



Provincial Health
Services Authority

PHSA RESEARCH AND STUDENT EDUCATION



STUDENT EDUCATION METRICS SUPPLEMENTARY REPORT FY 2024 – 2025

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INTRODUCTION

This report is a companion document to the *PHSA Research and Student Education Metrics Consolidated Report* and provides further detailed metrics according to PHSA's Student Education Metrics Framework. It reports on metrics across PHSA on Student Education Capacity; Building Effective Partnerships and Collaborations that Support Innovation; and Monitoring the Quality of Clinical Learning Environment and Results. Beginning in Fall 2025, program specific metrics are provided on a Power BI dashboard, available to the programs to access.

The intent of the report is to:

- Acknowledge, celebrate, and monitor the commitment of PHSA's teams who support student education
- Recognize collaborations with the academic partners across the province
- Provide data to inform operational and strategic decisions, including workforce planning, building capacity for student education, quality practice environments, and priority areas of focus and innovation
- Identify opportunities for further development
- Share a sample of perspectives from previous students who have recently joined PHSA as employees

Student Practice Education (SPE) activities are tracked through the use of the Health Sciences Placement Network (HSPnet). It provides a web-based system for managing practice education in the health sciences and serves as the source of data for this report.

Collected annually, changes can occur to the previous years' data that is reflected in each year's collection. For example, pending placements in the previous year become either confirmed, cancelled, or declined in subsequent years. Also, the list of PSIs, sites, and sub-disciplines can be variable from year to year.

"I love the organization and values it stands for, I thoroughly enjoyed my practicum and just fueled my passion to work with our amazing patients!"

New employee

Prepared for: PHSA Board of Directors

Prepared by: PHSA Research & Academic Services

PHSA STUDENT EDUCATION METRICS

FISCAL YEAR SUMMARY - PHSA OVERALL

Indicator		Key Measure Description	FY 2022-23	FY 2023-24	FY 2024-25
			Value	Value	Value
Build Student Education Capacity	1a	Total Number of Student Hours by Program*	344,384	410,877	418,863
		BCCH (including Sunny Hill)	124,248	146,788	157,123
		BCEHS	80,162	94,160	95,366
		BCW	50,668	58,625	61,530
		BCMHSUS (Forensics, MH & Addictions, CHS, Red Fish)	42,455	61,040	53,994
		BC CANCER – all locations	37,380	39,685	39,480
		BCCDC	7,246	7,070	8,594
		All Other	2,226	3,509	3,178
	1a	Total Number of Students by Program*	2,260	2,872	2,988
		BCCH (including Sunny Hill)	802	1,012	1,062
		BCEHS	645	823	873
		BCW	357	389	402
		BCMHSUS (Forensics, MH & Addictions, CHS, Red Fish)	283	450	378
		BC CANCER – all locations	135	148	227
		BCCDC	19	21	26
		All Other	19	29	20
	1b	Number of Medical Learners (Undergraduate & Post-Graduate)			
		Undergraduate Medical Students	419	388	379
		Visiting undergraduate Medical Students	-	-	143
		Post-Graduate Medical Residents	888	868	924
	1d	Total Number of Declined Placement Requests at PHSA	239	206	327
	1f	Total # of Staff Participating in Preceptor/Educator Training Educator Pathway Project	259	302	495
	1g	Total Number of Preceptors in HSPnet with a Placement*	389	354	395
Build Effective Partnerships and Collaborations to Support Innovation	2a	Total # of Affiliation Agreements	75	64	70
	2b	Top 5 Education Institutions by Student Hours - All Disciplines*			
		University of BC	60,198	97,624	92,036
		BC Institute of Technology	71,642	72,021	82,835
		Justice Institute of BC	57,114	51,327	54,850
		Columbia Paramedic Academy	23,296	43,025	39,612
		Thompson Rivers University	20,883	22,212	27,417
Monitor Results	3a	Number of Hires at PHSA with Previous PE Placement*	568 (12%)	642 (13%)	632 (14%)

* Excludes undergraduate and post-graduate medical learners

PHSA AGGREGATE ANALYSIS

Summary data from across PHSA supports the organization's ability to plan and communicate the learning opportunities available for students, as well as monitor our commitments to student education activities.

BUILD STUDENT EDUCATION CAPACITY

Placement Activity

In FY 2024-25, PHSA programs provided 420,843 student hours (excluding medical learners), an annual increase of 5,759 (1%) hours. Overall, PHSA saw a consistent level of support for students. Disciplines that had more activity (hours or student placements) than last fiscal year include: Paramedics, Respiratory and Radiation Therapists, MRI Technicians, Physiotherapy and Unit Clerks.

A breakdown of student hours and number of student placements by discipline, sub-discipline and fiscal year are listed in Table 1. This table can be used as a reference for comparing PHSA commitments to student education with our short and long-term workforce planning and other team planning processes.

TABLE 1: Total # of Students* and Hours by Discipline and Sub-discipline by Fiscal Year

Discipline/Sub-discipline	FY 22-23		FY 23-24		FY 24-25	
	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students
Nursing	127,942	1,042	162,286	1,357	147,190	1,184
Bacc Nursing - BScN/BSN/BN	95,434	798	129,177	1,092	121,650	983
Post-RN Specialty	13,272	133	6,626	80	7,423	81
Psychiatric Nursing - Diploma	3,600	12	8,928	57	7,716	42
Psychiatric Nursing Bacc - BScN/BN/RPN Psych	12,709	74	11,629	74	6,033	37
Nurse Practitioner	1,906	19	2,527	26	1,749	19
Licensed/Registered Practical Nurse	560	3	1,010	10	1,901	16
Nursing - Masters	162	2	689	11	218	4
Registered Nurse	300	1	1,650	6	500	2
Doctor of Nursing			50	1		
Emergency Medical Technology	80,410	923	94,352	847	95,422	880
Paramedic-Primary Care/Emergency Medical Technician	58,024	694	71,105	694	70,117	774
Paramedic-Advanced/Critical Care	22,386	229	23,247	153	25,304	106
Therapist	42,644	132	45,367	160	48,888	213
Respiratory Therapist	19,355	79	20,580	84	24,990	102
Radiation Therapist	20,213	33	22,163	36	20,768	71
Massage Therapist	336	12	996	36	1,000	36
Recreation Therapist Degree	1,190	6	700	2	1,120	2
Music Therapist	850	1	928	2	850	1
Recreation Therapy Assistant Diploma					160	1
Art Therapist	700	1				
Technologist/Technician	20,665	86	21,294	129	28,025	149
Magnetic Resonance Imaging (MRI) Technology/Technician	600	2	300	1	4,178	39

Discipline/Sub-discipline	FY 22-23		FY 23-24		FY 24-25	
	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students
Nuclear Medicine Tech	2,080	27	2,592	34	1,960	25
Sonography Tech	3,472	18	2,303	25	2,583	24
Cardiology/Cardiovascular Tech			180	24	120	16
Radiology Tech	1,079	8	726	12	1,500	13
Medical Laboratory Assistant	1,200	8	1,740	12	1,448	10
Medical Laboratory Technologist	6,300	4	9,450	6	13,120	10
Clinical Genetics Technologist	3,099	9	3,300	9	2,645	8
Perfusionist	451	4	563	5	338	3
Electroencephalograph Technologist			140	1	133	1
Sterile Processing Technician	2,385	6				
Other Health	18,258	48	23,046	62	27,092	79
Masters of Public Health	9,354	22	10,038	24	11,401	31
Master of Science in Medical Genetics	7,684	18	10,591	22	12,976	27
Other Health			332	3	640	7
Community Health and Preventive Medicine	1,220	8	1,550	11	840	7
Resident Care / Health Care / Institutional Aide					120	2
Biomedical Engineer			175	1	350	2
Child Life Specialist			360	1	720	2
Various - Multidisciplinary/Interdisciplinary					45	1
Social Work	8,666	21	15,613	35	14,165	33
Master of Social Work	5,412	12	9,912	22	7,674	17
Bachelor of Social Work	2,194	6	1,974	5	4,690	12
Child and Youth Care Worker	800	2	3,727	8	1,801	4
Social Services Worker	260	1				
Pharmacy	12,140	63	11,850	59	11,740	63
Pharmacist	9,040	45	8,290	41	9,760	51
Pharmacy Technician	3,100	18	3,560	18	1,980	12
Rehabilitation Sciences	7,740	46	12,310	67	11,680	79
Physiotherapist	1,278	9	2,043	20	2,661	37
Occupational Therapist	5,120	27	8,760	38	6,900	32
Speech & Language Pathologist/Communications	334	3	907	5	1,454	7
Rehabilitation Assistant	780	5	600	4	413	2
Audiologist	225	1			252	1
Prosthetist	3	1				
Medicine	9,748	33	11,249	39	10,026	48
Midwifery	9,748	33	11,249	39	10,026	48
Food & Nutrition	4,320	24	8,364	37	8,710	44
Dietitian - Bachelors	4,320	24	6,960	29	5,120	22
Dietitian - Masters			1,404	8	3,400	21
Food Services Management					190	1
Administration	6,039	56	3,754	32	9,625	95
Health Unit Coordinator/Nursing Unit Clerk	4,490	37	2,984	23	8,290	82
Medical Office Assistant	1,285	16	770	9	735	9
Library and Information Technology	60	1			240	2

Discipline/Sub-discipline	FY 22-23		FY 23-24		FY 24-25	
	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students
Other Administrative					240	1
Master of Library and Information Services	120	1			120	1
Medical Transcriptionist	84	1				
Psychology	4,448	11	2,847	8	4,010	12
Psychology (PHD)	2,448	7	2,047	5	2,760	9
Psychology (Masters)	700	1	200	1	950	2
Counselling Psychology	1,300	3	600	2	300	1
Non-Health	204	4	1,437	11	954	7
Other Non Health Disciplines	180	1	1,253	9	770	5
Education - General			120	1	120	1
Bachelor of Arts			64	1	64	1
Bachelor of Science	24	3				
Dental Medicine	356	14	926	43	780	95
Doctor of Dental Medicine	16	3	40	1	456	57
Pediatric dentistry/pedodontics	16	2	354	26	208	26
General Practice Residency	280	7	360	9	104	9
Prosthodontics/prosthodontology	4	1	52	4	12	3
Advanced Dental Residency	40	1	120	3		
Management	1,080	5	210	3		
Policy and Planning	210	3	210	3		
Master of Health Administration	870	2				
Health Information Management	470	3			558	7
Health Information Management Professional/Health Records Administrator	470	3			558	7
Grand Total	345,128	2,511	414,904	2,889	418,863	2,988

* Excludes undergraduate and post-graduate medical learners

Medical placement activity

Table 2 and 3 list the number of Medical Doctor Undergraduates (MDUG), Visiting Medical Doctor Undergraduates (VisitMDUG) and Post Graduate Medical Education (PGME) students (1,446), placements (5,728) and days (128,096) for all clinical placements by program. Total number of days are not representative of actual days worked, rather they are an indicator of time spent in a clinical area.

The MDUG program had a total of 379 distinct students, representing 1,714 placements and 21,783 days, arriving at PHSA facilities from April 1, 2024 – March 31, 2025. See Table 2 for a breakdown by site and specialty. New this year, MDUGs from Canadian universities completing elective rotations at PHSA programs are now reported in HSPnet and identified as VisitMDUG. The VisitMDUG program had a total of 143 distinct students, representing 152 placements and 2,399 days.

TABLE 2: MDUG and VisitMDUG Total # of Distinct Students, Placements and Requested Days – FY 2024-25

Site/Specialty	# of Distinct Students	# of Placements	Total # of Days
BCCH	410	1,153	16,014
MDUG	307	1,043	14,245
Anesthesiology	173	249	2,366

Site/Specialty	# of Distinct Students	# of Placements	Total # of Days
Cardiology	29	39	539
Critical Care	1	2	28
Diagnostic Radiology	2	3	28
Emergency	4	6	56
Endocrinology	4	7	98
Infectious Disease	3	6	84
Medical Biochemistry	18	35	322
Neurology - Pediatric	20	27	385
Ophthalmology	13	15	105
Orthopedic Surgery	4	7	70
Otolaryngology	9	15	175
Pathology	4	4	28
Pediatrics	156	313	4,627
Plastic Surgery	12	18	168
Psychiatry	128	296	5,152
Urology	1	1	14
VisitMDUG	103	110	1,769
Cardiology	6	6	86
Dermatology	1	1	12
Diagnostic Radiology	2	2	24
Emergency	2	2	24
Endocrinology	1	1	26
Gastroenterology	1	1	26
General Survey	3	3	64
Hematology	3	3	64
Neurology - Pediatric	6	6	142
Neurosurgery	3	4	76
Orthopedic Surgery	8	8	194
Otolaryngology	18	18	216
Pathology	12	13	170
Pediatrics	21	21	393
Plastic Surgery	11	12	144
Psychiatry	8	8	96
Urology	1	1	12
BCC-Abbot	16	24	248
MDUG	14	22	224
Radiation Oncology	14	22	224
VisitMDUG	2	2	24
Medical Oncology	1	1	12
Radiation Oncology	1	1	12
BCC-Kel	15	21	217
MDUG	15	21	217
Radiation Oncology	15	21	217
BCC-PG	9	12	126
MDUG	9	12	126
Radiation Oncology	9	12	126
BCC-Surrey	20	34	361
MDUG	19	33	349
Critical Care	5	5	62

Site/Specialty	# of Distinct Students	# of Placements	Total # of Days
Medical Oncology	6	9	84
Radiation Oncology	13	19	203
VisitMDUG	1	1	12
Radiation Oncology	1	1	12
BCC-Van	100	147	1,589
MDUG	72	119	1,169
Internal Medicine	21	32	294
Oncology	17	26	280
Orthopedics	2	3	28
Radiation Oncology	40	58	567
VisitMDUG	28	28	420
Diagnostic Radiology	1	1	12
Internal Medicine	3	3	64
ObGyn	16	16	220
Oncology	2	2	24
Palliative	4	4	76
Radiation Oncology	2	2	24
BCC-Vic	15	23	210
MDUG	15	23	210
Medical Oncology	8	11	105
Radiation Oncology	8	12	105
BCW	225	439	5,279
MDUG	216	429	5,131
Anesthesiology	176	255	2,422
Family Medicine	17	34	441
Medical Genetics	4	6	49
ObGyn	53	121	2,100
Psychiatry	9	13	119
VisitMDUG	9	10	148
Family Medicine	1	1	26
Medical Genetics	2	2	24
ObGyn	2	2	24
Psychiatry	5	5	74
Forensic	9	13	138
MDUG	8	12	112
Forensic Psychiatry	8	12	112
VisitMDUG	1	1	26
Forensic Psychiatry	1	1	26
Grand Total	522	1,866	24,182

The Post Graduate Medical Education program (PGME) had a total of 924 distinct students, representing 3,862 placements and 103,914 days, arriving at PHSA facilities from April 1, 2024 – March 31, 2025. See Table 3 for a breakdown by specialty.

TABLE 3: PGME Total # of Distinct Students, Placements and Requested Days – FY 2024-25

Site/Specialty	# of Distinct Students	# of Placements	Total # of Days
BCCDC	38	77	1,994
Emergency	7	7	204
Family Medicine	2	2	42
Pathology	13	23	546
Prevention & Health Promotion	15	39	1,048
Respirology	6	6	154
BCCH	652	2,175	58,023
Anesthesiology	62	100	2,716
Cardiac Surgery	2	6	168
Cardiology	28	38	1,064
Critical Care	68	99	3,150
Dermatology	1	1	56
Diagnostic Radiology	26	39	1,007
Emergency	195	219	5,126
Endocrinology	28	49	1,344
Family Medicine	6	13	210
Gastroenterology	20	22	616
General Survey	1	1	31
Hematology	1	1	28
Infectious Disease	18	33	910
Internal Medicine	1	1	28
Medical Biochemistry	24	35	980
Medical Genetics	8	16	371
Medical Oncology	3	3	84
Neurology - Pediatric	57	101	2,520
Neuropathology	1	1	28
Neuroradiology	4	4	112
Neurosurgery	7	14	392
Nuclear Medicine	11	13	364
ObGyn	47	60	1,442
Ophthalmology	20	38	1,071
Orthopedic Surgery	17	36	1,008
Otolaryngology	18	111	3,052
Pediatrics	225	898	23,456
Physical Medicine & Rehabilitation	2	4	96
Plastic Surgery	13	17	476
Psychiatry	63	185	5,655
Rheumatology	17	17	462
BCC-Abbot	9	10	275
Medical Oncology	1	1	23
Palliative	9	9	252
BCC-Kel	1	1	14
Palliative	1	1	14

Site/Specialty	# of Distinct Students	# of Placements	Total # of Days
BCC-Surrey	16	19	462
Medical Oncology	11	12	294
Palliative	2	2	56
Radiation Oncology	5	5	112
BCC-Van	242	760	20,995
Dermatology	18	65	1,820
Diagnostic Radiology	31	132	3,500
General Surgical Oncology	1	1	28
Neurology	36	57	1,596
Neuroradiology	1	9	252
Nuclear Medicine	15	23	644
ObGyn	22	42	1,155
Oncology	73	211	5,871
Orthopedics	19	46	1,288
Palliative	18	21	574
Pathology	22	48	1,330
Psychiatry	4	16	487
Radiation Oncology	25	88	2,422
Rheumatology	1	1	28
BCC-Vic	17	23	643
Gynecological Oncology	1	1	28
Hematology	9	9	252
Medical Oncology	3	3	84
Palliative	1	1	14
Psychiatry	1	5	153
Radiation Oncology	3	4	112
BCW	318	723	19,302
Anesthesiology	55	109	2,968
Diagnostic Radiology	8	9	252
Emergency Medicine - Pediatrics	32	32	896
Endocrinology	1	1	28
Family Medicine	23	41	959
General Internal Medicine	2	13	364
Gynecological Reproductive Endocrinology & Infertili	1	6	168
Hematology	6	6	168
Infectious Disease	3	3	84
Internal Medicine	3	3	84
Medical Genetics	7	36	992
Neonatal Perinatal Medicine	50	92	2,492
ObGyn	113	305	8,148
Pediatrics	35	45	1,057
Psychiatry	8	17	502
Urology	5	5	140
Forensic	8	24	723
Forensic Psychiatry	4	16	483
Psychiatry	4	8	240
RFHC	9	18	587
Psychiatry	9	18	587

Site/Specialty	# of Distinct Students	# of Placements	Total # of Days
SunnyHill	19	32	896
Developmental Pediatrics	14	22	616
Neurology - Pediatric	4	7	196
Physical Medicine & Rehabilitation	1	3	84
Grand Total	924	3,862	103,914

Monthly placement activity

The number of distinct student placements (2,115, up from 2,049 in the previous fiscal year) by discipline and sub-discipline by month for PHSA overall is available upon request.

"It was a great practicum and it gave me an idea of how PHSA works. Nice environment"

New employee

Preceptor/Educator Training

PHSA staff support a culture of learning by offering their expertise and guidance to a variety of learners, including students, employed students, new graduates, new staff, professionals returning to practice, and internationally educated health care workers pursuing licensure in Canada. In this report, the term preceptor is focused on PHSA staff who support the learning experiences of students enrolled in a designated program of study with a post-secondary institute, for a defined period. However, the data presented on Preceptor training (i.e., Educator Pathway Program) encompasses a variety of people across PHSA and BC Emergency Health Services (BCEHS) that support a variety of learners as indicated above. Currently, there is no way to decipher the type of learner that Educator Pathway participants support.

Depending on the program or role, preceptors may be known by other terms such as field guides, supervisors, or practice educators. By sharing their expertise and welcoming prospective members into the role, preceptors make an important contribution to the learning experiences of individual students and to the future members of the healthcare team. The role of preceptor is recognized by the professions, academic institutions, health care organizations and leaders as vital to supporting the delivery of excellent health care.

PHSA staff participation in preceptor development is a key measure of Student Education readiness and an indication of available capacity to support students. Currently, PHSA utilizes the provincially developed Educator Pathway Program to support staff who host students during the clinical placement component of their health care education programs. Level 1 of the Educator Pathway provides key concepts, tools, and resources for preceptors.

This year, 495 preceptors participated in sessions offered by Learning & Development teams across PHSA and BCEHS. See Table 4 for a breakdown of participants by program and level of Educator Pathway training for fiscal year 2024-25.

The Educator Pathway Program held sessions for levels 1 and 2. Level 2 expands upon key principles taught in Level 1 and provides inter-professional attendees with an array of tools for establishing positive learning environments in clinical settings. For FY 2024-25, a total number of 425 preceptors participated in Level 1 training and 70 preceptors participated in Level 2. The curriculum for Level 3 is being refreshed and enrollments in this training will be reported next year.

Understanding the current list of preceptors and their participation in training sessions allows PHSA to review its organizational approaches for identifying, supporting and recognizing people in this important role. Future considerations may include advancing the learning sessions and resources that are available to preceptors, launching specific celebration and recognition events, and aligning available preceptors with student education activity planning processes.

TABLE 4: # of Preceptors/Educators Trained by the Educator Pathway Program by Program – FY 2024-25

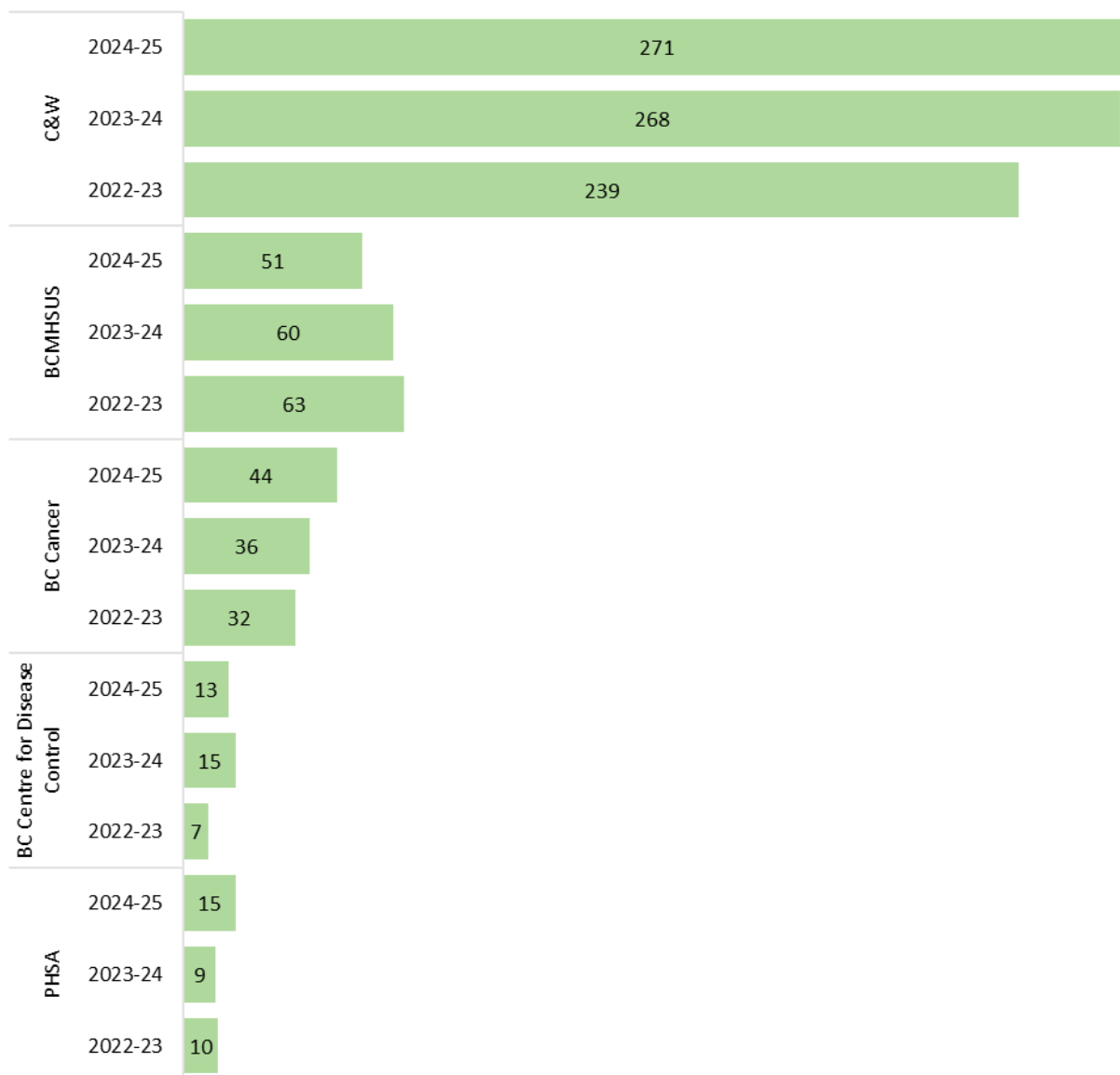
Level	LearningHub Course #s	BCCH/BCW	BC Cancer	BCCDC	BCEHS	BCMHSUS	PHSA Corporate	Other	PHSA Total
Level 1	28124	81	86	14	32	24	10	8	255
	16444	56							56
	34511	39	32	1	16	18	6	2	114
Level 2	28123	23	16	2	14	5	2	8	70
Total		199	134	17	62	47	18	18	495

Preceptor Activity

PHSA had a total of 953 preceptors to support students on placements in FY 2024-25 across all PHSA disciplines, up 96 from 2023-24. Along with increased total number of preceptors, the number with an active placement also increased by 6.

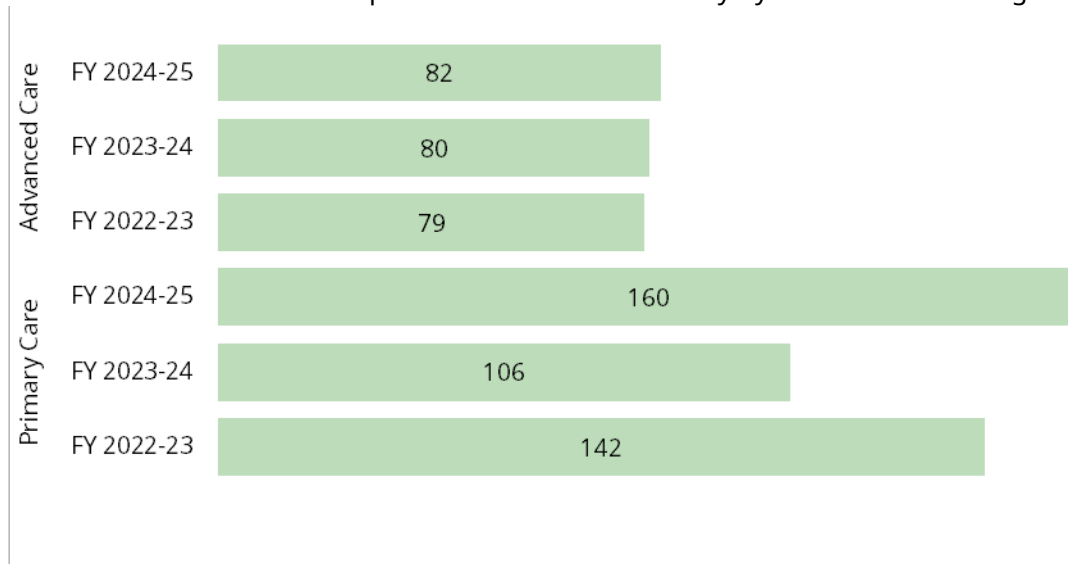
The number of preceptors with an active placement by fiscal year for all disciplines is shown in Figure 1. Reviewing the number of active preceptors enables leaders to ensure they have identified and supported people to be preceptors in alignment with both individual team member's goals and overall capacity for supporting students.

FIGURE 1: Number of Preceptors with Placements by Program and Fiscal Year – All Disciplines



The number of active preceptors in BC Emergency Health Services (BCEHS) is detailed in Figure 2. This includes all active preceptors for the Primary Care Paramedic and Advanced Care Paramedic courses. While a preceptor may be trained, they may not be actively taking students. Supervision by preceptors in BCEHS' other programs (i.e., Critical Care Paramedic, Infant Transfer Team, and Dispatch) are excluded.

FIGURE 2: Number of BCEHS Preceptors with Placement Activity by Fiscal Year and Program



"My experience with PHSA was a good one. I was treated respectfully and professionally while a student with BCEHS."

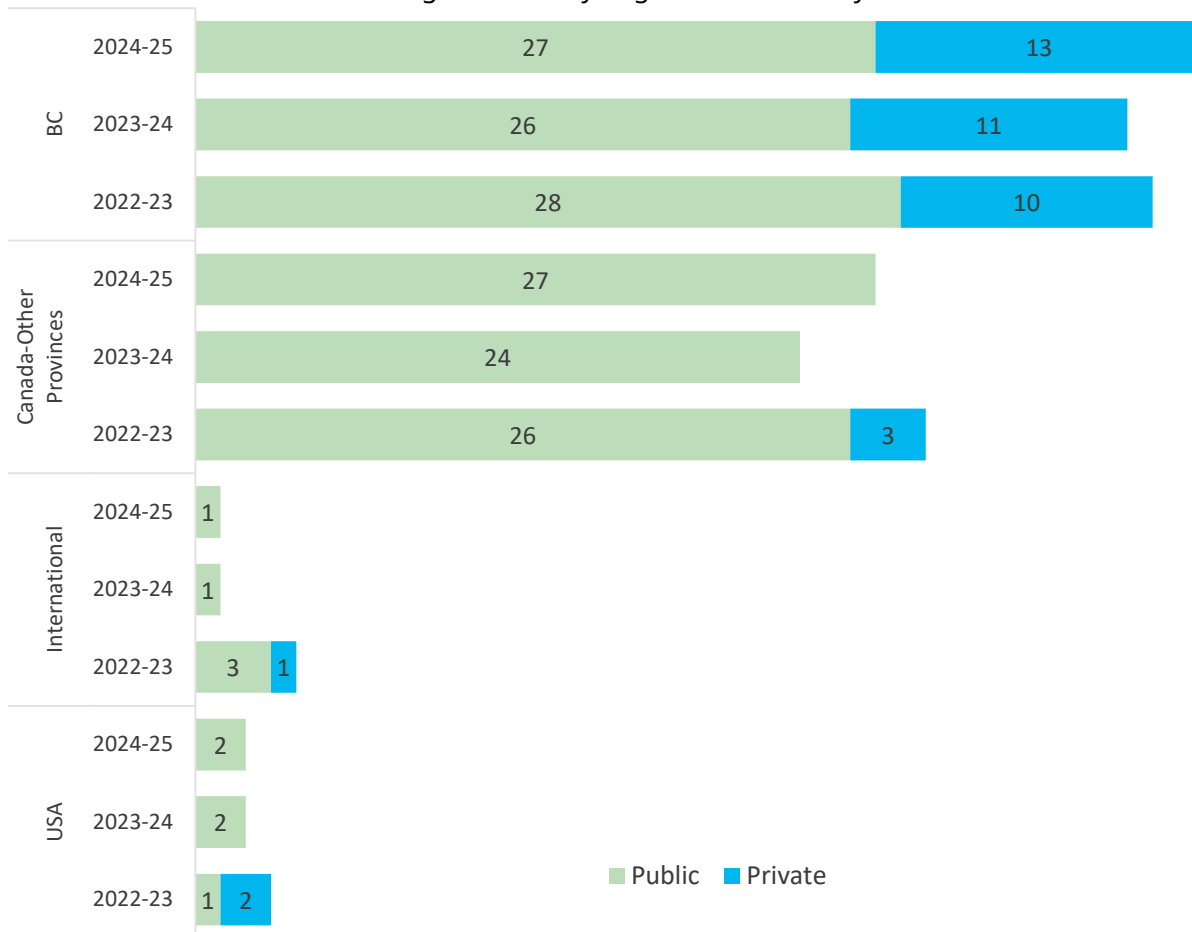
New employee

BUILD EFFECTIVE PARTNERSHIPS AND COLLABORATIONS THAT SUPPORT INNOVATION

Student education requires the ongoing cultivation of relationships amongst a range of partners including government, academic institutions, health organizations, regulatory bodies, professional associations, unions, care teams, patients, and the public. In addition to Educational Affiliation Agreements, PHSA participates in a range of formal Advisory Committees, Working Groups and Forums as well as informal and ad hoc meetings and presentations with its partners.

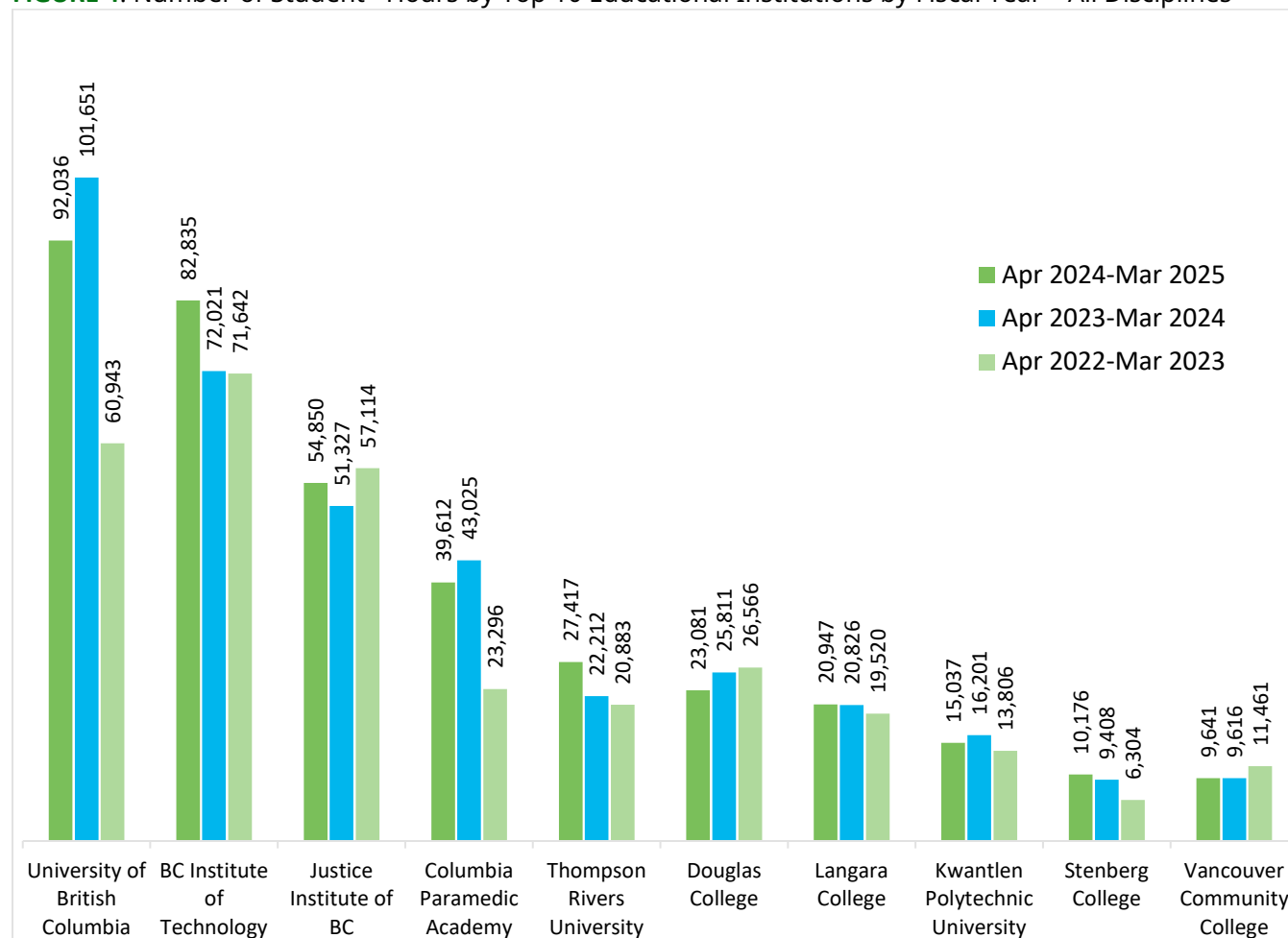
PHSA has affiliation agreements with seventy (70) educational institutions, in both the public (81%) and private (19%) sector. See Figure 3 for a breakdown by region and sector. In addition to these, BCEHS has affiliation agreements with the Justice Institute of BC (JIBC), Columbia Paramedic Academy, and Sprott-Shaw College. PHSA also has an inter-health authority agreement in place with other BC health authorities, the First Nations Health Authority, and BC Emergency Health Services to support continuing professional development.

FIGURE 3: Number of Affiliation Agreements by Region and Sector by Fiscal Year



While PHSA has 70 partnerships in place, 90% of student practice hours for FY 2024-25 were with ten public institutions (see Figure 4). Appendix E provides a detailed list of student hours by institution, discipline and sub-discipline. PHSA continues to value its relationships with academic partners. Note that student hours for the University of British Columbia (UBC) does not include medical student/resident placements.

FIGURE 4: Number of Student* Hours by Top 10 Educational Institutions by Fiscal Year – All Disciplines



* Excludes undergraduate and post-graduate medical learners

Table 5 details the total number of students for the top five educational institutions by discipline and sub-discipline for each program. The numbers below exclude medical students/residents.

TABLE 5: Number of Students* by Top 5 Educational Institutions by Program – All Disciplines FY 2024 - 25

Education Institution Discipline/Sub-discipline	BC Cancer	BCCDC	BCCH	BCEHS	BCMHSUS	BCW	PHSA	Grand Total
University of British Columbia	49	12	347		79	114	1	591
Nursing	2	3	125		61	32		223
Bacc Nursing - BScN/BSN/BN	1		122		61	32		216
Nurse Practitioner		3	2					5
Nursing - Masters	1		1					2
Dental Medicine	11		84					95
Doctor of Dental Medicine	3		54					57
Pediatric dentistry/pedodontics			26					26
General Practice Residency	5		4					9
Prosthodontics/ prosthodontology	3							3
Rehabilitation Sciences	10		65		6	7		77
Physiotherapist	3		37			5		37
Occupational Therapist			24		6	2		32
Speech & Language Pathologist/Communications	7		3					7
Audiologist			1					1
Pharmacy	5		38		8			51
Pharmacist	5		38		8			51
Medicine						48		48
Midwifery						48		48
Food & Nutrition	10	3	21			8		42
Dietitian - Masters	7	2	8			4		21
Dietitian - Bachelors	3	1	13			4		21
Other Health	10	6	1		1	17		35
Master of Science in Medical Genetics	10					17		27
Masters of Public Health		6			1			7
Various - Multidisciplinary/ Interdisciplinary			1					1
Social Work	1		10		2	2		15
Master of Social Work	1		5		2	2		10
Bachelor of Social Work			5					5
Psychology			3		1			4
Psychology (PHD)			3		1			4
Administration							1	1

Education Institution Discipline/Sub-discipline	BC Cancer	BCCDC	BCCH	BCEHS	BCMHSUS	BCW	PHSA	Grand Total
Master of Library and Information Services							1	1
BC Institute of Technology	99		280		53	127	1	560
Nursing	1		172		53	99		325
Bacc Nursing - BScN/BSN/BN	1		153		53	38		245
Post-RN Specialty			19			61		80
Technologist/Technician	26		99			12		137
Magnetic Resonance Imaging (MRI) Technology/Technician	12		27					39
Nuclear Medicine Tech	11		14					25
Sonography Tech			10			12		22
Cardiology/Cardiovascular Tech			16					16
Radiology Tech			13					13
Medical Laboratory Technologist			10					10
Clinical Genetics Technologist	3		5					8
Perfusionist			3					3
Electroencephalograph Technologist			1					1
Therapist	71							71
Radiation Therapist	71							71
Administration			8			16		24
Health Unit Coordinator/Nursing Unit Clerk			4			14		18
Medical Office Assistant			4			2		6
Other Health	1		1					2
Biomedical Engineer	1		1					2
Non-Health							1	1
Other Non Health Disciplines							1	1
Columbia Paramedic Academy				472				472
Emergency Medical Technology				472				472
Paramedic-Primary Care/Emergency Medical Technician				428				428
Paramedic-Advanced/Critical Care				44				44
Justice Institute of BC				381		7		388
Emergency Medical Technology				381		7		388
Paramedic-Primary Care/Emergency Medical Technician				326				326

Education Institution Discipline/Sub-discipline	BC Cancer	BCCDC	BCCH	BCEHS	BCMHSUS	BCW	PHSA	Grand Total
Paramedic-Advanced/Critical Care				55		7		62
Douglas College	2		79		84	5	3	173
Nursing			72		76	5		153
Bacc Nursing - BScN/BSN/BN			71		44	5		120
Psychiatric Nursing Bacc - BScN/BN/RPN Psych			1		32			33
Health Information Management	2		3				2	7
Health Information Management Professional/Health Records Administrator	2		3				2	7
Other Health					7			7
Community Health and Preventive Medicine					7			7
Therapist			2		1			3
Recreation Therapist Degree			1		1			2
Recreation Therapy Assistant Diploma			1					1
Social Work			2					2
Child and Youth Care Worker			2					2
Non-Health							1	1
Other Non Health Disciplines							1	1
Grand Total	150	12	706	853	216	253	5	2,184

* Excludes undergraduate and post-graduate medical learners

*"I appreciate the kindness that everyone has showed me during my practicum. I
have definitely learned a lot. Thank you!"*

New employee

MONITOR THE QUALITY OF CLINICAL LEARNING ENVIRONMENT AND RESULTS

To monitor the quality, make continuous improvements, and resolve any emerging issues, teams, programs, health organizations, academic institutions, government and other partners are interested to know more about students' experiences while on their placements. These diverse groups are keen to collaborate on an approach to gather this information in a coordinated way that also attends to the privacy and confidentiality of student responses.

The processes and approaches for gathering student feedback are varied across discipline, academic program and PHSA programs and include online surveys, formal feedback, meetings and committees, as well as informal suggestions and comments. Currently, PHSA gathers information from a survey embedded in the New Hire Orientation course.

Results from the New Hire Orientation Online Course on Learning Hub, which includes a survey of previous practice placement activities (see Appendix F) are reported for a seventh fiscal year. Combined results are shown in Table 6 and 7.

Out of the 4,516 respondents from April 1, 2024 – March 31, 2025, 14% or 632 had a placement at a PHSA site. This is a slight decrease from FY 2023-24, and there was a 10% decrease in the total number of survey respondents compared to FY 2023-24. This course is not mandatory so the survey response rate may be lower than actual number of new hires. See Table 6 for a breakdown of new hires by role that represent 85% of the total hires who have completed the survey. The top three sub-disciplines for new hires with a PHSA placement are Nursing-RN, Medical Lab Assistant, and Medical Laboratory Technologist.

"When I completed my student practicum with PHSA, it allowed me to gain more educational opportunities that made me want to work at PHSA."

New employee

The top three educational institutions for new hires with a PHSA placement are BC Institute of Technology (BCIT), UBC, and JIBC. See Table 7 for a breakdown of new hires with a practice placement by educational institution for all institutions with over five placements.

TABLE 6: Number of New Hires by Discipline for Top 85% - FY 2024 - 25

Discipline	Number of New Hires (with a PHSA Placement)
Nursing - RN	122
Medical Laboratory Assistant	108
Medical Laboratory Technologist	106
Other	65
Paramedic - Primary Care	52
Unit Clerk /Unit Coordinator	36
Nursing - RPN	18
Paramedic - Emergency Medical Responder	15
Physician	14
Grand Total	536

TABLE 7: Number of New Hires with a PHSA Placement by Educational Institution - FY 2024 - 25

Educational Institution	Number of New Hires (with a PHSA Placement)
BCIT	155
University of British Columbia	84
Justice Institute of BC	51
Stenberg College	46
Vancouver Community College	43
Other	42
Douglas College	25
Langara College	24
CDI college	21
Kwantlen Polytechnic University	17
West Coast College of Health Care	17
University of Victoria	16
Thompson Rivers University	12
Trinity Western University	9
Columbia Paramedic Academy	9
Simon Fraser University	7

PHSA LAB, PHARMACY & MEDICAL IMAGING

BUILD STUDENT EDUCATION CAPACITY

Placement Activity

PHSA is reporting placement activity for PHSA Lab, Pharmacy and Medical Imaging services (LPMI); this data is also reported above in PHSA section. In FY 2024-25, PHSA's Lab, Pharmacy and Medical Imaging provided 39, 264 student hours. Find student hours and students by service, sub-discipline, site and fiscal year in Table 8.

TABLE 8: Total # of Students and Hours by Service, Sub-discipline, Site and Fiscal Year

Program/Sub-discipline/Site	FY 22-23		FY 23-24		FY 24-25	
	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students
Medical Imaging	7,231	55	5,989	81	10,266	107
Magnetic Resonance Imaging (MRI) Technology/Technician	600	2	300	1	4,178	39
BCCH	600	2	300	1	3,818	27
BCC-Van					360	12
Nuclear Medicine Tech	2,080	27	2,592	34	1,960	25
BCCH	1,200	16	1,200	16	1,080	14
BCC-Kel			32	1		
BCC-Van	880	11	1,200	15	880	11
BCC-Vic			160	2		
Sonography Tech	3,472	18	2,303	25	2,583	24
BCCH	1,162	5	189	13	278	10
BCC-Kel					128	2
BCW	2,310	13	2,114	12	2,177	12
Radiology Tech	1,079	8	726	12	1,500	13
BCCH	1,079	8	726	12	1,500	13
Cardiology/Cardiovascular Tech			68	9	45	6
BCCH			68	9	45	6
Laboratory Services	10,489	21	14,810	29	17,258	29
Medical Laboratory Assistant	1,200	8	1,740	12	1,448	10
BCCH	600	4	870	6	728	5
BCC-Van	600	4	750	5	720	5
BCW			120	1		
Medical Laboratory Technologist	6,300	4	9,450	6	13,120	10
BCCH	6,300	4	9,450	6	13,120	10
Clinical Genetics Technologist	2,905	8	3,300	9	2,645	8
BCCH	1,330	4	2,190	6	1,760	5
BCC-Van	1,575	4	1,110	3	885	3
Various - Multidisciplinary/Interdisciplinary					45	1
BCCH					45	1
Other Health			320	2		
BCCH			320	2		

Program/Sub-discipline/Site	FY 22-23		FY 23-24		FY 24-25	
	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students	Total Student Hours	Total # of Students
Medical Transcriptionist	84	1				
BCW	84	1				
Pharmacy	12,140	63	11,850	59	11,740	63
Pharmacist	9,040	45	8,290	41	9,760	51
BCCH	8,120	39	7,040	33	7,920	38
BCC-Surrey					80	1
BCC-Van	480	2	320	2	480	4
BCW			50	1		
CHS			80	1	80	1
Forensic			800	4	880	5
RFHC	440	4			320	2
Pharmacy Technician	3,100	18	3,560	18	1,980	12
BCC-Abbot	160	1				
BCCH	1,440	9	800	5	1,120	7
BCC-Kel	180	1	720	4	360	2
BCC-PG					180	1
BCC-Surrey	160	1	360	1		
BCC-Van	840	4	1,040	4	320	2
BCC-Vic	160	1	160	1		
BCW	160	1	480	3		
Grand Total	29,860	139	32,649	169	39,264	199

Medical placement activity

The Medical Doctor Undergraduate program (MDUG) and Visiting MDUG had a total of 21 distinct students, representing 23 placements and 262 days, arriving at PHSA facilities from April 1, 2024 – March 31, 2025. See Table 9 for a breakdown by site and specialty. Please note that the total for the number of distinct students does not represent the sum of the data by site due to the same student having placements in multiple specialties and locations.

TABLE 9: MDUG and Visiting MDUG Total # of Distinct Students, Placements and Requested Days by Site and Specialty - FY 2024-25

Site/Specialty	# of Distinct Students	# of Placements	Total # of Days
BCCH	20	22	250
MDUG	6	7	56
Diagnostic Radiology	2	3	28
Pathology	4	4	28
VisitMDUG	14	15	194
Diagnostic Radiology	2	2	24
Pathology	12	13	170
BCC-Van	1	1	12
VisitMDUG	1	1	12
Diagnostic Radiology	1	1	12
Grand Total	21	23	262

The Post Graduate Medical Education program (PGME) had a total of 75 distinct students, representing 251 placements and 6,635 days, arriving at PHSA facilities from April 1, 2024 – March 31, 2025. See Table 10 for a breakdown by site and specialty. Please note that the total for the number of distinct students does not represent the sum of the data by site due to the same student having placements in multiple specialties and locations.

TABLE 10: PGME Total # of Distinct Students, Placements and Requested Days by Site and Specialty - FY 2024-25

Site/Specialty	# of Distinct Students	# of Placements	Total # of Days
BCCDC	13	23	546
Pathology	13	23	546
BCCH	26	39	1,007
Diagnostic Radiology	26	39	1,007
BCC-Van	53	180	4,830
Diagnostic Radiology	31	132	3,500
Pathology	22	48	1,330
BCW	8	9	252
Diagnostic Radiology	8	9	252
Grand Total	75	251	6,635

Decline reasons

In FY 2024-25, LPMI declined a total of 5 placement requests representing 6 students and 920 hours. Table 11 indicates the top reasons for these declines; the top sub-discipline declined is Pharmacy Technician. See Appendix C for all PHSA declines by discipline, program, and reason for FY 2024-25.

TABLE 11: # of Students and hours by Discipline, Site and Reasons Placement Decline - FY 2024-25

Discipline/Decline Reason Category/Site	Decline Reason Total	Total # of Students	Total # of Student Hrs
Medical Laboratory Assistant	1	2	240
BCC-Van	1	2	240
No experienced/trained staff to precept > No trained staff to precept	1	2	240
Pharmacy Technician	4	4	680
BCC-Kel	2	2	360
Number of requests exceed available staff or shift rotations	2	2	360
BCCH	2	2	320
Number of requests exceed available staff or shift rotations	2	2	320
Grand Total	5	6	920

BUILD EFFECTIVE PARTNERSHIPS AND COLLABORATIONS THAT SUPPORT INNOVATION

Table 12 indicates the distribution of student hours by educational institution and sub-discipline by fiscal year. Of the 14 educational institutions with an active placement in FY 2024-25, the top three, BCIT, UBC and VCC, represent 96% of all student hours.

TABLE 12: Distribution of Student* Placements by Educational Institution and Sub-discipline by Fiscal Year

Education Institution		Sub-discipline	Total Student Hours		
			FY 22-23	FY 23-24	FY 24-25
BC Institute of Technology		16,436	18,691	25,903	
	Medical Laboratory Technologist	6,300	9,450	13,120	
	Magnetic Resonance Imaging (MRI) Technology/Technician	600	300	4,178	
	Clinical Genetics Technologist	2,905	3,300	2,645	
	Sonography Tech	3,472	2,303	2,455	
	Nuclear Medicine Tech	2,080	2,560	1,960	
	Radiology Tech	1,079	710	1,500	
	Cardiology/Cardiovascular Tech		68	45	
University of British Columbia		8,840	8,050	9,805	
	Pharmacist	8,840	8,050	9,760	
	Various - Multidisciplinary/Interdisciplinary			45	
Vancouver Community College		1,604	2,140	2,160	
	Medical Laboratory Assistant	1,200	1,500	1,200	
	Pharmacy Technician	320	640	960	
	Medical Transcriptionist	84			
Stenberg College		1,280	480	480	
	Pharmacy Technician	1,280	480	480	
Okanagan College			540	360	
	Pharmacy Technician		540	360	
Western Community College				248	
	Medical Laboratory Assistant			248	
Selkirk College		180	180	180	
	Pharmacy Technician	180	180	180	
SAIT			32	128	
	Sonography Tech			128	
	Nuclear Medicine Tech		32		
University of Calgary			320		
	Other Health		320		
CDI College		1,320	1,720		
	Pharmacy Technician	1,320	1,720		
University of Toronto		200			
	Pharmacist	200			
Cambria College			240		

Education Institution	Sub-discipline	Total Student Hours		
		FY 22-23	FY 23-24	FY 24-25
	Medical Laboratory Assistant		240	
University of Alberta			240	
	Pharmacist		240	
Camosun College			16	
	Radiology Tech		16	
Grand Total		29,860	32,649	39,264

* Excludes undergraduate and post-graduate medical learners

APPENDIX A – FRAMEWORK FOR PHSA STUDENT EDUCATION METRICS

1. Indicator: Build Practice Education Capacity

This category includes measures that demonstrate level of commitment to students, preceptors, and post-secondary institutions as part of mandate to provide excellence in education and training.

- a. # of Students, Placement Hours by Discipline & Sub-Discipline
- b. # of Medical Students and Residents (Under-grads and Post-grads) by Specialty
- c. # of Confirmed Placement Requests by Month
- d. # of Confirmed and Declined Placements by Educational Institution
- e. # of Declines by Reason (Most Frequent)
- f. # of Staff Participants in Preceptor/Educator Training
- g. # of Preceptors in HSPnet With a Placement

2. Indicator: Build Effective Partnerships and Collaborations that Support Innovation

This category includes quantitative measures of PHSA's relationships with academic partners.

- a. # of Affiliation Agreements by Region and Sector
- b. Top % of Education Institutions by Student Hours

3. Monitor the Quality of the Clinical Learning Environment and Results

This category includes measures for monitoring quality and outcomes.

- a. # of hires at PHSA with a previous placement
- b. # of Placements by Educational Institution for New Hires

"I'm honored and grateful to be back at PHSA after my great experience that I had during my clinical rotations! I am excited to contribute to this wonderful environment that helped me grow as an aspiring nurse."

New employee

APPENDIX B – GLOSSARY

Definitions of Terms Used in the Report	
HSPnet	
HOURS	
Student Hours	Total number of placement hours for all students (groups and non-groups) for all confirmed placements (calculated as # of students x the number of placement hours requested).
Placement Hours	Total number of hours requested, per student/group for all confirmed placements.
PLACEMENT TYPE	
One-to-one (Supervision provided by PHSA preceptor)	<p>These placements include the following types of encounters:</p> <p>Individual: The focus of the placement is direct client services or services that support patient care. Other terms: preceptorship, fieldwork, internship, practice education or mentorship.</p> <p>Observation: The focus of the placement is observation only and learners do not provide any hands on or direct client services (including but not limited to: assessment, treatment/intervention, education, or counselling).</p> <p>Project: The focus of the placement is activities/deliverables such as leadership, quality improvement, program development, research, analysis, etc. This placement has no direct patient care.</p> <p>Residency: One learner in a residency program who is supported by one or more employee/contractor(s) from the PA or Receiving site. The focus of the placement is direct client services.</p>
Shared Supervision Group	More than one student from a PA program who are supported by an employee/contractor of the PA who is providing both direct and remote supervision. While the PA employee/contractor is off-site, the students are supported by an employee/contractor(s) from the Receiving site. The focus of the placement is direct client services.
Group (Supervision provided by instructor from education institution)	Group: More than one student from a PA program who are supported by an employee/contractor of the PA. During the placement, the PA employee/contractor is on-site for the duration of the placement. The focus of the placement is direct client services.
PLACEMENT STATUS	
Confirmed	Represents all accepted requests that are confirmed by the school and agency.
Declined	Represents all requests that were declined. The reasons for decline are also captured for this placement status.

Definitions of Terms Used in the Report	
OTHER APPLICABLE HSPnet TERMS	
Discipline	A health sciences field of expertise such a Nursing or Medical Radiography.
Placing Agency	Typically, a health sciences educational institution that initiates a student placement but can be any organization that places a student (e.g., BCEHS).
Placement Destination	The physical or virtual location in which the student will complete their placement experience (e.g., 6 th floor surgical ward, 2B). A destination is considered “active” if a Destination Coordinator is actively managing the Inbox (accepting/declining).
Receiving Agency/Site	The agency (typically but not necessarily a health services organization) that receives a student placement request. The Receiving Agency represents the legal entity (health authority, private lab, etc.) as opposed to the placement destination or site.
Decline Reason Categories	<p>Capacity: Closure of beds, unit, or program during placement period; No experienced/trained staff to precept; Number of requests exceeds physical capacity; Number of requests exceed scheduling capacity; On-Site Hazard/Event</p> <p>Suitability: Clinical service(s) has changed; Placement request error; Request not suitable for area requested; Student not suitable for area requested</p> <p>Other: Exceptional circumstances (provide explanation); No Affiliation Agreement in place; No Reply from Destination (RC users); No Reply from RA (for PC users)</p>
GENERAL TERMS	
Students	Learners who are involved in a Student Education experience as part of their studies in an undergraduate, graduate, post-graduate (e.g., post-doctoral fellow) or post-professional (e.g., resident) education program in the health and human services professions. This may include students from non-clinical programs in health services support areas such as information management, human resources, communications and decision support.
Student Education	The component of an educational program in which students learn and practice in a community, clinical or simulated setting. It provides the experiential learning that helps students acquire the necessary skills, attitudes, and knowledge to practice effectively in their field. It may include direct contact with patients/clients and access to their personal health information.
Affiliation Agreement	A legal contract that defines the roles and responsibilities of a health authority and education institution in providing Student Education.
Fiscal Year (FY)	<p>April 1, 2022 – March 31, 2023</p> <p>April 1, 2023 – March 31, 2024</p> <p>April 1, 2024 – March 31, 2025</p>

APPENDIX C – NUMBER OF STUDENTS AND HOURS BY DISCIPLINE, DECLINE CATEGORY AND REASONS FY 2024-25

Decline Reason Category/Discipline/Reason	Decline Reason Total	Total # of Students	Total # of Student Hrs
CAPACITY / SCHEDULING	236	243	51,573
Nursing	126	131	31,685
Number of requests exceed available staff or shift rotations	77	78	20,442
Number of requests exceed available space, equipment or technology	17	21	4,059
No experienced/trained staff to precept > Other priorities assigned to staff (e.g. Training)	13	13	3,035
No experienced/trained staff to precept > Unfilled position(s) within unit/program	7	7	2,061
No experienced/trained staff to precept > No trained staff to precept	8	8	1,165
No experienced/trained staff to precept > Staff leave doesn't allow for student	3	3	563
Closure of beds, unit or program	1	1	360
Administration	75	76	8,426
No experienced/trained staff to precept > Other priorities assigned to staff (e.g. Training)	21	21	2,516
No experienced/trained staff to precept > No trained staff to precept	18	19	2,112
Number of requests exceed available space, equipment or technology	14	14	1,436
No experienced/trained staff to precept > Staff leave doesn't allow for student	12	12	1,262
Number of requests exceed available staff or shift rotations	7	7	754
No experienced/trained staff to precept > Unfilled position(s) within unit/program	3	3	346
Social Work	20	20	8,321
No experienced/trained staff to precept > No trained staff to precept	8	8	3,685
No experienced/trained staff to precept > Other priorities assigned to staff (e.g. Training)	4	4	1,570
No experienced/trained staff to precept > Unfilled position(s) within unit/program	3	3	1,148
Number of requests exceed available staff or shift rotations	3	3	1,098
Number of requests exceed available space, equipment or technology	2	2	820
Psychology	5	5	1,500
No experienced/trained staff to precept > No trained staff to precept	2	2	600
Number of requests exceed available staff or shift rotations	2	2	600
Number of requests exceed available space, equipment or technology	1	1	300
Pharmacy	4	4	680
Number of requests exceed available staff or shift rotations	4	4	680
Rehabilitation Sciences	4	4	521
No experienced/trained staff to precept > No trained staff to precept	3	3	513
No experienced/trained staff to precept > Staff leave doesn't allow for student	1	1	8
Technologist/Technician	1	2	240
No experienced/trained staff to precept > No trained staff to precept	1	2	240
Health Information Management	1	1	200
No experienced/trained staff to precept > Staff leave doesn't allow for student	1	1	200

Decline Reason Category/Discipline/Reason	Decline Reason Total	Total # of Students	Total # of Student Hrs
REQUEST SUITABILITY	69	109	16,415
Nursing	43	82	11,465
Placement request error	23	27	5,540
Request not suitable for area requested	16	51	4,965
Individual student not suitable for area requested	2	2	768
Clinical service(s) has changed	2	2	192
Psychology	6	6	2,200
Individual student not suitable for area requested	2	2	1,000
Request not suitable for area requested	3	3	900
Placement request error	1	1	300
Administration	14	14	1,255
Request not suitable for area requested	8	8	580
Placement request error	5	5	525
Individual student not suitable for area requested	1	1	150
Health Information Management	3	4	580
Request not suitable for area requested	3	4	580
Social Work	1	1	450
Placement request error	1	1	450
Other Health	1	1	240
Request not suitable for area requested	1	1	240
Rehabilitation Sciences	1	1	225
Placement request error	1	1	225
OTHER REASONS	22	22	4,904
Nursing	4	4	1,312
Exceptional circumstances (use ONLY if no other reason applies)	3	3	1,104
No Reply from Destination (RC users)	1	1	208
Health Information Management	6	6	1,200
No Reply from Destination (RC users)	6	6	1,200
Psychology	3	3	900
No Reply from Destination (RC users)	2	2	600
Exceptional circumstances (use ONLY if no other reason applies)	1	1	300
Social Work	2	2	870
Exceptional circumstances (use ONLY if no other reason applies)	2	2	870
Administration	7	7	622
No Reply from Destination (RC users)	7	7	622
Grand Total	327	374	72,892

APPENDIX D – EDUCATION INSTITUTIONS WITH AFFILIATION AGREEMENTS IN PLACE FY 2024-25

Public

Athabasca University
 BC Institute of Technology
 Brock University
 Camosun College
 Capilano University
 College of New Caledonia
 College of the Rockies
 Dalhousie University
 Department of National Defence
 Douglas College
 Emily Carr University of Art + Design
 Justice Institute of BC
 Kwantlen Polytechnic University
 Lakehead University
 Langara College
 McGill University
 McMaster University
 Michener Institute
 Mohawk College
 Mount Royal University
 Nicola Valley Institute of Technology
 North Island College
 Northern Alberta Institute of Technology
 Northern Lights College
 Okanagan College
 Queens University
 Renison University College
 Royal Roads University
 Saskatchewan Polytechnic
 Selkirk College
 Simon Fraser University
 Southern Alberta Institute of Tech (SAIT)
 St. Lawrence College
 Thompson Rivers University - Open Learning
 UBC - University of British Columbia
 University of Alberta
 University of Calgary

University of Guelph
 University of Lethbridge
 University of Manitoba
 University of Northern BC
 University of Ottawa
 University of Saskatchewan
 University of the Fraser Valley
 University of Toronto
 University of Victoria
 University of Waterloo
 University of Western Ontario
 Vancouver Art Therapy Institute
 Vancouver Community College
 Vancouver Island University
 Vancouver School of Theology
 Wilfred Laurier University
 Yorkville University

Private

Adler University
 Anderson College
 Ashton College
 Cambria College
 CDI College - Burnaby
 City University
 Guildford College
 Sprott-Shaw College
 Stenberg College
 Trinity Western University
 West Coast College of Health Care
 West Coast College of Massage Therapy
 Western Community College

Out-of-Country

Adler University online
 Northwestern University
 University of Washington - School of Pharmacy

APPENDIX E – TOTAL STUDENT* HOURS BY EDUCATION INSTITUTION, DISCIPLINE AND SUB-DISCIPLINE BY FISCAL YEAR

Education Institution	Discipline/Sub-discipline		Total Student Hours		
			FY 22-23	FY 23-24	FY 24-25
University of British Columbia			60,943	101,651	92,036
	Nursing		13,882	42,534	29,496
		Bacc Nursing - BScN/BSN/BN	13,008	41,340	28,782
		Nurse Practitioner	712	1,074	674
		Nursing - Masters	162	120	40
	Other Health		10,384	13,401	15,527
		Master of Science in Medical Genetics	7,684	10,591	12,976
		Masters of Public Health	2,700	2,810	2,506
		Various - Multidisciplinary/Interdisciplinary			45
	Medicine		9,748	11,249	10,026
		Midwifery	9,748	11,249	10,026
	Rehabilitation Sciences		6,957	11,710	11,267
		Occupational Therapist	5,120	8,760	6,900
		Physiotherapist	1,278	2,043	2,661
		Speech & Language Pathologist/ Communications	334	907	1,454
		Audiologist	225		252
	Pharmacy		8,840	8,050	9,760
		Pharmacist	8,840	8,050	9,760
	Food & Nutrition		4,320	8,364	8,440
		Dietitian - Bachelors	4,320	6,960	5,040
		Dietitian - Masters		1,404	3,400
	Social Work		4,662	5,184	6,390
		Master of Social Work	3,150	4,050	4,500
		Bachelor of Social Work	1,512	1,134	1,890
	Dental Medicine		356	926	780
		Doctor of Dental Medicine	16	40	456
		Pediatric dentistry/pedodontics	16	354	208
		General Practice Residency	280	360	104
		Prosthodontics/prosthodontology	4	52	12
		Advanced Dental Residency	40	120	
	Psychology		1,014	23	230
		Psychology (PHD)	14	23	230
		Counselling Psychology	1,000		
	Management		660	210	
		Master of Health Administration	450		
		Policy and Planning	210	210	
	Administration		120		120
		Master of Library and Information Services	120		120
BC Institute of Technology			71,642	72,021	82,835
	Nursing		33,420	29,538	33,035
		Bacc Nursing - BScN/BSN/BN	20,148	22,992	25,692
		Post-RN Specialty	13,272	6,546	7,343
	Therapist		20,213	22,163	20,768
		Radiation Therapist	20,213	22,163	20,768

Education Institution	Discipline/Sub-discipline	Total Student Hours		
		FY 22-23	FY 23-24	FY 24-25
	Technologist/Technician	16,887	19,506	26,449
	Medical Laboratory Technologist	6,300	9,450	13,120
	Magnetic Resonance Imaging (MRI) Technology/Technician	600	300	4,178
	Clinical Genetics Technologist	2,905	3,300	2,645
	Sonography Tech	3,472	2,303	2,455
	Nuclear Medicine Tech	2,080	2,560	1,960
	Radiology Tech	1,079	710	1,500
	Perfusionist	451	563	338
	Electroencephalograph Technologist		140	133
	Cardiology/Cardiovascular Tech		180	120
	Administration	1,120	640	1,953
	Health Unit Coordinator/Nursing Unit Clerk		80	1,473
	Medical Office Assistant	1,120	560	480
	Other Health		175	350
	Biomedical Engineer		175	350
	Non-Health			280
	Other Non Health Disciplines			280
	Rehabilitation Sciences	3		
	Prosthetist	3		
Justice Institute of BC		57,114	51,327	54,850
	Emergency Medical Technology	57,114	51,327	54,850
	Paramedic-Primary Care/Emergency Medical Technician	41,890	40,896	41,259
	Paramedic-Advanced/Critical Care	15,224	10,431	13,591
Columbia Paramedic Academy		23,296	43,025	39,612
	Emergency Medical Technology	23,296	43,025	39,612
	Paramedic-Primary Care/Emergency Medical Technician	16,134	30,209	27,898
	Paramedic-Advanced/Critical Care	7,162	12,817	11,713
Thompson Rivers University		20,883	22,212	27,417
	Therapist	19,355	20,580	24,990
	Respiratory Therapist	19,355	20,580	24,990
	Nursing	1,528	1,212	2,427
	Bacc Nursing - BScN/BSN/BN	1,228	312	2,202
	Nurse Practitioner			225
	Registered Nurse	300	900	
	Social Work		420	
	Bachelor of Social Work		420	
Douglas College		26,566	25,811	23,081
	Nursing	23,186	22,541	19,563
	Bacc Nursing - BScN/BSN/BN	14,249	14,728	14,530
	Psychiatric Nursing Bacc - BScN/BN/RPN Psych	8,937	7,813	5,033
	Therapist	1,190	700	1,280
	Recreation Therapist Degree	1,190	700	1,120
	Recreation Therapy Assistant Diploma			160
	Other Health	960	1,290	840
	Community Health and Preventive Medicine	960	1,290	840
	Social Work	800	1,200	800

Education Institution	Discipline/Sub-discipline	Total Student Hours		
		FY 22-23	FY 23-24	FY 24-25
	Child and Youth Care Worker	800	1,200	800
	Health Information Management	250		558
	Health Information Management Professional/ Health Records Administrator	250		558
	Non-Health	180	80	40
	Other Non Health Disciplines	180	80	40
Langara College		19,520	20,826	20,947
	Nursing	19,460	20,346	20,157
	Bacc Nursing - BScN/BSN/BN	19,460	20,346	20,157
	Non-Health		480	360
	Other Non Health Disciplines		360	240
	Education - General		120	120
	Administration	60		240
	Library and Information Technology	60		240
	Food & Nutrition			190
	Food Services Management			190
Kwantlen Polytechnic University		13,806	16,201	15,037
	Nursing	13,782	16,137	14,973
	Bacc Nursing - BScN/BSN/BN	10,010	11,571	13,473
	Psychiatric Nursing Bacc - BScN/BN/RPN Psych	3,772	3,816	1,000
	Registered Nurse		750	500
	Non-Health	24	64	64
	Bachelor of Arts		64	64
	Bachelor of Science	24		
Stenberg College		6,304	9,408	10,176
	Nursing	3,600	8,928	7,896
	Psychiatric Nursing - Diploma	3,600	8,928	7,716
	Licensed/Registered Practical Nurse			180
	Administration	1,424		1,800
	Health Unit Coordinator/Nursing Unit Clerk	1,424		1,800
	Pharmacy	1,280	480	480
	Pharmacy Technician	1,280	480	480
Vancouver Community College		11,461	9,616	9,641
	Nursing	6,768	7,056	6,978
	Bacc Nursing - BScN/BSN/BN	6,768	7,002	6,816
	Licensed/Registered Practical Nurse		54	162
	Technologist/Technician	3,585	1,500	1,200
	Medical Laboratory Assistant	1,200	1,500	1,200
	Sterile Processing Technician	2,385		
	Pharmacy	320	640	960
	Pharmacy Technician	320	640	960
	Rehabilitation Sciences	420	420	413
	Rehabilitation Assistant	420	420	413
	Administration	368		90
	Health Unit Coordinator/Nursing Unit Clerk	284		90
	Medical Transcriptionist	84		
Simon Fraser University		4,946	2,206	5,240
	Psychology	1,650	2,024	2,780

Education Institution	Discipline/Sub-discipline	Total Student Hours		
		FY 22-23	FY 23-24	FY 24-25
	Psychology (PHD)	1,650	2,024	1,830
	Psychology (Masters)			950
	Other Health	3,296		2,460
	Masters of Public Health	3,296		2,460
	Non-Health		182	
	Other Non Health Disciplines		182	
University of Victoria		1,531	3,225	3,808
	Other Health	450	900	2,700
	Masters of Public Health	450	900	2,700
	Social Work	450	1,350	700
	Bachelor of Social Work			700
	Master of Social Work	450	1,350	
	Nursing	231	975	408
	Nurse Practitioner	231	481	330
	Nursing - Masters		494	78
	Psychology	400		
	Psychology (PHD)	400		
Trinity Western University		4,320	4,899	3,612
	Nursing	4,320	4,899	3,612
	Bacc Nursing - BScN/BSN/BN	4,320	4,824	3,612
	Nursing - Masters		75	
University of the Fraser Valley		1,659	3,583	2,776
	Social Work		2,527	1,871
	Child and Youth Care Worker		2,527	1,001
	Master of Social Work			450
	Bachelor of Social Work			420
	Nursing	1,584	1,056	528
	Bacc Nursing - BScN/BSN/BN	1,584	1,056	528
	Administration	75		377
	Health Unit Coordinator/Nursing Unit Clerk			302
	Medical Office Assistant	75		75
University of Northern British Columbia		1,779	3,254	2,374
	Nursing	1,517	1,904	2,374
	Bacc Nursing - BScN/BSN/BN	1,092	1,092	2,004
	Nurse Practitioner	425	812	370
	Social Work	262	1,350	
	Bachelor of Social Work	262		
	Master of Social Work		1,350	
Sprott-Shaw College		2,844	3,194	2,348
	Administration	2,284	2,654	1,408
	Health Unit Coordinator/Nursing Unit Clerk	2,284	2,654	1,408
	Nursing	560	540	940
	Licensed/Registered Practical Nurse	560	540	940
Camosun/UVic Joint BSN Program		2,076	1,920	1,920
	Nursing	2,076	1,920	1,920
	Bacc Nursing - BScN/BSN/BN	2,076	1,920	1,920
Nicola Valley Institute of Technology		420	420	1,744
	Social Work	420	420	1,680

Education Institution	Discipline/Sub-discipline	Total Student Hours		
		FY 22-23	FY 23-24	FY 24-25
	Bachelor of Social Work	420	420	1,680
	Nursing			64
	Licensed/Registered Practical Nurse			64
Guildford College				1,728
	Administration			1,728
	Health Unit Coordinator/Nursing Unit Clerk			1,728
UBC Okanagan Campus		1,974	3,210	1,380
	Social Work	1,350	2,250	900
	Master of Social Work	1,350	2,250	900
	Nursing	240	960	480
	Bacc Nursing - BScN/BSN/BN	240	960	480
	Psychology	384		
	Psychology (PHD)	384		
Brock University		420	1,680	1,260
	Other Health	420	1,680	1,260
	Masters of Public Health	420	1,680	1,260
University of Western Ontario			420	1,120
	Other Health		420	1,020
	Other Health			600
	Masters of Public Health		420	420
	Nursing			100
	Nursing - Masters			100
West Coast College of Massage Therapy		336	996	1,000
	Therapist	336	996	1,000
	Massage Therapist	336	996	1,000
Sprott Shaw				960
	Emergency Medical Technology			960
	Paramedic-Primary Care/Emergency Medical Technician			960
Dalhousie University				940
	Social Work			900
	Master of Social Work			900
	Other Health			40
	Other Health			40
Renison University College		462	462	924
	Social Work	462	462	924
	Master of Social Work	462	462	924
Capilano University		850	928	850
	Therapist	850	928	850
	Music Therapist	850	928	850
Queen's University		800	800	800
	Other Health	400	800	
	Masters of Public Health	400	800	
	Nursing	400		800
	Bacc Nursing - BScN/BSN/BN	400		800
Lakehead University		400	400	800
	Other Health	400	400	800
	Masters of Public Health	400	400	800
Selkirk College		300	180	780

Education Institution	Discipline/Sub-discipline	Total Student Hours		
		FY 22-23	FY 23-24	FY 24-25
	Administration	120		600
	Health Unit Coordinator/Nursing Unit Clerk	120		600
	Pharmacy	180	180	180
	Pharmacy Technician	180	180	180
College of New Caledonia		128	245	753
	Nursing		245	491
	Licensed/Registered Practical Nurse		245	491
	Administration	128		143
	Health Unit Coordinator/Nursing Unit Clerk	128		143
	Other Health			120
	Resident Care / Health Care / Institutional Aide			120
McMaster University		1,680	372	720
	Other Health	1,680	372	720
	Child Life Specialist		360	720
	Other Health		12	
	Masters of Public Health	1,680		
Adler University		700		700
	Psychology	700		700
	Psychology (PHD)			700
	Psychology (Masters)	700		
Okanagan College		700	1,156	620
	Pharmacy		540	360
	Pharmacy Technician		540	360
	Administration	340	340	196
	Medical Office Assistant	90	90	180
	Health Unit Coordinator/Nursing Unit Clerk	250	250	16
	Rehabilitation Sciences	360	180	
	Rehabilitation Assistant	360	180	
	Nursing		96	64
	Licensed/Registered Practical Nurse		96	64
University of Alberta		100	640	550
	Other Health		400	400
	Masters of Public Health		400	400
	Nursing	100		150
	Nurse Practitioner	100		150
	Pharmacy		240	
	Pharmacist		240	
Camosun College		260	351	550
	Administration			550
	Health Unit Coordinator/Nursing Unit Clerk			550
	Other Health	260	260	
	Community Health and Preventive Medicine	260	260	
	Nursing		75	
	Licensed/Registered Practical Nurse		75	
	Technologist/Technician		16	
	Radiology Tech		16	
University of Manitoba		194		435
	Other Health			435

Education Institution	Discipline/Sub-discipline	Total Student Hours		
		FY 22-23	FY 23-24	FY 24-25
	Masters of Public Health			435
	Technologist/Technician	194		
	Clinical Genetics Technologist	194		
University of Toronto		200	1,468	420
	Other Health		968	420
	Masters of Public Health		968	420
	Social Work		450	
	Master of Social Work		450	
	Pharmacy	200		
	Pharmacist	200		
	Nursing		50	
	Doctor of Nursing		50	
Vancouver Island University			420	420
	Nursing		420	420
	Bacc Nursing - BScN/BSN/BN		420	420
City University of Seattle in Vancouver BC		300	600	300
	Psychology	300	600	300
	Counselling Psychology	300	600	300
Western Community College				248
	Technologist/Technician			248
	Medical Laboratory Assistant			248
Athabasca University		150	460	240
	Nursing	150	460	
	Bacc Nursing - BScN/BSN/BN		380	
	Nurse Practitioner	150	80	
	Administration			240
	Other Administrative			240
College of the Rockies		852	234	234
	Nursing	852	234	234
	Bacc Nursing - BScN/BSN/BN	852	234	234
CDI College		1,580	1,720	210
	Pharmacy	1,320	1,720	
	Pharmacy Technician	1,320	1,720	
	Social Work	260		
	Social Services Worker	260		
	Non-Health			210
	Other Non Health Disciplines			210
Ashton College				180
	Administration			180
	Health Unit Coordinator/Nursing Unit Clerk			180
SAIT			32	128
	Technologist/Technician		32	128
	Sonography Tech			128
	Nuclear Medicine Tech		32	
University of Saskatchewan		288	80	80
	Nursing	288	80	
	Nurse Practitioner	288	80	
	Food & Nutrition			80

Education Institution	Discipline/Sub-discipline	Total Student Hours		
		FY 22-23	FY 23-24	FY 24-25
	Dietitian - Bachelors			80
Saskatchewan Polytechnic			80	80
	Nursing		80	80
	Post-RN Specialty		80	80
Adler University - Online			200	
	Psychology		200	
	Psychology (Masters)		200	
Vancouver Art Therapy Institute		700		
	Therapist	700		
	Art Therapist	700		
University of Waterloo		8	1,240	
	Other Health	8	1,240	
	Masters of Public Health	8	1,240	
Vancouver School of Theology			200	
	Non-Health		200	
	Other Non Health Disciplines		200	
University of Calgary			320	
	Other Health		320	
	Other Health		320	
Emily Carr University of Art & Design			256	
	Non-Health		256	
	Other Non Health Disciplines		256	
University of Ottawa			420	
	Other Health		420	
	Masters of Public Health		420	
St. Lawrence College			175	
	Non-Health		175	
	Other Non Health Disciplines		175	
Eastern College (Sydney NS)		220		
	Health Information Management	220		
	Health Information Management Professional/Health Records Administrator	220		
University of Guelph		420		
	Management	420		
	Master of Health Administration	420		
Cambria College			360	
	Technologist/Technician		240	
	Medical Laboratory Assistant		240	
	Administration		120	
	Medical Office Assistant		120	
Grand Total		345,128	414,904	418,863

* Excludes undergraduate and post-graduate medical learners

APPENDIX F – NEW HIRE ORIENTATION COURSE-STUDENT EDUCATION QUESTIONS

Question	Answer choices	
Have you had a student practicum or placement at a PHSA site?	Yes Not Sure	
Select the site name(s) where your practicum or placement took place. If Other, please specify the name of the site.	BC Cancer BC Centre for Disease Control BC Children's Hospital BC Emergency Health Services (BC Ambulance) BC Women's Hospital BC's Agency for Pathology and Laboratory Corrections Health Services Forensic Psychiatric Hospital Lower Mainland Pathology and Laboratory Medicine PHSA Corporate Services Red Fish Centre for Healing Sunny Hill Health Centre for Children Other (see next question)	
Select the educational institution you were attending at the time of your practicum.	AET Paramedic Academy BCIT Camosun College Capilano University CDI College Douglas College Heartsafe First Aid Training Justice Institute of BC Kwantlen Polytechnic University Langara College Nicola Valley Institute of Technology Okanagan College Other Queens University	Simon Fraser University Stenberg College Thompson Rivers University Trinity Western University University of Alberta University of British Columbia University of British Columbia - Okanagan University of Northern British Columbia University of the Fraser Valley University of Toronto University of Victoria Vancouver Career College Vancouver Community College West Coast College of Health Care
Select the discipline you graduated from.	Art Therapist Child and Youth Care Worker Clerical - General Clinical Genetics Technologist Dentist Dietitian Health Care Assistant Health Information Management Leadership Medical Device Reprocessing Technician Medical Laboratory Assistant	Paramedic - Advanced Care Paramedic - Emergency Medical Responder Paramedic - Primary Care Pharmacist Pharmacy Technician Physician Physiotherapist Psychology - Clinical Psychology - Counselling Psychology - other Public Health Radiation Therapist

Question	Answer choices	
	Medical Laboratory Technologist Medical Office Assistant Midwives Music Therapist Nuclear Medicine Tech Nursing - LPN Nursing - NP Nursing - RN Nursing - RPN Occupational Therapist	Radiology Tech Recreation Therapist Rehabilitation Assistant Respiratory Therapist Social Work Speech & Language Pathologist Unit Clerk /Unit Coordinator Other
Select the year that you completed your program of study.	Enter 4-digit year	
If you had a student practice experience at PHSA, did it encourage you to come back and work	Yes No Neutral Not applicable Other	
Please feel free to share any final comments (as this survey is confidential, please do not include any information that will help us identify you).	Free form text field	

APPENDIX G – STUDENT EDUCATION COORDINATING COMMITTEE

This report was developed with the contribution of PHSA Student Education Coordinating Committee (SECC). The following is the membership during 2024-25:

BC Emergency Health Services

- Alex Shemko, Director, Learning and Education Delivery
- Samantha Rea, Senior Leader, Transition to Practice

BC Cancer

- Anneke Vink, Director, Learning and Development
- Heena Vadgama, Education Coordinator

BC Mental Health & Substance Use Services

- Miranda Barnas, Clinical Nurse Educator, Interprofessional Practice
- Becky Hynes, Director, Interprofessional Practice, Red Fish Healing Centre
- Neeta Nagra, Director, Nursing Professional Practice
- Mindy Hartleib, Social Work Educator, Correctional Health
- Alana Prashad, Professional Practice Consultant, Allied Health
- Stephanie Svensson, Clinical Practice Manager, Forensic Hospital

Children's & Women's

- Michelle de Jaray, Coordinator, Academic Practice, Learning and Development
- Sandra Harris, Senior Leader, Clinical Education
- Sandy Tatla, Director, Learning and Development
- Sylvia Wu, Senior Manager, Education, Department of Pediatrics, UBC

PHSA

- Greg Martyn, Chief Administrative Officer, Research (ExOfficio)
- Christie Diamond, Executive Director, Academic Services (Chair)
- Aasta Thielke, Leader, Student Education
- Sarah Titcomb, Business Analyst, Student Education
- Hollis Mackenzie, Coordinator, Academic Services
- Simmie Kalan, Senior Director, Clinical Education
- Fairouz Devji, Clinical Education Consultant
- Ellison Chung, Clinical Education Consultant

BC Centre for Disease Control

- To Be Confirmed