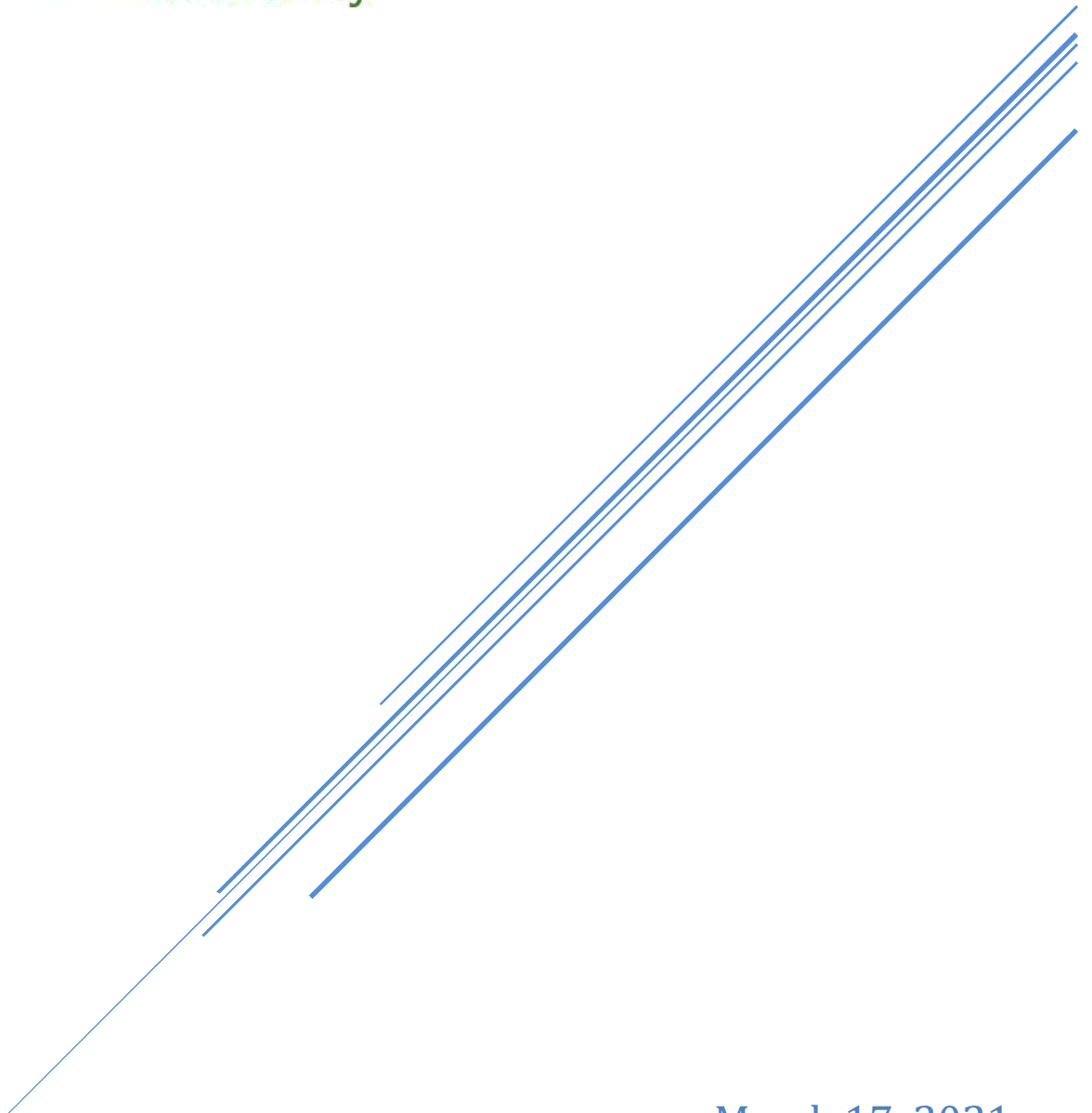


OSHAWA'S HEALTHCARE SECTOR

Provided by the Durham Workforce Authority



March 17, 2021

Sector Definition

The Health and Biosciences sector encompasses a variety of businesses, including medical research, the development of pharmaceuticals, digital health, precision medicine, development and manufacturing of medical health devices with technological elements such as artificial intelligence, and the healthcare system itself (Government of Canada, 2018a). The Health and Biosciences industry generates significant economic growth annually, representing 11 % of Canada's annual GDP in 2016 (Government of Canada, 2018a). The sector provides substantial employment opportunities locally, accounting for 11,980 jobs in Oshawa in 2019 (City of Oshawa, 2019). In order to remain competitive and promote an innovation economy with better health outcomes, Canadian cities like Oshawa must continue to engage in health research and digital technologies to boost economic productivity, enable the commercialization of technologies and strengthen the local health system (Government of Canada, 2018a).

The Health and Biosciences sector also includes accompanying and supporting healthcare services such as residential care for medical and social reasons, social assistance in various forms such as community housing and counselling, and vocational rehabilitation services (Durham Workforce Authority, 2016). The proportion of seniors (65 years and over) is expected to be more than 26.2 % of the overall population by 2038 (Bohnert, Chagnon & Dion, 2015). This means that 1 in 4 people in Canada will be considered senior citizens, increasing the demand for employment for health service providers, related support services and health research (Conference Board of Canada, 2018). The growing demand for employment is visible through Oshawa's expanding healthcare workforce. In 2014, nursing and residential care facilities in Oshawa represented 2,035 jobs while social assistance accounted for 1,955 jobs (Statistics Canada, 2014). In 2016, the number of individuals in Oshawa working in nursing and residential care facilities increased to 4,320 while social assistance employment increased to 4,705 (Statistics Canada, 2016). The mounting need for healthcare and social services is contributing considerably to the overall growth of the sector.

Additionally, the recent legalisation of cannabis in October of 2018 presents new opportunities for growth in the Health and Biosciences sector. The Canadian Institutes for Health Research (2018b) has outlined several priorities for cannabis health research, including examining potential health benefits and developing a better understanding of health risks associated with consumption across different populations. In July 2018, the CIHR partnered with the Mental Health Commission of Canada and the Canadian Centre on Substance Use and Addiction to provide three million dollars in funding towards evidence-based cannabis research (Canada Institutes for Health Research, 2018b). Beginning in the spring of 2019, cannabis research was conducted in policy evaluation and priority areas

including cancer, cardio-respiratory, neurodevelopment, Indigenous peoples' health, arthritis pain, mental health, multiple sclerosis, and veterans' health (Canadian Institutes for Health Information, 2020). In 2020, the Catalyst grant was launched to further examine cannabis and mental health in sponsorship with the Mental Health Commission of Canada, the Canadian Consortium for Early Intervention in Psychosis, the Schizophrenia Society of Canada Foundation and Veterans Affairs Canada (Canadian Institutes for Health Information, 2020)

Local post-secondary institutions in Oshawa are leading cannabis research in the Health and Biosciences sector. Durham College has launched a Cannabis Industry Specialization program, which was designed in partnership with industry leaders to provide crucial insights into the complexity of this rapidly evolving sector (Durham College, 2021). The college also offers a Medical Cannabis Fundamentals for Business Professionals program, which examines various aspects of the cannabis industry including history and emerging trends in Canada, regulatory and legal considerations, ethical issues, basic clinical concepts, cultivation and quality control fundamentals, customers and patients, insurance and marketing, and communication principles (Durham College, 2021). At Ontario Tech University, graduate research in cannabis consumption and health-risk behaviour was launched in May 2020. The study aims to uncover information about cannabis consumption profiles of emerging adults in Canada in response to the current COVID-19 pandemic (Ontario Tech University, 2020). The development of cannabis programs and research at local institutions presents new opportunities for Oshawa to expand its Health and Biosciences sector.

Growth in Health and Biosciences is important to making the city of Oshawa more competitive locally, provincially and globally. Federal support is available for health and biosciences projects in the Durham Region, who are seeking to grow and commercialize. The Canadian Institutes of Health Research provide numerous opportunities for funding research in healthcare. Several funding opportunities were available in early 2019 for research projects that focus on transitions in care, neurogeneration in aging and Indigenous healthy life trajectories (Researchnet, 2018). Additionally, CIHR is partnered with the Natural Sciences and Engineering Research Council of Canada (NSERC) to form the Collaborative Health Research Projects, providing grants to innovative health research that can improve health services or generate economic development in healthcare, through partnership with a knowledge or technology user organization (Natural Sciences and Engineering Research Council of Canada, 2018). In addition, there are provincial funding programs that support the development of innovation in Health and Biosciences, including the Advancing Health program which matches healthcare organizations and academia with innovations, and the Health Technologies Fund, which sponsors projects that support aging at home (Ontario Centres of Excellence, 2018).

Sector Overview

City of Oshawa

The Health and Biosciences sector is a major growth sector and a major employer in the city of Oshawa. In 2019, Health and Biosciences represented the largest employment sector in Oshawa, accounting for 18% of jobs (City of Oshawa, 2019). Oshawa has become Durham Region's hub for health technologies production, post-secondary education, and primary, secondary, and tertiary medical services (City of Oshawa, 2018). The city has established itself as an emerging hub for the Health and Biosciences sector through new and developing programs at local universities and institutions. Durham College, Trent University Durham, Ontario Tech University, and Lakeridge Health play a significant role in advancing healthcare and health-related research in the region. In particular, Ontario Tech University has acquired substantial funding for healthcare research, receiving 27 successful funding decisions from the Canadian Institute for Health Research since 2009 (Canadian Institute for Health Research, 2018a). Several of these research projects launched in 2019, including a planning and dissemination grant for best practices in electronic health record collaboration and a Catalyst grant for improving heart failure outcomes through apps that support self-management and adherence (Canadian Institute for Health Research, 2018). These grants focus on healthcare and its relationship with technology, which is important for future success of the sector.

The Health and Biosciences sector in Oshawa is an emerging and innovative sector that has been built on the strengths of Lakeridge Health and its emerging research capacity (City of Oshawa, 2017). Lakeridge Health has been at the helm of this expanding sector as it has developed the need for new research and technologies within the health sciences. Research facilities such as the Lakeridge Health Education and Research Network (LHEARN) are providing key research, training, and education opportunities for the next generation of physicians and healthcare providers through its state-of-the-art facilities (Lakeridge Health, 2019). Training, education and research efforts focus on improving care for patients, their families, and the local community (Lakeridge Health, 2019). LHEARN welcomes more than 1,600 students across a broad range of health disciplines and has partnered with more than 80 post-secondary institutions to enhance training (Lakeridge Health, 2019). These research facilities provide Oshawa's healthcare practitioners the opportunity to establish themselves at the forefront of industry leading research within the Health and Biosciences sector. (Durham Workforce Authority, 2016)

Local post-secondary institutions such as Ontario Tech University and Durham College have established specialized programs, which support the success and growth of this sector. Ontario Tech University offers local post-secondary programs supporting the health sector in various fields such as allied health sciences, biological science, health sciences, chemistry,

kinesiology, medical laboratory science, nursing, computing science, health physics, radiation science and pharmaceutical biotechnology (Ontario Tech University, 2021). The pharmaceutical chemistry program at Ontario Tech University is one of the top-ranking programs in Canada (City of Oshawa, 2019). Further, Durham College also offers programs in nursing, biomedical engineering technology, biotechnology, occupational therapy, pharmaceutical and food science technology and dental hygiene (Durham College, 2021). In 2015-2016, approximately 5,221 students were enrolled in programs at Ontario Tech University and Durham College that support the Health and Biosciences sector (City of Oshawa, 2016).

Overall, Oshawa is an attractive city for local businesses as it offers direct access to the world's marketplace while providing employers with a large pool of qualified college and university graduates to establish a long-term foundation in the region (City of Oshawa, 2018; Durham Workforce Authority, 2016). An estimated 16,970 individuals in Oshawa work in the Health Technology sector with the majority of employment in professional, scientific and technical services, hospitals, ambulatory health care services, nursing and residential care facilities, and social assistance (City of Oshawa, 2016). This growing workforce provides local employers with the skills they need to advance the Health and Biosciences sector.

Sample of Local Employers

Oshawa is home to almost 200 health-related businesses (City of Oshawa, 2016). Local businesses include medical services, research, education and training institutions, and health technologies production. Some key companies in Oshawa are Lakeridge Health, Praxair Canada Inc., Orthodont Inc., Prosthetic Technologies Inc., the Oshawa Clinic Group, and Grandview Children's Centre (City of Oshawa, 2018). These businesses help support the growing Health and Biosciences sector by providing employment opportunities to individuals in Oshawa that serve to advance healthcare services, research, and technology.

Lakeridge Health is the second largest employer in Oshawa, employing more than 4,000 people in 2019 (Durham Region, 2019). The Lakeridge Health hospital network offers essential emergency and medical care, in addition to diabetes education programs, palliative care, rehabilitation services, and dialysis and kidney care (Lakeridge Health, 2018). Locally in Oshawa, Lakeridge Health operates Oshawa Hospital, the Ambulatory Rehabilitation Centre, Community Respiratory Services, Pinewood Centre Community Treatment Services, and Pinewood Centre Women's Residential Treatment Program (Lakeridge Health, 2014). Lakeridge Hospital Oshawa also operates the R.S. McLaughlin Durham Regional Cancer Centre, which provides care for 125,000 patients per year (Lakeridge Health, 2014). Additionally, Lakeridge Health is a leader of research, training and education as its LHEARN

hub provides learning opportunities to thousands of healthcare students each year (Lakeridge Health, 2019)

Another large business that operates locally in Oshawa is Praxair Canada Inc. Praxair is an industrial gases company that offers a wide variety of industrial gas, process management programs, and delivery systems across North and South America (Praxair, 2021). Mediacorp Canada Inc. selected Praxair as one of Greater Toronto's Top 100 Employers in 2021 for the eighth consecutive year (Praxair, 2021). The company has approximately 1,001 to 2,500 full time employees across Canada, with a majority located in the Greater Toronto Area, including Oshawa (Praxair, 2021). The company provides student opportunities, training, tuition subsidies, and hires new graduates in several fields including respiratory therapists, inside sales representatives, customer service representatives, engineers, accountants, and homecare services representatives (Praxair, 2021).

Additionally, a key business operating in Oshawa is Orthodont Ltd. Orthodont is a full service dental laboratory specializing in orthodontics. The healthcare manufacturer provides specialized laboratory services in orthodontics, crown and bridges, CAD/CAM and milling, implants, thermoforming, snoring and sleep apnea, study models, diagnostics, and dentures (Orthodont, 2018). The company plays an important role in the Medical Equipment and Supplies Manufacturing Industry within the larger Health and Biosciences sector. Orthodont is a smaller company employing less than 150 individuals at its Oshawa location (Dun and Bradstreet, 2021)

Similarly to Praxair and Orthodont Inc., Prosthetic Technologies Inc. plays an important role in manufacturing within the Health and Biosciences sector. Prosthetic Technologies Inc. is an orthotics and prosthetics manufacturing service located in the city of Oshawa (Durham Region, 2021). The company provides medical equipment supplies to patients locally and provincially. Limited information is available on the number of individuals employed by this business.

Another important business that provides essential healthcare services is the Oshawa Clinic Group. The Oshawa Clinic Group is Canada's largest multi-specialist medical group practice operating from three locations in Oshawa, Whitby, and Courtice (Oshawa Clinic Group, 2021). The practice employs 140 doctors and 360 employees who are a key part of the organization (Oshawa Clinic Group, 2021). The Oshawa Clinic Group provides comprehensive healthcare services to patients in the Durham Region. Services include a cardiac assessment centre, a centre for sleep medicine, diagnostic imaging, a fertility clinic, a footcare centre, lab services, physiotherapy, urgent care, and surgical care (Oshawa Clinic Group, 2021).

A key business providing medical services to children is Grandview Children's Centre. Grandview Children's Centre has two locations in Oshawa and is part of the Rehabilitation Therapy Services Industry. It is an independently operated not-for-profit organization and is the only children's treatment centre in the Durham Region. The centre provides specialized programs, outpatient clinic treatment and support to children with physical, communication, and developmental needs (Grandview Kids, 2021). Approximately 100 employees work across all of its locations in Ontario, including its two locations in Oshawa (Dun and Bradstreet, 2021).

Sector Data & Analysis

Healthcare

For the purposes of data collected by Statistics Canada, this report will examine the healthcare industry in Oshawa as defined using the following NAICS codes:

North American Industry Classification System (NAICS):

62 – Healthcare and Social Assistance

621 – Ambulatory healthcare services

6211 – Offices of Physicians

6212 – Offices of Dentists

6213 – Offices of Other Healthcare Practitioners

6214 – Out-Patient Care Centres

6215 – Medical and Diagnostic Laboratories

6216 – Home Healthcare Services

6219 – Other Ambulatory Healthcare Services

622 – Hospitals

6221 – General medical and surgical hospitals

6222 – Psychiatric and Substance Abuse Hospitals

6223 – Specialty (Except Psychiatric and Substance Abuse) Hospitals

623 – Nursing and Residential Care Facilities

6231 – Nursing Care Facilities

6232 – Residential Developmental Handicap, Mental Health and Substance Abuse Facilities

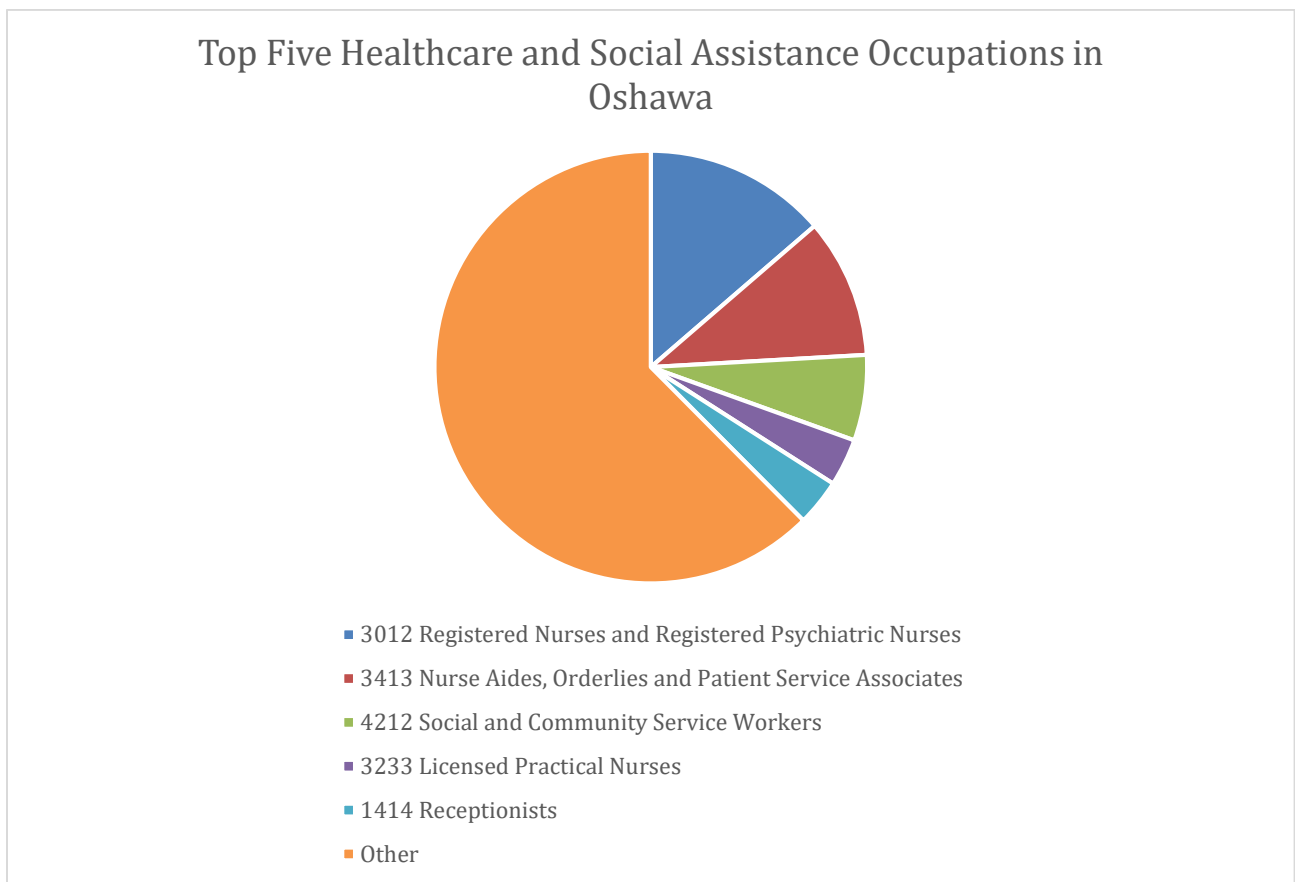
6233 – Community Care Facilities for the Elderly

6239 – Other Residential Care Facilities

Healthcare Jobs in Oshawa (Place of Work)

Chart 1 depicts the top five jobs in Oshawa in the healthcare sector by %age. The top five jobs in the healthcare and social assistance sector only account for 38 % of all jobs in the sector, demonstrating the diversity of jobs that exist within the sector.

Chart 1: Top Five Healthcare Occupations in Oshawa



Source: Statistics Canada, Census, Custom Tabulation, 2016

In addition to the top five jobs in the healthcare and social assistance sector in Oshawa, there are a multitude of other occupations that the sector is comprised of. Chart 2 provides an overview of the most prevalent occupations in Oshawa within the healthcare and social assistance sector, including information on the number of jobs and the average and median employment income.

Chart 2: Most Prevalent Occupations in the Healthcare and Social Assistance Industry in Oshawa

NOC	Occupation Title	Jobs in Oshawa	Average Employment Income	Median Employment Income
	Total, all occupations	8,590	\$55,248	\$45,966
3012	Registered nurses and registered psychiatric nurses	1,175	\$68,387	\$72,922
3413	Nurse aides, orderlies and patient service associates	895	\$38,782	\$40,188
4212	Social and community service workers	550	\$48,115	\$46,164
3233	Licensed practical nurses	305	\$48,138	\$50,768
1414	Receptionists	300	\$31,125	\$35,483
1411	General office support workers	285	\$40,967	\$43,964
1243	Medical administrative assistants	280	\$43,026	\$39,942
4152	Social workers	280	\$64,454	\$74,372
6711	Food counter attendants, kitchen helpers and related support occupations	240	\$29,632	\$30,203
3112	General practitioners and family physicians	195	\$189,064	\$146,175

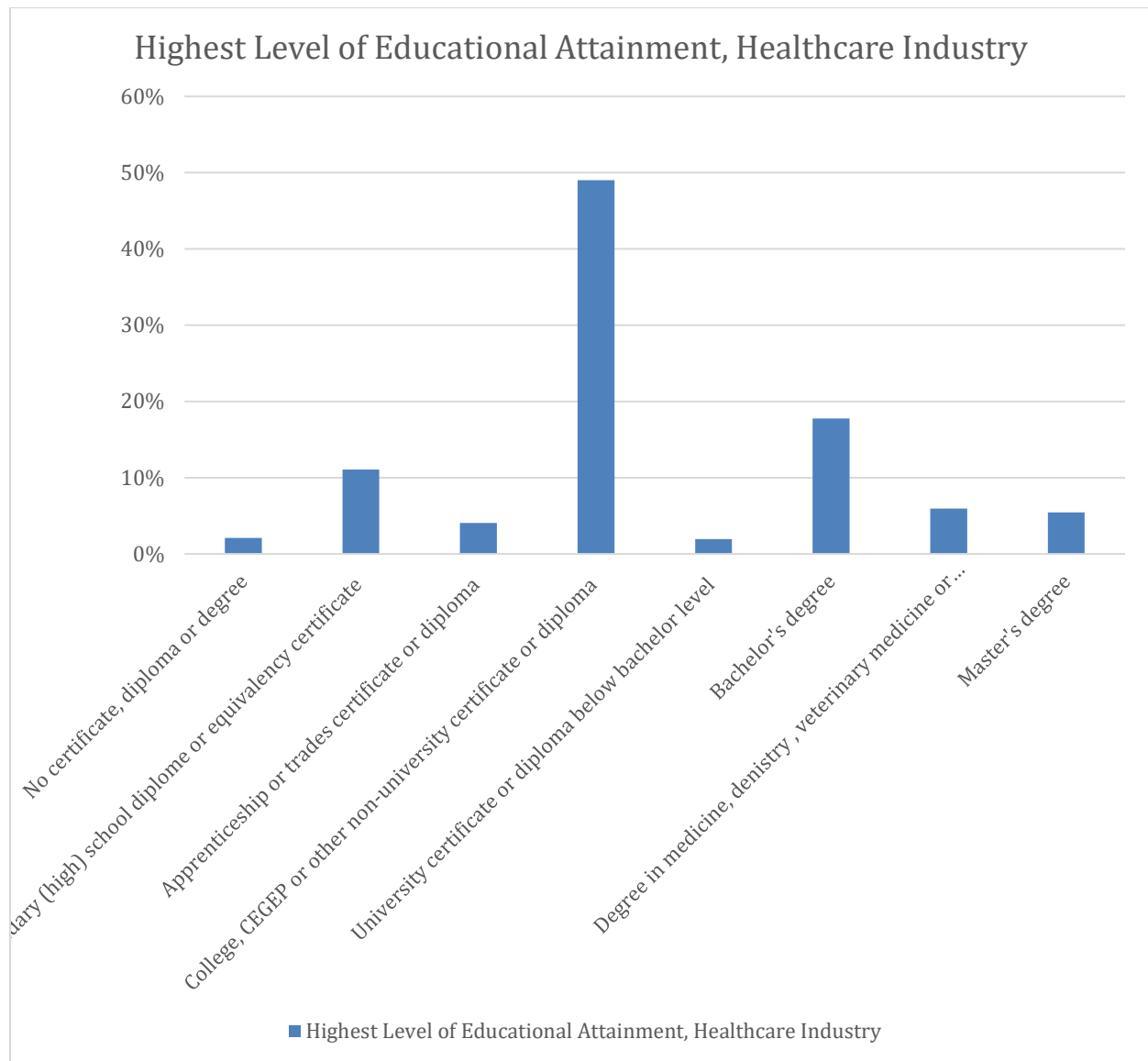
NOC	Occupation Title	Jobs in Oshawa	Average Employment Income	Median Employment Income
4412	Home support workers, housekeepers and related occupations	185	\$26,551	\$26,694
3215	Medical radiation technologists	170	\$70,220	\$72,607
3111	Specialists physicians	160	\$142,981	\$120,310
0311	Managers in healthcare	150	\$90,450	\$97,199
3411	Dental assistants	145	\$29,032	\$30,520
6731	Light duty cleaners	135	\$34,432	\$42,826
1221	Administrative officers	120	\$39,905	\$36,814

Source: Statistics Canada, Census, Custom Tabulation, 2016

Educational Attainment

Approximately 96 % of healthcare employees residing in Oshawa have a certificate, diploma or degree. Chart 3 provides of the highest level of educational attainment by %age for Oshawa residents who work in the healthcare industry.

Chart 3: Highest Level of Educational Attainment for Individuals Working in the Healthcare Industry



Source: Statistics Canada, Census, Custom Tabulation, 2016

Statistics Canada provides data on the labour force status of individuals based on major field of study in a post-secondary setting. Chart 4, 5, 6 and 7 depicts the labour force outcomes for individuals whose major field of study was related to healthcare industry. It should be noted that Statistics Canada does not ask respondents if they are employed in their field of study, but rather if they are employed – thus being employed does not guarantee that individuals are employed in the healthcare.

Chart 4: Labour Force Status for Individuals by Major Field of Study

Social and Behavioural Sciences and Law								
Major Field of Study	Total – Labour Force Status	In the Labour Force	Employed	Unemployed	Not in the Labour Force	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)
19. Family and consumer sciences/human sciences	1,820	1,405	1,305	95	420	77.2%	71.7%	6.8%
30.11 Gerontology	80	60	60	0	20	75.0%	75.0%	0.0%
30.17 Behavioural sciences	25	15	20	0	10	60.0%	80.0%	0.0%

Social and Behavioural Sciences and Law								
30.25 Cognitive science	10	0	0	0	0	0.0%	0.0%	0.0%
42. Psychology	1,130	835	790	50	290	73.9%	69.9%	6.0%

Source: Statistics Canada, Census, Custom Tabulation, 2016

Chart 5: Labour Force Status for Individuals by Major Field of Study

Physical and Life Sciences and Technologies								
Major Field of Study	Total – Labour Force Status	In the Labour Force	Employed	Unemployed	Not in the Labour Force	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)
26. Biological and biomedical sciences	610	485	455	35	120	79.5%	74.6%	7.2%
30.01 Biological and physical sciences	320	240	220	15	85	75.0%	68.8%	6.2%

Physical and Life Sciences and Technologies									
30.19 Nutrition sciences	10	0	10	0	0	0.0%	0.0%	0.0%	
30.27 Human biology	15	10	0	10	10	0.0%	0.0%	0.0%	

Source: Statistics Canada, Census, Custom Tabulation, 2016

Chart 6: Labour Force Status for Individuals by Major Field of Study

Health and Related Fields									
Major Field of Study	Total – Labour Force Status	In the Labour Force	Employed	Unemployed	Not in the Labour Force	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)	
51. Health professions and related programs	9,280	6,580	6,150	430	2,705	70.9%	66.3%	6.5%	
60. Dental, medical and veterinary	60	35	40	0	20	58.3%	66.7%	0.0%	

Health and Related Fields

residency programs								
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Source: Statistics Canada, Census, Custom Tabulation, 2016

Chart 7: Labour Force Status for Individuals by Major Field of Study

Personal, Protective and Transportation Services								
Major Field of Study	Total – Labour Force Status	In the Labour Force	Employed	Unemployed	Not in the Labour Force	Participation Rate (%)	Employment Rate (%)	Unemployment Rate (%)
12. Personal and culinary services	2,450	1,760	1,635	125	690	71.8%	66.7%	7.1%

Source: Statistics Canada, Census, Custom Tabulation, 2016

Canadian Business Count

Canadian Business Counts provide counters of active businesses by industry and employment size categories. Chart 8 shows the number of healthcare businesses active within Oshawa in June 2019.

Chart 8: Canadian Business Count for Healthcare Industry in Oshawa

Total	Without Employees	Total, With Employees	1 – 4 Employees	5 – 9 Employees	10 – 19 Employees	20 – 49 Employees	50 – 99 Employees	100 – 99 Employees	200 – 499 Employees	500+ Employees
62 – 753	386	367	164	75	59	49	8	7	3	2
Healthcare										

	Total	Without Employees	Total, With Employees	1 – 4 Employees	5 – 9 Employees	10 – 19 Employees	20 – 49 Employees	50 – 99 Employees	100 – 99 Employees	200 – 499 Employees	500+ Employees
and Social Assistance											
621 – Ambulatory Healthcare Services	540	283	257	154	51	34	12	1	3	1	1
622 – Hospitals	2	1	1	0	0	0	0	0	0	0	1
623 – Nursing and Residential Care Facilities	69	12	57	2	16	14	19	3	2	1	0

Source: Statistics Canada, Canadian Business Count, June 2020

Commuting Patterns

Commuting patterns provide valuable information on where individuals reside and work. Chart 9 displays where Oshawa residents who work in the healthcare industry work. As depicted by the chart, a large number of individuals working in the healthcare industry that live in Oshawa work in Durham Region, but there are many individuals who commute outside of the Region, most notably to Toronto.

Chart 9: Commuting Patterns for Oshawa Residents Working in the Healthcare

Commuting Patterns for the Healthcare Industry, Oshawa Residents		
Place of Residence	Place of Work	Total Number of Individuals
Oshawa	Northumberland	50
Oshawa	Peterborough	50
Oshawa	Kawartha Lakes	10
Oshawa	Durham Region	4,725
Oshawa	Pickering	180
Oshawa	Ajax	245
Oshawa	Whitby	1,100
Oshawa	Oshawa	2,730
Oshawa	Clarington	355
Oshawa	Scugog	95
Oshawa	Uxbridge	10
Oshawa	Brock	0
Oshawa	York	230
Oshawa	Markham	165

Commuting Patterns for the Healthcare Industry, Oshawa Residents		
Oshawa	Toronto	885
Oshawa	Peel	35
Oshawa	Mississauga	10
Oshawa	Brampton	10
Oshawa	Halton	10
Oshawa	Simcoe	10

Source: Statistics Canada, Census, Custom Tabulation, 2016

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