown consistently since 2022, with gains surpassing losses each year since 2018. The workforce only includes those practicing nursing in Ontario, whereas the supply includes all nurses available to practice. Workforce gains refer to nurses employed in Ontario during the current renewal year who were not employed in nursing in Ontario the previous year in any category or class, while workforce losses refer to nurses who were employed in nursing in Ontario last year in any category or class but are not in the current renewal year. Broadly, the workforce trends mirror that of the supply, though to a lesser degree. The rate of gains has continued to increase since 2021, driving the increased net growth. In contrast to the nursing supply, in which losses have been relatively stable, workforce losses have also increased since 2019. However, they have been outpaced by the growing rate of gains and have plateaued since 2023. Overall, Ontario nurses in both the supply and workforce groups have continued to experience net positive gains since 2018, with 2025 recording the largest year-over-year growth to date for each group.

1.3 Location of Education

Table 3. IEN & Canadian Registrant Supply Gains & Losses

		2018	2019	2020	2021	2022	2023	2024	2025
IEN	Gains	1,171	1,543	1,520	1,610	2,430	4,706	4,675	5,786
	Losses	752	684	815	853	807	1,026	1,579	1,440
	Net	419	859	705	757	1,623	3,680	3,096	4,346
Canadian	Gains	8,234	9,677	7,959	7,870	8,384	7,779	8,699	9,100
	Losses	5,865	5,802	5,817	5,682	5,966	6,189	6,216	6,313
	Net	2,369	3,875	2,142	2,188	2,418	1,590	2,483	2,787

Net gains for IENs have risen sharply, especially after 2021. Between 2021 and 2025, there was an increase of 474% in net gains. As previously noted, the growth in IEN registrants is a result of increased applications from international nurses and multiple regulatory processes and program modifications, which have contributed to the sustained year-over-year net growth, culminating in a net gain of 4,364 nurses in 2025. Given that registrants may hold multiple registrations (dual registrants), the classification of an IEN registrant as shown here is based on their most recent education. For example, a nurse who registered as an IEN RPN who subsequently completed education in Ontario for an RN registration, would be considered a Canadian educated nurse.

Canadian-educated net gains have experienced peaks and valleys over the past seven years, although compared to IENs, net growth has remained relatively stable. In 2023, there was a small drop in gains (7.2% decrease from 2022 to 2023), leading to a lower, but still positive, net gain compared with previous years. This pattern was observed at both the registrant and registration levels in 2023, likely due to COVID-19's impact on clinical placements and exam writing, which affected Ontario graduate numbers.

Section 2. Registrant Gain-to-Loss Ratio by Age Group

Younger nurses continue to experience positive net growth, but the ratio of gains to losses is declining

Figure 3. Gain-to-Loss Ratios Broken Down by Age Group

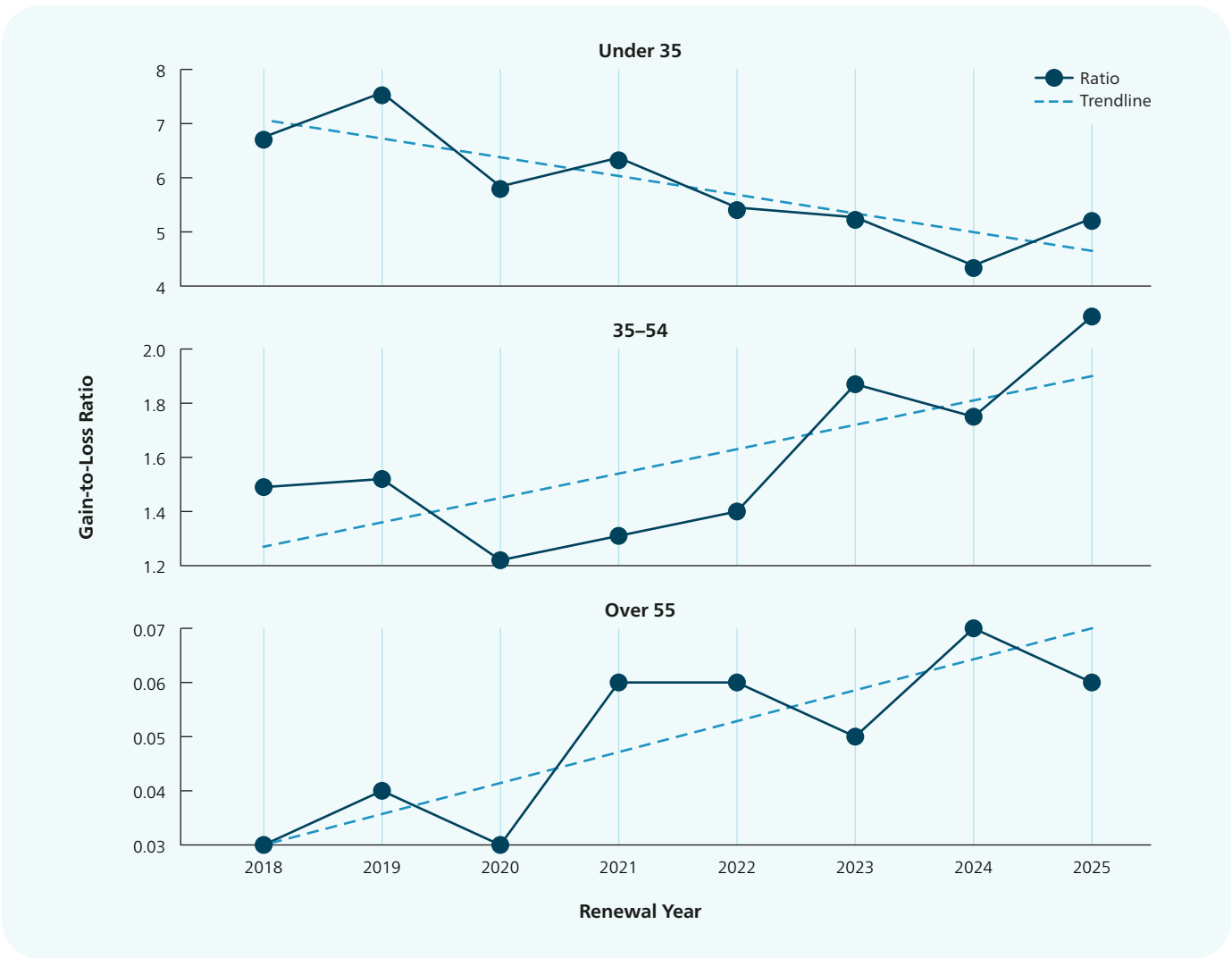


Table 4. Age Group Gain-to-Loss Ratio

Age Group	2018	2019	2020	2021	2022	2023	2024	2025
Under 35	6.75	7.57	5.84	6.37	5.45	5.27	4.38	5.25
35-54	1.49	1.52	1.22	1.31	1.40	1.87	1.75	2.12
Over 55	0.03	0.04	0.03	0.06	0.06	0.05	0.07	0.06

A [gain-to-loss ratio](#)¹⁶ was calculated to determine the number of gains for every loss in three age groups: under 35, 35-54 and over 55. In both the under 35 and 35-54 age group we observed annual gain-to-loss ratios >1, which indicates that the number of gains is greater than the losses each year, resulting in a positive ratio.

¹⁶ Gain-to-loss ratio: A ratio calculated by dividing the number of gains by the number of losses per renewal year. A ratio > 1 indicates a net gain, whereas a ratio < 1 indicates a net loss. For example, a gain-to-loss ratio of 6 indicates that for every one nurse lost in that group, 6 nurses were gained.

However, the trend lines for both groups are moving in opposite directions. In the under 35 age group, the ratio has been on a downward trend since 2020, although the ratio has fluctuated. This declining – but positive – ratio means that Ontario is gaining fewer young nurses for every young nurse lost. In 2020, for every one nurse under 35 lost, 5.84 were gained, while in 2024 only 4.38 nurses under 35 were gained for each one lost. The ratio increased from 2024 to 2025, though it remains premature to determine whether the trend is reversing.

Although the gain-to-loss ratio for nurses under 35 declined from 6.75 in 2018 to 5.25 in 2025, the net gains increased by 33%, rising from 6,364 to 8,470 (Appendix A). During this period, gains rose by 40%, (from 7,470 to 10,462) while losses rose by 80% (from 1,106 to 1,992). Due to the change in the rate of losses outpacing the change in the rate of gains, the gain-to-loss ratio declined, despite the system experiencing strong net growth in younger nurses each year. While monitoring shifts in the ratio provides some insight into changes in the nursing supply, it should be interpreted alongside the fact that overall gains in nurses under 35 remain high and continue to increase.

For the 35–54 age group, the opposite trend was observed, where the gain-to-loss ratio increased from 1.49 to 2.12, indicating that the number of gains for every loss in this group is rising. This group has experienced a strong upward trend in net values, driven by faster growth in gains than losses, as seen by the 273% net increase from 2018 to 2025. This growth is being impacted by recent trends in IEN registration; IENs' average age at initial registration is 33 compared to 26 for Ontario graduates in 2025.

Last, the gain-to-loss ratio has been increasing for nurses over 55, although it remains under 1 indicating more nurses are leaving than entering (or re-entering) the supply in this age group. Historically, this group loses more nurses than it gains as nurses approach retirement age.

To properly examine the gains and losses of nurses across age groups, it is important to understand both the change in ratios and absolute numbers. It is also important to understand how the ratios are being calculated with respect to nurses who hold multiple registrations. In this report, gains and losses are calculated at the [registrant level](#) (headcount) data, which show a less steep decline than when calculated at the registration level over the same time frame using similar methods. The reason for this is because many of the gains and losses, when calculated at the registration level, reflect movement within CNO. Nurses in Ontario can hold multiple registrations simultaneously and often move between categories and classes (e.g., a nurse may begin as an RPN only, gain additional RN registration and hold dual registration for a period of time, then move to only the RN category). Registration level analysis does not account for this movement and instead counts each change as a gain or loss, despite the nurse continuously remaining in the nursing supply. Therefore, the underlying data used to calculate ratios illustrating the inflow and outflow of nurses to the system can have significant effects on the magnitude of gains and losses and the subsequent interpretation. As internal movement across categories and classes grows¹⁷, examining both registration and registrant level data is increasingly necessary to understand the full gains and losses picture. Overall, the declining rate of gains in younger nurses is being offset by net growth in younger nurses and a rising gain-to-loss ratio of nurses over 35, leading to continued net growth year-over-year in the total nursing supply. Examination across age groups at the registrant level, as reported here, allows for a more nuanced understanding of the distinct patterns of younger and older nurses and illustrates the variability in trends between groups.

¹⁷ [College of Nurses of Ontario Nursing Statistics Report 2025](#)

Section 3. RN General Registration Gains & Losses

3.1 Detailed RN General Registration Losses

Table 5. Detailed RN General Registration Losses

Detailed RN General Registration Losses		2018		2019		2020		2021	
		N	%	N	%	N	%	N	%
Not renewed		761	16%	759	16%	660	14%	658	14%
Resignation		2,104	44%	2,077	43%	2,076	43%	2,155	46%
Change in class (Moved from General to Non-Practising)		1,669	35%	1,751	36%	1,750	37%	1,639	35%
Within-CNO Loss	Change in class – RN General to NP	265	6%	290	6%	295	6%	258	5%
	Registration not renewed – Dual to RPN	2	0%	1	0%	1	0%	0	0%
Total		4,801	100%	4,878	100%	4,782	100%	4,710	100%

Detailed RN General Registration Losses		2022		2023		2024		2025	
		N	%	N	%	N	%	N	%
Not renewed		750	16%	841	16%	839	15%	1,084	19%
Resignation		1,952	41%	2,026	39%	1,860	34%	1,884	32%
Change in class (Moved from General to Non-Practising)		1,735	36%	1,949	38%	2,389	44%	2,454	42%
Within-CNO Loss	Change in class – RN General to NP	376	8%	340	7%	395	7%	423	7%
	Registration not renewed – Dual to RPN	0	0%	1	0%	2	0%	0	0%
Total		4,813	100%	5,157	100%	5,485	100%	5,845	100%

Table 6. RN General Resignation Reasons

Resignation Reason		2018		2019		2020		2021	
		N	%	N	%	N	%	N	%
Leaving Canada to work as a nurse in another country		13	1%	35	2%	47	2%	25	1%
Leaving Ontario to work as a nurse in another Canadian province or territory		96	5%	144	7%	167	8%	223	10%
Leaving nursing to work in another profession		44	2%	68	3%	64	3%	55	3%
Not stated		299	14%	42	2%	32	2%	35	2%
On leave from nursing and not working in another profession		24	1%	26	1%	32	2%	37	2%
Other		568	27%	338	17%	391	19%	244	11%
Retiring from the workforce		1,060	50%	1,393	68%	1,344	65%	1,536	71%
Total		2,104	100%	2,046	100%	2,077	100%	2,155	100%

Resignation Reason		2022		2023		2024		2025	
		N	%	N	%	N	%	N	%
Leaving Canada to work as a nurse in another country		49	3%	59	3%	75	4%	63	3%
Leaving Ontario to work as a nurse in another Canadian province or territory		285	15%	281	14%	334	18%	267	14%
Leaving nursing to work in another profession		75	4%	116	6%	76	4%	69	4%
Not stated		21	1%	11	1%	6	0%	2	0%
On leave from nursing and not working in another profession		41	2%	45	2%	41	2%	32	2%
Other		245	13%	231	11%	202	11%	204	11%
Retiring from the workforce		1,236	63%	1,283	63%	1,126	61%	1,247	66%
Total		1,952	100%	2,026	100%	1,860	100%	1,884	100%

Examination of RN General class supply losses highlights that the majority of losses remain registered with CNO but are in the Non-Practising class and are therefore not able to practice nursing. Another significant proportion of losses each year choose not to renew their registration during the annual renewal period, resulting in their registration being suspended and subsequently expired. These losses do not officially resign and thus there is no ability to collect information about their reason for leaving. The majority of remaining supply losses are from those who officially resign, and from whom CNO collects information about their resignation. The median age of those who resigned in 2025 was 61, consistent with retirement age, and more than half indicated their intention to retire. The proportion of nurses declaring retirement increased in 2021 during the COVID-19 pandemic, and has since fallen. The number of nurses who indicate they are leaving to practice nursing in another jurisdiction (either another Canadian province or another country) has been steadily rising since 2022, although there was a 17% decrease in 2025 compared to 2024. Despite the growth in nurses leaving to practice in other jurisdictions, it remains low as a proportion of all losses. It should be emphasized, however, that an unknown proportion of nurses who do not renew their registration (and therefore do not officially resign), or enter the Non-Practising class, may also be retiring from the workforce or leaving to practice elsewhere. The reasons for leaving are not available for most nurses that appear as losses. Beyond that, nurses may choose to practice in another jurisdiction or retire while maintaining their CNO registration and may not appear as a loss to the supply altogether. These limitations should be taken into consideration when interpreting the data. Determining the true number of nurses who retire or leave for another jurisdiction in a specific year cannot be achieved with absolute accuracy; however, these data remain a useful tool to monitor trends over time, as the same limitations apply across all years.

Importantly, losses can be categorized into two main groups: first, losses to the supply, meaning a loss of the ability to practice nursing, and second, losses to another practicing class. This distinction is important as it highlights the difference between true attrition to the nursing supply, and movement across categories and classes within CNO. Since 2018, there has been a rise in the number of losses of RNs who have remained with CNO in the nursing supply. While these do represent losses to their respective category and class, they are not losses to the nursing supply and should be viewed as movement within the profession. The *Within-CNO Loss* group outlines the breakdown of the losses, that still hold an active registration, in Table 8. Nurses moving from RN to NP make up the largest portion of within-CNO RN losses, although this accounts for only 7% of the total proportion of losses in 2025.

3.2 Detailed RN General Registration Gains

Table 7. RN General Detailed Gains

Detailed RN General Registration Gains		2018		2019		2020		2021	
		N	%	N	%	N	%	N	%
Change in class (Moved from Non-Practising to General)		134	3%	117	2%	133	2%	287	4%
New Registration		4,407	81%	5,047	80%	4,664	78%	4,799	74%
Reinstatement		189	4%	191	3%	168	3%	259	4%
Within-CNO Gain	Change in category – RPN to RN	676	12%	934	15%	1,038	17%	1,164	18%
	Change in class – NP to RN	11	0%	11	0%	13	0%	17	0%
Total		5,417	100%	6,300	100%	6,016	100%	6,526	100%

Detailed RN General Registration Gains		2022		2023		2024		2025	
		N	%	N	%	N	%	N	%
Change in class (Moved from Non-Practising to General)		197	3%	201	2%	239	2%	228	2%
New Registration		4,944	73%	6,157	72%	7,727	71%	9,273	76%
Reinstatement		209	3%	207	3%	215	2%	197	2%
Within-CNO Gain	Change in category – RPN to RN	1,374	21%	1,940	23%	2,706	25%	2,458	20%
	Change in class – NP to RN	23	0%	13	0%	15	0%	16	0%
Total		6,747	100%	8,518	100%	10,902	100%	12,172	100%

New registrations are the main source of gains for RNs, making up 76% of gains in 2025. Since 2020, the number of new RN registrations has almost doubled, driving the continual growth in the nursing supply in Ontario. Reinstatements and registrants moving from the Non-Practising class to the General or Extended class have remained relatively consistent over the past seven years, with both groups experiencing small incremental growth each year.

There has been significant growth in the number of gains who come from other active CNO categories and classes, listed under the *Within-CNO Gain* section. While these gains do not represent new nurses to the system, they do reflect a change in capacity and scope of nurses in the healthcare system. Since 2021, this group has experienced significant growth, primarily driven by those moving from RPN General to RN General category. In alignment with the findings listed above, this too is driven largely by IENs, who accounted for 53% of RPN to RN movement in 2025. Similarly, the group of registrants who held an RPN registration and obtained an RN registration, making them dual registrants, has increased since 2022, with larger growth experienced in 2024–2025. Overall, post-pandemic, CNO has experienced significant growth in RN registration gains, overwhelmingly driven by new nurses who register in Ontario, which has continued into 2025.

3.3 RN General Gains & Losses by Location of Education

Table 8. International & Canadian RN General Gains & Losses

		2018	2019	2020	2021	2022	2023	2024	2025
IEN	Gains	527	853	903	1,150	1,568	3,452	5,454	6,555
	Losses	510	464	554	631	560	662	971	1,090
	Net	17	389	349	519	1,008	2,790	4,483	5,465
Canadian	Gains	4,879	5,436	5,100	5,359	5,156	5,053	5,433	5,601
	Losses	4,026	3,935	3,907	3,823	3,877	4,159	4,119	4,332
	Net	853	1,501	1,193	1,536	1,279	894	1,314	1,269

There has been significant growth in the number of internationally trained RNs registering with CNO over the past decade, with 2025 reaching record net gains, totaling 5,465. Various factors have contributed to more IENs becoming registered with CNO as discussed in [Section 1](#), with significant growth observed since 2022 for RNs. From 2022 to 2025 there has been a 442% increase in the net gains of IEN RNs, highlighting the rapid impact of various policy and environmental changes resulting in significant net growth. Importantly, RPN IENs have experienced different trends, as discussed below in [Section 4.3](#), which has contributed to the changing mix of IEN nurse types.

Canadian educated RNs have experienced positive annual net growth since 2018. Overall, annual RN growth has remained relatively consistent, with minor peaks and valleys observed over the last seven years for Canadian graduates. Compared to IENs, Ontario graduates have experienced far steadier growth rates across RN graduates, pre- and post-pandemic.

Section 4. RPN General Gains & Losses

4.1 Detailed RPN General Losses

Table 9. Detailed RPN General Losses

Detailed RPN General Registration Losses		2018		2019		2020		2021	
		N	%	N	%	N	%	N	%
Not renewed		622	23%	590	20%	509	16%	491	15%
Change in class (Moved from General to Non-Practising)		659	24%	706	24%	753	24%	773	24%
Resignations		762	28%	746	25%	848	27%	758	24%
Within-CNO Loss	Change in category – RPN General to RN General	472	17%	679	23%	789	25%	892	28%
	Change in class – RPN to NP	1	0%	0	0%	1	0%	0	0%
	Registration not renewed – Dual to RN	230	8%	277	9%	295	9%	289	9%
Total		2,746	100%	2,998	100%	3,195	100%	3,203	100%

Detailed RPN General Registration Losses		2022		2023		2024		2025	
		N	%	N	%	N	%	N	%
Not renewed		570	15%	552	13%	645	12%	633	14%
Change in class (Moved from General to Non-Practising)		826	22%	901	22%	984	19%	874	19%
Resignations		859	23%	863	21%	1,029	20%	754	17%
Within-CNO Loss	Change in category – RPN General to RN General	1,100	30%	1,534	37%	2,071	40%	1,764	39%
	Change in class – RPN to NP	0	0%	0	0%	2	0%	0	0%
	Registration not renewed – Dual to RN	340	9%	321	8%	446	9%	504	11%
Total		3,695	100%	4,171	100%	5,177	100%	4,529	100%

Table 10. RPN General Resignation Reasons

Resignation Reason	2018		2019		2020		2021	
	N	%	N	%	N	%	N	%
Leaving Canada to work as a nurse in another country	2	0%	13	2%	12	1%	7	1%
Leaving Ontario to work as a nurse in another Canadian province or territory	20	3%	45	6%	62	7%	66	9%
Leaving nursing to work in another profession	56	7%	89	12%	107	13%	80	11%
Not stated	109	14%	18	2%	27	3%	16	2%
Obtained/Maintaining Only RN Registration	45	6%	47	6%	60	7%	68	9%
On leave from nursing and not working in another profession	20	3%	25	3%	41	5%	26	3%
Other	265	35%	187	25%	176	21%	128	17%
Retiring from the workforce	245	32%	322	43%	363	43%	367	48%
Total	762	100%	746	100%	848	100%	758	100%

Resignation Reason	2022		2023		2024		2025	
	N	%	N	%	N	%	N	%
Leaving Canada to work as a nurse in another country	15	2%	16	2%	14	1%	11	1%
Leaving Ontario to work as a nurse in another Canadian province or territory	116	14%	136	16%	216	21%	122	16%
Leaving nursing to work in another profession	98	11%	99	11%	92	9%	62	8%
Not stated	7	1%	6	1%	10	1%	1	0%
Obtained/Maintaining Only RN Registration	110	13%	132	15%	242	24%	149	20%
On leave from nursing and not working in another profession	40	5%	29	3%	34	3%	31	4%
Other	131	15%	138	16%	133	13%	102	14%
Retiring from the workforce	342	40%	307	36%	288	28%	276	37%
Total	859	100%	863	100%	1,029	100%	754	100%

Overall trends observed for RPN losses show a substantial increase over time, specifically from 2021 to 2024, where total losses increased by 62%. Importantly, this trend has reversed from 2024 to 2025, where losses have declined by 13%. Underpinning the rise in RPN losses since 2018 has been the increase in RPNs moving to the RN category as well as dual registrants not renewing their RPN registration. This shift matches the increase in RPN resignations where nurses have indicated they are obtaining or maintaining RN registration. Though total RPN losses have increased, a growing proportion remain registered within CNO and remain available to the Ontario health system. In 2018, RPN losses within CNO made up 25% of total losses; by 2025, this rose to 50%. While these changes do not affect overall supply, understanding this movement helps explain RN supply trends and links to RPN resignation patterns. These transitions are losses for one category but gains for another, reflecting shifts in nursing capacity. As internal movement continues to rise, we have seen the proportion of losses due to resignations and those moving to the Non-Practising class decline over time, resulting in a reduced impact of RPN losses on the broader nursing supply. Overall, RPN losses to the RN category align with increased RN gains, as internal movement increasingly represents a larger proportion over time.

4.2 Detailed RPN General Gains

Table 11. Detailed RPN General Gains

Detailed RPN General Registration Gains		2018		2019		2020		2021	
		N	%	N	%	N	%	N	%
Gain within CNO (Moved from Non-Practising to General)		36	1%	53	1%	66	1%	112	3%
New Registration		4,596	98%	5,769	98%	4,374	97%	3,904	94%
Reinstatement		71	2%	55	1%	81	2%	122	3%
Within-CNO Gain	Registration added - RN to Dual	5	0%	4	0%	3	0%	5	0%
	Registration not renewed - Dual to RPN	2	0%	1	0%	1	0%	0	0%
Total		4,710	100%	5,882	100%	4,525	100%	4,143	100%

Detailed RPN General Registration Gains		2022		2023		2024		2025	
		N	%	N	%	N	%	N	%
Gain within CNO (Moved from Non-Practising to General)		130	2%	136	2%	166	3%	164	3%
New Registration		5,238	96%	5,745	96%	4,887	93%	4,911	94%
Reinstatement		88	2%	125	2%	180	3%	153	3%
Within-CNO Gain	Registration added – RN to Dual	1	0%	3	0%	5	0%	11	0%
	Registration not renewed – Dual to RPN	0	0%	1	0%	2	0%	0	0%
Total		5,457	100%	6,010	100%	5,240	100%	5,239	100%

The majority of gains for RPNs continue to come from new registrations, which consistently make up >90% of gains. Few RPN gains come from those reinstating or moving from Non-Practising to General class. Overall, RPN gains have increased despite yearly fluctuations, reaching their highest point in 2023.

4.3 RPN General Gains & Losses by Location of Education

Table 12. International & Canadian RPN General Gains & Losses

		2018	2019	2020	2021	2022	2023	2024	2025
IEN	Gains	797	981	982	927	1,416	2,550	1,191	876
	Losses	391	507	642	656	818	1,380	2,228	1,634
	Net	406	474	340	271	598	1,170	-1,037	-758
Canadian	Gains	3,911	4,900	3,542	3,216	4,041	3,459	4,047	4,363
	Losses	2,355	2,491	2,553	2,547	2,877	2,791	2,950	2,895
	Net	1,556	2,409	989	669	1,164	668	1,097	1,468

From 2018 to 2023 there were continual net increases for IEN RPN registrations. However, in 2024 there was a considerable net decline of 1,037 for IEN RPNs, driven by a drop in gains and increased losses. The slowdown in IEN RPN gains is likely related to IEN applicants prioritizing RN applications. The losses, on the other hand, are due to the movement of IEN RPNs into the RN class as noted in Table 12. This is also reflected in the mix of IEN applicants, which was previously 57% RN and 43% RPN in 2021, and is now 76% RN and 24% RPN. Although IEN RPNs have experienced net losses since 2024, the loss was smaller in 2025 compared to 2024 indicating the number of losses may be stabilizing.¹⁸ Overall, IENs in Ontario have experienced significant net growth since 2018, although the mix is changing as the number of IEN RNs have grown, whereas IEN RPNs are now experiencing net losses.

¹⁸ [College of Nurses of Ontario Nursing Statistics Report 2025](#)

Over the past seven years, Canadian RPN registrations have demonstrated somewhat steady growth, despite fluctuations in gains and losses. Between 2019 and 2021, while net growth remained positive, it declined sharply from 2,409 RPN net gains to 669, a 72% decrease. This decline aligns with a drop in RPN graduates from Ontario programs during the same period and was likely impacted by the effects of the COVID-19 pandemic, which resulted in delays in clinical placements and exam completion for students. Net gains for Canadian educated RPNs have since rebounded from 2023 onwards. This growth has buoyed the net losses in IEN RPNs, holding the total RPN population relatively stable over the past two years, with 60,232 RPN registration renewals in 2025, a 1.30% increase from 2023. Net gains for Ontario RPNs seem to be trending upwards since 2023, although they have not reached the peak values observed in 2019.

Summary of Trends and Implications

Since the COVID-19 pandemic, the number of nurses entering the Ontario health system has **grown substantially**. This growth has been primarily driven by increasing numbers of new nurses entering the system each year, particularly those that are internationally educated. Conversely, the number of nurses lost each year has remained relatively consistent over the same period, remaining proportional to the total nursing supply. Together, this has led to a consistent and growing net increase in the supply of nurses available to the Ontario health system. Similarly, the **nursing workforce** (those that are employed in nursing in the province) has also **increased** since 2021 and is critical to meet the needs of the healthcare system in Ontario. The impact of IENs on the nursing workforce and supply is notable. Driven by federal, provincial, and regulatory policy and process changes, **IENs have been a driving force in Ontario's HHR capacity**.¹⁹ New nursing education requirements implemented on April 1st, 2025, are expected to continue to streamline the application process for IENs.²⁰

Several key findings have been outlined in this report. First, the varying trends in the gain-to-loss ratio across three distinct age groups is an important finding for HHR planning. Specifically, we showed the gain-to-loss ratio for nurses under 35 in Ontario decreased from 6.75 gains for each loss to 5.25 gains per loss. While further investigation to determine the underlying reasons for increasing losses in younger nurses may be useful, the ratio remains above 1 (meaning there are **more gains than losses**) and net growth in this age group **remains high** – from 2018 to 2025 net growth rose by 33%, increasing from 6,364 to 8,470. Interestingly, nurses over 35 are experiencing the opposite trend, which supports the sustained net growth rate in the total nursing population. This too is being propelled by the growth in IENs, who typically enter practice at a later age. Examining age groups separately is important to determine appropriate strategies related to the recruitment and retention of nurses, that may vary depending on several factors, such as age and where nurses are educated.

Another key finding highlighted in this report is the **increasing frequency of movement within the nursing profession in Ontario**. This was done by examining both registrant (i.e., headcount) and registration (i.e. license) level gains and losses. Understanding the differences, and how they intersect, was a primary goal of this analysis. These data are only available to CNO, and sharing data related to movement of registrants within CNO is imperative to ensure the changes in the nursing supply and workforce are fully understood. Specifically, a significant proportion of losses (50% in 2025) to the RPN category are in fact gains to the RN category and are not net losses to the nursing supply. This movement peaked in 2024, and 1,320 of the nurses who moved into the RN General class were IENs. Along with the rise in new registrants entering the system, this movement has contributed to the rapid growth in IEN RN gains that has underpinned the shift toward more RN registrations, contributing to the changing mix of nurses reported in CNO's 2025 Nursing Statistics Report.²¹ These findings shed light on the limitations of examining registrant and registration data in isolation and highlight the pivotal role regulatory data can play in HHR planning.

Last, while resignations/non-renewals continue to make up a large proportion of losses, limitations remain when trying to understand where or why nurses leave practice. Overall, the data and key trends presented in this report are important pieces of evidence that should be used to understand better the movement of nurses into, out of, and within Ontario, and to inform future health resource planning.

¹⁹ [Balancing the needs of Canadians and our health workforce](#)

²⁰ [New nursing registration requirements take effect](#)

²¹ [College of Nurses of Ontario Nursing Statistics Report 2025](#)

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, or
- 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

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

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

Gain-to-loss ratio: A ratio calculated by dividing the number of gains by the number of losses per renewal year. A ratio > 1 indicates a net gain, whereas a ratio < 1 indicates a net loss. For example, a gain-to-loss ratio of 6 indicates that for every one nurse lost in that group, 6 nurses were gained.

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 the 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

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

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: 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.

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).

Registrant: Nurses who have obtained or renewed their CNO registration. Dual RN/RPNs are counted once.

Registrant 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.

Registrant 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.

Registration: Each certificate of registration obtained or renewed with CNO. Nurses with multiple registrations (Dual RN/RPNs) are counted twice.

Registration Gains: A registration gain to the nursing supply is a nurse who renewed a registration in the current renewal period but did not renew the same registration in the year prior. They represent the number of registrations added to the system in that year.

Registration Gain Types

Gain Type	Definition
New Registrant	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 (<u>excludes</u> nurses obtaining an additional registration and nurses reinstating).
Reinstatement	Registrations where a registrant has resigned, their certificate of registration has expired, or a nurse is in the Non-Practising Class, and they have applied to CNO for reinstatement in the current renewal year.
Gain within CNO – Active	Registrants who held an active registration in the year prior to renewal and subsequently changed category or class in the current renewal year. This group represents internal movement within CNO, between two active category/classes and is not a gain at the individual nurse level. For example, moving from the RPN General class to the RN General class is an RN gain.

Registration Losses: A registration loss to the nursing supply is a nurse who did not renew a registration in the current renewal period but did renew the same registration in the year prior. They represent the number of registrations that have left the system in that year.

Registration Loss Types

Loss Type	Definition
Registration not renewed	All registrations not renewed, either by resignation or not renewing the registration during the renewal period. Registrations that resign can provide their reasoning.
Loss within CNO – Active	Registrants who held an active registration in the year prior to renewal and subsequently changed category or class in the current renewal year but remained in an active class (i.e., General or Extended). This group represents internal movement within CNO between two active category/classes and is not a loss at the individual nurse level. For example, moving from the RPN General class to the RN General class is an RPN loss.
Loss within CNO – Non-Practising	Registrants who held an active registration in the year prior to renewal and moved to the Non-Practising class in the current renewal year. These registrants are still registered with CNO, but are not permitted to practice nursing in Ontario, and therefore represent a loss to the nursing supply.

Appendix A

Table 1. Age Group Gains and Losses, 2018 – 2025

Renew Year	Age Group	Gains	Losses	Net Difference	Ratio
2018	Under 35	7,470	1,106	6,364	6.75
	35–54	1,797	1,203	594	1.49
	Over 55	138	4,308	-4,170	0.03
2019	Under 35	9,058	1,196	7,862	7.57
	35–54	2,008	1,323	685	1.52
	Over 55	154	3,967	-3,813	0.04
2020	Under 35	7,819	1,340	6,479	5.84
	35–54	1,555	1,272	283	1.22
	Over 55	105	4,020	-3,915	0.03
2021	Under 35	7,557	1,187	6,370	6.37
	35–54	1,667	1,272	395	1.31
	Over 55	256	4,076	-3,820	0.06
2022	Under 35	8,448	1,551	6,897	5.45
	35–54	2,155	1,540	615	1.40
	Over 55	211	3,682	-3,471	0.06
2023	Under 35	9,193	1,745	7,448	5.27
	35–54	3,083	1,650	1,433	1.87
	Over 55	209	3,820	-3,611	0.05
2024	Under 35	9,552	2,181	7,371	4.38
	35–54	3,556	2,030	1,526	1.75
	Over 55	266	3,584	-3,318	0.07
2025	Under 35	10,462	1,992	8,470	5.25
	35–54	4,185	1,972	2,213	2.12
	Over 55	239	3,789	-3,550	0.06



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