



Internal organizational scan – Potential Algonquin College program cuts & City of Ottawa impacts

Of the 30 programs contemplated by Algonquin College for suspension, nine of these potential program cancellations may impact City of Ottawa employee recruitment efforts (Table 1).

Overall, the City has benefited geographically from Algonquin College and the potential loss in program offerings may cause competition among Ontario municipalities for the same talent in the following fields:

- Nursery Operator – Forestry Services, Public Works
- Nursery Worker – Forestry Services, Public Works
- Software development positions – Information Technology Services, Finance and Corporate Services
- Museum collection specialist – Recreation, Cultural and Facility Services
- Museum heritage specialist – Recreation, Cultural and Facility Services
- Museum registrar specialist – Recreation, Cultural and Facility Services
- Sign shop supervisor – Traffic Services, Public Works
- Sign designer/fabricator – Traffic Services, Public Works
- Law clerk – Legal Services
- Paralegal – Legal Services
- Graphic designer – Public Information and Media Relations
- Communications officer (photo/video) – Public Information and Media Relations
- Communications officer (event planning) – Public Information and Media Relations
- Program coordinator - Recreation, Cultural and Facility Services

The direct impact to City services as a result of potential employment and recruitment challenges is not known.

Minimal to no impacts anticipated for employee recruitment efforts for and services provided by the Ottawa Public Library, Ottawa Public Health, the Office of the City Clerk, Community and Social Services, Infrastructure and Water Services,



Planning, Development and Building Services, Strategic Initiatives, Emergency and Protective Services, Transit Services, and some services provided by the Recreation, Cultural and Facility Services Department.

Table 1 - Internal organizational scan – Potential Algonquin College program cuts & City of Ottawa impacts

Algonquin College Program to be suspended	City Department	Description of impacts to employee recruitment efforts	Description of impacts to City services	Other comments
Horticultural Industries	Public Works – Forestry Services	Recruitment for two Forestry Services positions may be impacted by the suspension of this program: <ul style="list-style-type: none"> • Nursery Operator • Nursery Worker 		Other Colleges offer programs that would suffice for the City’s recruitment processes; however, Ottawa has benefited geographically from Algonquin College offering these programs. The loss in program offerings would mean Ottawa will be competing with municipalities in southern and eastern Ontario for this talent pool.
Computer Programming Pembroke Campus (still offered at Ottawa campus and online)	Finance & Corporate Services – Information Technology Services	Potentially fewer candidates and/or applicants for software development positions: application/web programming, system analysts, database design/administration.		

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Pathways to Indigenous Empowerment (New Indigenous Studies programs offered)	Community and Social Services	Very minimal impacts anticipated as our positions in this area require University degrees but there could be applicants from this program who apply to our Indigenous Relations Branch with the Equity, Diversity, Inclusion and Indigenous Relations Service Area.		
Applied Museum Studies (AMS)	Recreation, Cultural and Facility Services	City frequently hires directly or near-directly from the AMS program for entry-level part-time Collections Specialist positions and Heritage Specialist positions. A three-year Advanced Diploma from the AMS program also satisfies the base educational requirement (plus experience) for many of museum positions,		It is staff's understanding that the AMS program is the only undergraduate level course for museum studies in Ontario, and museums across the province hire workers from the program. Without graduates from the AMS program, the pool of qualified candidates local to Ottawa diminishes significantly, especially for part-time collections work. The next closest program for museology is the Museum

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		<p>including registrar collections specialists.</p> <p>The City also participates in the AMS intern program. Work given to the interns is typically focused on creating a learning environment for the student while addressing, typically, backlogged items or overflow items from employed staff.</p>		<p>Management and Curatorship post-graduate program at Sir Sanford Fleming in Peterborough.</p>
Design Foundations	Public Works – Traffic Services, Public Information and Media Relations (PIMR)	<p>Recruitment for two Traffic Services positions may be impacted by the suspension of this program:</p> <ul style="list-style-type: none"> • Sign Shop Supervisor: • Sign Designer/Fabricator <p>Recruitment for PIMR positions may be impacted by the suspension of this program:</p>		<p>Other colleges offer programs that would suffice for this recruitment. However, Ottawa has benefited geographically from Algonquin College. The loss in this program offering would mean Ottawa will be competing with other municipalities for this talent pool, which could lower the quality of talent hired for these positions.</p>



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		<ul style="list-style-type: none"> • Graphic designer, • Communications officer – photo/video 		
General Arts and Science – Aboriginal (New Indigenous Studies programs offered)	Community and Social Services	Very minimal impacts anticipated as our positions in this area require University degrees but there could be applicants from this program who apply to our Indigenous Relations Branch with the Equity, Diversity, Inclusion and Indigenous Relations Service Area.		
Journalism	Public Information and Media Relations	While a university degree is required for PIMR’s communication officer positions, many of the team members have a university degree combined with college studies (such a journalism certificate). Being that both Carleton and uOttawa offer degrees in communication		The local media landscape already has a gap in the number of reporters in Ottawa. This may further impact the number of potential reporters in Ottawa. While this is not a City service, it could potentially harm the amount of coverage the City obtains for its services.



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		and journalism, staff don't see a major impact on recruitment efforts.		
Illustration and Concept Art	Public Information and Media Relations	Recruitment for PIMR positions may be impacted by the suspension of this program: <ul style="list-style-type: none"> • Graphic designer, • Communications officer – photo/video 		Other colleges offer programs that would suffice for this recruitment. However, Ottawa has benefited geographically from Algonquin College. The loss in this program offering would mean Ottawa will be competing with other municipalities for this talent pool, which could lower the quality of talent hired for these positions.
Bachelor of Culinary Arts & Food Science (Honours)	Community and Social Services.	Impacts will be minimal. Recruitment for hospitality positions in Long Term Care could be impacted.		
Law Clerk	Legal Services	The loss of this program would have significant impacts on Legal Services. Completion of a law clerk program is a mandatory requirement for City law clerks, and Algonquin		Law clerks represent approximately one third of Legal Services' staffing complement and are essential to the services provided, as well as to the



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		College has long been the primary institution for recruitment efforts. The majority of past and current staff obtained credentials there.		effective functioning of the legal system more broadly.
Event Management	Public Information and Media Relations	While a university degree is required for PIMR's communication officer positions, many of the team members have a university degree combined with college studies. A certificate in event management is extremely helpful for communication officers position with an event planning role. Being that both Carleton and uOttawa offer degrees in communication, staff don't anticipate a major impact.		The loss in this program offering would mean Ottawa will be competing with other municipalities for this type of talent pool, which could lower the quality of talent hired for this position.
Paralegal	Legal Services	A paralegal diploma is considered an asset, particularly for the Municipal Prosecutor role.		



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		<p>Paralegals may apply to be licensed by the Law Society of Ontario, and a core requirement for licensing is successful completion of a paralegal education program accredited by the Law Society. Algonquin College is one such accredited institution and has consistently provided training to students in Provincial Offences and related areas.</p>		
Pre-Health Pathway to Certificates and Diplomas	Ottawa Public Health	<p>OPH primarily recruits licensed Registered Nurses (RNs) for public health nurse roles. The programs identified for discontinuation do not include the core RN degree. As a result, the principal educational pathway for PHN recruitment remains intact.</p>	<p>No immediate indication of service disruption risk linked to these program changes.</p>	<p>The risk to OPH recruitment and service capacity appears low. Broader factors—such as provincial nursing retention, system-wide workforce shortages, and competition from hospital settings—are more influential determinants of nurse availability than the suspension of the identified college programs.</p>



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		<p>RN supply in Ottawa is also not dependent on a single institution. The University of Ottawa continues to graduate significant numbers of nurses, and OPH recruits within a provincial labour market where mobility across regions is common. Hiring is regulated through the College of Nurses of Ontario, not tied to one local college.</p> <p>The suspended pre-health pathway programs serve as preparatory streams rather than professional qualification programs. While they may support access to nursing education, alternative academic routes remain available through secondary school science programs, university</p>		<p>Ongoing monitoring of regional nursing enrollment and workforce trends is appropriate, but no direct operational impact is evident at this time.</p>

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		studies, bridging pathways, and other colleges.		
Pre-Health Pathway to Advanced Diplomas and Degrees (Program still offered at our Pembroke Campus)	Ottawa Public Health	<p>OPH primarily recruits licensed Registered Nurses (RNs) for public health nurse roles. The programs identified for discontinuation do not include the core RN degree. As a result, the principal educational pathway for PHN recruitment remains intact.</p> <p>RN supply in Ottawa is also not dependent on a single institution. The University of Ottawa continues to graduate significant numbers of nurses, and OPH recruits within a provincial labour market where mobility across regions is common. Hiring is regulated through the College of Nurses of</p>	No immediate indication of service disruption risk linked to these program changes.	<p>The risk to OPH recruitment and service capacity appears low. Broader factors—such as provincial nursing retention, system-wide workforce shortages, and competition from hospital settings—are more influential determinants of nurse availability than the suspension of the identified college programs.</p> <p>Ongoing monitoring of regional nursing enrollment and workforce trends is appropriate, but no direct operational impact is evident at this time.</p>



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		<p>Ontario, not tied to one local college.</p> <p>The suspended pre-health pathway programs serve as preparatory streams rather than professional qualification programs. While they may support access to nursing education, alternative academic routes remain available through secondary school science programs, university studies, bridging pathways, and other colleges.</p>		
Recreation and Leisure Services	Recreation, Cultural and Facility Services, Community and Social Services	Directly impacts RCFS Program Coordinator positions. Out of the 93 candidates who recently applied for PC positions, 11 are graduates from the program, and one is a current student.	The impact to staffing would be noticeable for Recreation, Cultural and Facility Services but would not affect operations broadly.	<p>It will limit Ottawa's local talent pool and easy access to graduates and students.</p> <p>Other colleges in Ontario still offer similar programs.</p>



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		Impacts will be minimal for Community and Social Services. Recruitment for recreation positions in Long Term Care could be impacted.		
Fitness and Health Promotion (Program still offered through AC Online)	Recreation, Cultural and Facility Services	Impacts will be minimal.		Certifications for instruction are done through YM/YWCA and other organizations; there is no reliance on Algonquin programming for these resources therefore no impacts