

## Personnel Problems

### Factors affecting demand

- Increased demand for skilled employees
- Increased retirements in 1990's
- Decrease in the number of 22 year olds (end of baby boom)

### Supply (Historical data)

- 4% of U.S. population completes University degree in Science or Engineering  
(Only ~1.5% in Canada)
- In U.S. 9.6% of science graduate involved in Health  
(Only 4.6% in Canada)
- Free trade allows free movement of technical personnel

### Result:

U.S. anticipates shortage of 500,000 scientists and engineers by the year 2000.