


Clinical Survey Summary

Employment Data

 **All members survey: 443 responses**
Representative response rate by location based on the distribution of sonographers in Canada

Retention

 **More than 1 in 2** sonographers end up working at one of the clinical sites where they trained.

Among those who haven't

 **About 3 in 4** say they'd still consider going back to work at one of their former sites in the future.

Relocation

For sonographers who had to move more than 150 km for their clinical training,

 **About 1 in 4** ended up working at that training site.

Among the rest

 **About 1 in 4** say they might still consider working there in the future.

Vacancy Rates

~12%



Average vacancy rate of sites that take students

~21%




Average vacancy rate of sites that don't take students

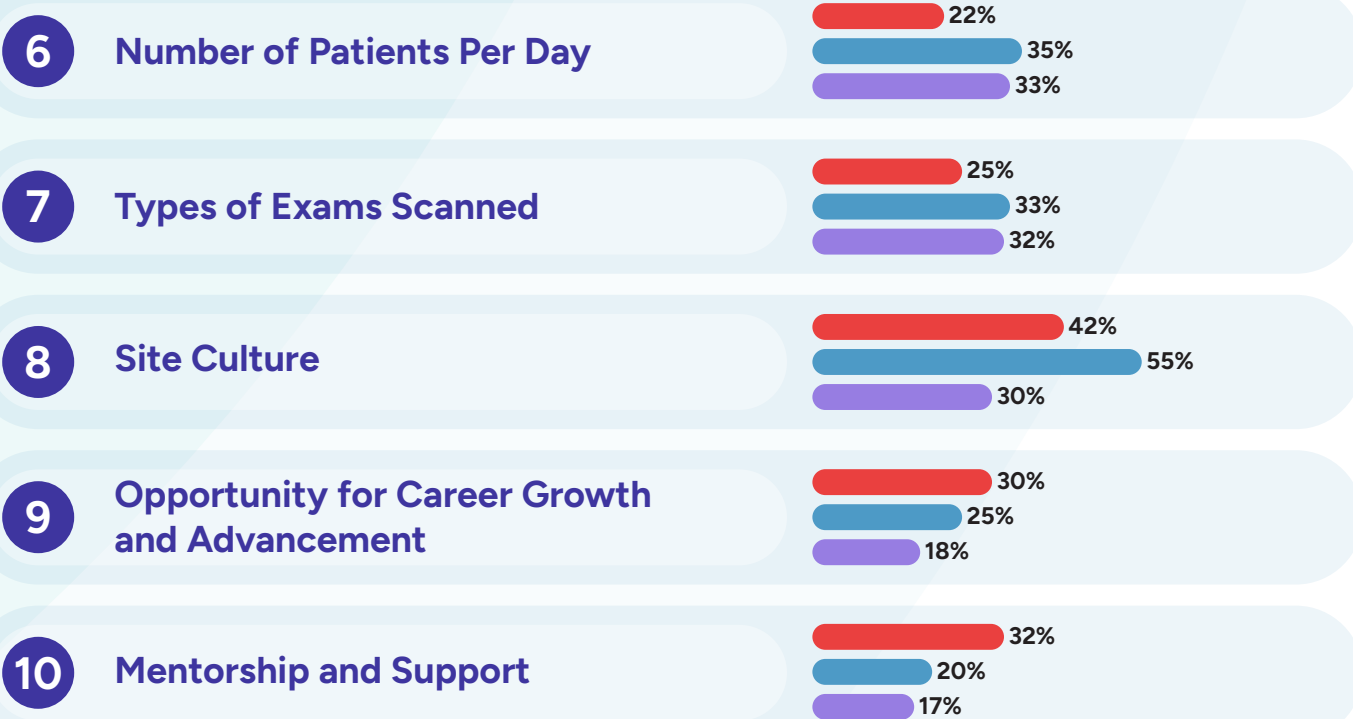
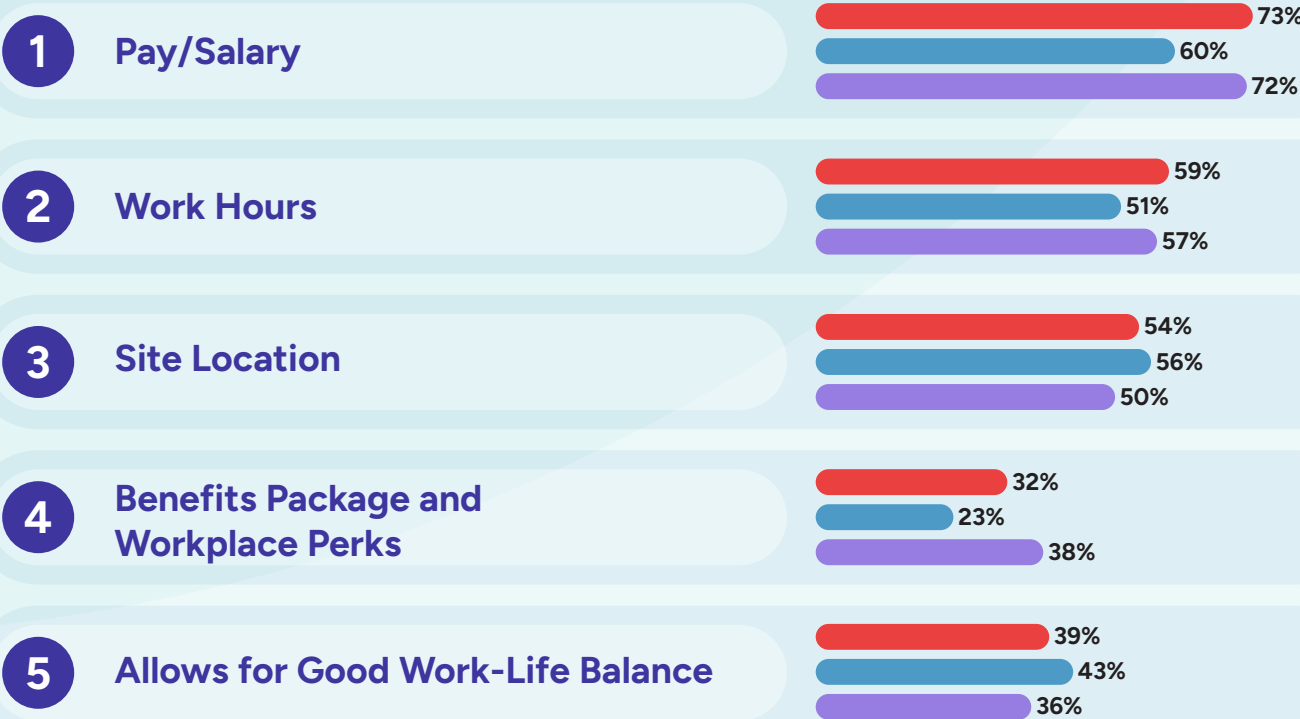
Cost of Taking a Student

Reducing patient volume during student placements enhances learning and workflow, and the productivity impact is comparable to a 60-day vacancy—making it a worthwhile investment given high vacancy rates and strong student retention.

 **2.5 patients a day for a full year** =  **a full-time vacant position for 60 days**

Top Factors Sonographers Consider When Selecting a Position

 **Early Career** (0–9 years of experience)  **Mid Career** (10–19 years of experience)  **Late Career** (20+ years of experience)



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Clinical Placement Data

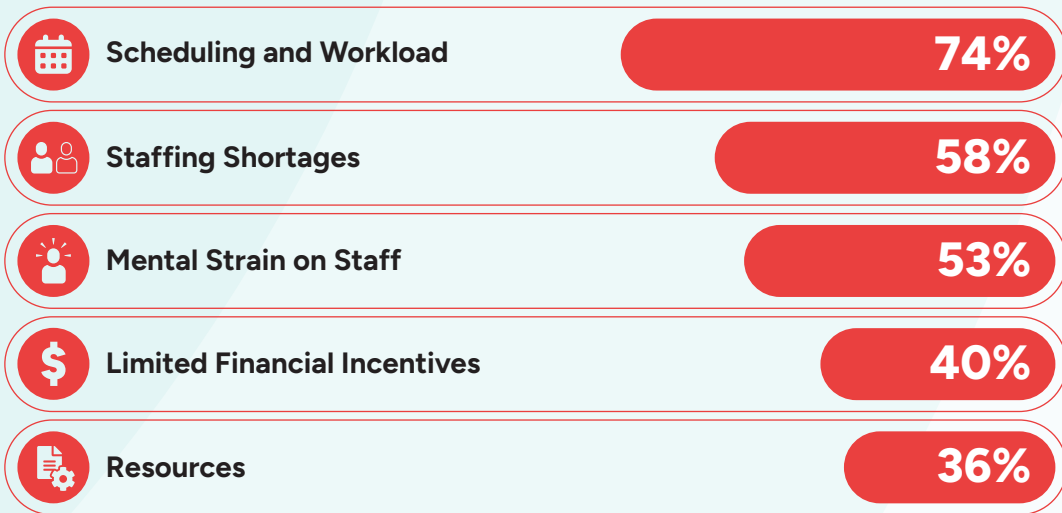
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Clinical Site Survey 188 responses

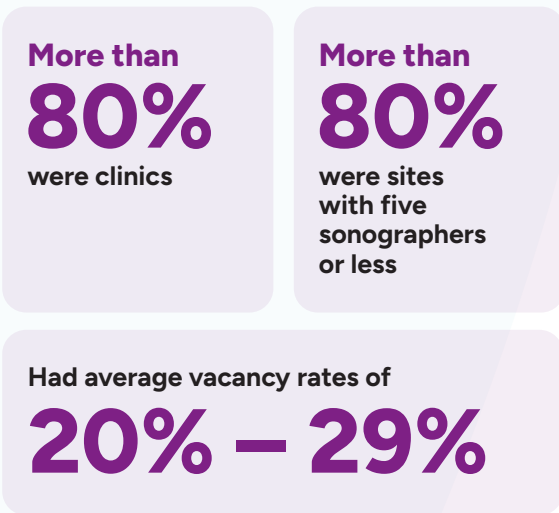
Top 5 Reasons Sites Take Students



Top 5 Reasons Sites Do Not Take Students



Sites That Did Not Take Students



Taking Students for Placements

Benefits

- 1

Recruitment and Workforce Pipeline
 - Key recruitment strategy
 - Hire students post-placement
 - Helps build rapport and familiarity, increasing retention
- 2

Professional Development and Knowledge Exchange for Current Staff
 - Fresh perspectives, curiosity
 - Reinvigorate staff and promote continuous learning
 - Encourages staff to stay current with protocols and practices
 - Reinforces critical thinking and teaching skills
 - Sense of giving back to the profession
- 3

Organizational Values and Strategic Investment
 - Prioritize education and mentorship
 - Maintain a positive reputation in the ultrasound community
 - Investment in student training is essential to ensure a sustainable workforce

Challenges

- 1

Time Pressures and Limited Hands-On Learning
 - High patient volumes, tight schedules, overbooked sites often left students with minimal scanning time
 - Rushed or missed learning opportunities
 - Lack of dedicated time or space for student learning
- 2

Inconsistent Mentorship, Unprepared Preceptors
 - Disinterested, untrained, or unwilling preceptors
 - Outdated teaching methods, lack of patience and communication skills
 - No constructive feedback, unprofessional behaviour
- 3

Systemic and Environmental Barriers to Learning
 - Toxic work environments, staff shortages, lack of resources
 - Students often felt like a burden
 - Geographic, logistical, and administrative issues — long commutes, housing challenges, or poor communication from coordinators


Clinical Survey Summary

Placement Feedback

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Practicum Experience

77% had a positive or very positive clinical practicum experience.



Top 3 Highlights

- 1 Diverse Learning Opportunities
- 2 Professional Skill Development
- 3 Instructor Support and Feedback

Top 3 Challenges

- 1 Preceptor Workload and Availability
- 2 Workplace Culture and Dynamics
- 3 Limited Clinical Learning Opportunities

How Clinical Placements Can Be Improved

1 Education System Accountability and Student Preparedness

Schools are urged to:

- Improve screening and admissions
- Ensure all didactic and lab training is complete before placements begin
- Better prepare students in technical skills and professional behaviours prior to practicum
- Standardize expectations and reduce excessive paperwork for clinical sites
- Involve interpreting physicians in training
- Explore return-of-service models or better match students to future employment opportunities

2 Preceptor Training, Incentives, and Teaching Culture

- Many sonographers feel overburdened, undertrained, and undercompensated for their teaching roles.
- Students benefit most from dedicated, well-prepared preceptors

3 Time, Staffing, and Infrastructure Support

- Overbooked schedules, staff shortages, limited equipment restrict meaningful student learning time.
- Students need more hands-on scanning opportunities
- Government or institutional investment in infrastructure and scheduling flexibility to support teaching.