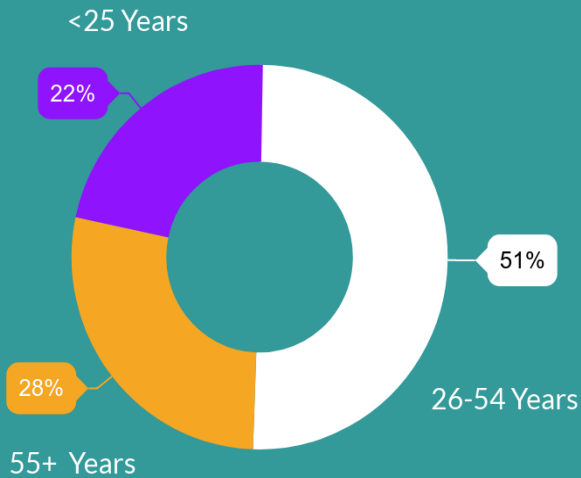


Health Care Sector

WORKFORCE INSIGHTS 2019

50 Health Care related businesses in Waterloo, Wellington and Dufferin completed the 2019 EmployerOne Survey. This represented 9% of all survey respondents. There were 5,275 Health Care professionals represented in the survey.

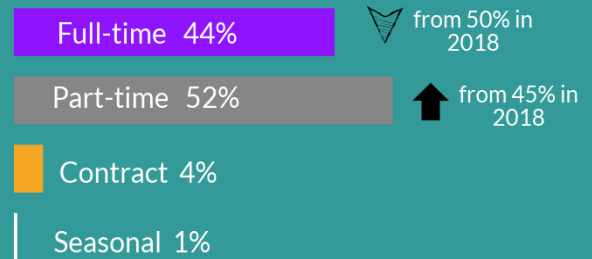
Age of Workforce



86%

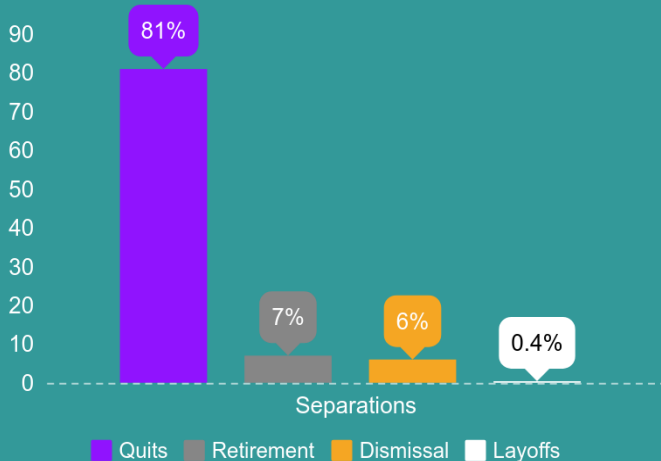
Have been in business for more than 5 years!

Workforce



Separations

76% of Health Care businesses had separations in 2018

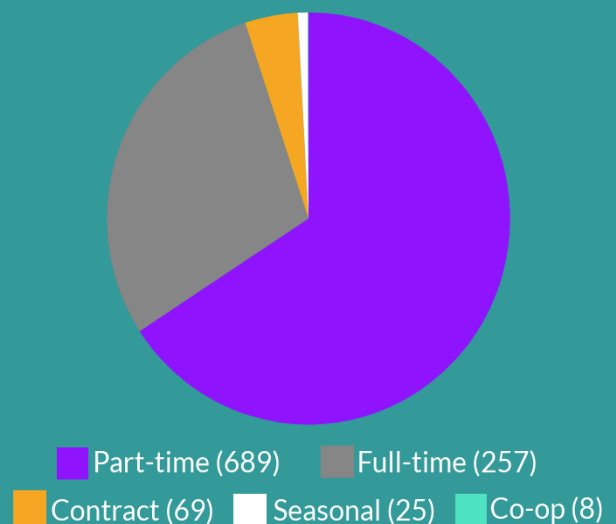


5% of separations were unclassified
Dismissals decreased from 13% in 2018



Hires in 2018

90% of Health Care businesses hired a total of 4,486 workers



Top positions Hired in 2018



Personal Support Workers
Administration
Registered Practical Nurses
Medical Receptionist
Direct Support Workers

Top Competencies Sought by Employers

- Work Ethic
- Communication
- Customer Service
- Professionalism
- Teamwork/Interpersonal
- Problem Solving

Hiring Challenges

60% of Health Care businesses had hard to fill positions

▼ from 65% in 2018

Employers rate the availability of skilled workers as:

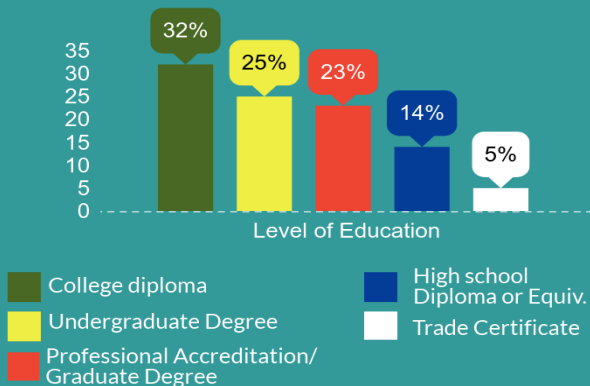


■ Good-Excellent (58%) ■ Fair-Poor (42%)

Main Reasons

- Not enough applicants
- Lack of qualifications
- Lack of motivation
- Inability to compete with other employers
- Lack of work experience
- No applicants at all

Preferred Education Levels of New Hires in 2018



*Respondents could select more than one preferred education level

Training

92% of employers provide professional development opportunities

Top Recruitment Methods

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



Looking Ahead

82% of Health Care businesses plan to hire in 2019, totaling 1,096 positions

▲ from 77% in 2018

Main Reasons for Hiring

- Fill a vacancy
- Expansion

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

Ontario



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

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