



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

THE STANDARD OF CARE.

# College of Nurses of Ontario Nursing Statistics Report

# 2024



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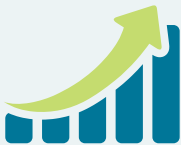
# Executive Summary

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; we have 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 planning, decision-making and research.

The *College of Nurses of Ontario Nursing Statistics Report 2024* 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](#).

## 2024 Key Trends



**Growth in the nursing supply:** The number of nurses registered with CNO continued to grow in 2024 with 183,763 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). This represents 3.1% growth year-over-year, the highest on record, and a net gain of 5,579 nurses added to the system in 2024.



**Changing mix of nurses:** For the first time in the past 10 years, the total number of nurses with only an RPN registration declined by 0.3% from 2023 to 2024. However, the number of RNs and Dual RN/RPNs have continually increased (+4.5% and +25.5% year-over-year, respectively).

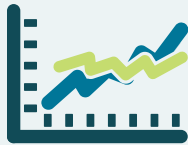


**Growth in the nursing workforce in Ontario:** There was a 3.6% increase in the nursing workforce (the number of nurses employed in nursing in the province) over the past year. This is the largest increase since 2019 and is in line with growth in the nursing supply in 2024. The overall share of nurses in the nursing workforce has remained steady since 2019 (hovering around 90%). However, the proportion of RNs in the nursing workforce has trended downward over the same time period (91.7% in 2019 to 88.8% in 2024).



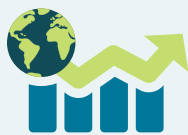
### **More nurses registered with CNO are working outside of Ontario:**

The number and proportion of registrants employed in nursing outside of Ontario has continued to slowly rise since 2019 (1.6% in 2019 to 2.5% in 2024). The growth is mainly with RNs, rising from 2.0% in 2019 to 3.2% in 2024.



### **Changing share of reported nursing positions across employment sectors:**

When looking at all reported RPN positions (held RPN positions reported by nurses at the time of annual renewal), the share of positions in acute care hospitals has risen since 2019 (from 23% in 2019 to 27.8% in 2024), whereas the proportion in long-term care has declined (from 36.6% in 2019 to 30.7% in 2024). During the same timeframe, when looking at all reported RN positions (held RN positions reported by nurses at the time of annual renewal), the share of positions in acute care hospitals and long-term care facilities has remained relatively stable. These same patterns hold true for positions reported by new nurses at the time of first renewal with one exception—the proportion of RN positions in long-term care reported at first renewal has increased (16.1% in 2019 to 18.3% in 2024).



**Internationally educated nurses contributing to changes:** Although 54.8% of new nurses registering with CNO are Ontario graduates (graduates from approved nursing programs taken in Ontario), growth in the number of newly registered nurses is increasingly being driven by internationally educated nurses (IENs). In 2023, a larger proportion of internationally educated applicants registered as RNs compared to previous years. This was the result of recent policy changes and a program available for fulfilling the evidence of practice requirement. However, IENs were less likely to renew after their first year of registration and were also less likely to be employed in nursing in the province at the time of their first renewal compared to Ontario graduates.

## Preface

CNO's *Nursing Statistics Report 2024* presents key highlights, data and trends from the past year. It combines three previously separate reports:

- *Registration Renewal Statistics Report*
- *New Registrations Report*
- *First-Time Renewals Report*

## Guide to understanding the College of Nurses of Ontario Nursing Statistics Report 2024

This section provides high-level information about CNO processes and definitions needed to understand the data and trends in the *College of Nurses of Ontario Nursing Statistics Report 2024*. 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<sup>1</sup>. 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<sup>2</sup>:** Registered Nurse in the General/Extended Class and Registered Practical Nurse in the General Class

Combining information from these three reports allows us to identify the most significant patterns across several CNO processes, such as application, registration and annual renewal. It provides a more comprehensive picture of the trends in nursing health human resources in Ontario. The detailed data and methods from earlier reports remain accessible and are now included in the [Appendices](#).

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](#).

### 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<sup>3</sup>, a person must obtain a valid CNO certificate of registration by applying to CNO and completing eight registration requirements. This can occur at any time throughout the year and nurses may hold more than one registration (dual certificates of registration as both RPNs and RNs). [Learn more about the registration process.](#)

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<sup>1</sup> [Classes of registration](#)

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

<sup>3</sup> [An introduction to the Nursing Act, 1991](#)

## 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 2024 started in Nov. 2023 and over 89% of registrations were renewed before the end of 2023. Those who renewed after Dec. 31 were subject to a late fee. If registrants did not renew by Feb. 2024, 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 2024 to refer to the renewal year as described above.

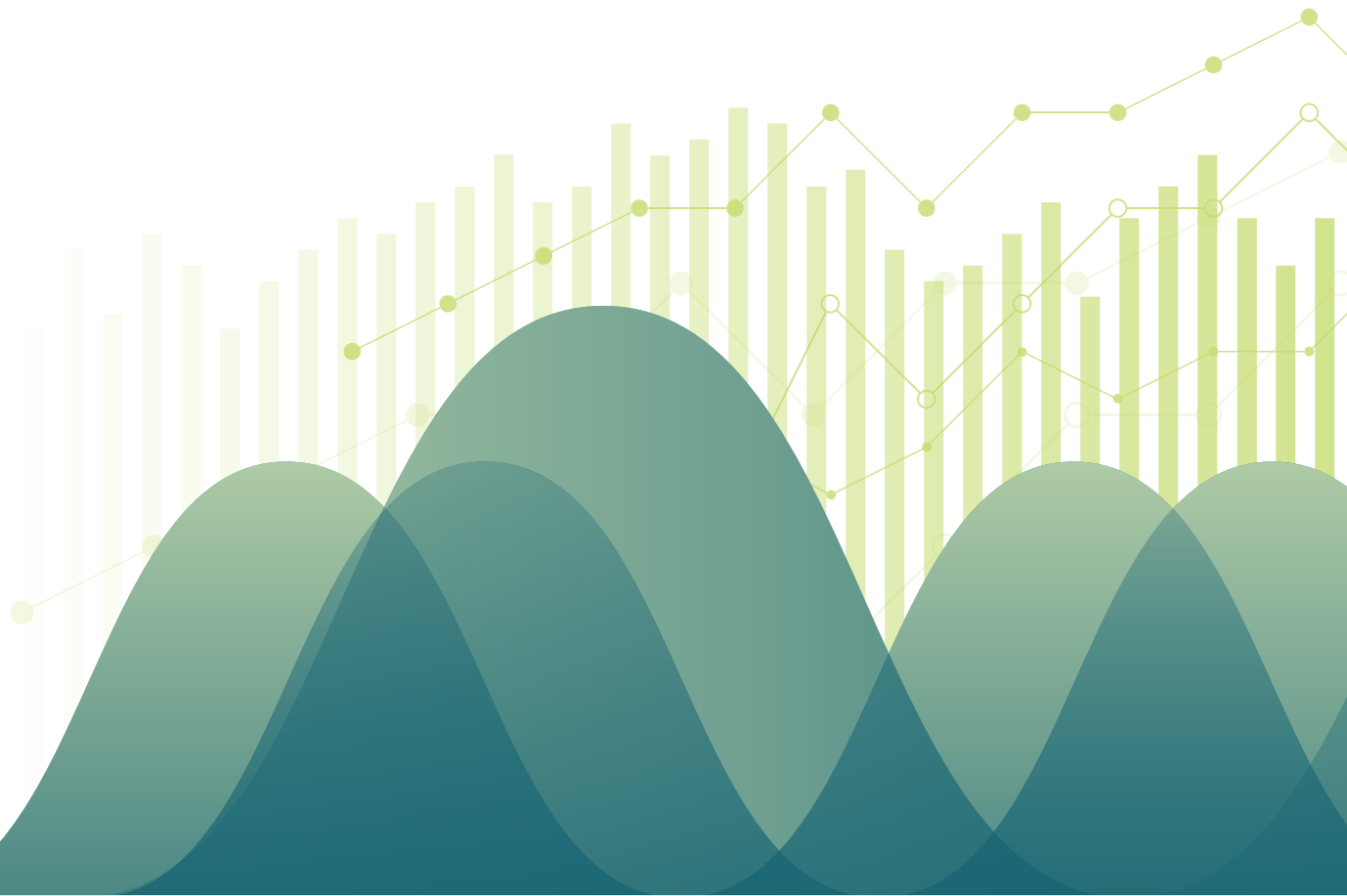
As part of the renewal process, we collect registrants' demographic and employment information as part of our regulatory mandate. [Learn more about AMR.](#)

## Reinstatement

If a nurse previously registered with CNO, a nurse in the Non-Practising Class or a nurse in the General Class wants to return to practice by reinstating a previously held certificate of registration, 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.](#)



## Key concepts and definitions

Key concept	Definition	Unit of measurement
<b>Nursing supply</b>	The total number of nurses available to practice. This includes nurses registered as RNs, RPNs, NPs, or Dual RN/RPNs ( <u>excludes</u> nurses in the Non-Practising Class). Nurses may or may not be employed in nursing.	Individual nurses
<b>Nursing workforce</b>	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 ( <u>excludes</u> nurses in the Non-Practising Class).	Individual nurses
<b>Registrants</b>	Nurses who have obtained or renewed their CNO registration. Dual RN/RPNs are counted once.	Individual nurses
<b>New registrants</b>	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).	New individual nurses
<b>Registrations</b>	Each certificate of registration that is obtained or renewed with CNO. Nurses with multiple registrations (Dual RN/RPNs) are counted twice.	Certificates of registration
<b>Additional registrations</b>	An additional certificate of registration that 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
<b>Gains</b>	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
<b>Losses</b>	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 *College of Nurses of Ontario Nursing Statistics Report 2024* covers the renewal years of 2019 until 2024 inclusive. Throughout the report, when we refer to 2024, the timeframe is the 2024 renewal year. Data related to new registrants, additional registrations and Verification of Registration are compiled by calendar year and available up until the end of 2023.

### 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 2014.

# 2024 Nursing Statistics

## Nursing Supply Trends

### Growth in the nursing supply

Overall, the number of nurses registered with CNO continues to grow. In 2024, 183,763 nurses renewed at least one certificate of registration in the General or Extended Class, representing an increase of 3.1% compared with 2023 (Table 1). This year-over-year increase is the

highest on record. Although the nursing supply is still mainly composed of Ontario graduates (80.2%; 147,370), internationally educated nurses (IENs) make up 15.5% (28,417) and Canadian graduates represent 4.3% (7,976) of the overall supply (see [Appendix A Tables 3.2.1–3.2.3](#)).

Table 1: Overall Renewals in the General and Extended Classes

Nurse Type	2019		2020		2021		2022		2023		2024	
	N	%	N	%	N	%	N	%	N	%	N	%
<b>RN</b>	105,919	<b>64.9%</b>	107,187	<b>64.6%</b>	108,976	<b>64.5%</b>	110,938	<b>64.2%</b>	114,080	<b>64.0%</b>	119,243	<b>64.9%</b>
<b>RPN</b>	52,803	<b>32.4%</b>	54,141	<b>32.6%</b>	55,056	<b>32.6%</b>	56,846	<b>32.9%</b>	58,469	<b>32.8%</b>	58,276	<b>31.7%</b>
<b>NP</b>	3,569	<b>2.2%</b>	3,819	<b>2.3%</b>	4,035	<b>2.4%</b>	4,352	<b>2.5%</b>	4,642	<b>2.6%</b>	4,998	<b>2.7%</b>
<b>Dual RN/RPN</b>	790	<b>0.5%</b>	781	<b>0.5%</b>	806	<b>0.5%</b>	778	<b>0.4%</b>	993	<b>0.6%</b>	1,246	<b>0.7%</b>
<b>Total</b>	<b>163,081</b>	<b>100%</b>	<b>165,928</b>	<b>100%</b>	<b>168,873</b>	<b>100%</b>	<b>172,914</b>	<b>100%</b>	<b>178,184</b>	<b>100%</b>	<b>183,763</b>	<b>100%</b>
<b>Year-over-Year Change (%)</b>	<b>2.99%</b>		<b>1.75%</b>		<b>1.77%</b>		<b>2.39%</b>		<b>3.05%</b>		<b>3.13%</b>	

### A net gain in the nursing supply

Overall, there was a gain of 13,374 nurses in the General and Extended Classes and a loss of 7,795 nurses in 2024. This led to a net gain of 5,579 nurses available to the system after the 2024 renewal (Table 2). Gains come from new registrants entering the system and nurses who reinstate (for example, those who re-join the General and Extended Classes from the Non-Practising Class). Losses represent nurses not renewing their registration (they either let it expire or they resign) and nurses moving to the Non-Practising Class.

As a proportion of the total number of registrants, the percentage of losses has remained steady in 2024 (4.2%) compared with prior years (ranging from 3.9% to 4.1% since 2019) indicating that nurses are not leaving the system at a different rate than historically observed. However, it is important to 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	2019	2020	2021	2022	2023	2024
<b>Gains</b>	11,220	9,479	9,480	10,814	12,485	13,374
<b>Losses</b>	6,486	6,632	6,535	6,773	7,215	7,795
<b>Net</b>	<b>4,734</b>	<b>2,847</b>	<b>2,945</b>	<b>4,041</b>	<b>5,270</b>	<b>5,579</b>



## New registrants in 2023

The gains observed in the number of nurses who renewed registration with CNO in 2024 are primarily the result of an increase in new registrants in 2023 (nurses who registered with CNO for the first time in either the General or Extended Class between Jan. 1 and Dec. 31). There were 13,616 new nurses that registered in 2023—the highest number on record and a 9.9% increase compared to 2022 (Figure 1). The overall proportion of new registrants that were RNs rose in 2023, while the proportion of RPNs declined—a shift in trend from previous years (discussed in more detail in the [Nurse Type Trends](#) section below). It should be noted that the number of new registrants in 2023 exceeds the number of gains in 2024, as not all new nurses renew their registration (see data on first-time renewals within the [A decrease in first-time renewal rates](#)). Reinstatements (for example, nurses in the Non-Practising Class who move back to the General Class and retired nurses who return to practice) made up only 2.4% of the gains observed in 2024.

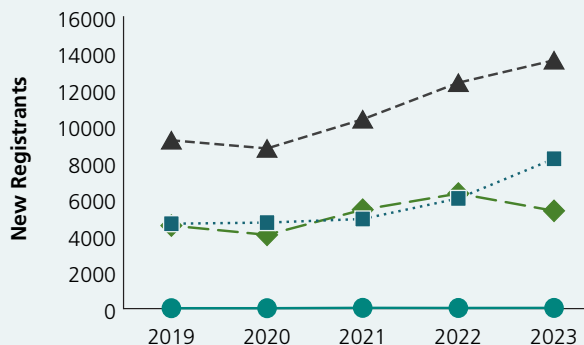
## Additional registrations in 2023

In 2023, there was also a significant rise in the number of additional registrations among CNO registrants—nurses who were already registered with CNO at the time of gaining a new registration. A total of 3,902 additional registrations were completed, also the highest number on record, representing a 28% increase compared with 2022 (Figure 2). The vast majority of additional registrations were existing RPNs gaining an RN certificate of registration (87.8% in 2023).

## The impact of internationally educated nurses

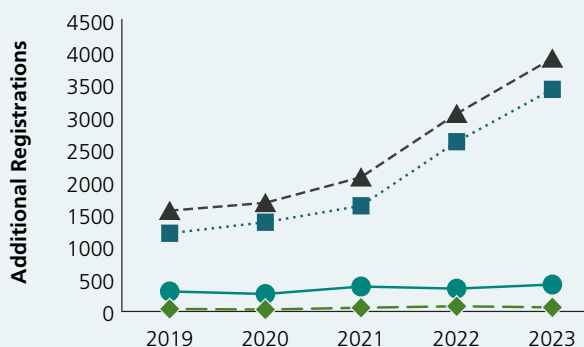
Although the majority of new registrants continue to be Ontario graduates (54.8% in 2023; [Appendix B Table 3.2.1](#)), gains in the nursing supply are increasingly being driven by IENs. Since 2019, the total number of newly registered IENs has risen dramatically, growing from 1,565 in 2019 to 5,491 in 2023

Figure 1: New registrants by nurse type



Nurse type	2019	2020	2021	2022	2023
RN	4,655	4,716	4,914	6,041	8,216
RPN	4,553	4,043	5,424	6,309	5,362
NP	22	22	41	35	38
Total	9,230	8,781	10,379	12,385	13,616

Figure 2: Additional registrations by nurse type



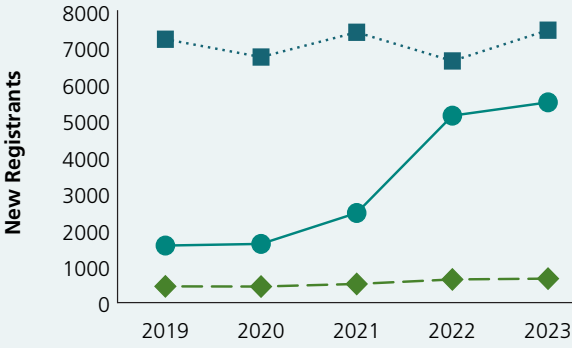
Nurse type	2019	2020	2021	2022	2023
RN	1,206	1,376	1,629	2,618	3,425
RPN	38	30	57	80	62
NP	309	269	384	352	415
Total	1,553	1,675	2,070	3,050	3,902

(a 3.5-fold increase; Figure 3). In addition, for the first time as of 2023, the number of new internationally educated RNs (3,940) surpassed the number of new Ontario RNs (3,790; [Appendix B Graph 3.2.2](#)). However, the number of new internationally educated RPNs fell from 3,005 in 2022 to 1,546 in 2023, representing a decrease of 48.6% ([Appendix B Graph 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).

**A decrease in first-time renewal rates**

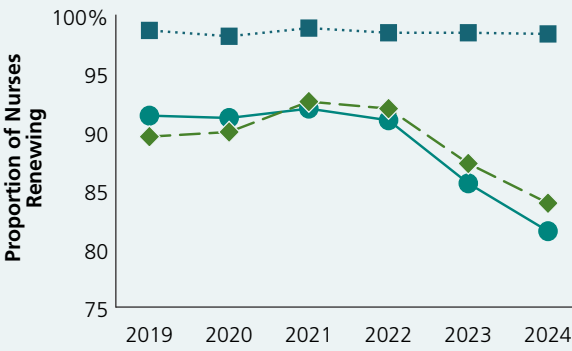
While the number of new registrants has increased substantially over the past 3 years, it has been accompanied by a substantial decrease in the first-time renewal<sup>4</sup> rate—the proportion of nurses that maintain their registration after their first year. Across all nurse types, the rate has historically been above 95%. But since 2022, it has fallen by 7.0% for new RNs and 5.5% for new RPNs ([Appendix C Tables 3.1.1–3.1.2](#)). This is also primarily due to differences in renewal patterns for new IENs compared to Ontario graduates. The first-time renewal rate for IENs has dropped by 9.5% since 2022 (from 91.0% to 81.5%), whereas Ontario graduates have maintained a consistent rate of renewal within the same timeframe (hovering around 98%; Figure 4). New registrants educated in Canada but outside of Ontario (a much smaller proportion of new registrants) have also seen an 8.1% decrease in first-time renewals since 2022. There have been no notable changes in the first-time renewal rate for NPs, which remained above 97% in 2024 ([Appendix C Table 3.1.3](#)). The sub-group with the lowest first-time renewal rate were internationally educated RPNs at 72%, as many are transitioning to RNs (see the Nurse Type Trends section for further details).

**Figure 3: New registrants by location of education**



Location of education	2019	2020	2021	2022	2023
Ontario	7,220	6,732	7,411	6,625	7,468
Canada (excluding ON)	445	440	511	635	657
International	1,565	1,609	2,457	5,125	5,491

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



Location of education	2019 %	2020 %	2021 %	2022 %	2023 %	2024 %
Ontario	98.7	98.2	98.9	98.5	98.5	98.4
Canada (excluding ON)	89.6	90.0	92.6	92.0	87.3	83.9
International	91.4	91.2	92.0	91.0	85.6	81.5

<sup>4</sup> First-time renewal data provides information about nurses who renew for the first time in the General Class and Extended Class.

## Nurse Type Trends

### Changing mix of nurses within the nursing supply

For the first time in the past 10 years<sup>5</sup>, the number of nurses with an RPN registration only has decreased year-over-year, while RNs and Dual RN/RPNs continue to rise. In 2024, there was a 0.3% decrease in the number of RPN only renewals, a 4.5% increase in RN only renewals and a 25.5% increase in Dual RN/RPN renewals compared to 2023 ([Table 1](#)).

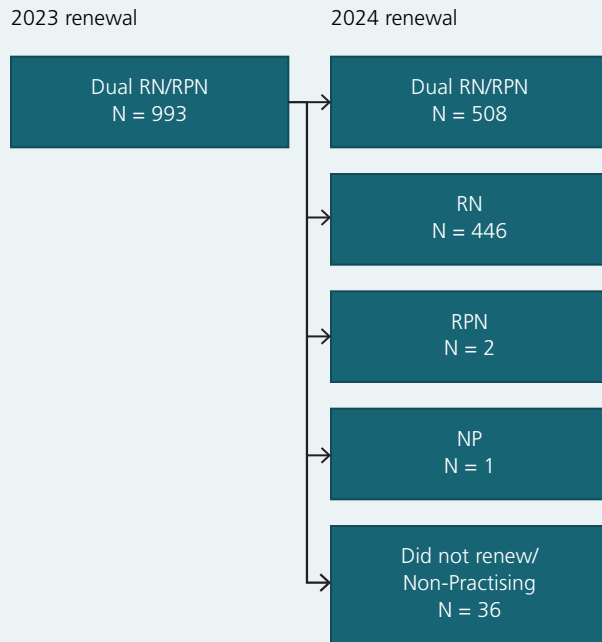
While the increase in Dual RN/RPNs suggests the total RPN supply continues to grow despite the decrease in nurses with RPN only registration, further analysis indicates that most dual registrants hold both registrations only temporarily before becoming an RN only. And many nurses with only an RPN registration quickly transition

to RN or Dual RN/RPN. These patterns can be seen in data showing the movement of registrants across nurse types from 2023 to 2024. For example, when following the 993 dual registrants from 2023 ([Table 1](#)), 449 switched to a single registration in 2024; of those 449, 99% switched to RN only ([Figure 5 A](#)). Further, many RPN only registrants from 2023 renewed as a Dual RN/RPN in 2024 (635; [Figure 5 B](#)) or as an RN only in 2024 (2,071; [Figure 5 B](#)). Only 5 RNs from 2023 gained an additional registration, renewing as a dual RN/RPN in 2024.

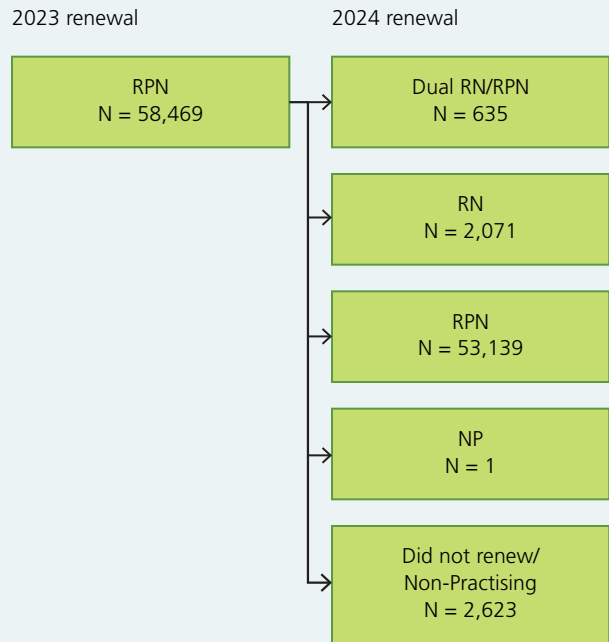
<sup>5</sup> Nursing data from 2014 onwards is available in [CNO's Nursing Data Dashboard](#).

**Figure 5: Registrant Movement Across Nurse Types from 2023 to 2024**

#### A) Dual RN/RPN movement across nurse type



#### B) RPN movement across nurse type

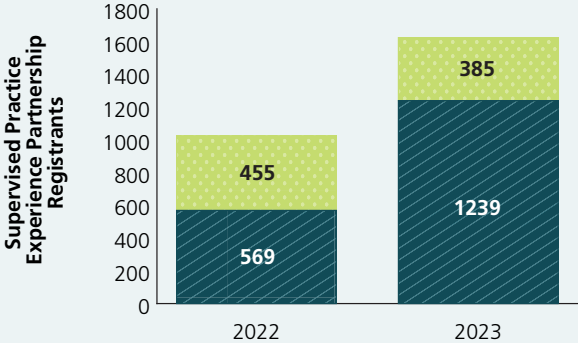


The trends related to the changing mix of nurses are largely driven by the increase in new IEN registrants and additional IEN registrations, which skew heavily to RNs. While this has always been the case for additional registrations (nurses with an RPN certificate of registration would add an RN registration), the overall share of new registrants that were RNs rose to 60.3% in 2023 from 48.8% in 2022, while RPNs made up only 39.4% in 2023 (a new low since 2019; [Figure 1](#) and [Appendix B Table 3.1](#)). When looking at IENs specifically, 71.8% of new IENs registered in 2023 were RNs compared to only 41.2% in 2022 ([Appendix B Tables 3.2.1–3.2.2](#)).

Historically, IENs would often apply as both an RN and an RPN; however, many are now applying as an RN only. This shift can be primarily attributed to changes in how IEN applicants can meet their registration requirements. Internationally educated nurse applicants seeking RN registration are able to meet their education requirement via the RN registration exam called the NCLEX-RN, a relatively new process approved by CNO’s Council in March 2021.<sup>6</sup>

In addition, CNO’s Supervised Practice Experience Partnership program<sup>7</sup> (introduced in 2022) assists IEN applicants with meeting two registration requirements: evidence of practice and language proficiency, and the program has mainly been accessed by IENs to meet requirements for RN applications (see [Figure 6](#)). While these changes are beneficial to both IEN applicants and the Ontario health system, it has impacted the distribution of nurse types. Fewer IENs are applying to both RN and RPN categories, and are instead choosing to apply to the RN category only.

**Figure 6:** Registrants from the Supervised Practice Experience Partnership Program



Nurse type	2022	2023
RN	569	1,239
RPN	455	385

<sup>6</sup> Amendments to the registration requirements in the *Nursing Act, 1991* related to education have been submitted to the government for their consideration that will replace the current process with new regulations that accepts relevant nursing education recognized or approved in any jurisdiction. See [Council greenlights updated education requirements](#) for further information.

<sup>7</sup> [Supervised Practice Experience Partnership](#)

## Employment Trends

### Changes in the nursing workforce in Ontario

Overall, there was a 3.6% increase year-over-year in the total number of nurses reporting employment positions in Ontario—the largest increase since 2019. This is in line with the increasing nursing supply in 2024. A total of 164,150 nurses reported being employed in nursing in Ontario across all nurse types in 2024 (Table 3). The overall share of nurses reporting at least one nursing position in Ontario has remained steady since 2019 (hovering around 90%; Table 3). However, the proportion of RNs reporting nursing employment in Ontario

has gone down slightly within this same time period, dropping from 91.7% in 2019 to 88.8% in 2024 ([Appendix A Table 4.3.1](#)). At the time of first renewal, there has been an increase in the share of nurses reporting employment positions in Ontario since 2019, increasing from 76.2% in 2019 to 80.9% in 2024 ([Appendix C Table 3.3.1](#)). This is mainly due to an increase in the proportion of new RPNs reporting nursing employment in Ontario at the time of their first renewal, rising from 68.9% in 2019 to 81.2% in 2024 ([Appendix C Table 3.3.3](#)).

Table 3: Employment Status in the General and Extended Classes

Employment status	2019		2020		2021		2022		2023		2024	
	N	%	N	%	N	%	N	%	N	%	N	%
Employed in nursing in Ontario	148,332	91.0%	150,304	90.6%	152,169	90.1%	155,018	89.7%	158,430	88.9%	164,150	89.3%
Employed in nursing outside Ontario only	2,687	1.6%	2,851	1.7%	3,159	1.9%	3,585	2.1%	4,275	2.4%	4,681	2.5%
Employed in non-nursing	2,042	1.3%	1,926	1.2%	1,609	1.0%	1,544	0.9%	1,854	1.0%	2,047	1.1%
Not employed in nursing or non-nursing	6,301	3.9%	6,086	3.7%	6,243	3.7%	6,958	4.0%	7,547	4.2%	7,575	4.1%
On leave	3,719	2.3%	4,761	2.9%	5,693	3.4%	5,809	3.4%	6,078	3.4%	5,310	2.9%
<b>Total</b>	<b>163,081</b>	<b>100%</b>	<b>165,928</b>	<b>100%</b>	<b>168,873</b>	<b>100%</b>	<b>172,914</b>	<b>100%</b>	<b>178,184</b>	<b>100%</b>	<b>183,763</b>	<b>100%</b>

### Increase in nurses registered with CNO working outside of Ontario

At the same time, the number and proportion of nurses registered with CNO employed in nursing outside of Ontario has continued to slowly rise, going from 1.6% in 2019 to 2.5% in 2024 (Table 3). This is mainly due to an increase in the proportion of RNs reporting employment outside of Ontario, rising from 2.0% in 2019 to 3.2% in 2024 ([Appendix A Table 4.3.1](#)). With respect to employment positions reported by nurses holding Ontario registration, the top three work locations

reported outside of Ontario in 2024 were the United States, British Columbia and Quebec.

Alongside this trend has been substantial growth in requests for Verification of Registration (VOR), the process used by nurses who are applying to other jurisdictions and ask CNO to verify their Ontario registration. Over the last 5 years, the number of nurses in the General and Extended Classes that have made VOR requests has more than doubled,

from 3,437 in 2019 to 8,012 in 2023 (Table 4). This far outpaces the growth rate in the nursing supply. In 2023, the three top locations related to VOR requests were the United States, Alberta and British Columbia. Internal analyses show that registrants who have requested a VOR are less likely to renew their registration in subsequent years. For example, in 2023, 10.3% of those who requested a VOR did not renew their registration in 2024 compared to only 1.5% of those who did not request a VOR.

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 to Ontario graduates (10.3% of IEN registrants compared to 2.7% of Ontario registrants in 2023) and this has been growing since 2019 (4.5% of IEN registrants compared to 1.5% of Ontario registrants in 2019).

New IEN registrants are also more likely to be employed in nursing outside of Ontario at the time of their first renewal in 2024—6.2% of new IENs compared to 1.3% of Ontario graduates ([Appendix C Tables 3.4.1–3.4.3](#)), although this percentage has been decreasing since 2019 (8.1% of new IENs). While the proportion of new IENs working outside of Ontario at the time of their first renewal has decreased, the total number has increased since 2019, rising from 146 in 2019 to 404 in 2024 ([Appendix C Table 3.4.3](#)) and is in line with growth in the number of new IEN registrants in the last 3 years. Similar patterns hold true for new IEN registrants seeking nursing employment—16.1% of IENs reported to be seeking nursing employment at the time of their first renewal in 2024 compared to 8.8% of Ontario graduates ([Appendix C Tables 3.4.1–3.4.3](#)), but this has also been decreasing since 2019 (27.7% of new IENs).

**Table 4:** Number of Nurses in the General and Extended Classes That Have Made Verification of Registration Requests by Location of Education

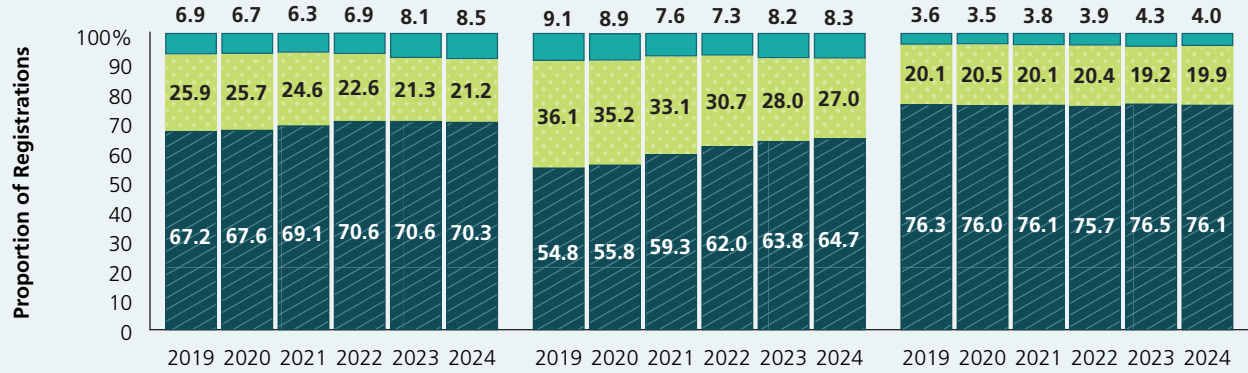
Location of Education	2019	2020	2021	2022	2023
Ontario	2,224	1,710	3,125	4,257	4,266
Canadian	247	225	318	333	331
International	966	803	1,547	2,960	3,415
<b>Total</b>	<b>3,437</b>	<b>2,738</b>	<b>4,990</b>	<b>7,550</b>	<b>8,012</b>

**Growth in full-time employment**

There has also been steady year-over-year growth in the number of registrations reporting full-time employment as the overall working status across all nurse types (+4.4% for RNs, +2.8% for RPNs and +7.2% for NPs; [Appendix A Tables 4.5.1–4.5.3](#)). 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 causal nursing positions are considered part-time. And nurses with only casual nursing positions are considered casual.

With respect to proportions, RNs and RPNs have seen an increase in overall full-time employment since 2019, with increases more pronounced in the RPNs (+3.1% for RNs; +9.9% for RPNs; [Figure 7](#)). The share of NPs reporting full-time employment has remained steady and is the highest across the nurse types at 76.1% in 2023 ([Figure 7](#)). Similar patterns are also reflected in nurses renewing for the first time with CNO ([Appendix C Graphs 3.6.1–3.6.3](#)), indicating that both new nurses and nurses in general are increasingly finding full-time employment positions.

Figure 7: Overall working status by nurse type



Nurse type	Year	Full time %	Part time %	Casual %
RN	2019	67.2	25.9	6.9
	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
RPN	2019	54.8	36.1	9.1
	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
NP	2019	76.3	20.1	3.6
	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

## Changing share of reported nursing employment positions

Below is a description of trends related to reported nursing employment positions where the focus in the first section is within each employment sector and then in the following section, the focus switches to trends within each nurse type. Each section provides a slightly different picture of where nurses are employed and past reports have only focused on trends within each nurse type.

Nursing employment positions are held nursing positions reported by nurses during the Annual Membership Renewal process. It is important to keep in mind that these are reported positions only. 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. Only nursing positions in Ontario are included and 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.

### Employment Sector

#### Hospital

Within the hospital sector as a whole, RN positions made up a slightly smaller proportion in 2024 compared with 2019 (dropping from 75.8% of all reported hospital positions in 2019 to 73.2% in 2024; [Table 5](#)) even though RN positions are still the most prevalent in this sector (79,208 reported positions in 2024). At the same time, the proportion of RPN positions reported in the hospital sector has increased since 2019—

22.5% in 2019 compared to 24.9% in 2024 (Table 5). Overall, the total number of reported positions in the hospital sector across all nurse types has seen growth since 2019 (Table 5).

#### Long-Term Care

Within the long-term care sector, RN positions made up a slightly larger proportion in 2024 compared with 2019, rising from 31.6% of all reported long-term care positions in 2019 to 35.3% in 2024 (Table 5). However, the share of positions reported by RPNs has decreased. Though RPN positions still are the most prevalent in this sector at 63.8%, the total number of RPN positions in long-term care in 2024 (19,805 reported positions) is less than in pre-pandemic years (21,629 in 2019; 21,698 in 2020; Table 5). Overall, the total number of reported positions in long-term care across all nurse types has remained relatively stagnant (Table 5).

#### Community

Within the community sector, the proportion of positions reported across all nurse types has been stable (Table 5). However, the employment data suggests that public health programs established to address the COVID-19 pandemic are being phased out. From 2023 to 2024, there has been a decrease in the total number of public health positions reported by all nurse types (a decrease of 1,795 positions overall in 2024; -23.7% for RNs, -45.7% for RPNS, and -25.3% for NPs; [Appendix A Tables 5.4.1–5.4.3](#)).



**Table 5: Reported Employment Positions by Nurse Type by Sector**

Sector	Nurse Type	2019		2020		2021		2022		2023		2024	
		N	%	N	%	N	%	N	%	N	%	N	%
Hospital	RN	71,707	75.8%	72,535	75.3%	73,222	74.4%	73,386	73.2%	74,599	72.8%	79,208	73.2%
	RPN	21,322	22.5%	22,174	23.0%	23,429	23.8%	25,028	25.0%	25,988	25.3%	26,952	24.9%
	NP	1,591	1.7%	1,663	1.7%	1,723	1.8%	1,865	1.9%	1,952	1.9%	2,115	2.0%
	<b>Total</b>	<b>94,620</b>	<b>100%</b>	<b>96,372</b>	<b>100%</b>	<b>98,374</b>	<b>100%</b>	<b>100,279</b>	<b>100%</b>	<b>102,539</b>	<b>100%</b>	<b>108,275</b>	<b>100%</b>
Long-Term Care	RN	10,099	31.6%	10,257	31.9%	9,083	31.4%	8,985	31.4%	9,770	32.5%	10,939	35.3%
	RPN	21,629	67.8%	21,698	67.5%	19,655	67.9%	19,412	67.8%	20,088	66.7%	19,805	63.8%
	NP	182	0.6%	189	0.6%	210	0.7%	217	0.8%	245	0.8%	285	0.9%
	<b>Total</b>	<b>31,910</b>	<b>100%</b>	<b>32,144</b>	<b>100%</b>	<b>28,948</b>	<b>100%</b>	<b>28,614</b>	<b>100%</b>	<b>30,103</b>	<b>100%</b>	<b>31,029</b>	<b>100%</b>
Community	RN	22,671	59.9%	22,321	59.0%	22,971	60.8%	25,405	60.7%	24,642	60.0%	23,953	59.7%
	RPN	12,996	34.3%	13,274	35.1%	12,445	32.9%	13,884	33.2%	13,667	33.3%	13,206	32.9%
	NP	2,168	5.7%	2,261	6.0%	2,389	6.3%	2,581	6.2%	2,746	6.7%	2,955	7.4%
	<b>Total</b>	<b>37,835</b>	<b>100%</b>	<b>37,856</b>	<b>100%</b>	<b>37,805</b>	<b>100%</b>	<b>41,870</b>	<b>100%</b>	<b>41,055</b>	<b>100%</b>	<b>40,114</b>	<b>100%</b>

## Nurse Type

### RNs

Acute care hospitals continue to be the main reported setting in 2024 for RNs with 54.8% of RNs reporting positions ([Appendix A Table 5.4.1](#)). In absolute numbers, there has been 5.8% growth in the number of reported RN positions in acute care hospitals (+3,841 more positions; [Appendix A Table 5.4.1](#)) from 2023 to 2024 and a 12% increase in reported long-term care RN positions (+1,169 more positions; [Appendix A Table 5.4.1](#)). However, as a proportion of overall positions, acute care hospital and long-term care positions have remained steady since 2019 (hovering around 55% and 8%, respectively; [Appendix A Table 5.4.1](#)). This pattern of holding steady also holds true for acute care hospital jobs reported by new nurses at their first renewal. However, the share of RN employment positions in long-term care reported by new nurses at first renewal was slightly higher in 2024 (18.3%) compared to 2023 (15.9%; [Appendix C Table 4.2.1](#)). This was driven by more positions reported by new internationally educated RNs—1,482 in 2024 compared to 974 in 2023 ([Appendix C Table 4.3.3.2](#)).

### RPNs

There was a 1.4% decrease in the total number of reported RPN positions year-over-year in long-term care (283 fewer positions; [Appendix A Table 5.4.2](#)). Proportionally, the share of reported RPN positions in long-term care has been trending down over the last 6 years (dropping from 36.6% in 2019 to 30.7% in 2024; [Appendix A Table 5.4.2](#)).

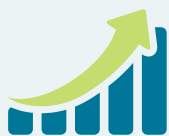
In parallel, the proportion of reported RPN positions within acute care hospitals has grown, rising from 23.0% in 2019 to 27.8% in 2024. This pattern is even more pronounced in new RPNs at the time of first renewal—the share of employment positions reported within acute care hospitals has risen (35.5% in 2024 compared to 18.3% in 2019) and the proportion of reported long-term care positions has dropped (35.3% in 2024 compared to 45.9% in 2019; [Appendix C Table 4.2.2](#)). In addition, from 2023 to 2024, there were fewer internationally educated RPN long-term care positions reported at the time of first renewal (620 in 2024 compared with 1,393 in 2023; [Appendix C Table 4.3.3.3](#)).

## NPs

For NPs, there has been 9.2% growth in reported acute care hospital positions year-over-year (+152 positions) alongside a 16.3% increase in long-term care positions (+40 positions; [Appendix A Table 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 2019 (30.9% in 2019 compared to 27.9% in 2024), whereas the number of positions in long-term care has remained stable

(around 4%; [Appendix A Table 5.4.3](#)). Community remains the largest sector for NPs, accounting for over 45% of reported employment positions ([Appendix A Table 5.4.3](#)). There has also been an increase in the number of positions in the Other category (going from 2.1% in 2019 to 5.1% in 2024; [Appendix A Table 5.4.3](#)) with many nurses (42% of this group) reporting virtual care/telemedicine as their employment setting.

## Summary of 2024 Nursing Data Trends and Implications



Overall, there has been growth in the nursing supply in 2024—the highest on record. Even though 54.8% of new nurses graduated from Ontario nursing programs, growth in the nursing supply is increasingly fueled by a rise in IEN registrants.



Losses (defined as nurses who do not renew their registration or move to the Non-Practising Class) have been relatively stable over the past several years as a proportion of the total supply.



There has been a small (only 2.5%) but growing share of nurses holding Ontario registration but working outside of Ontario, with the top three work locations reported outside of Ontario in 2024 being the United States, British Columbia and Quebec.



The overall mix of nurse types is changing in 2024. The number of nurses who renewed with only an RPN registration declined for the first time in the past 10 years, while the number of RNs continues to rise.

Although the rise in IENs has had a positive impact on health human resources in Ontario, there are important implications for the system that should be considered. For example, new IENs are less likely to renew their certificate of registration after their first year of practice (81.5% for IENs versus 98.4% for Ontario graduates) and IENs are more likely to have a VOR request (10.3% for IENs versus 2.7% for Ontario graduates). New IENs are also less likely to be employed in Ontario (73.7% for IENs versus 88% for Ontario graduates) and they are more likely to be seeking nursing employment (16.1% for IENs versus 8.8% for Ontario graduates). Many IENs are also choosing to apply as an RN only, a recent shift as of 2022. Previously, 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 2024.

With respect to employment settings, the changing mix of nurses within the nursing supply appears to be impacting some of the patterns observed in 2024. There was growth in the number of positions in acute care hospitals and a decline in public health positions. In the past, many RPNs would

start their careers in long-term care. Now, RPNs are reporting fewer long-term care positions and more acute care hospital jobs at the time of their first renewal. In addition, there was a decrease in the number of RPN positions reported year-over-year in long-term care. However, there has been a large increase in the total RN positions reported in long-term care, including among new RNs in their first year of practice. Also, IENs continue to be employed in the long-term care sector during their first year and overall, but with fewer new RPNs reporting positions in long-term care and more new RNs reporting positions in this sector.

Overall, while the total supply of nurses continues to increase, the changing mix of nurses along with the unique renewal and employment patterns of IEN registrants have implications for the system that should not be overlooked. Many of the 2024 trends are expected to persist (for example, the increase in the number of newly registered nurses driven by IENs). The system should also continue to monitor the changing mix of nurse types within the nursing supply and workforce.

**As the authoritative source of nursing statistics in Ontario, CNO will release subsequent nursing statistics products that 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 and as part of our commitment to enhancing transparency and sharing nursing data publicly.**

# Appendices

## [Appendix A \(Formerly Registration Renewal Statistics Report\)](#)

## [Appendix B \(Formerly New Registrations Report\)](#)

## [Appendix C \(Formerly First-Time Renewals Report\)](#)

## 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, Diabetes Care, etc.)

**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/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, Case Manager, etc.). 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, Cancer Centre, etc.)

**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, 2022 is the first renewal year for a nurse who initially registered in 2021

**Gains:** 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 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

**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 prior. 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 eight registration requirements. Registration with CNO is required to practice nursing in Ontario and use the titles Nurse, Registered Nurse (RN), Registered Practical Nurse (RPN) or 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, nurses in the Non-Practising Class or nurses in the General 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, as 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 Dec. 31 are subjected to a late fee. If registrants have not renewed by Feb., 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

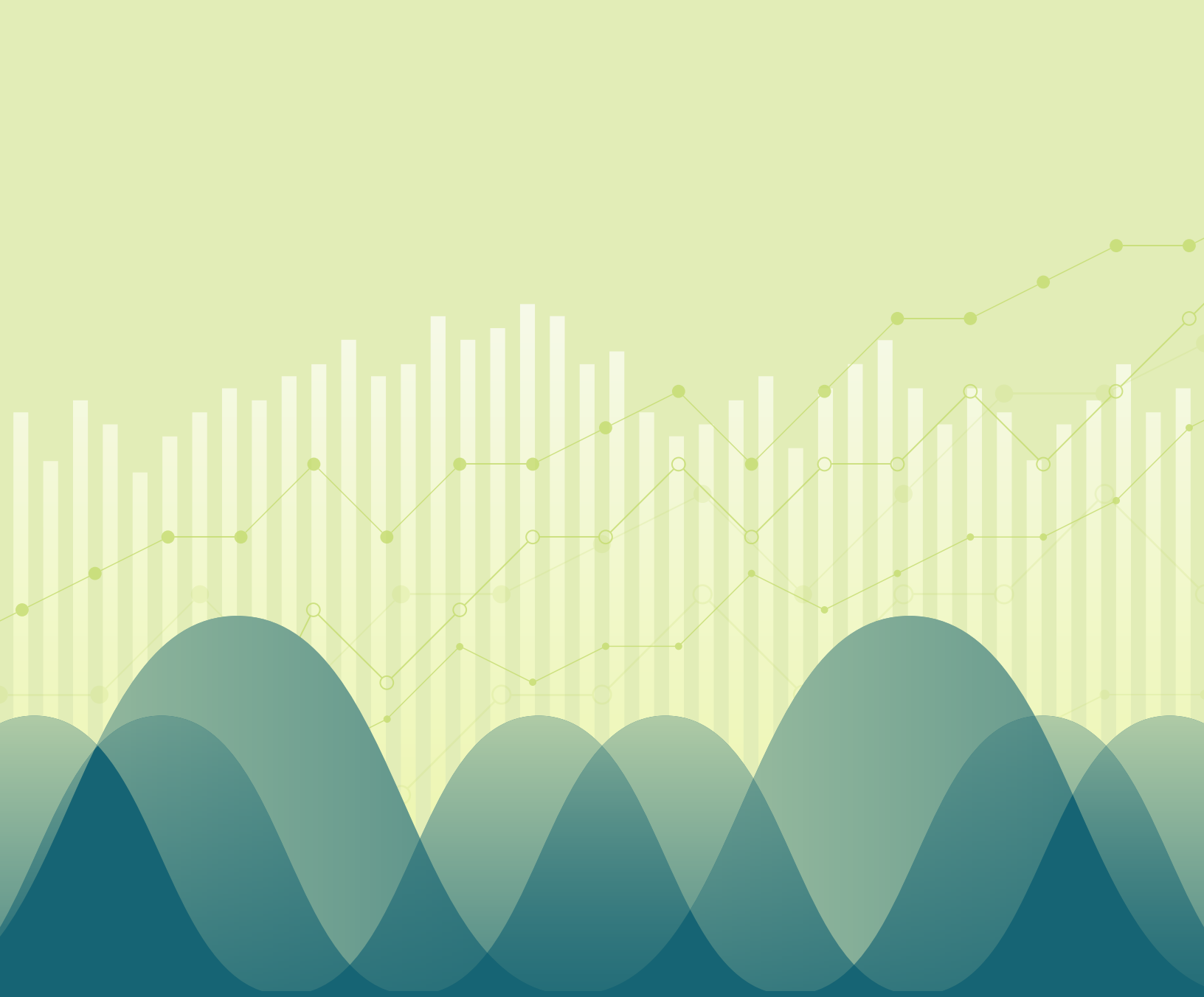
**Resigned:** When a registrant resigns from their current category

**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 that 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



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