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**Project Title**

The early retiree divests the workforce: A quantitative analysis of early retirement among health professionals

**Project Summary**

Why do health professionals, specifically Registered Nurses (RNs) and Allied Health Professionals (AHPs), retire early? The availability of health professionals to deliver health care services is fundamental to the health of a population; health care decisions-makers cannot neglect to investigate early retirement among health professionals. The purpose of this study is determine whether RNs and AHPs differ in their approach to workforce departures. This study has four objectives: 1) Develop and validate conceptual models of factors that influence retirement decisions among health professionals – one for early retirement and one for involuntary retirement; 2) Describe workforce participation among Canadian RNs and AHPs; 3) Analyze the model of early retirement among health professionals using Canadian Longitudinal Study on Aging (CLSA) data, and; 4) Analyze the model of involuntary retirement using CLSA data. This study will be the first to explicitly explore similarities and differences in RN and AHP processes of retirement decision-making.

**Keywords**

Health human resources, workforce planning, early retirement, Allied Health Professionals, Registered Nurses