Snapshot – North America: pediatric nursing specialities
Pediatric sub-specialities

• All nurses hired at a pediatric hospital get a general nursing orientation to that hospital which focuses on pediatric nursing
Snapshot – North America: education process to becoming a PICU nurse
Journey to PICU nursing qualification

• To apply for a registered nursing program, all provinces and territories, except Quebec, require a bachelor’s degree for RN entry to practice. Usually a Bachelor of Science in Nursing degree.

• Completion of this 4-year program qualifies and individual as a Registered Nurse (RN).

• Nurses are eligible after 3900 of practice to write a certification exam. The Canadian Nursing Association (CAN) offers both pediatric and critical care pediatric certification (only available to registered nurses and nurse practitioners)

• Nurses are eligible after 3900 of practice to write a certification exam, however, this is entirely voluntary.
Snapshot – North America: WHO state of the world’s nursing 2020 Report
Canada

2016: 56 per 100,000 inhabitants

**Country capacity on:**
- Education regulation: Master list of accredited education institutions, Accreditation mechanisms for education institutions, Standards for duration and content of education, Standards for interprofessional education, Standards for faculty qualifications
- Practice regulation: Nursing council/authority for regulation of nursing, Fitness for practice examination, Continuing professional development, Existence of advanced nursing roles
- Working conditions: Regulation on working hours and conditions, Regulation on minimum wages, Regulation on social protection, Measures to prevent attacks on health workers
- Governance and leadership: Chief nursing officer position, Nursing leadership development program, National association for pre-licensure students

**Nursing stock and density 2013-2018**

<table>
<thead>
<tr>
<th>Year</th>
<th>Stock</th>
<th>Density</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013</td>
<td></td>
<td></td>
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<tr>
<td>2014</td>
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<td>2015</td>
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<tr>
<td>2018</td>
<td></td>
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<tr>
<td>2030 Projection</td>
<td>140</td>
<td>120</td>
</tr>
</tbody>
</table>

**Age distribution**
- <35: 30%
- 35-54: 49%
- 55+: 21%

**Sex distribution**
- 91% female
- 9% male

**Nurse mobility**
- Foreign trained: 8.32%
- Foreign born: NR

**Share of nurses within the health workforce**
- Share of professional nurses: 72%
- Density: 99.4 per 10,000 population
- Graduate per year: NR
- Minimum duration of training: 4 years

**Issues for consideration**
- Density above threshold, no estimation for shortage

*As compared to a benchmark density. Details in State of the world's nursing 2020 report and Global Strategy on Human Resources for Health Workforce 2030.

Source: National Health Workforce Accounts (NHWA), 2020 except 1. Latest available data are displayed. Includes multiple data sources such as the OECD/Eurostat/WHO EURO Joint Data Collection, labour force surveys, census data and estimates from WHO for shortages. Stock and density projections by 2030 based on a simple stock and flow model. See full report for further details.