

2023-2024

OSOT

Membership Profile
Report

INTRODUCTION & CONTENT

Introduction

The Ontario Society of Occupational Therapists (OSOT) 2023-24 Membership Profile Survey reflects a compilation of membership information gathered during the Society's online membership application/renewal process.

Diverse data are collected to inform the Society regarding occupational therapist (OT) "demographic and practice patterns to monitor trends and practice issues and to identify the audiences for OSOT's wide range of services and benefits".

It should be noted that this report presents a "snapshot" of the OSOT membership at a point in time and is based upon the voluntary submission of data by members.

While this information is shared for members' information and use, sharing or referencing of this information should include communication about the voluntary nature of data collection and the potential limitations this presents for accuracy.

Some factors that affect the accuracy of the data collected are as follows:

- Completion of every data field is not required for membership application, although it is strongly encouraged. Readers should be aware that this data is reflective of what members completed or updated on the 2023-24 membership forms. Readers will note that not all sections reflect the same number of respondents.
- As members can make multiple selections in response to a question, the percentage breakdowns will, at times, exceed 100% of the number of individual respondents.

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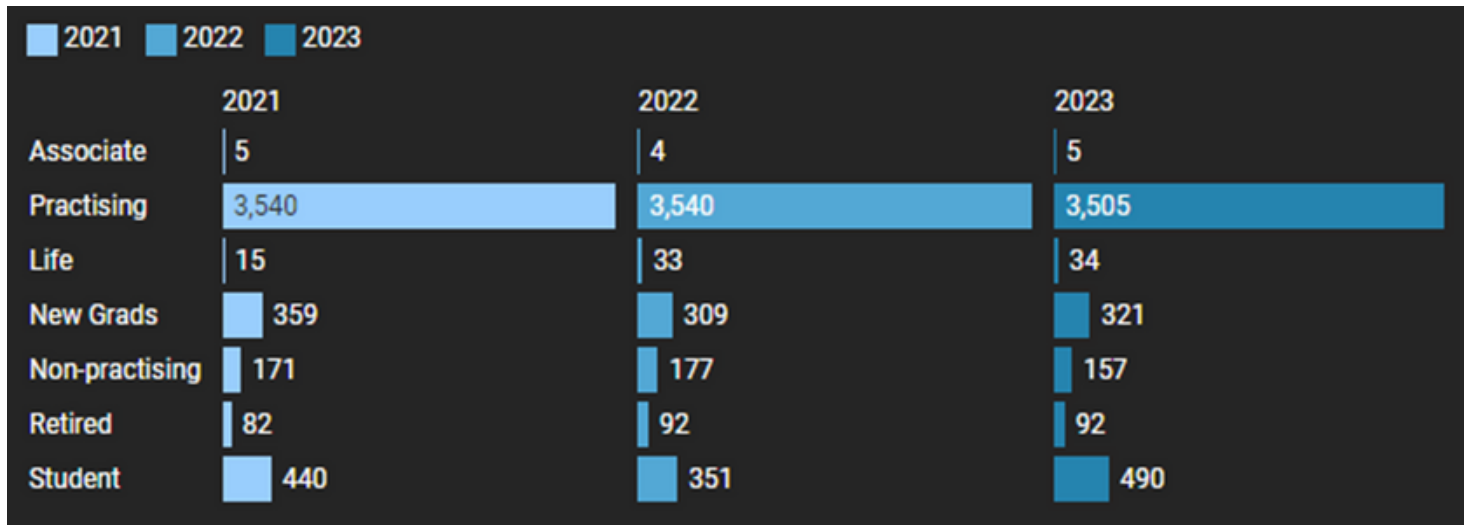


This report data was recorded on November 1st of each year.

For the above reasons and because data is only as accurate as members report, this summary should be utilized to provide guidance and generalized benchmarking related to practice and compensation patterns but cannot be validated.

MEMBERSHIP

Categories



Key renewal status

	2021	2022	2023
Renewed	3,537	3,547	3,538
Non-renewed	301	284	295
Rejoined	84	87	89
First-time paying	167	158	156



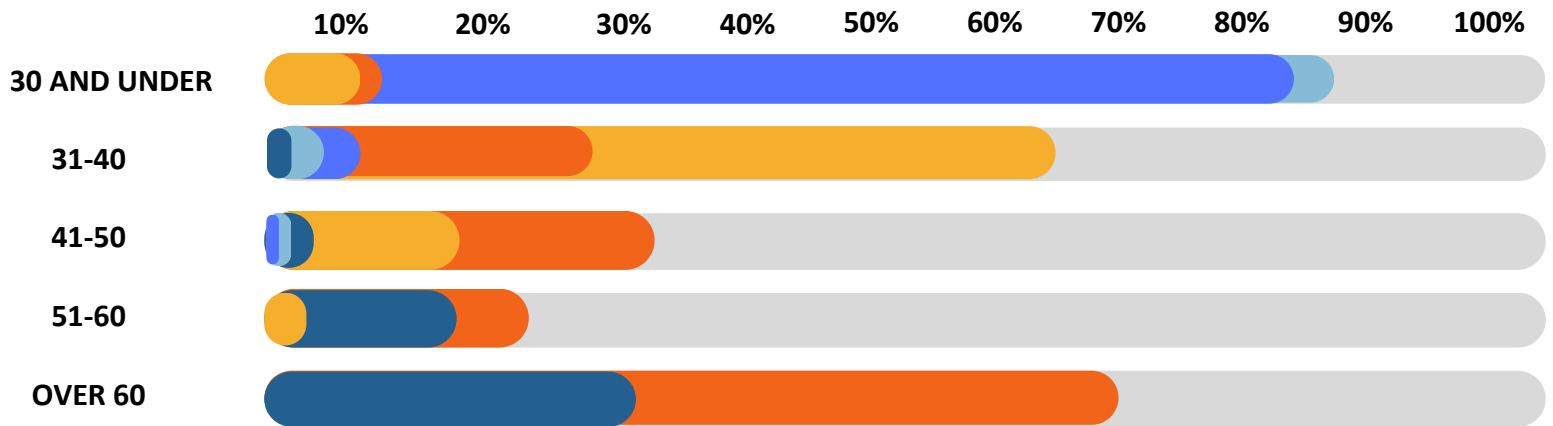
OSOT is aware of the consistent number of members and have identified a need to increase membership in the 2023-2027 Strategic Plan.



4,604
total members

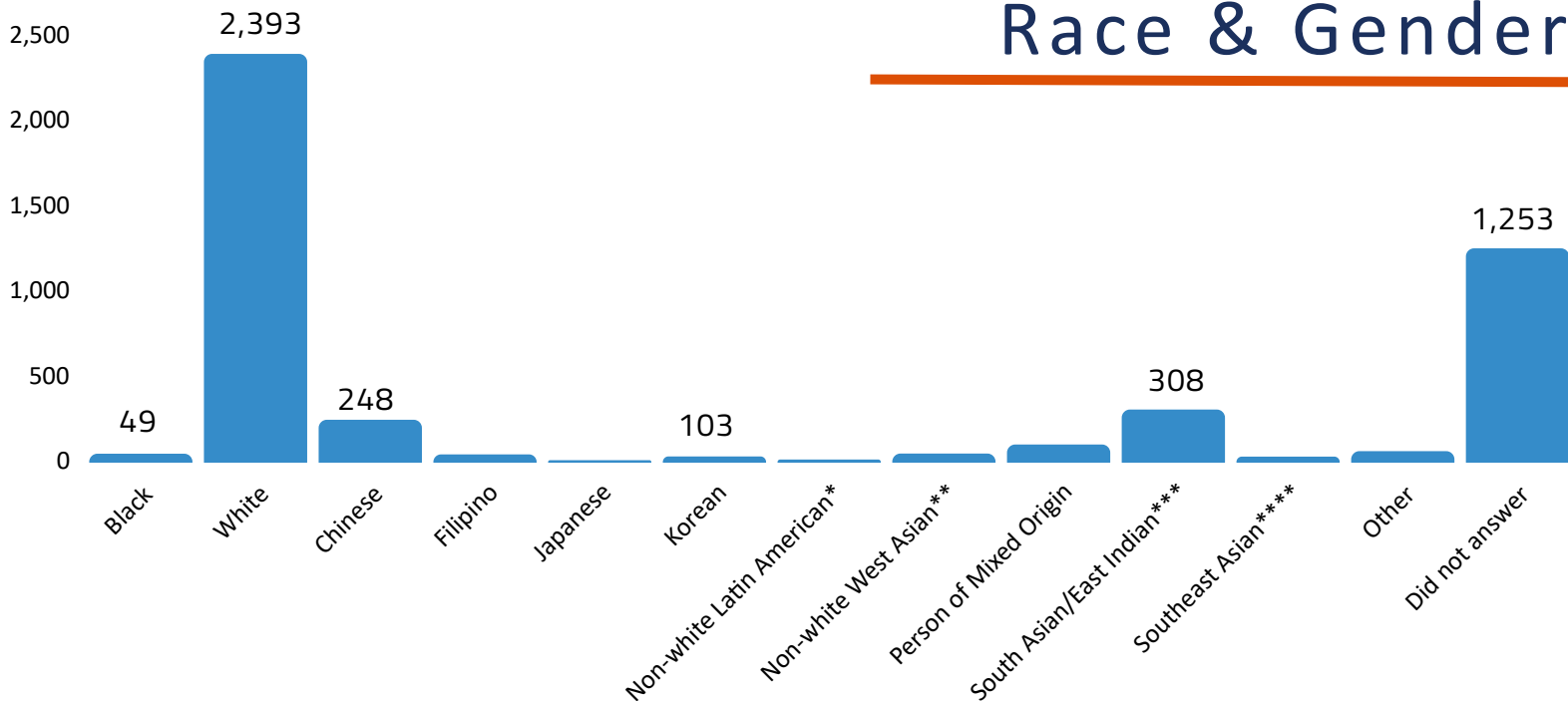
DEMOGRAPHICS

Age



● PRACTISING
 ● NON-PRACTISING
 ● RETIRED/LIFE
 ● NEW GRAD
 ● STUDENT

Race & Gender



*Non-White Latin American (including Indigenous persons from Central and South America, etc.)

**Non-White West Asian (including Egyptian; Libyan; Lebanese; Iranian; etc.)

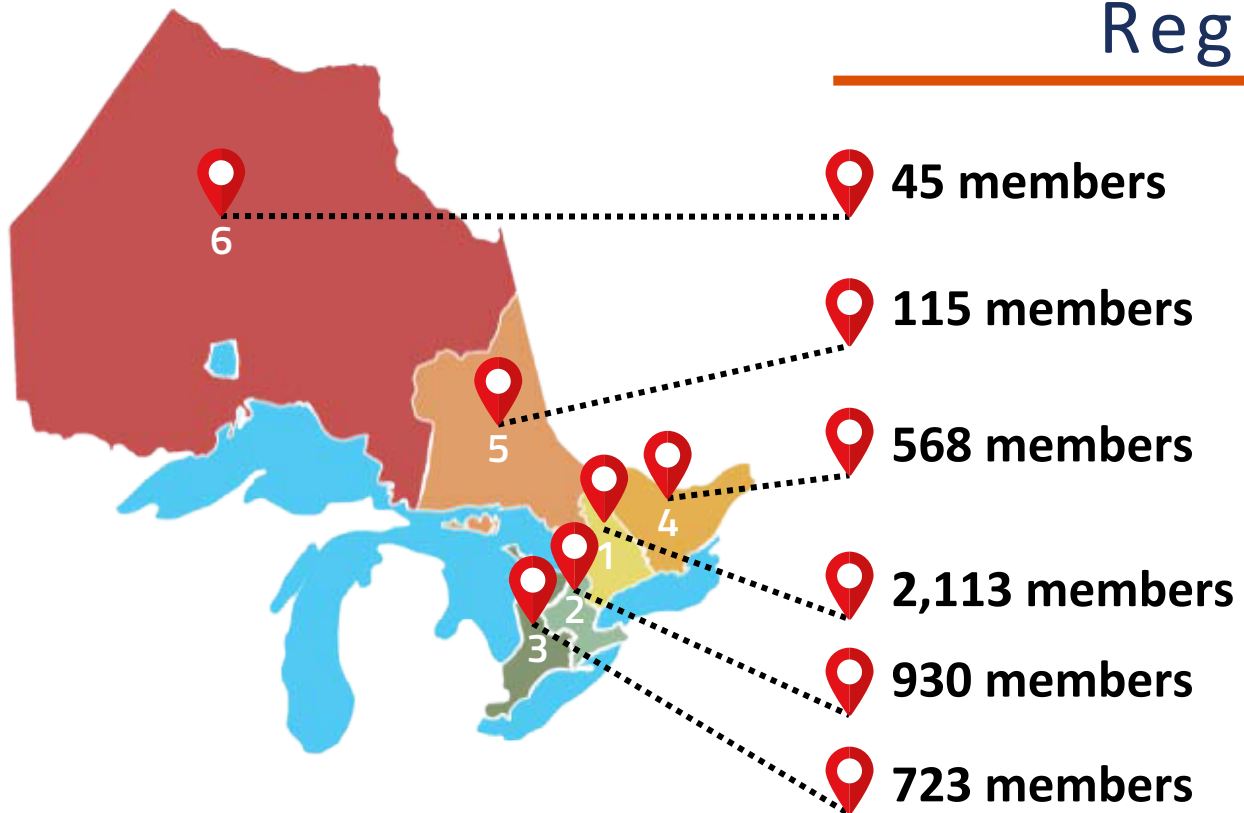
***South Asian/East Indian (including Indian from India; Bangladeshi; Pakistani; East Indian from Guyana, Trinidad, East Africa; etc.)

****Southeast Asian (including Burmese; Cambodian; Laotian; Thai; Vietnamese; etc.)

91% identifies as Female
 7% identifies as Male
 1% selected to not disclose
 1% selected other options

GEOGRAPHICS

Regions



Region 1 (Central East) – composed of the Municipality of Toronto, the counties of Haliburton, Northumberland, Peterborough, Simcoe and Victoria, and the regional municipalities of Durham, Peel and York.

Region 2 (Central West) – composed of the counties of Brant, Dufferin and Wellington and the regional municipalities of Haldimand-Norfolk, Halton, Hamilton-Wentworth, Niagara and Waterloo.

Region 3 (South West) – composed of the counties of Essex, Bruce, Grey, Kent, Lambton, Elgin, Middlesex, Oxford, Huron and Perth.

Region 4 (Eastern Region) – composed of the united counties of Prescott and Russell, Stormont, Dundas and Glengarry, Lennox and Addington, Leeds and Grenville, The Municipality of Ottawa, the counties of Hastings, Prince Edward, Frontenac, Renfrew and Lanark.

Region 5 (North Eastern Region) – composed of the territorial districts of Sudbury, Parry Sound, Timiskaming, Nipissing, Algoma, Cochrane and Manitoulin and the District Municipality of Muskoka.

Region 6 (North West Region) – composed of the territorial districts of Kenora, Rainy River and Thunder Bay.



Region 1

average members
are between 41-50 years

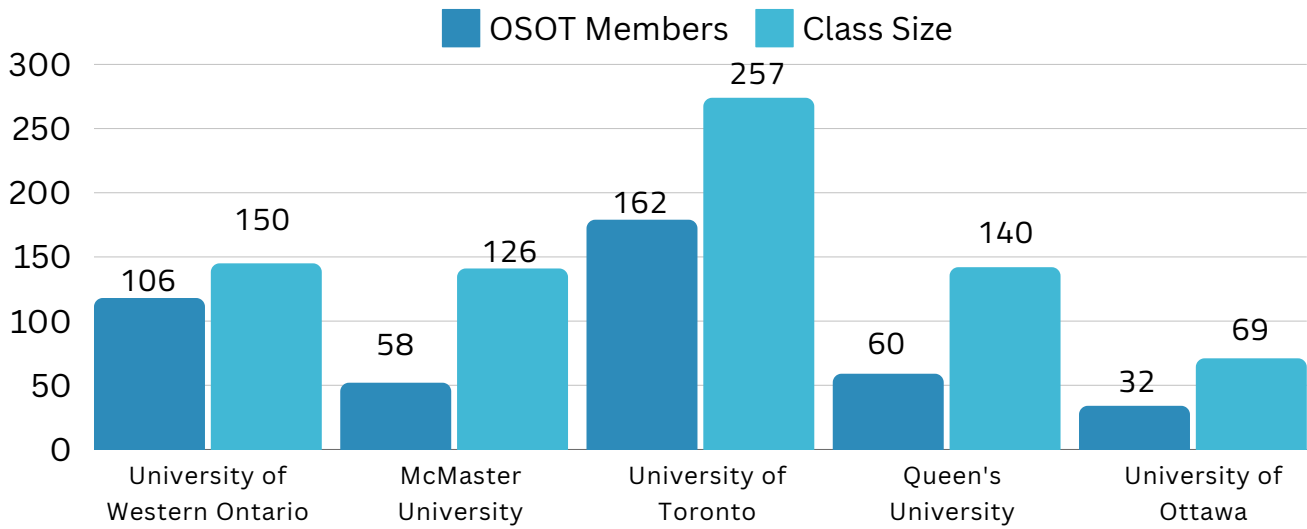


Region 4

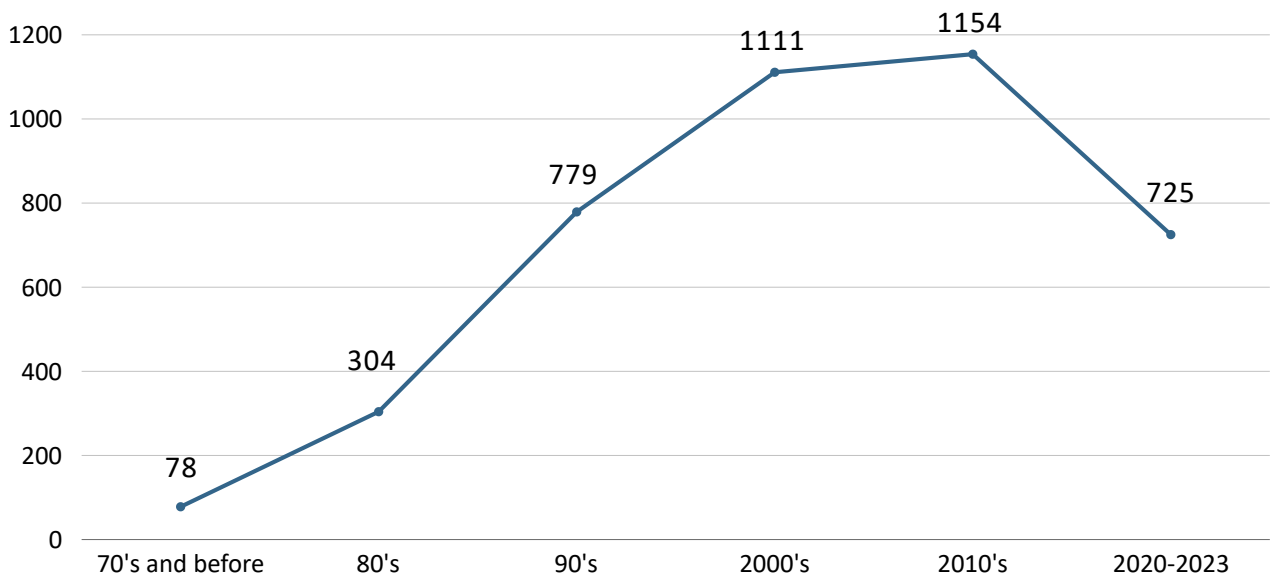
average members
are 30 years and under

EDUCATION

Students



Graduation by decade



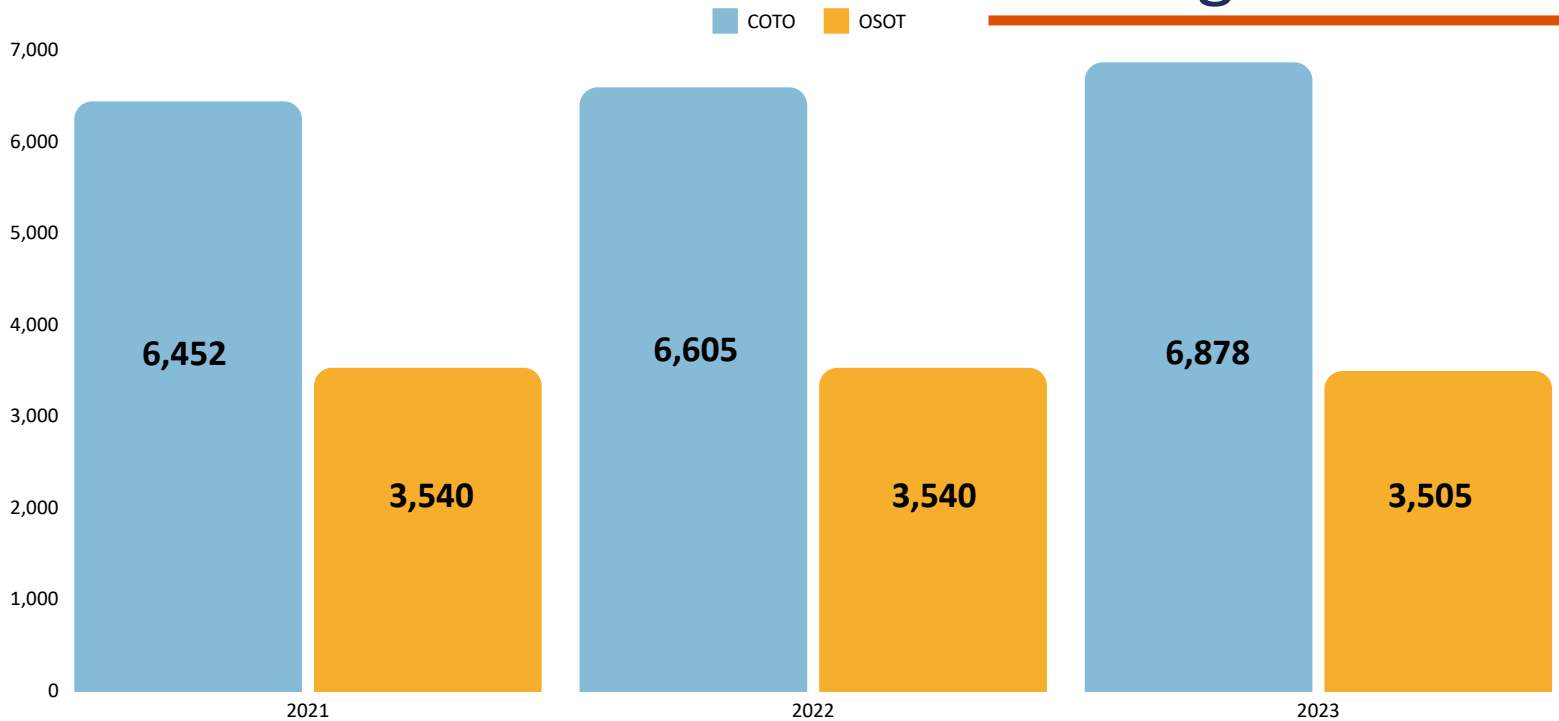
The drop in graduates in 2020-2023 represents only a portion of the decade. Considering the last decade (2010's) the average was 115 graduation per year, we expect a projection increase in the number of graduated members for this decade (2020's) of around 80%.



International Educated				
US	UK	India	Australia	Other
122 Members	40 Members	35 Members	28 Members	64 Members

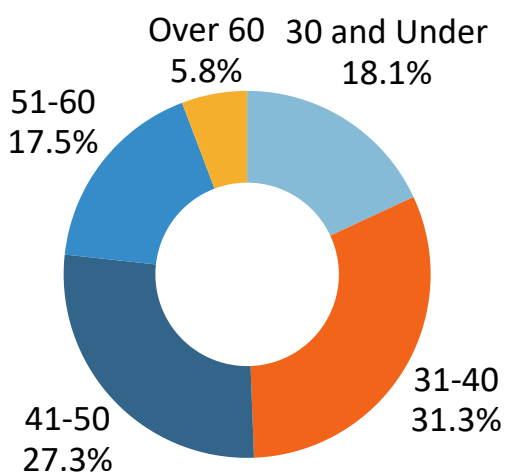
COTO & OSOT

Registration

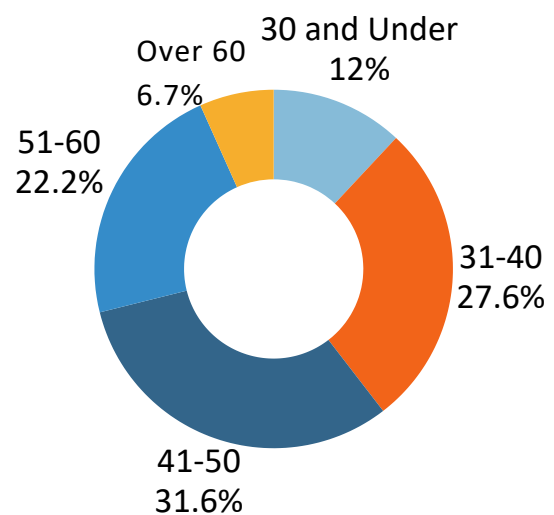


*Comparison of COTO Registered OTs to Practising OSOT members

Age



COTO



OSOT



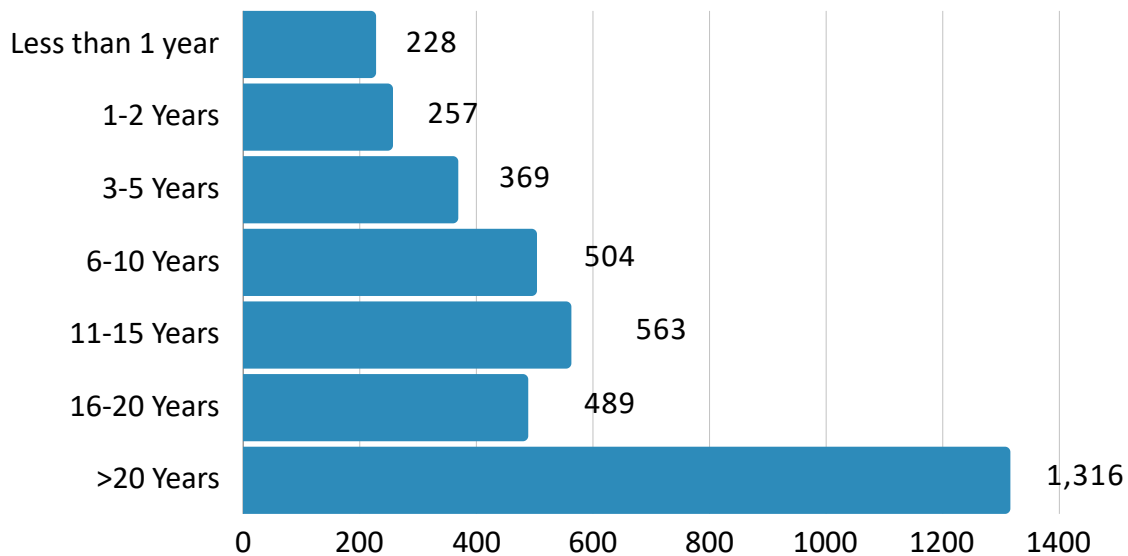
The majority of the COTO new graduates registrants are also members of OSOT.



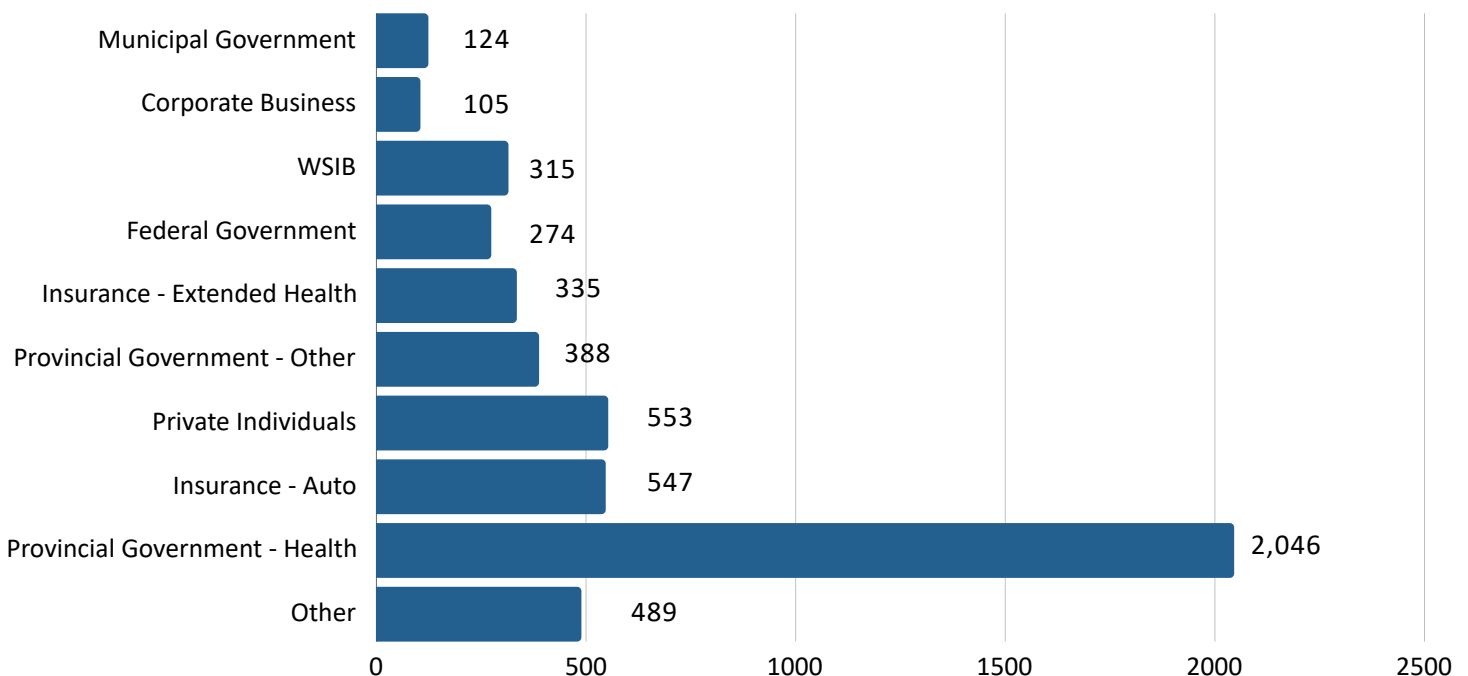
COTO data was collected from their 2023 Annual report

EXPERIENCE & EMPLOYMENT

Years of practising



Source of funding for position



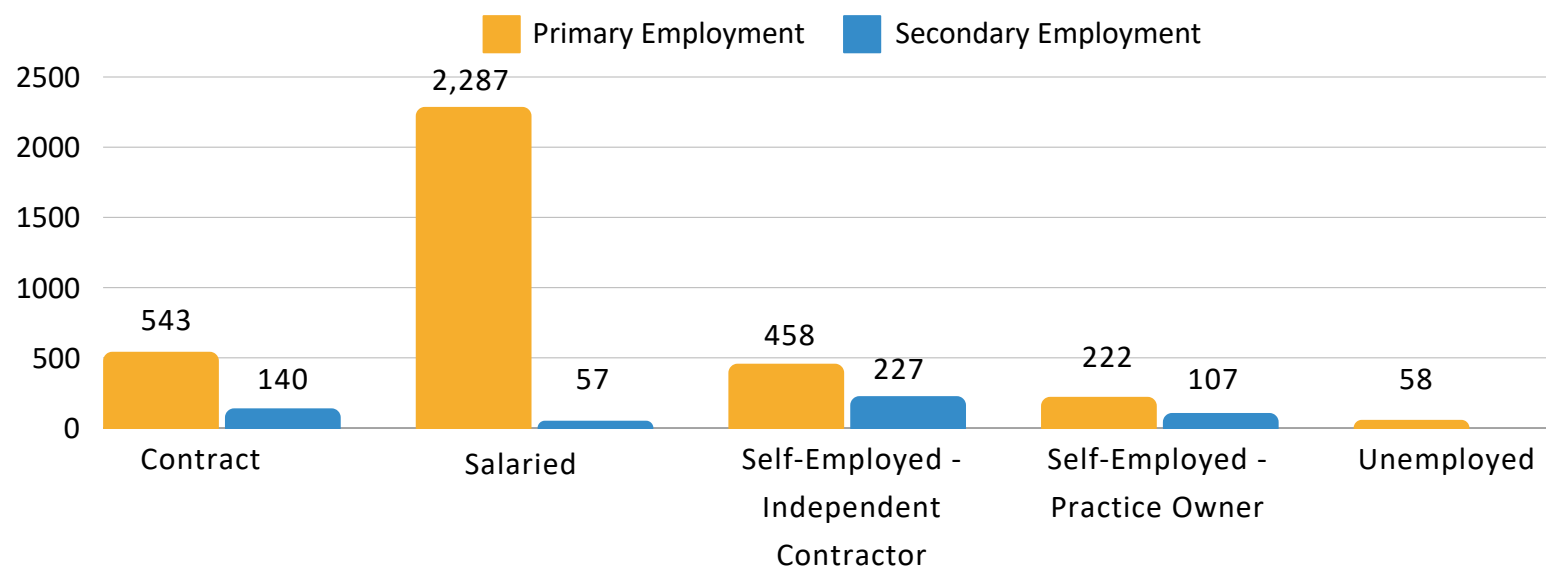
Data represents primary and secondary employment information.



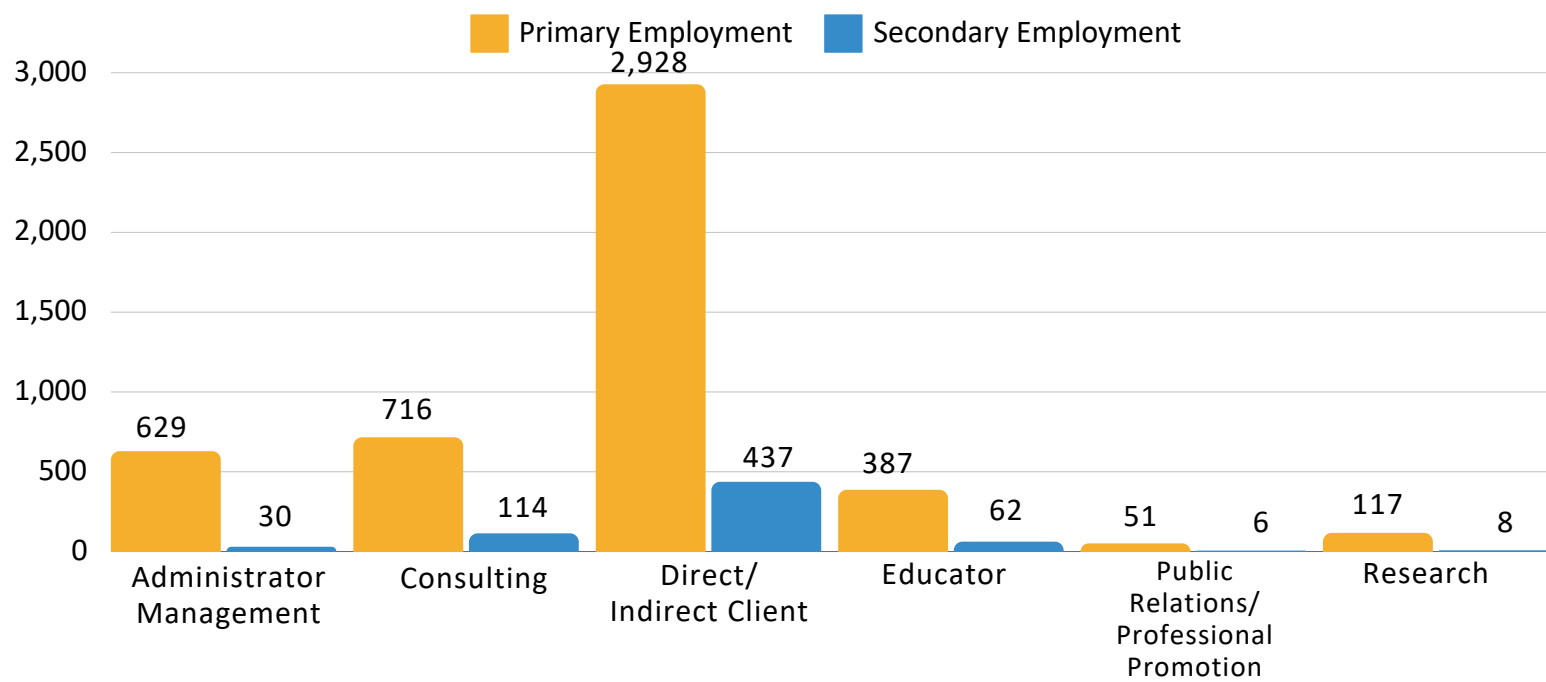
The Society makes effort to assure data collection measures allow for reasonable comparisons of employee and private practitioner compensation. Private practitioners are requested to reflect a “net” hourly rate (compensation after business expenses are subtracted from “gross” income); however, this is not always reported accurately.

EXPERIENCE & EMPLOYMENT

Employment status



Role description



PRIMARY EMPLOYMENT

67%

self-employed
=

independent contractor

23%

self-employed
=

practice owner



SECONDARY EMPLOYMENT

68%

self-employed
=

independent contractor

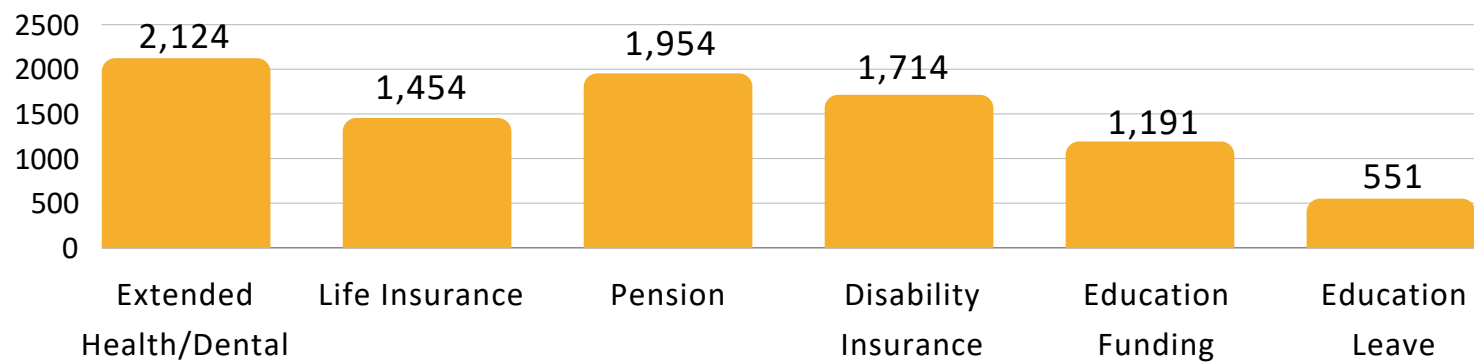
22%

self-employed
=

practice owner

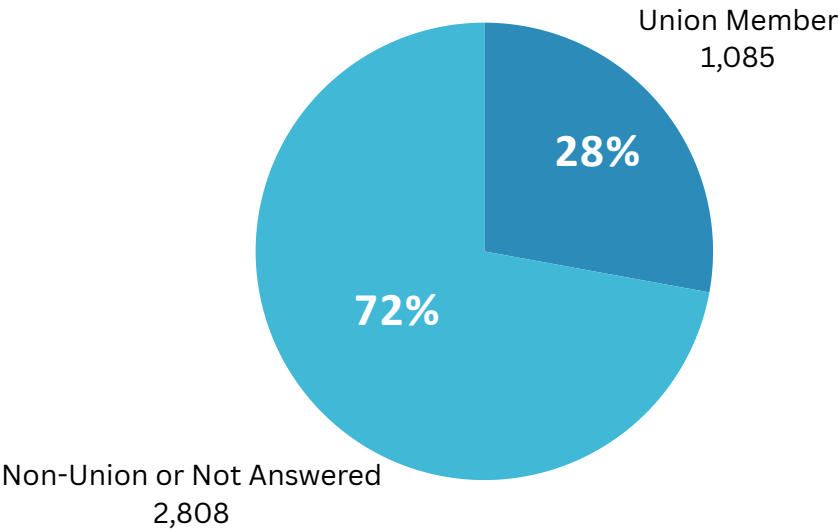
EXPERIENCE & EMPLOYMENT

Benefits



*Members checked benefits that applied to them in relation to their primary employment.

Union membership

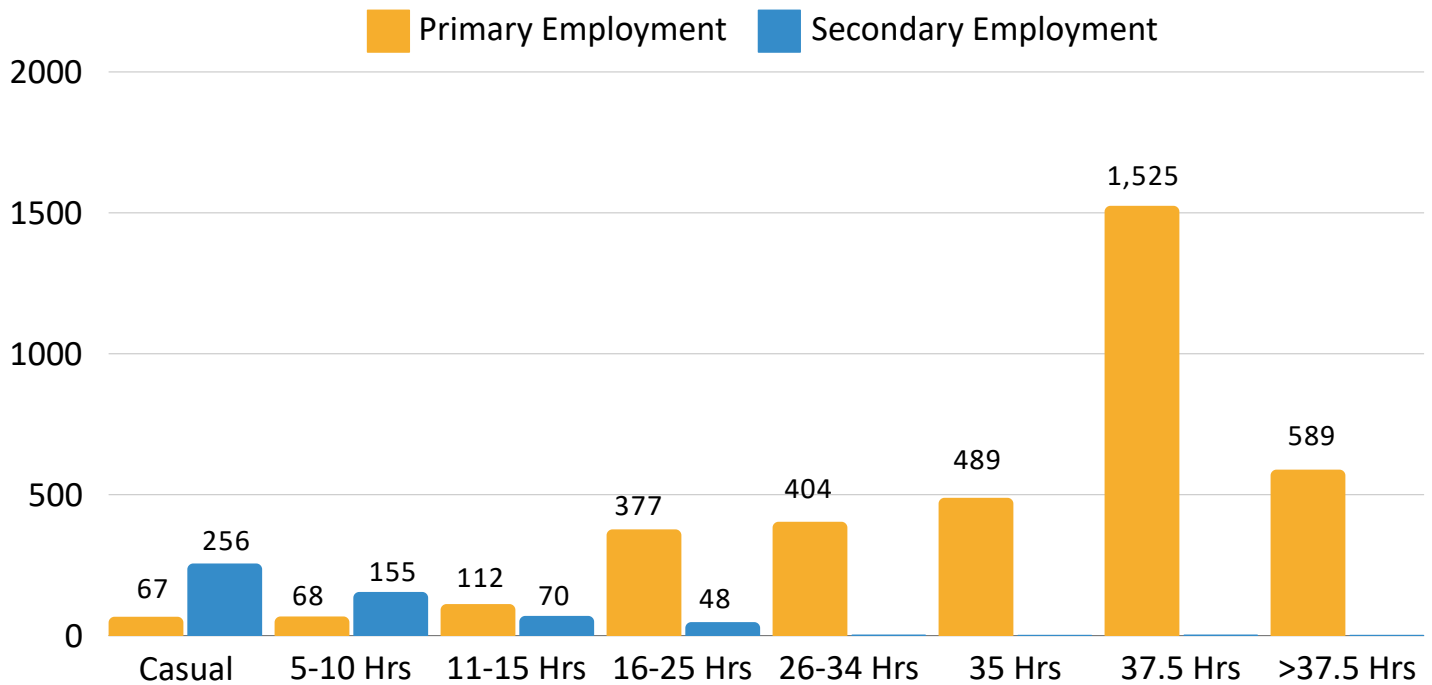


Most Commonly Listed Unions:

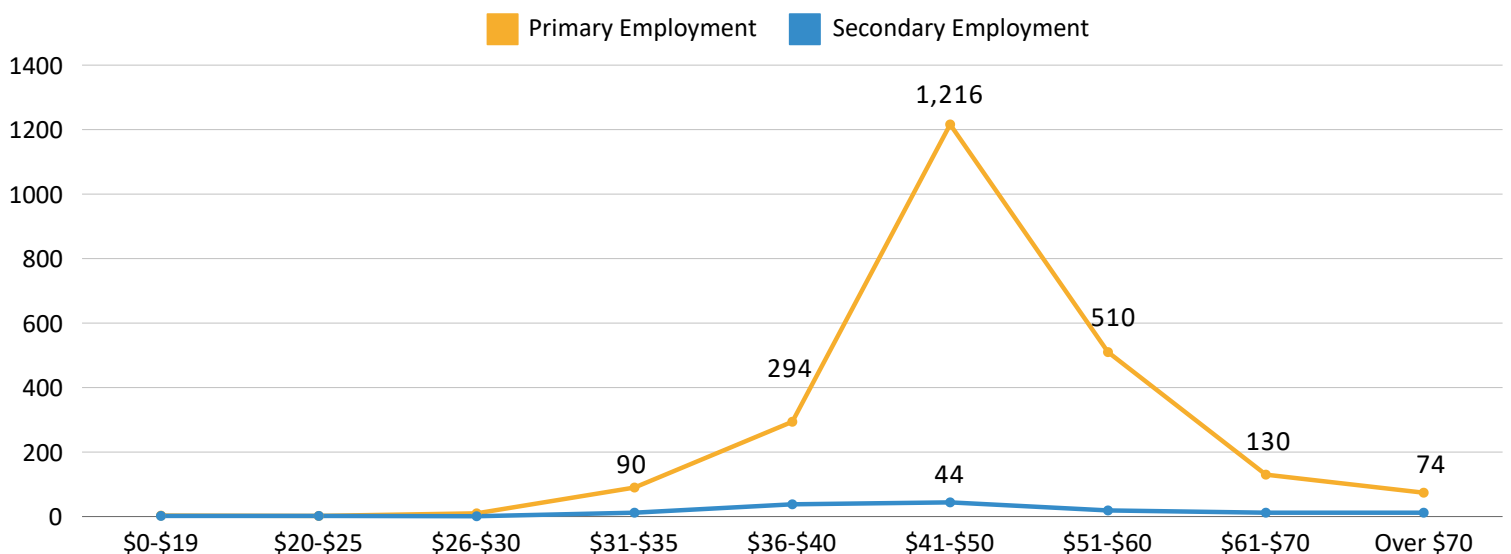
- Ontario Public Service Employees Union (OPSEU)
- Ontario Nurses Association (ONA)
- Canadian Union of Public Employees (CUPE)
- Faculty and Education Associations

SALARY & FEES

Hours of paid work per week



Earnings per hour for employees



**NEW
GRADUATED**

average salary earnings are
between \$36-\$40 per hour



OVER 20 YEARS

is the average experience of
OTs earning between
\$41-\$50 per hour

15%

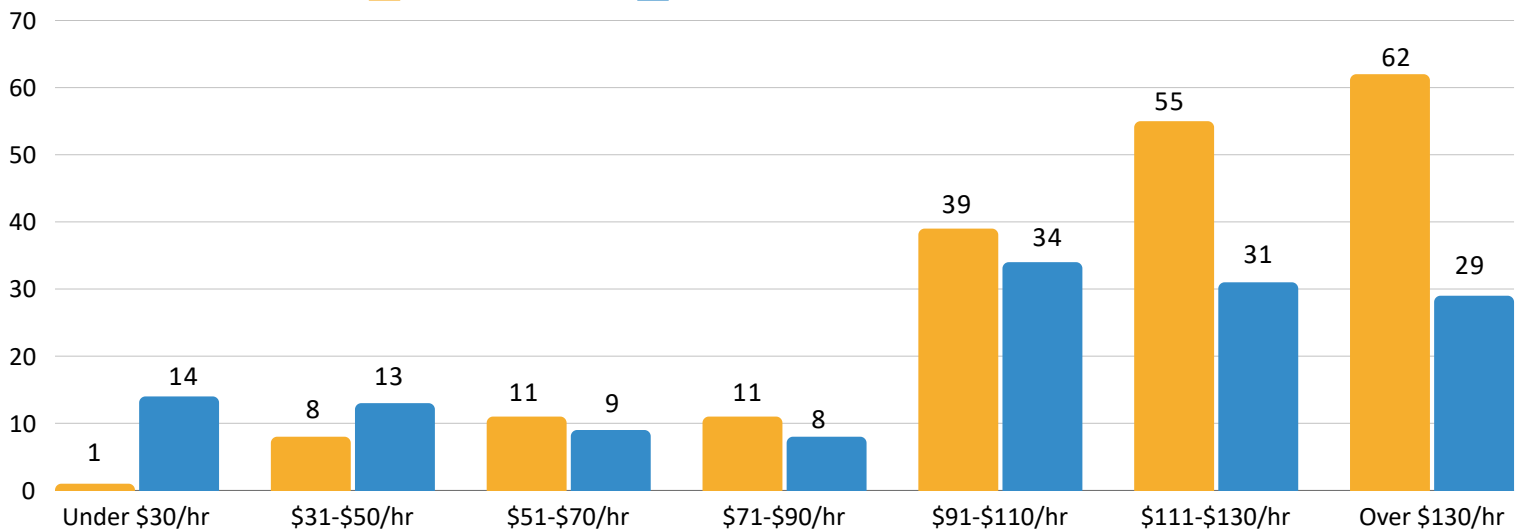
reported having a secondary employer, with
some having multiple employment categories.

SALARY & FEES

Self-employed fees

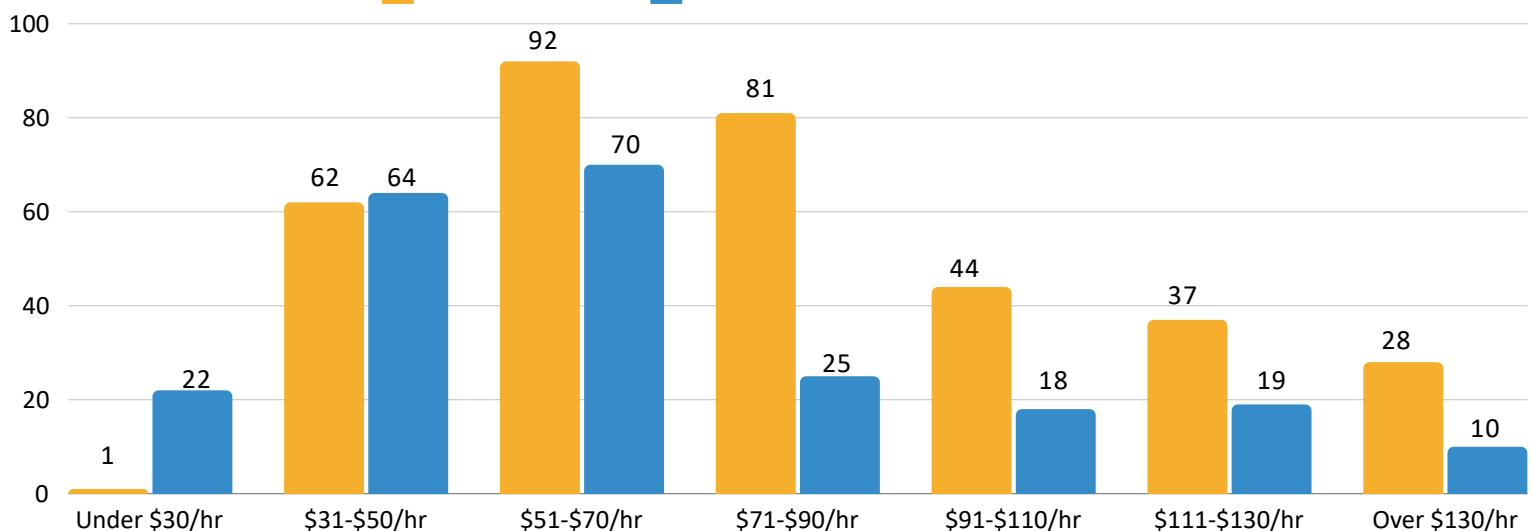
Practice Owners

Direct OT Services Indirect OT Services (i.e. travel, documentation)



Independent Contractors

Direct OT Services Indirect OT Services (i.e. travel, documentation)



66%

of Practice Owners whose fees are over \$ 130/hr have over 20 years of experience



Average Age

51-60
years

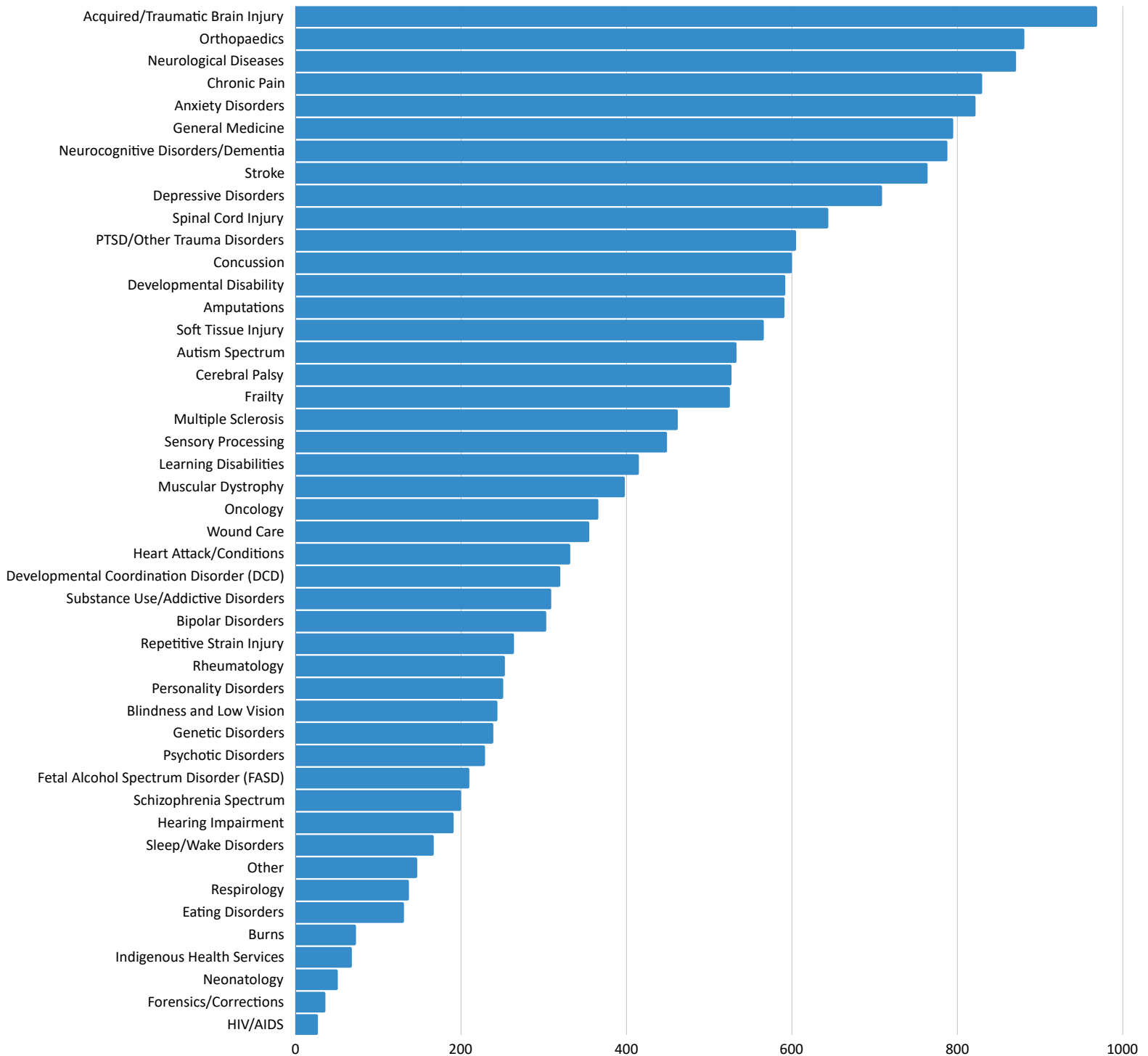
Practice Owners

41-50
years

Independ. Contractors

PRACTICE

Areas



Mental Health

58%

Neurological Rehab

54%

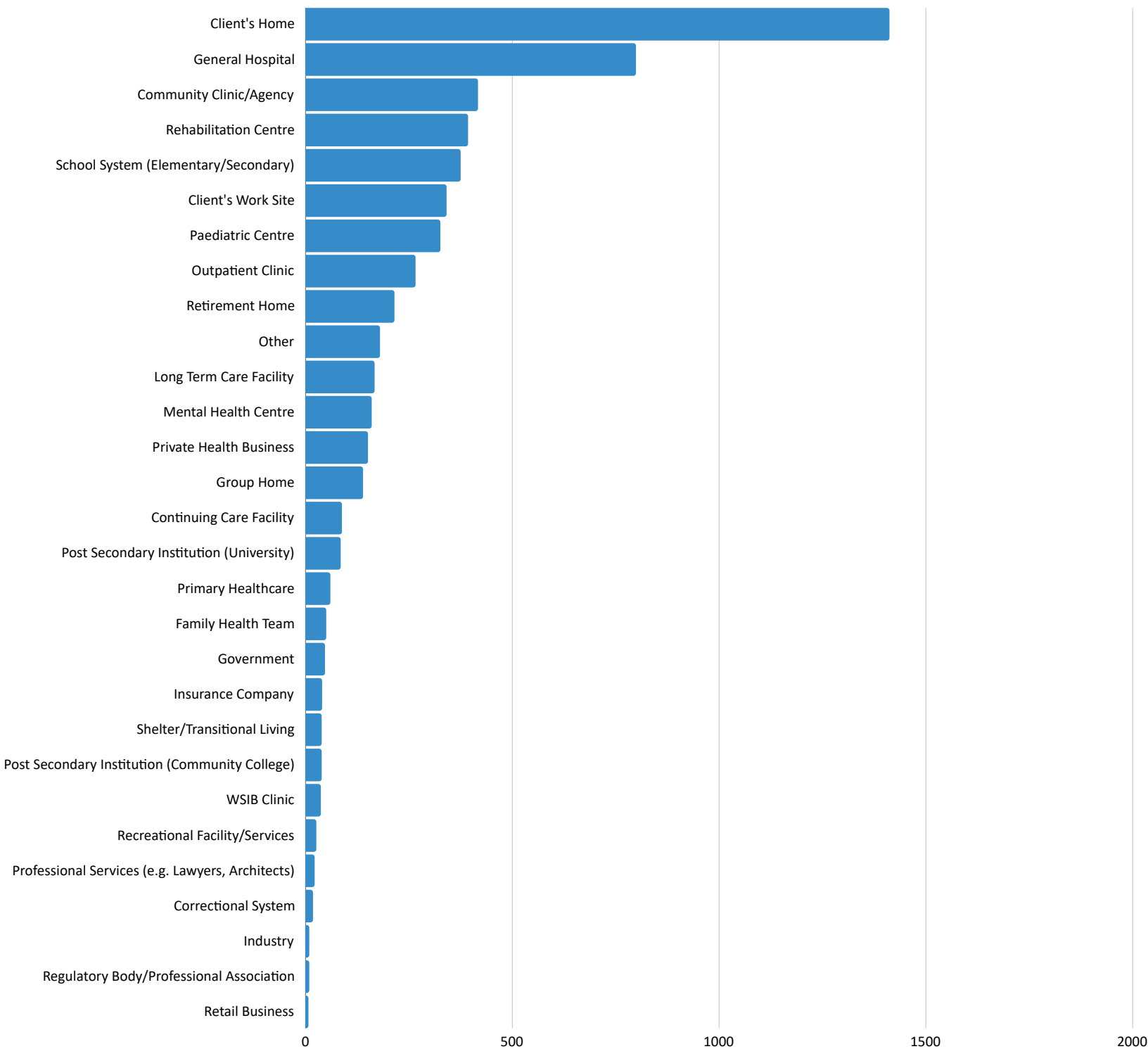
Orthopedics

39%

Largest practice grouping have cross-over between them.

PRACTICE

Settings



Clients population

5%

Infant (up to 1 yr)

7%

Toddler (1-3 yrs)

12%

Child (4-13 yrs)

14%

Youth (14-17 yrs)

33%

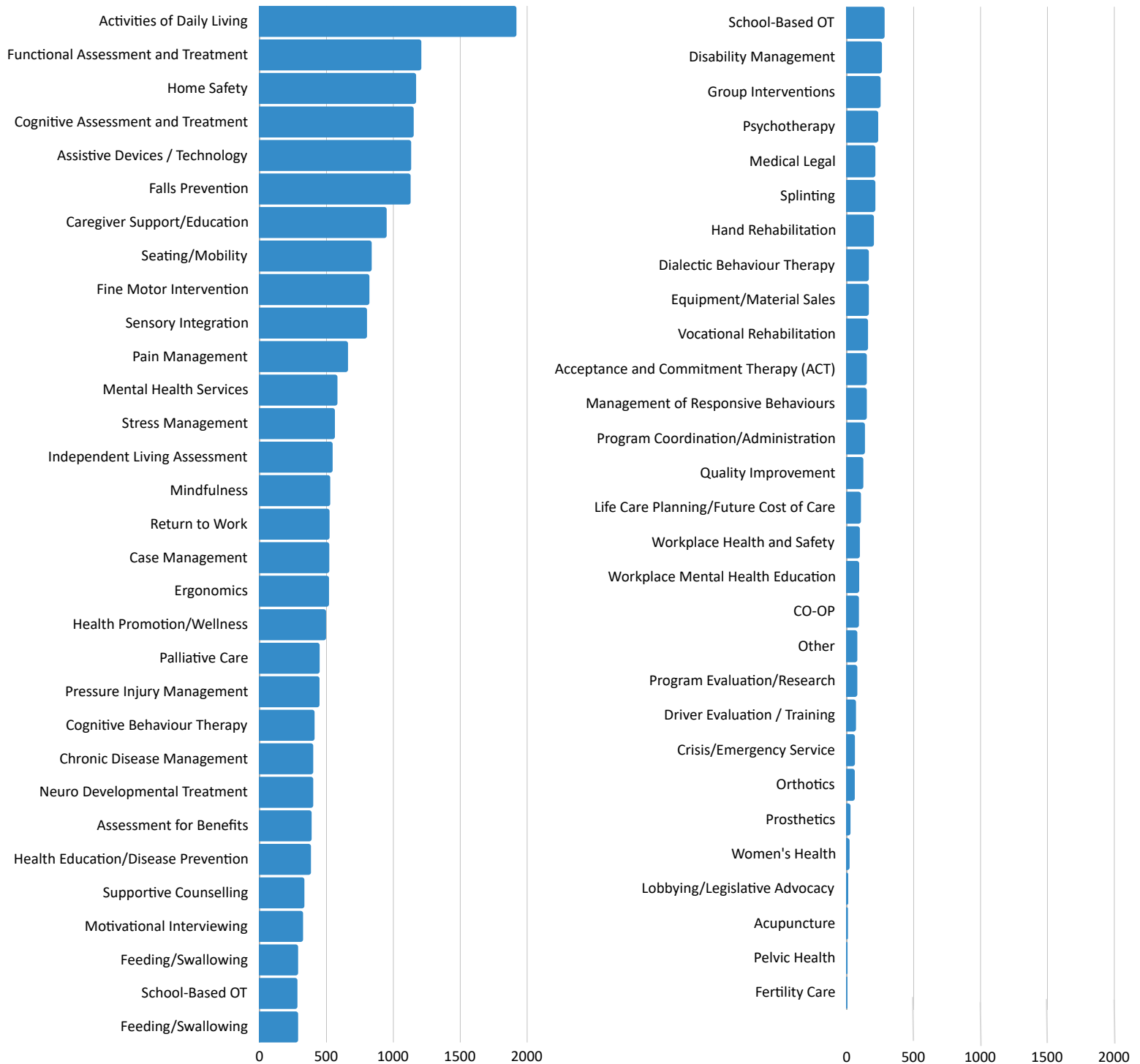
Adult (18-64 yrs)

29%

Senior (65+)

PRACTICE

Services provided



Broader Practice

PRIMARY EMPLOYMENT

69%
Institutional

28%
Community

3%
Other

SECONDARY EMPLOYMENT

18%
Institutional

80%
Community

2%
Other

CONTACT US



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**Ontario Society
of Occupational
Therapists**