



# Workforce Planning Board of Waterloo Wellington Dufferin

## Caring Occupations: Supporting Waterloo Wellington Dufferin



June 2022



Our Vision: We envision the continuous development of a leading-edge workforce.

Our Mission: Engage partners to find solution to local workforce development needs.

The material contained in this report has been prepared by the Workforce Planning Board of Waterloo Wellington Dufferin (WPBWWD) and is drawn from various data sources. In providing this material, WPBWWD does not assume any responsibility of liability.

Canada 



Ontario 

This project is funded in part by the Government of Canada and the Government of Ontario.

The views expressed in this document do not reflect those of the Government of Canada or the Government of Ontario.

Report author: Charlene Hofbauer, Executive Director, WPBWWD

Release Date: June 15, 2022

# Table of Contents

Why undertake research into Caring Work?	1
Methodology	2
Staff challenges in Health care and social assistance and Educational Services	3
NOC 30 Professional occupations in nursing (registered nurses)	4
NOC 32 Technical occupations in health (registered practical nurses)	8
NOC 34 Assisting occupations in support of health services (PSWs)	12
NOC 44 Care providers and education, legal, public protection (home child care, home support and housekeepers, educational assistants)	16
NOC 40 Professional occupations in educational services (teachers)	20
NOC 42 Paraprofessional occupations in legal, social, community and educational services (social and community service workers, ECEs)	23
Where do we go from here?	27
What we know	
How we can start to move forward	

## Why undertake research into Caring Work?

In the past 2 years, we have undergone a major pandemic that has taxed the people who provide front-line care and support to Waterloo, Wellington and Dufferin. Those who undertake caring work have worked and been physically present in this challenging time. Here we are now, in 2022, and we are seeing some impacts from that continuous care: exhausted staff and thoughts about leaving. The Workforce Planning Board of Waterloo Wellington Dufferin has been hearing about shortages in Health care and social assistance and Educational services from employers, and **the message is getting louder and more desperate**. It is time to better understand what is going on so that we can better figure out how to work our way out of it. These workers are caring for our most vulnerable and we need them to be there.

**These jobs are dominated by women** who have struggled over the pandemic. In our Economic Region of Kitchener-Waterloo-Barrie in April 2022, 73% of the people who work in Health care and social assistance are women while 84% of the Educational services workforce are women. Yet, women in the region have a 5.2% unemployment rate, a participation rate of 62.7% and an employment rate of 59.4% versus overall rates for men and women of 5.1% unemployment, 66.8% participation rate and a 63.3% employment rate. So while unemployment is almost on par with overall, a fewer percentage of women are looking for work or are employed.

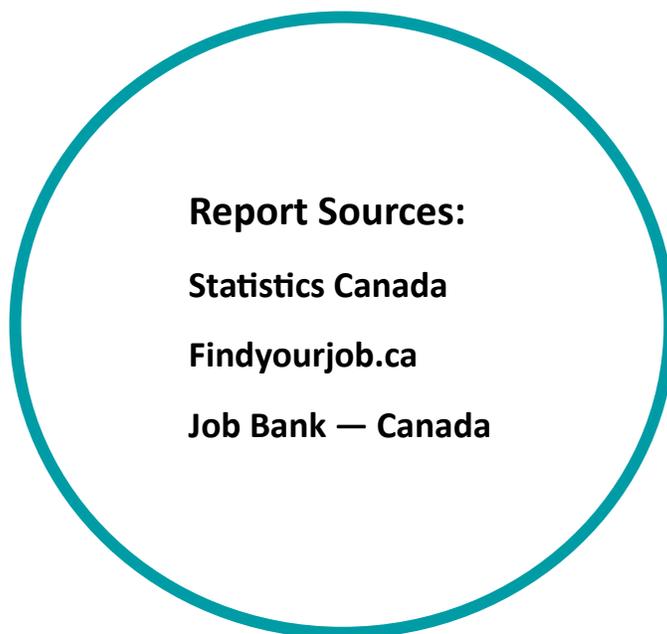
These jobs, in some cases, give women, and men, in other industries the support they need to return to the workplace. Nurses and personal support workers care for our elderly parents or keep our loved ones company while educators and educational assistants engage our children and grow their minds. Facilitators, developmental service workers, child and youth workers support persons with disabilities and those who have trauma to help them live fulfilling lives. **If they were not there doing all of this work, families would need to have one parent remove themselves from the labour market to provide this care and growth.** Other industries, also struggling, would face further talent and labour shortages.

Right now, these occupations are facing some challenges that are not going away as the pandemic seems to subside. In some cases, there is a lack of people applying or undertaking training. From September 2020 to June 2021, our area offered approximately 1,700 PSW spaces for training while the job postings for the same period numbered more than 2,700. If all spaces were taken, that was still a deficit of workers. Our capacity could not meet demand. **The dynamics of the job (casual or part-time work) make it hard to ensure worker income is steady while in some cases, the pay is not much more than minimum wage.** Households that rely on this income could be unstable. All of this combines with the higher likelihood that these workers can contract COVID-19 (more than once) and short-staff their colleagues, and we can start to see how the staffing environment could be so challenging .

## Methodology

To get a sense of what was happening in the labour market for each occupation, we pulled data from Statistics Canada at annual and monthly intervals for the Census Metropolitan Areas (CMA) of Guelph and Kitchener-Waterloo- Cambridge. We could get this data at the 2-digit National Occupation Classification (NOC) level. This meant more occupations than just the one being targeted was looked at but we did include what types of roles are under each NOC level. To help us dig down to the 4-digit NOC level, we looked at the six-month trend at the provincial level to see size of the labour force, unemployment rate and employment hours (part-time or full-time). Unfortunately, this data does not show if people in these occupations are working more than one job to make full-time hours which is something we hear from industry employers.

Job posting demand came from [www.findyourjob.ca](http://www.findyourjob.ca) , a local job posting s aggregator site done through partnership between the Workforce Planning Board of Waterloo Wellington Dufferin, Region of Waterloo, City of Guelph and the Counties of Wellington and Dufferin. This data was done at the 4-digit NOC level and for Waterloo, Wellington and Dufferin. We added pay data at the low, high and median (exact middle) levels which came from the Job Bank. That data is accurate as of November 2021 and is for the Economic Region of Kitchener-Waterloo-Barrie . Finally, we recorded what the vacancy rates (at the 3-digit NOC level) were at the Economic Region level to see how they compared to the available provincial workforce.



## Staff challenges in Health care and social assistance and Educational services

**Staff burn-out:** One research study around health care worker burn-out <https://covid19-sciencetable.ca/sciencebrief/burnout-in-hospital-based-healthcare-workers-during-covid-19/> .

**Reduced staffing numbers:** We have heard that some nurses and teachers who could exercise their option to leave the industry and take their pensions have chosen to do so. Some of these workers would be from Generation X. These industries also have set or guideline ratios that need to be met (example: 15 children to an early childhood educator in some settings) to ensure the environments and care provided is safe for everyone.

**Illness:** Tying into the above, these front-line workers are more vulnerable to illness and sick days from the pandemic. A positive test currently means 5 days out of work thereby adding pressure to those who need to fill-in or provide coverage.

**Shortages with supply and casual staff:** Due to increased chances of illness, more organizations are finding that there is no staff who can provide supply for absences. In school boards, we know that co-ordinators for programs like OYAP are providing those supply services in some cases. There is demand for teachers, but the demand is for supply which means pay will vary depending on how many days are worked. This does not look inviting when other industries are offering full-time regular employment.

**Constant shifts in how things are done as a response to the pandemic:** Educational staff have been asked to undertake new types of work with little to no training and no time to train even if they could or hourly staff have been laid-off. Staff in both industries have also shifted processes and procedures numerous times as new information emerged on COVID-19.

**Public reaction:** In some cases, staff faced incredible backlash as vaccines emerged and mandates were removed with health facilities being picketed and teachers sometimes being harassed for continuing to wear masks. With health care staff shortages, abuse and harassment from patients has also increased as people are waiting longer to be looked at and treated.

**Collective agreements and unionized environments:** Some other industries have begun to look at pay increases and creating flexible work environments for staff. These 2 industries are more unionized and such flexibility may be challenging to develop and create. Staff may see this reality and choose to take their skills to non-unionized environments or industries.

## NOC 30 – Professional Occupations in Nursing

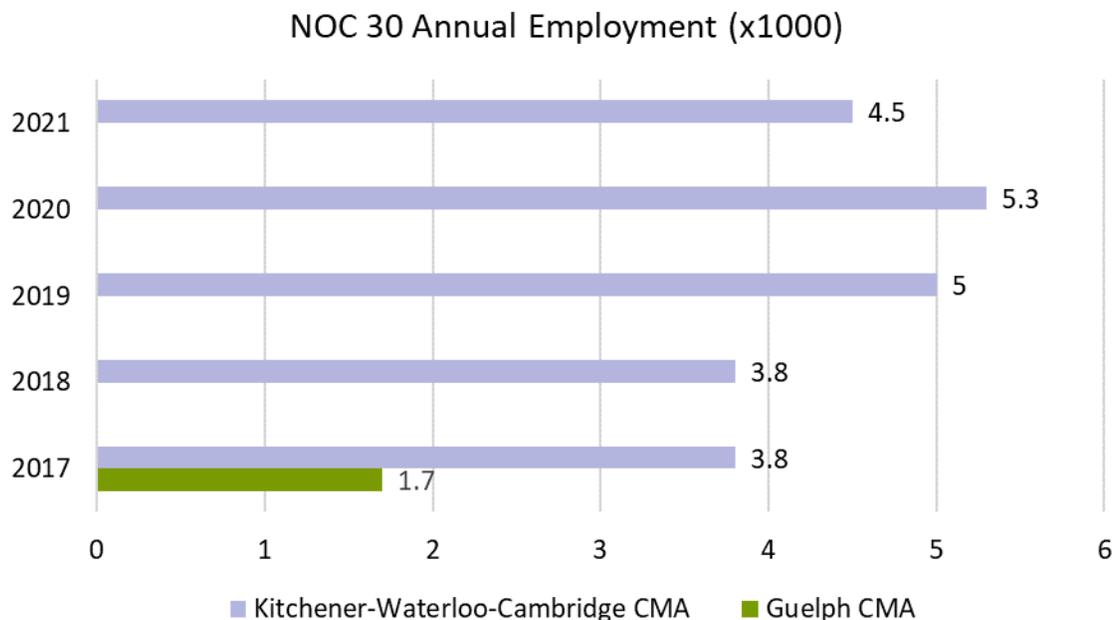
This NOC level includes Nursing co-ordinators and supervisors as well as Registered nurses and registered psychiatric nurses.

### The Ontario View

Source: Statistics Canada. Table 14-10-0296-01. Labour force characteristics by occupation, monthly, seasonally unadjusted (x 1,000).

Local unemployment data for occupations is hard to find so to get some insight, we looked at provincial data. Looking at the provincial data, we can see that there are 137,500 nurses in the labour force in April 2022, 136,500 employed with 112,400 working full-time and 24,100 working part-time. The labour force is about the same as it was 6 months ago (down 200 nurses). The unemployment rate for nurses and nursing supervisors has been suppressed for half of the past six months (November to April) meaning incredibly low unemployment rates. In March 2022, the most recent month where data was not suppressed, the provincial unemployment rate was 1.6% for this occupational category. That **translates into 2,100 nurses across the province unemployed in March and that number fell in April to about 1000 based upon the labour force and employment numbers from above**. Across Ontario, most nurses who want to are working.

### The local 5-year trend



Source: Statistics Canada, Table 14-10-0382-01. Employment by occupation, annual (x 1,000).

Between 2017 and 2021, registered nurses and nursing co-ordinators and supervisors saw a lot of change. In Kitchener-Waterloo-Cambridge, the number stayed pretty much the same at 3,800 people employed in 2017 and 2018.

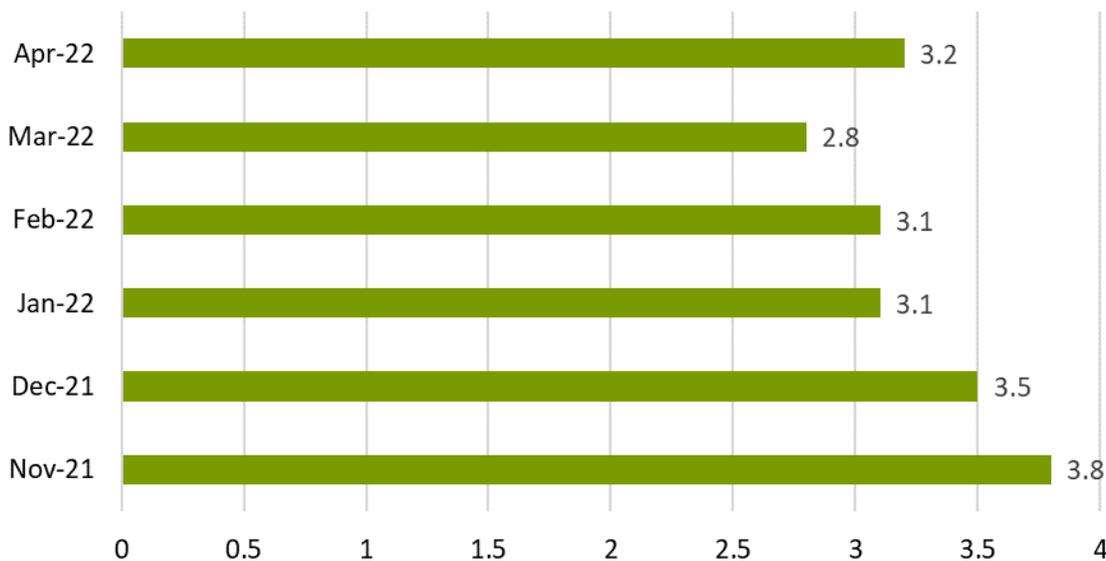
That number rose to 5,000 in 2019 and then 5,300 in 2020 as the pandemic hit. Across the province, we heard early pandemic stories about women coming out of retirement and return to nursing duties to support the health care system. However, by 2021, the number of nurses employed in K-W fell to 4,500. **That is still a 5-year increase of 18% or 700 nurses employed.**

Unfortunately, Guelph cannot demonstrate a pandemic surge in nurses returning to the workforce. In 2017, 1,700 nurses were employed in the CMA. **Since 2018, the number of nurses employed has never reached more than 1,500, the Statistics Canada suppression point.** This is a 12% (or higher) drop in employment numbers. We cannot tell if they re-engaged in the sector when the pandemic hit, but if they did, their numbers did not return to those 2017 levels. This raises some concerns about how many nurses are available to fill positions in the Guelph health care system.

### The local 6-month trend

Looking at the six-month trend for registered nurses and nursing co-ordinators/supervisors, the trend continues to be a decline in nurses reporting that they are employed as nurses. Guelph still had fewer than 1,500 nurses employed locally. The Kitchener-Waterloo-Cambridge CMA has continued to see a decline in nurses employed. Between November 2021 and April 2022, 600 fewer nurses were employed.

Kitchener-Waterloo-Cambridge, 6 month trend (x1000)

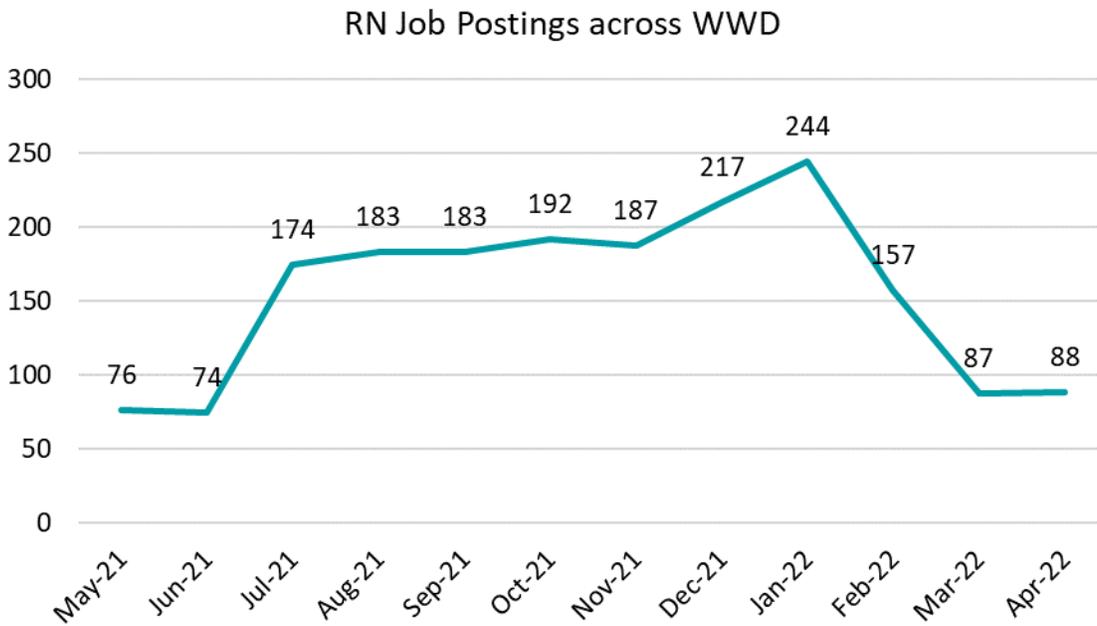


Source: Statistics Canada. Table 14-10-0381-01. Employment by occupation, three-month moving average, unadjusted for seasonality (x 1,000).

With hospitals in backlog for elective surgeries and emergency rooms putting out tweets regarding longer wait times due to staff shortages and higher patient volumes (see <https://kitchener.ctvnews.ca/longer-wait-times-at-local-hospitals-due-to-covid-19-absences-1.5854990>), this decreasing trend could affect health care service. This trend would continue in long-term care facilities and community-based health care organizations which provide care where people are living.

### Local demand and pay for Registered Nurses

Using data from findyourjob.ca, we looked at demand for Registered nurses and registered psychiatric nurses as those postings dominate the Professional occupations in the NOC 30 category.



Postings for nursing peaked in January 2022 when we were in the midst of the previous wave of the pandemic. In April, we were in the midst of the 6<sup>th</sup> wave of the pandemic but demand did not increase from a job postings perspective and remained pretty stable from March’s number and similar to May and June of last year. EmployerOne 2022 health care employers did not list registered nurses as one of their top 3 hard-to-fill positions.

### Pay rates for nurses in our Economic Region

Low	Median	High
\$27.00	\$43.00	\$49.00

Source: Job Bank, Wage Trend Analysis for Registered nurses and registered psychiatric nurses, Nov 2021.

## Vacancy Rates in the Economic Region

The data quality for these vacancies is considered to be good.

	Q4 2020	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Professional occupations in nursing (NOC 301)	395	465	540	495	635

Source: Statistics Canada. Table 14-10-0356-02. Job vacancies and average offered hourly wage by occupation (minor group), quarterly, unadjusted for seasonality.

Vacancies for this occupational group have grown in the past year by 61% with 240 more roles being vacant than just a year ago. With a small available provincial labour force, just Kitchener-Waterloo-Barrie's vacancies alone would employ about a quarter of the available nurses. This helps explain why talent has been difficult to find and with so much demand, registered nurses can choose where they wish to be employed.



## NOC 32 Technical occupations in health

This NOC classification includes a lot of different careers in health care: medical technicians and technologists, dental technicians and technologists, opticians, paramedics, massage therapists and the focus of our investigation: licensed practical nurses (LPNs). LPNs are referred to as registered practical nurses (RPNs) within our local health care system.

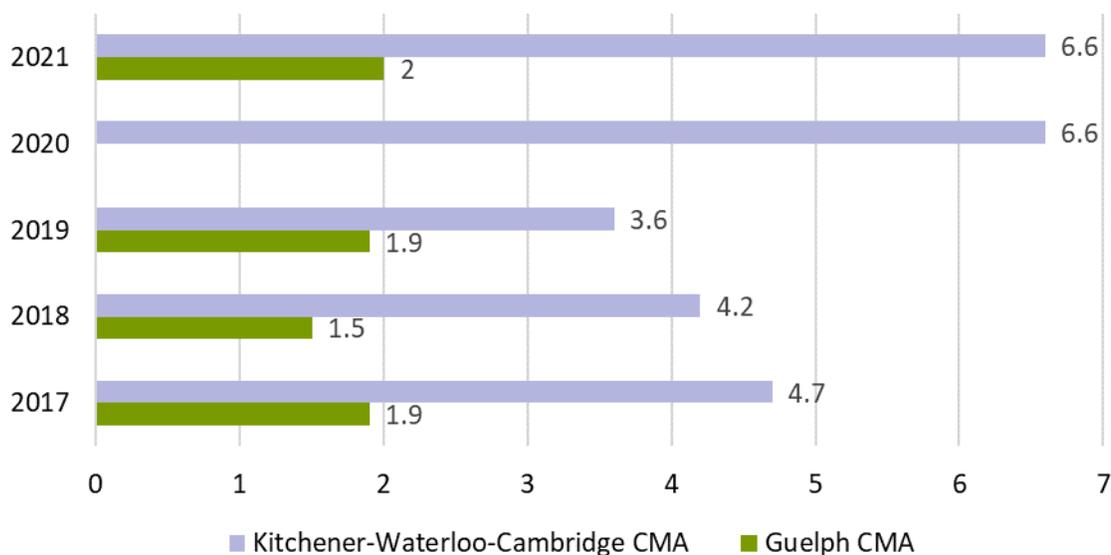
### The Ontario View

Source: Statistics Canada. Table 14-10-0296-01. Labour force characteristics by occupation, monthly, seasonally unadjusted (x 1,000).

In April 2022, there were 152,500 people in the labour force with this NOC code, 7,600 more people than 6 months ago. There were 149,500 people employed: 111,400 employed full-time and 38,100 employed part-time. From September 2021 to February 2022, the unemployment rate was suppressed. In fact, in one month, everyone who was in this labour force was employed. In March and April, unemployment has risen in this group. **March saw an unemployment rate of 2.5% (4,000 people) and April's rate was 2% (3,000 people) in this occupational group.** The available pool across the province is very small with many people already working.

### The local 5-year trend

NOC 32 Annual Employment (x1000)



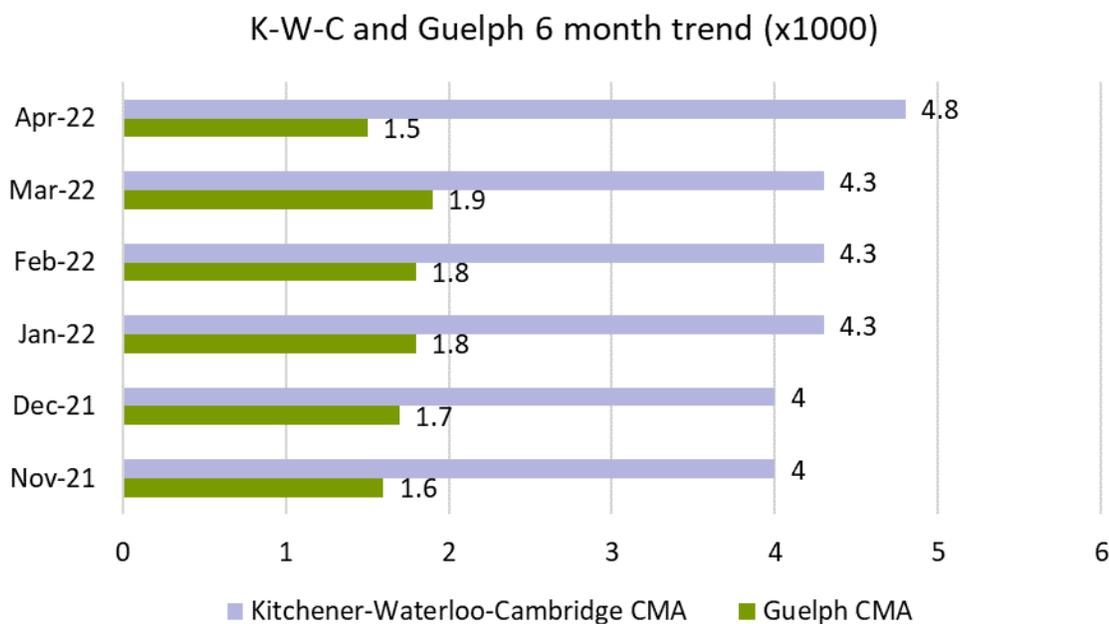
Source: Statistics Canada, Table 14-10-0382-01. Employment by occupation, annual (x 1,000).

In Kitchener-Waterloo-Cambridge, this occupational group began to shrink between 2017 and 2019. **However, in 2020 and 2021, the group almost doubled its employment numbers and seems to have levelled.**

Anecdotally, we were told that registered practical nurses did return to the workforce along with registered nurses when the pandemic hit.

In Guelph, the pattern is very different. In those first three years, there was a slight dip in employment between 2017 and 2018 which was quickly made up again in 2019. However, in the pandemic year, employment fell to below 1,500 positions and then rose again to 2,000 people employed in this group. **Employment seems to shift wildly from year to year in Guelph in this occupational group.**

## The local 6 month trend



Source: Statistics Canada. Table 14-10-0381-01. Employment by occupation, three-month moving average, unadjusted for seasonality (x1,000).

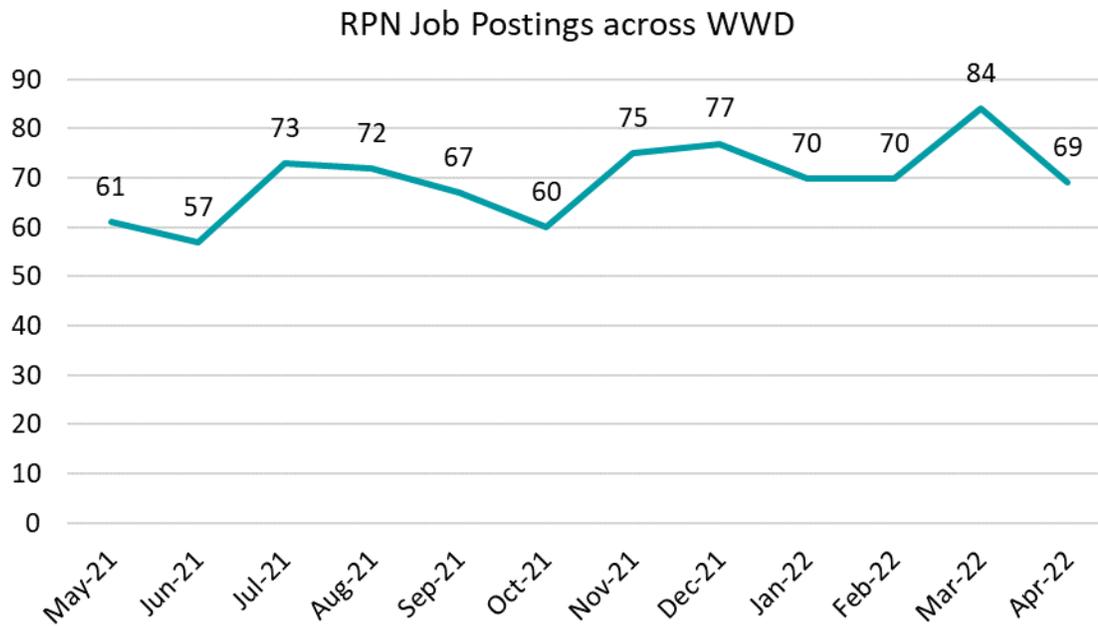
Employment numbers for this group have fallen from their 2021 annual high of 6,600 in Kitchener-Waterloo-Cambridge. In the past 6 months, employment has been between 4,000 and 4,800 people. **The employment trend is on an upwards climb as 800 (or 20%) more people were employed in April 2022 than in November of 2021 across the K-W-C CMA.**

The Guelph CMA also saw a decline from the annual employment number captured for 2021. Employment numbers were on an upwards trend from November 2021 to March 31 with 300 people more employed over the period. **However, those 5 month employment level gains were lost from March to April 2022 with 400 people (21%) fewer people employed in this occupational group in the one month.**

These types of losses and gains will have an effect on health care services – from hospitals to long-term care and community – as well as some other services, such as group homes, where these services may be needed.

### Local demand and pay for Licensed Practical Nurses (RPNs)

The focus for exploring NOC 32 was to look at registered practical nurses and, to this point, the data has been for a variety of health care-based occupations. In this section, we can look at what the local demand is for registered practical nurses using their 4 digit NOC code.



Postings for registered practical nurses has stayed pretty consistent for the past year, regardless of the pandemic’s waves. The numbers are lower than the posting numbers for registered nurses and seem to be between 60 and 70 RPN postings for most months. However, when looking at postings, we have noticed that RN postings tend to be very specific for one person to work in one generalized or specialized role. Postings for RPNs may include hiring for more than one role in some cases, such as in long-term care where the posting may be for 2 or 3 roles. So, while the posting numbers give us some idea for demand, they may underreport the number of actual roles to be filled. Health care and social assistance employers identified registered practical nurses as one of the top 3 positions that they consider hard-to-fill.

### Pay rates for RPNs in our Economic Region

Low	Median	High
\$20.00	\$29.00	\$30.80

Source: Job Bank, Wage Trend Analysis for Licensed practical nurses, Nov 2021.

## Vacancy rates in the Economic Region

The data quality for these vacancies is considered to be good.

	Q4 2020	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Other technical occupations in health care (NOC 323)	465	380	380	330	510

Source: Statistics Canada. Table 14-10-0356-02. Job vacancies and average offered hourly wage by occupation (minor group), quarterly, unadjusted for seasonality.

In the past year, vacancies tended to be trending downwards until the last quarter of 2021. Overall, the full year growth was about 10%, but between the 3<sup>rd</sup> and 4<sup>th</sup> quarter, we saw vacancies in this occupational category jump 55% indicating that employers struggled to find people and roles sat empty. Referring back to provincial unemployment numbers, this makes some sense as the unemployment rates were so low for this occupational group at the end of 2021.



## NOC 34 Assisting occupations in support of health services

This NOC also has a wide range of occupations attached to it: dental assistants, nurse aides, orderlies and patient service associates and other assisting occupations which in the context of the pandemic included COVID screeners at health care facilities. The focus for this exploration will be on nurse aides, orderlies and patient service associates where we often find personal support workers who work in long-term care and hospitals.

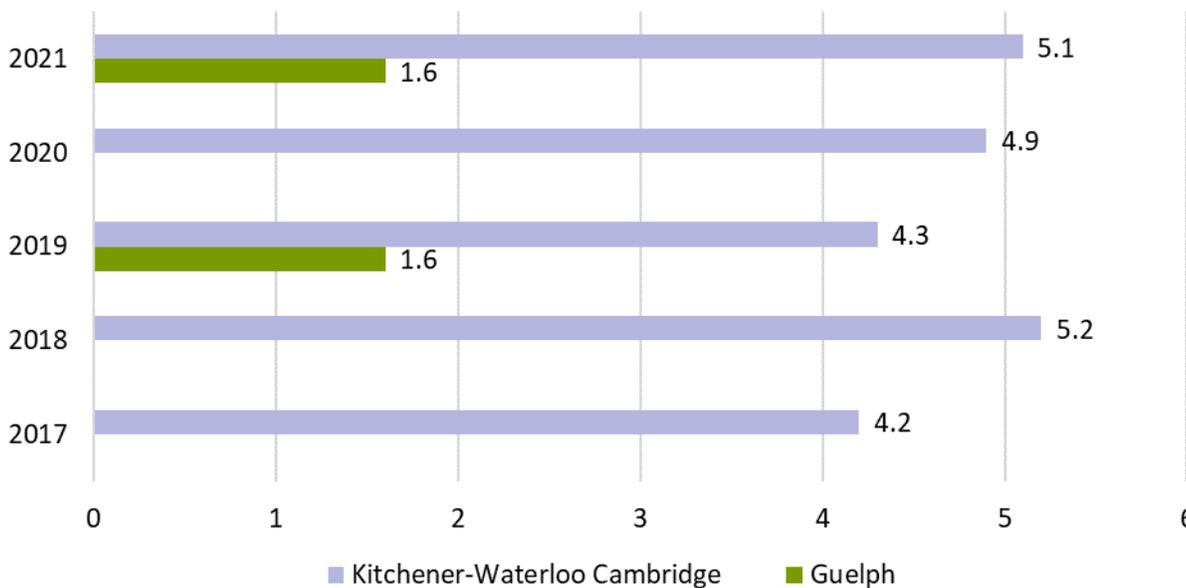
### The Ontario view

Source: Statistics Canada. Table 14-10—296-01. Labour force characteristics by occupation, monthly, seasonally unadjusted (x 1,000).

Across Ontario, there were 152,800 people within this occupational group's labour force in April of 2022. 107,100 people had full-time employment that month while a further 43,300 people were engaged in part-time employment which equalled 150,400 people employed. These numbers have been part of a 6-month upwards trend in employment for this occupational group. **In April, only 2,400 people in this occupational group were unemployed, equating to 1.6% of this labour force.** This is down from a high in October 2021 of 8,800 (6.4%) unemployed across the province. Much like the other 2 health care occupations explored to this point, almost everyone in this occupational pool is working.

### The local 5-year trend

NOC 34 Annual Employment (x1000)



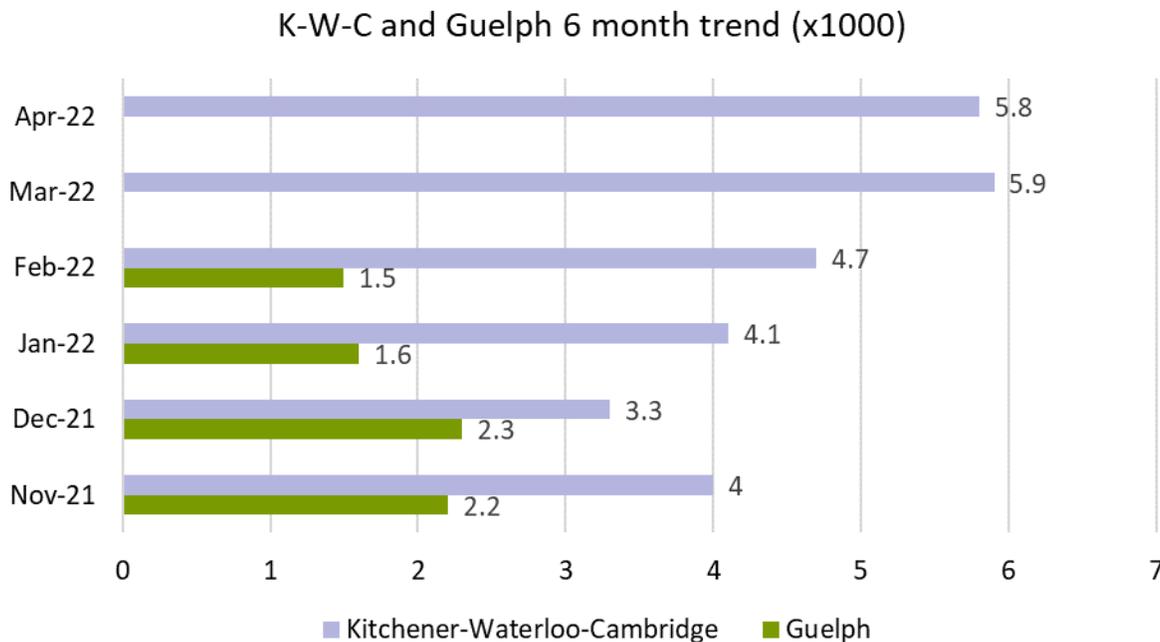
Source: Statistics Canada. Table 14-10-0382-01. Employment by occupation, annual (x 1,000).

Employment in this occupational group has been a bit more stable than in the previous health care occupational groups. In Kitchener-Waterloo- Cambridge, there have been rises and falls with a 1,000 person spread.

However, since 2017, employment did grow to include 900 (21%) more people in this category in 2021.

The Guelph numbers are a bit more uncertain. For 3 years, the numbers were suppressed but **in 2019 and 2021, 1,600 people were employed in this category.** Some year-to-year flexing is happening just as it is in K-W-C. The 6-month trend may help provide a bit more insight into what is happening in Guelph.

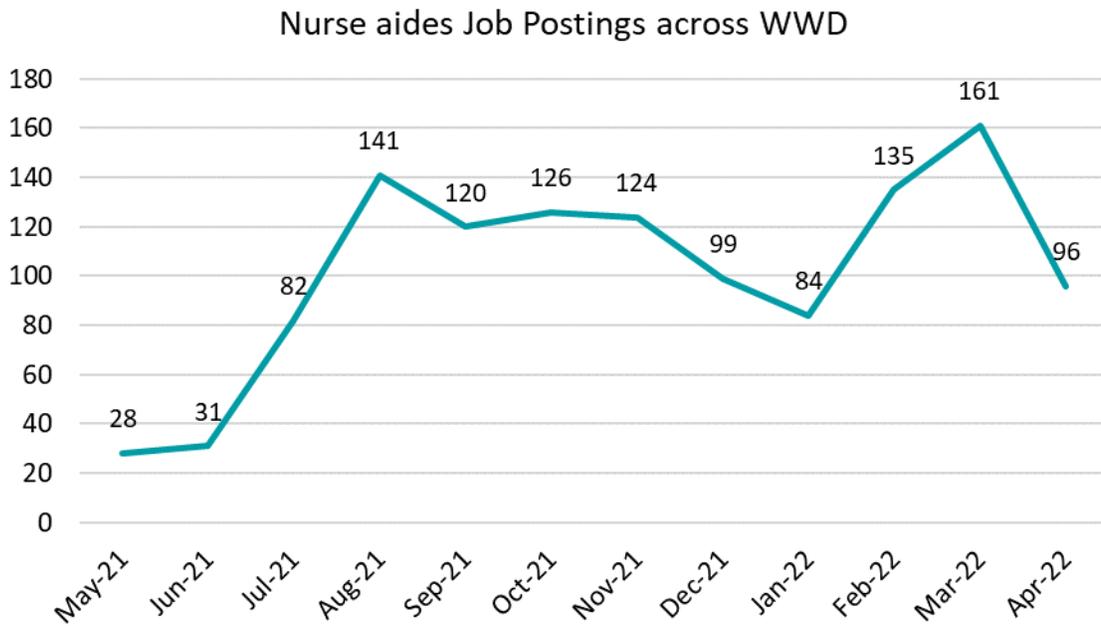
### The local 6-month trend



Source: Statistics Canada. Table 14-10-0381-01. Employment by occupation, 3-month moving average, unadjusted for seasonality (x 1,000).

Since December of 2021, there has been steady employment growth for this occupational group in K-W-C. **Between November 2021 and April 2022, employment grew by 45% (1,800).** Meanwhile in Guelph, employment numbers seem to have dropped for this group over the same period. From November to April, Guelph employment in this occupational group has fallen by at least 700 people (32%) and data on employment levels is suppressed for March and April (under 1,500 people). The 6-month trends for this occupational group vary greatly between the Kitchener-Waterloo-Cambridge and Guelph CMAs.

## Local demand and pay for Nurse Aides, orderlies and patient service associates



Job posting numbers jumped between June and July 2021 and stayed above 82 postings a month for the balance of the time period looked at. These roles are being recruited at much higher rates than the previous 2 health care roles. However, as discussed with RPN roles, one posting may be recruiting for multiple roles with an employer so these numbers most likely reflect the low end of demand for these roles. The peak demand happened in March 2022 with a sharper decline in April. Support roles were one of the hard-to-fill positions that health care and social assistance employers identified in EmployerOne 2022.

### Pay rates for nurse aides, orderlies and patient service associates in our Economic Region

Low	Median	High
\$17.00	\$21.00	\$26.00

Source: Job Bank, Wage Trend Analysis for Nurse aides, orderlies and patient service associates, November 2021.

## Vacancy rates in the Economic Region

The data quality for Q1 2021 vacancies is considered good the other quarters is considered acceptable.

	Q4 2020	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Assisting occupations in support of health services (341)	895	670	990	1125	1075

Source: Statistics Canada. Table14-10-0356-02. Job vacancies and average offered hourly wage by occupation (minor group), quarterly, unadjusted for seasonality.

Vacancy rates for this occupational group, which nurse aides, orderlies and patient service associates are a part of, have grown in the past year by 20% (180 vacancies). While the Q4 number is down from Q3, it is still well over the number from the previous year. These rising vacancies add extra pressure to current staff as they try to fill service gaps – demand in our region alone could employ half of all the people unemployed provincially in this category. We know that our rural health care employers are really struggling to fill these jobs.



## NOC 44 Care providers and education, legal, public protection

This occupational group splits into 2 broader categories: the legal and public protection side includes correctional services and by-law enforcement and the side we are interested covers home child care providers, home support workers and housekeepers, and educational support roles. Home support workers can include personal support workers who work in people’s homes while the educational support workers would include educational assistants in the classroom.

### The Ontario view

Source: Statistics Canada. Table 14-10-0296-01. Labour force characteristics by occupation, monthly, seasonally unadjusted (x 1,000).

In April 2022, there were 97,000 in the provincial labour force with 94,500 employed under this broad occupational group. **In the past 6 months, over 20,000 have rejoined the labour force and gotten employment within this group.** 69,700 people are employed full-time while an additional 24,900 work part-time hours. In the same month, only 2.5%, or 2,400 people, connected to this occupational group are unemployed. This rate has fluctuated between 2% and 6% for the past 6 months, indicating there may be a lot of people moving into and out of these roles.

### The local 5-year trend

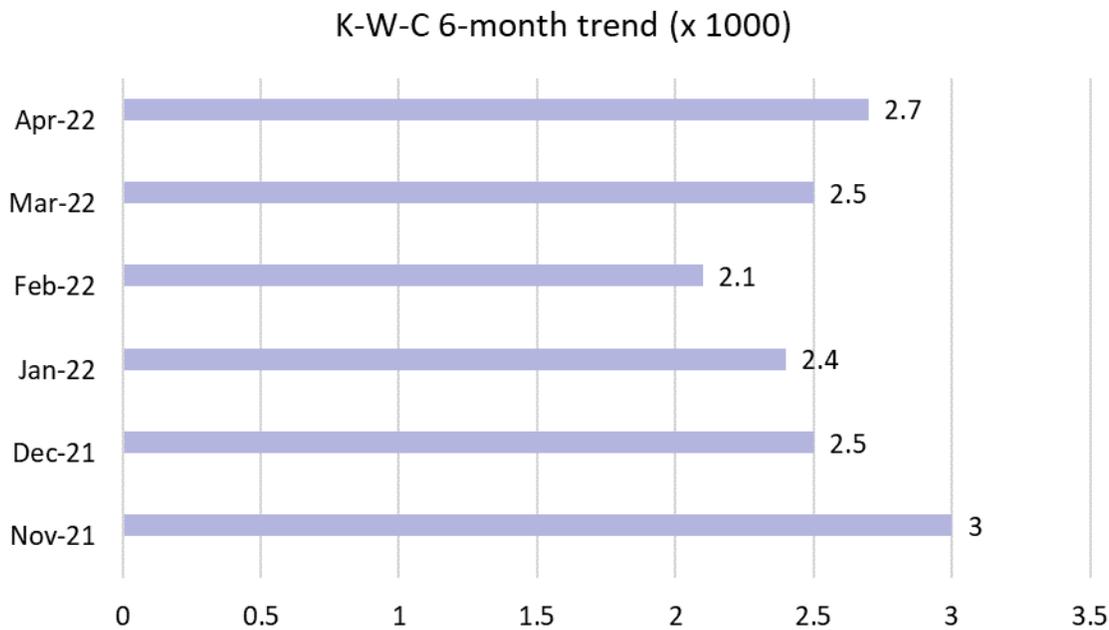
NOC 44 K-W-C Annual Employment (x1000)



Source: Statistics Canada. Table 14-10-0382-01. Employment by occupation, annual (x 1,000).

In the Guelph CMA, employment in this occupational group has never gone over 1,500 people employed. In the Kitchener-Waterloo-Cambridge CMA, we see that employment has fluctuated more year-to-year but the numbers seem to be moving closer together with less variability. Between 2017 and 2021, employment in this group fell by 19%. The 6 month trend will hopefully provide some more insight as to what is happening in this occupation group.

### The local 6-month trend



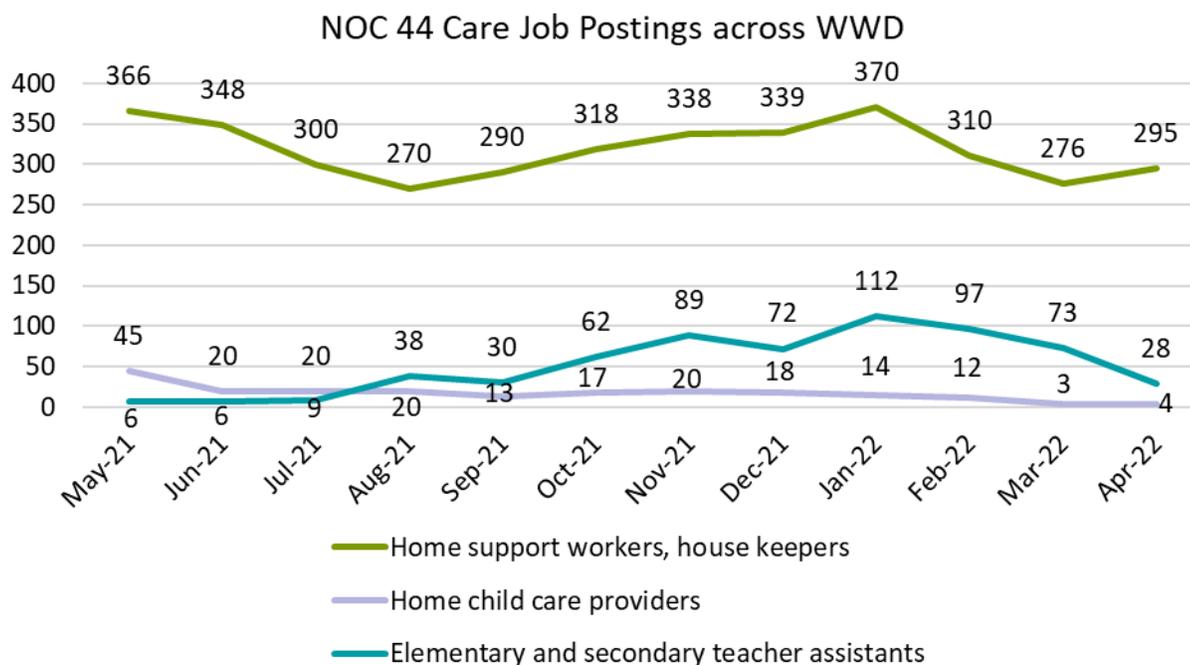
Source: Statistics Canada. Table 14-10-0381-01. Employment by occupation, three-month moving average, unadjusted for seasonality (x 1,000).

Employment in Guelph has remained beneath the 1,500 person threshold for reporting. In K-W-C, the past 6 months has seen employment rise and fall for this occupational group. Employment fell 30% (900 people) between November and February but then grew by 29% in the final 2 months with 600 people being employed. There are still potentially 300 people who may be looking to return to this type of work.

### Local demand and pay for Home child care providers, Home support, housekeepers and related occupations and Elementary and secondary school teacher assistants

All 3 NOCs are posted to show the individual demand for each code. Home support workers, housekeepers and related occupations (top line) are overwhelmingly in demand – moreso than any other health care-related occupation. This demand is in-line with the provincial ministry’s focus on keeping people in their homes and providing care for them within this setting.

Not everyone in this occupational code is a personal support worker, but those workers who have that experience and education may find opportunities within these postings. That demand has also been pretty consistent across the year. As well, a reminder that one posting may mean multiple vacancies. Support roles, like this one, were named by employers as a hard-to-fill position in the EmployerOne 2022 survey.



Home child care provider demand (line beginning with 45 and ending with 4) has been much lower when looking at postings, especially in the last quarter of 2021 and into 2022. This may be a case of one posting and multiple vacancies as well, but compared to one year ago when there were 45 postings, fewer organizations are looking for people to become home child care providers (only 4 in April 2022). Educational services employers identified early childhood educators as one of their hard-to-fill positions. Some women who have these skill sets may choose to take this route and become entrepreneurial and remove themselves from the classroom.

Elementary and secondary school teacher assistants, known in most school boards as educational assistants (line starting and 6 and ending in 28), have seen demand for their skills and experience rise in the past 6 months. The trend is falling as the school year is coming to an end but there are still 4 times as many postings as there were a year ago (28 in April 2022 vs 6 in May 2021). Educational services did not name this role as a hard-to-fill position, but we have heard from school boards that the supply staff pool in this role is not very big and needs more people in it.

## Pay rates for NOCs 4411, 4412 and 4413 in our Economic Region

Source: Job Bank, Wage Trend Analysis for NOC 4411, 4412 and 4413, November 2021.

Home child care providers (4411)

Low	Median	High
\$15.00	\$15.50	\$20.00

Home support workers, housekeepers and related occupations (4412)

Low	Median	High
\$16.00	\$17.50	\$20.00

Elementary and secondary school teacher assistants (4413)

Low	Median	High
\$15.00	\$24.13	\$30.39

## Vacancy rates in our Economic Region

The data in this table is not as strong as other data and is to be used with caution, most likely as home support vacancies can be hard to confirm.

	Q4 2020	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Home care providers and educational support occupations (441)	suppressed	605	485	Data unreliable	580

Source: Statistics Canada. Table14-10-0356-02. Job vacancies and average offered hourly wage by occupation (minor group), quarterly, unadjusted for seasonality.

Vacancies in these occupations have grown in the past year. It looks as though the vacancies have grown from Q2 to Q4 2021, but the unreliability of Q3 makes it hard to tell what happened between those 2 quarters. We know that we have vacancies but more reliable data may need to come specifically from local employers who could help provide a better sense of what is happening.



## NOC 40 Professional occupations in educational services

This groups includes professors, instructors and teachers in postsecondary, secondary and elementary settings. Our interest will be in elementary and secondary teachers.

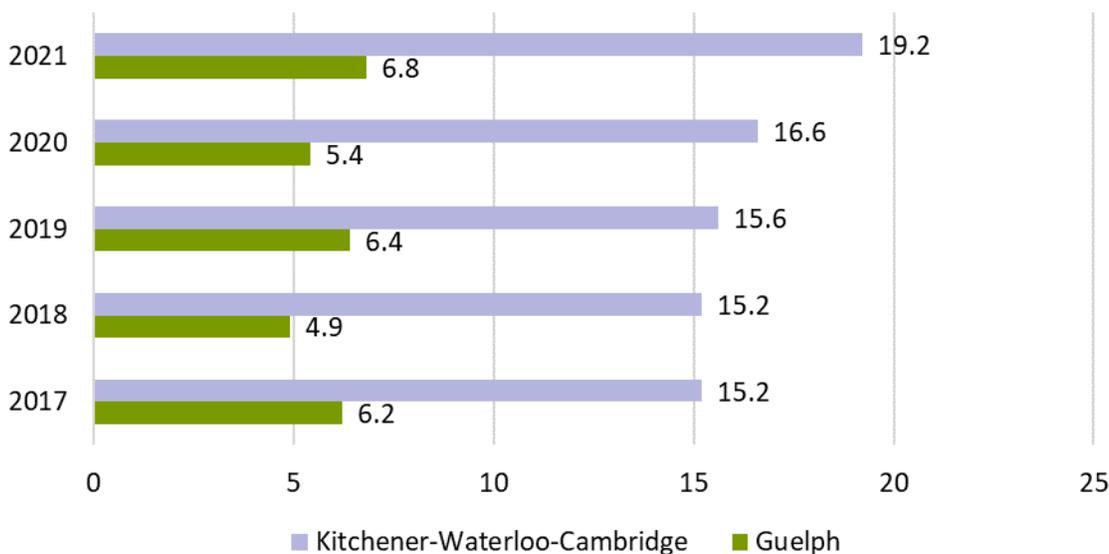
### The Ontario view

Source: Statistics Canada. Table 14-10-0296-01. Labour force characteristics by occupation, monthly, seasonally unadjusted (x 1,000).

The labour force in this occupational group grew to 351,300 in April 2022. This was a rise from 6 months ago but a drop from the 369,000 who made up the labour force in January 2022. There are 345,600 people employed in this group with 272,300 being full-time and 73,400 being part-time. **Despite more people employed, the unemployment rate for this group has gone up in the past months from 0.8% in November 2021 to 1.6% in April 2022.** These numbers are still incredibly low with only 5,600 people being unemployed provincially in April 2022. Talking to local school boards, we know that these low numbers are making finding supply teaching staff very challenging.

### The local 5-year trend

NOC 40 Annual Employment (x1000)

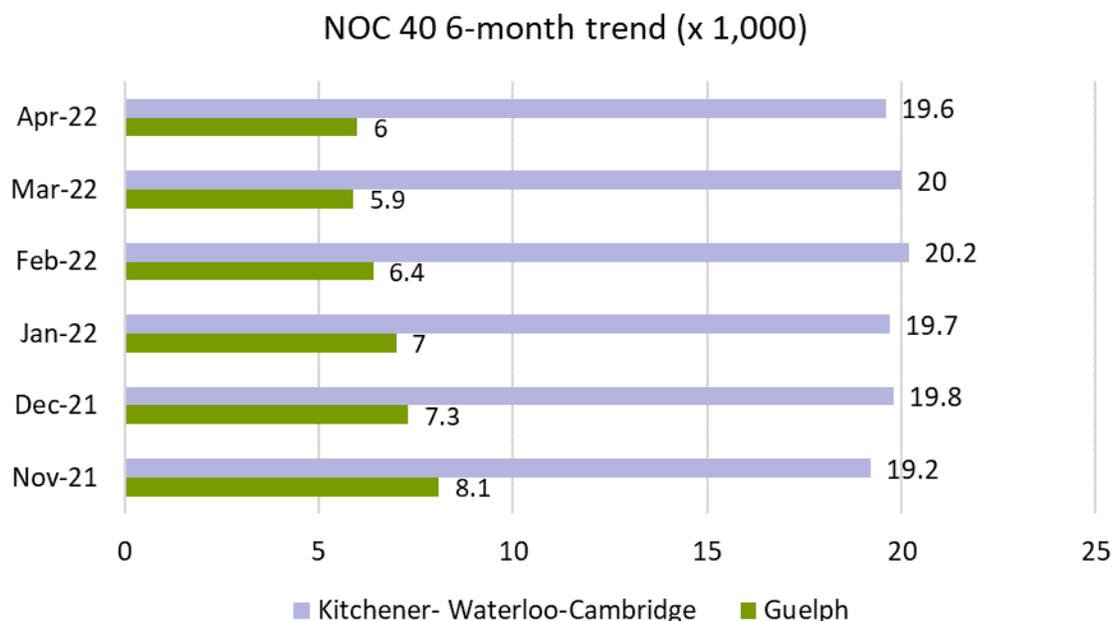


Source: Statistics Canada. Table 14-10- 0382-01. Employment by occupation, annual (x 1,000).

Kitchener-Waterloo-Cambridge saw a steady rise in employment in this occupational group between 2017 and 2021. With 3 postsecondary institutions in the area, this may be a factor. We also know that the school boards had done some hiring. **The growth rate in the CMA was 26% (4,000 extra people employed).**

Over the same period, employment for this group in Guelph fluctuated with the odd years (2017, 2019 and 2021) seeing employment hit over 6,000 people. However, **overall employment grew by 10%.**

### The local 6-month trend



Source: Statistics Canada. Table 14-10-0381-01. Employment by occupation, three-month moving average, unadjusted for seasonality (x 1,000).

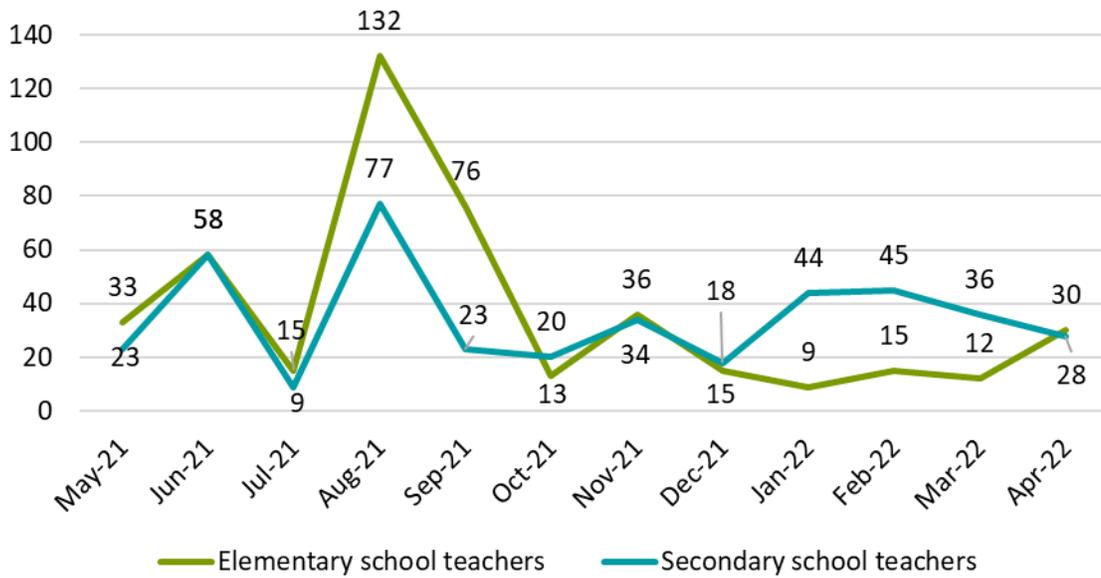
Both CMAs continued to see growth in this occupational category in the past 6 months with both areas having more people employed than the 5-year trend indicated. While K-W-C has seen fluctuations month-to-month, the **overall trend is that K-W-C employment has grown by 400 people.** Guelph, however, has **seen a steady decline since November with 2,100 fewer employed (26% drop) in this occupational category as of April 2022.** This brings employment closer to the 2021 annual numbers.

### Local demand and pay for elementary and secondary school teachers

The Findyourjob.ca data illustrates that elementary teachers have generally been more in-demand than secondary school teachers. While they started in a similar posting number range (elementary at 33 and secondary at 23) and then were both at 58 in June, elementary job posting data stayed higher than secondary postings until October 2021. The 2 became close again and then demand grew in January for secondary (44 postings). In April 2022, the demand seems to be about equal again. Educational services employers identified educators as one of their hard-to-fill roles. Our conversations with education groups shows a struggle with finding supply staff. These roles are inconsistent and people in them do not work everyday which makes budgeting a challenge as a worker’s pay is connected to demand within the system.

While we are not looking at postsecondary instructors, we have seen that our postsecondary schools have had challenges recruiting as well, especially for part-time instructors in skills trades.

### Teacher Job Postings across WWD



### Pay rates for NOC 4032 and 4031 for the Economic Region

Source: Job Bank, Wage Trend Analysis for NOC 4032 and 4031, November 2021.

#### Elementary teachers (4032)

Low	Median	High
\$21.98	\$41.03	\$53.25

#### Secondary teachers (4031)

Low	Median	High
\$26.31	\$44.23	\$55.49

### Vacancy rates for teachers in our Economic Region

The data for this group is good for Q4 2020, acceptable for Q1 2021 and to be used with caution later

	Q4 2020	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Secondary and elementary school teachers and educational counsellors (403)	240	130	135	suppressed	200

Source: Statistics Canada. Table14-10-0356-02. Job vacancies and average offered hourly wage by occupation (minor group), quarterly, unadjusted for seasonality.

There are not a lot of vacancies. However, with a supply shortage, these vacancies are impacting the classroom. It may be necessary to speak to educational employers to better determine the need for teachers locally and whether those options are contract, day-to-day or permanent roles.

## NOC 42 Paraprofessional occupations in legal, social, community and education services

This occupational group includes other types of instructors (such as music and driving instructors), instructors of persons with disabilities and paralegals. It also contains the 2 occupations that are part of our caring occupations exploration: early childhood educators and social and community service workers (including, but not limited to developmental service workers, housing support workers, child and youth workers).

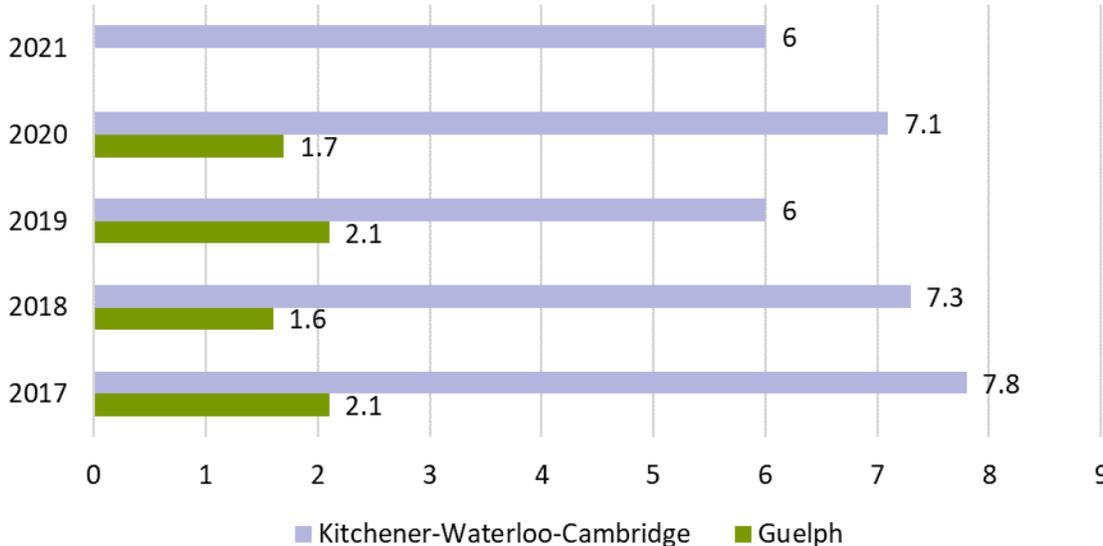
### The Ontario view

Source: Statistics Canada. Table 14-10-0382-01. Employment by occupation, annual (x 1,000).

Across Ontario, 159,400 people were part of this occupational group's labour force in April 2022. Of that 159,400, 155,200 were employed that month: 124,400 in full-time work and 30,900 in part-time work. All of these numbers are down from November 2021. **Almost 22,000 fewer people are working in this group from just 6 months ago.** Unemployment has also grown from 3,000 (1.7%) to 4,100 (2.6%) over that time period. With the small bump in unemployment but the large drop in labour force and employment, it looks like people have left and sought employment within another occupational group.

### The local 5-year trend

NOC 42 Annual Trend (x 1,000)

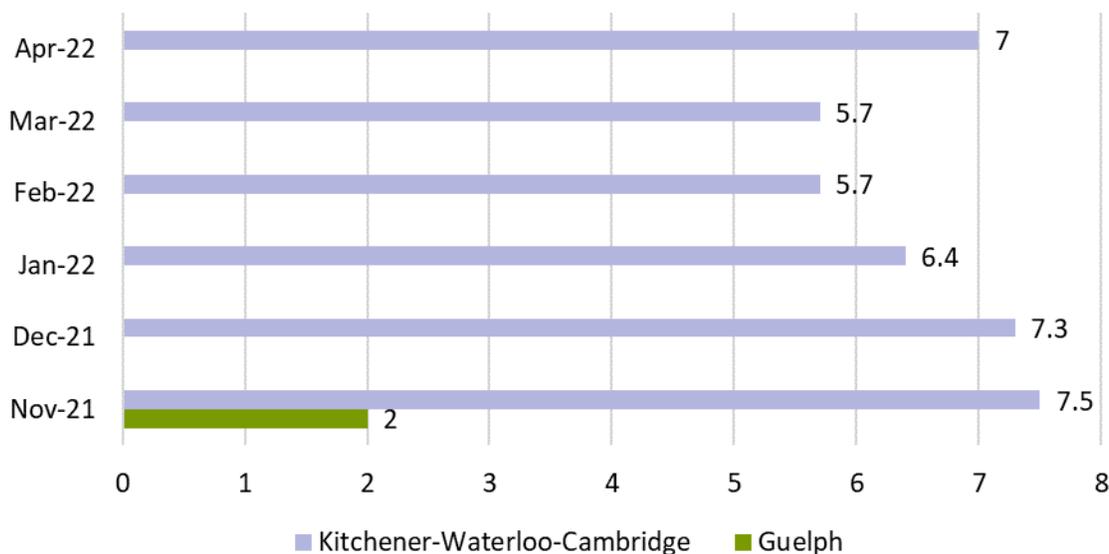


Source: Statistics Canada. Table 14-10-0382-01. Employment by occupation, annual (x 1,000).

The local occupational scene is reflective of what seems to be happening provincially. **In Kitchener-Waterloo-Cambridge, employment has been on an almost steady decline between 2017 and 2021 with a 23% drop in employment levels (down 1,800).** The only year that employment went up was the first year of the pandemic. **Guelph CMA had a similar story with an overall decline and no pandemic year bump in employment.** Over the 5 years, the employment loss in this occupational group was at least 29% (600 people). At a 5 year level, this occupational group seems to be losing employment, whether due to workers deciding to leave or potential cuts to workforces.

## The local 6-month trend

NOC 42 6-month trend (x1000)

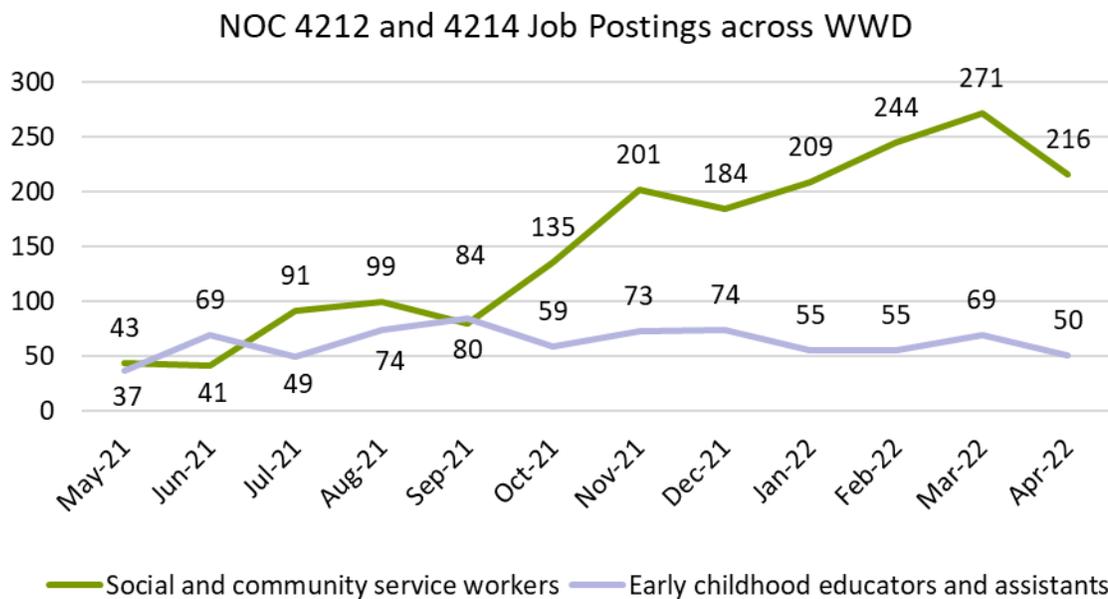


Source: Statistics Canada. Table 14-10-0381-01. Employment by occupation, three-month average, unadjusted for seasonality (x 1,000).

The declining employment trend that we saw in the annual data appears to have continued when we look at the 6-month trend. Between November and March, 1,800 fewer people were employed in this group in Kitchener-Waterloo-Cambridge, a drop of 24%. There was a 23% rebound between March and April that will need to be monitored to see if employment continues to rise.

In the Guelph CMA, the decline in employment that happened between November and December has not seen employment rebound. That one month loss was at least 500 people or 25%. **Since December, we have been unable to track how employment in this occupational group has changed, but April's rebound in K-W-C does not appear to have happened in Guelph.**

## Local demand and pay for early childhood educators and social & community service workers



Social and community service worker and early childhood educator (ECE) postings began at similar levels in May of 2021. Since then, social and community service worker postings have exploded in demand with postings really taking off in October of 2021. ECE postings have remained fairly consistent for most of the year. As with some of the other occupational codes, sometimes these postings may be for multiple positions or in multiple locations, if they are group home-based. The actual numbers may be higher.

### Pay rates for NOC 4212 and 4214 in our Economic Region

Source: Job Bank, wage Trend Analysis for NOC 4212 and 4214, November 2021.

#### Social and community service workers (4212)

Low	Median	High
\$16.48	\$22.73	\$31.30

#### Early childhood educators and assistants (4214)

Low	Median	High
\$16.00	\$20.39	\$27.74

## Vacancy Rates for the Economic Region

The data for Q4 2020 and Q3 2021 are seen as acceptable. The data for Q1, Q2 and Q4 of 2021 are to be used with caution.

	Q4 2020	Q1 2021	Q2 2021	Q3 2021	Q4 2021
Paraprofessional occupations in legal, social, community and education services (421)	310	370	405	460	1075

Source: Statistics Canada. Table14-10-0356-02. Job vacancies and average offered hourly wage by occupation (minor group), quarterly, unadjusted for seasonality.

Vacancies in this occupational group have stayed relatively stable between Q4 2020 and Q3 2021. The increase has been slow and not too overwhelming. However, the jump in Q4, although it is to be used with caution, is one of the biggest leaps we have seen in these occupations quarter-to-quarter (137%). Anecdotally, we know that there were challenges finding staff to run homeless shelters who could have come from this category and that child care services are struggling to find and retain staff. WPBWWD was invited to be part of a provincial child care discussion table. One meeting was held, but further meetings were cancelled as the managers and supervisors from the sector were often called in to make sure child care ratios were covered and children were cared for. Those who needed to discuss these challenges were often busy filling in gaps that they could not recruit for.



## Where do we go from here?

The situation as we have talked about these occupations has seemed dire and for some roles and communities, it is. However, let's take a step back and review the big trends.

### What we know

- ◇ Unemployment rates provincially for these caring occupations is low. In April, the unemployment rates ranged from suppressed for the NOC that includes registered nurses to 2.6% for NOC 42 which includes early childhood educators (ECEs) and social and community service workers. For a reference point, 4 to 5% is considered full employment in most workforce planning circles.
- ◇ Most occupation groups saw their labour forces grow provincially in the past 6 months. NOC 44 which includes home child care, home support and housekeepers and educational assistants saw the biggest labour force growth with an extra 23,200 people coming back into the market. NOC 40 with teachers saw 9,100 enter and NOC 32 with registered practical nurses saw 7,600 enter the market. NOC 34 which included our nurse aides saw 5,000 join the market. Registered nurses, part of NOC 30, saw a slight decline at 200. It is NOC 42 that saw the most people leave the market. Between November 2021 and April 2020, 23,200 people left the labour force in that occupational group.
- ◇ It was challenging to find data for all occupations in Guelph due to suppression. We do know that, overall, 4 of the 6 caring occupations saw employment levels decline. The NOC groups with registered nurses and home child care, educational assistants and home support workers were suppressed the whole 6 months at the Guelph level.
- ◇ In Kitchener-Waterloo-Cambridge, half the NOC groups saw growth. NOC 42 (including ECEs and social and community service workers), 44 (home support and home child care, educational assistants), 30 (registered nurses) saw declines in this CMA in employment levels.



## How we can start to move forward

- ◇ Develop specific occupational tables at the local level where local employers, educators and jobseeker organizations can come together to make connections, discuss pathways and supports.
  - ◇ Outline pathways into the various occupations for those in and out of school.
  - ◇ Develop realistic information about the roles, pay rates and the benefits of working in these roles which can be used in marketing locally (supplement industry marketing).
  - ◇ Assess who is not getting the messaging around these occupations and how to strengthen it.
- ◇ Create and market programming and pathways for internationally trained professionals (ITPs) to move into these careers in a more timely manner.
  - ◇ Identify the local programs and modules to move into these careers. Outline time and monetary investment for ITPs to gain skills or accreditation.
  - ◇ Develop programming that does not exist locally to support those already in our community.
  - ◇ Share pathways, time and resource investments with organizations that work with immigrants to set realistic expectations and timelining, entry points.
- ◇ Explore with Guelph, Dufferin and rural employers where these trends are accurate and where they may see variability so that any local activities reflect the unique characteristics of those areas.
- ◇ Share information with employers around the current labour force landscape so they understand the situation and can shift their recruiting and retention focus.
  - ◇ Labour force trends and probability of recruiting from elsewhere (provincial trends)
  - ◇ Cost of “stealing talent” vs developing talent locally
  - ◇ Connecting with populations already in the area
  - ◇ Creating talent pipelines and career pathways within their organizations
- ◇ Continue to work with those who advocate for housing to fit all income profiles across the Waterloo Wellington Dufferin area.
  - ◇ Pay rates for some occupations mean mobility into our communities is a barrier.
- ◇ Share information with community citizens so they understand that staff are doing their best work, despite shortages and talent challenges.
  - ◇ Celebrate these positions in our communities with support from other industry employer groups as well as health care, social assistance and educational employers.
- ◇ Provide a dollar value for the care that these occupations bring to our communities and the value that they add from a financial and social perspective.



**Workforce Planning Board**  
of Waterloo Wellington Dufferin

[www.workforceplanningboard.com](http://www.workforceplanningboard.com)

[info@workforceplanningboard.com](mailto:info@workforceplanningboard.com)

519-622-7122