

Health Care Sector

WORKFORCE INSIGHTS 2018

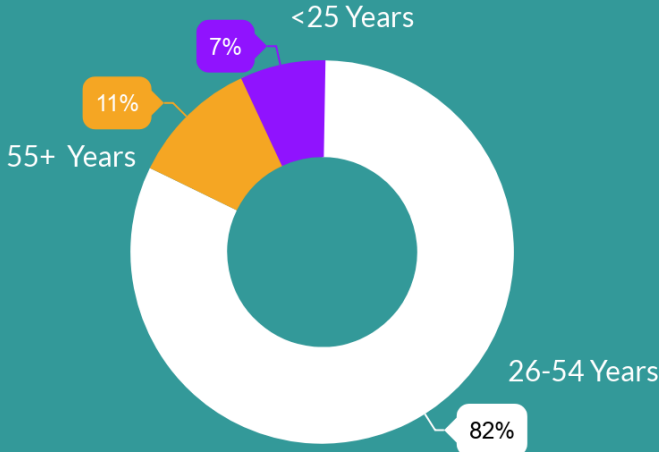
71 Health Care related businesses in Waterloo, Wellington and Dufferin completed the 2018 EmployerOne Survey. This represented 12% of all survey respondents. There were 10,381 Health Care Professionals represented in the survey.



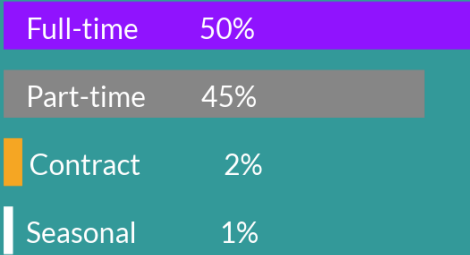
90%

Have been in business more than 5 years!

Age of Workforce

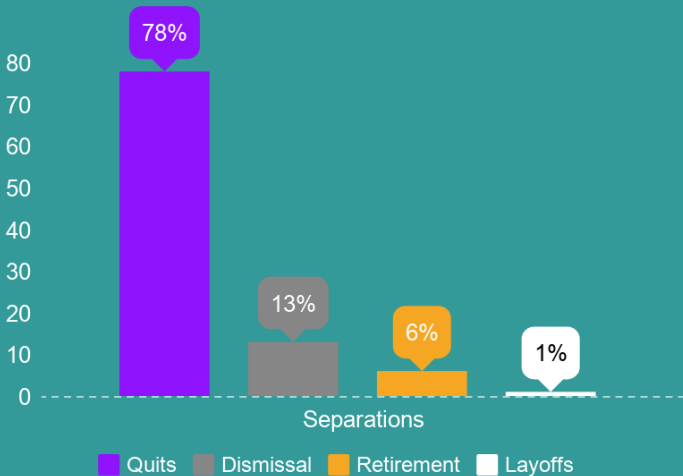


Workforce



Separations

80% of Health Care businesses had separations in 2017

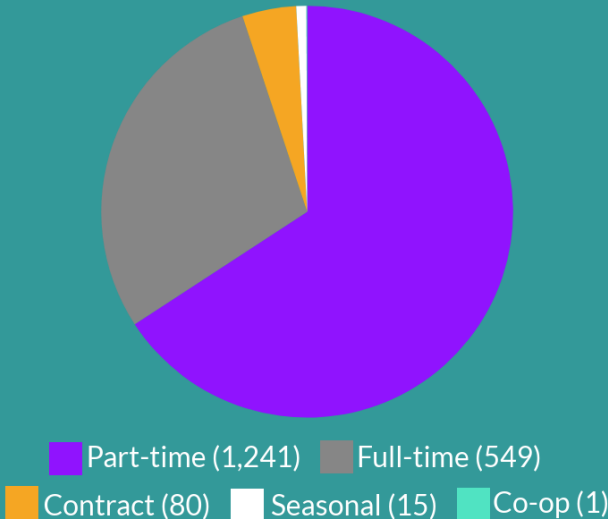


* 2% of separations were unclassified



Hires in 2017

89% of Health Care businesses hired a total of 1,894 workers



Top positions Hired in 2017



Registered Nurses
Personal Support Workers
Program Coordinators
Administrative Assistants
Medical Receptionist

Top Competencies Employers Seek

- Work Ethic
- Dependability
- Teamwork
- Communication
- Technical

Hiring Challenges

Employers rate the availability of skilled workers as:



■ Good-Excellent (44%) ■ Fair-Poor (56%)

65% of Health Care businesses had hard to fill positions



Top 5 Reasons

- Not enough applicants
- Lack of technical skills
- Lack of qualifications
- Lack of motivation
- No applicants at all

Training



89%

of employers provide professional development opportunities.



* Technical Skills * New Employee Orientation * Soft Skills * Health and Safety/First Aid * Professional Qualifications

Top Recruitment Methods

1. On-line job boards
2. Personal contacts, word of mouth, informal networks and referrals
3. Company's website
4. Social media



Looking Ahead

77% of Health Care businesses plan to hire in 2018



Main Reasons for Hiring

- Fill a Vacancy
- Retirements

For more information about EmployerOne or to sign up for next year's survey contact: www.workforceplanningboard.com



Workforce Planning Board
of Waterloo Wellington Dufferin



EMPLOYERone
survey

Your Workforce. Our Future.

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