

Examples of Clear and Effective Communication

Category Research Reports for Policy/Decision Makers

Series Building the Future: An integrated strategy for nursing human resources in Canada (2004–2005).

Client Nursing Sector Study Corporation (commissioned by the Government of Canada)

My tasks Standardized and edited 6 reports in this series. Designed final product for 4 of these in Word. Designed the presentation of data and other information to make it easy to see and compare.



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Promoting Public and Environmental Health

Promotion de la santé publique et environnementale

Overall challenge Very complex set of data on a variety of issues related to nursing as a labour market.

Example # 1

Challenge ↓

Originally the voluminous data was in paragraph format. This was less likely to facilitate comparing and contrasting the data and also seeing obvious trends.

NO SAMPLE AVAILABLE

Solution →

By creating these modified tables, it was much easier to scan pages of data and see the relationship among them all.

Example from: *Immigration and Emigration Trends: A Canadian Perspective*, p 34

6.2.1. Projected Losses in Canada

RNs. Large deficits of RNs in Canada are projected for 2011 (78,000) and 2016 (113,000; CNA, 2002). A recent Canadian study estimated the following scenarios regarding projected loss of RNs aged 50 or older to retirement or death, based on assumed ages of usual retirement (O'Brien-Pallas, Alsknis, & Wang, 2003).

Assumed retirement age	Projected loss of RNs by 2006
65 years of age	29,746 RNs, a number equivalent to 13% of Canada's 2001 RN workforce (O'Brien-Pallas et al. 2003)
55 years of age	64,248 RNs, a number equivalent to 28% of the 2001 RN workforce (O'Brien-Pallas et al., 2003)

Assumed retirement age	Projected loss of RNs by 2008 (Ontario)
65 years of age	15,611 RNs (O'Brien-Pallas et al., 2003), a number equivalent to 19.4% of the 2001 Ontario RN workforce of 80,428 (College of Nurses of Ontario, [CNO], 2002)
55 years of age	30,086 RNs (O'Brien-Pallas et al., 2003), a number equivalent to 37.4% of the 2001 Ontario RN workforce of 80,428 (CNO, 2002)

LPNs/RPNs. The number of LPNs in Canada has been stagnant or decreasing for the past 20 years, creating a shortage of LPNs (CNA, 2002). Estimated scenarios for LPNs and RPNs reveal the following.

Assumed retirement age	Projected loss of LPNs/RPNs by 2008 (Ontario)
65 years of age (Ontario)	5,124 LPNs (O'Brien-Pallas et al., 2003c), a number equivalent to 20.4% of the 2001 Ontario LPN workforce of 25,090 (CNO, 2002)
55 years of age (Ontario)	9,131 LPNs (O'Brien-Pallas et al., 2003c), a number equivalent to 36.4% of the 2001 Ontario LPN workforce of 25,090 (CNO, 2002)

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Example #2

Challenge ↓

This series of reports contained lots of data. To put them in their proper context it was important to understand the many historical, jurisdictional and geographical factors.

NO SAMPLE AVAILABLE

Solution →

We created this annotated map to help understand the context of the data.

Immigration and Emigration Trends: A Canadian Perspective

Appendix L. Key to Geographical Names and Acronyms

THE NORTH (the territories)
 (Referred to in this document as *the territories* to avoid confusion with the Northwest Territories.)
 YT Yukon Territory
 NT Northwest Territories

Nursing education programs in the territories:
 RNs One in NT.
 LPNs One in YT and NT, offered on an occasional basis every two to three years (CIHI, 2003b). It is unknown what percentage the territories contribute to the total LPN workforce.
 RPNs None.

WESTERN CANADA	CENTRAL CANADA	ATLANTIC PROVINCES
<i>West Coast</i>	<i>Prairie Provinces</i>	<i>Maritimes (includes Labrador)</i>
BC British Columbia	ON Ontario	NB New Brunswick
	QC Quebec	PE Prince Edward Island
		NS Nova Scotia

		NL Newfoundland and Labrador
		— NF until October 2002

Building the Future : An integrated strategy for nursing human resources

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