

HEALTHCARE INSIGHTS EmployerOne 2022



Employer characteristics

A total of 43 organizations in Waterloo, Wellington and Dufferin completed the 2021 EmployerOne Survey. This represents 8% of all survey respondents—slightly lower participation rate compared to EmployerOne 2019.

93% of surveyed Healthcare and social assistance employers have been in operation for over 5 years.

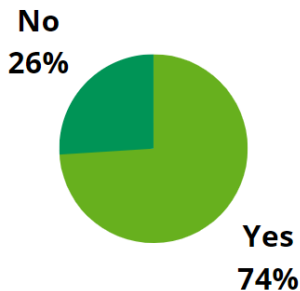
Hiring in the past 12 months

According to a conservative estimate, over 1181 people were hired for healthcare jobs in 2021.

Permanent Part-time	Permanent Full-time	Contract
330	403	298

65% of surveyed Healthcare employers indicate that retention is an issue. Increasing burnout and employee shortages are seriously affecting the industry.

Separations and Hard-to-fill positions



74% of employers had separations. Separations were dominated by quits.

Quits	Retirements
73% (430)	3% (19)
Layoffs	Dismissals
2% (10)	8% (49)

*47 indicated as end of contract.

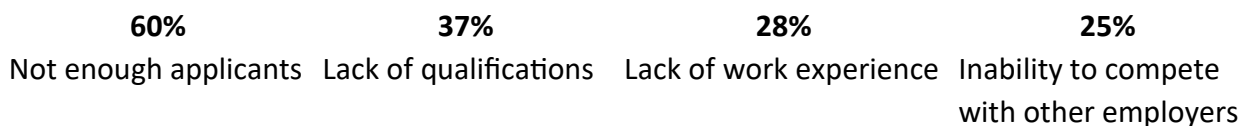


Reported they had positions that were hard-to-fill.

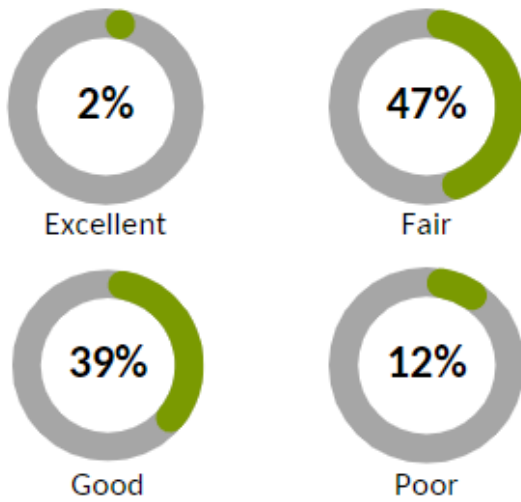
Top positions that were hard-to-fill:

- Registered practical nurse
- Registered physiotherapist
- Occupational therapist
- Support roles

Top reasons for hard-to-fill positions:



Worker Availability



Recruitment Methods

Online job boards/postings	88%
Word of mouth/personal contacts/referrals/informal networks	64%
Social media	62%
On-site recruitment at schools, colleges, or universities	26%
Company's own internet website	24%
Job fairs	24%
Trade or professional association publications/sites	24%

Top competencies employers were looking for:



Retention Issues and Strategies

65% of employers indicated having issues with retention.

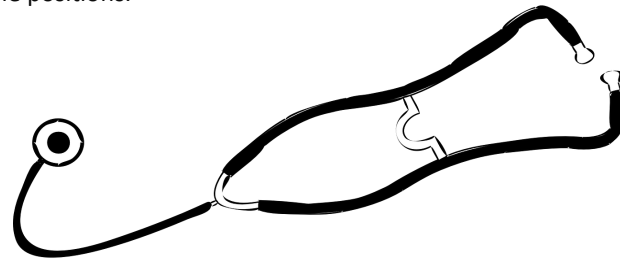
Issues:

- 43% - We pay less than others in the industry/similar roles
- 43% - our operations require shift work
- 39% - our operations are 24/7
- 32% - We do not have a lot of positions that people can move into
- 25% - other

Strategies:

- 71% - Recognitions for service/work
- 61% - training opportunities
- 57% - regular increases in salary
- 46% - job flexibility
- 39% - Mentoring

*Other: moving into roles that pay more, availability of remote opportunities, lack of full-time positions.



93% of employers are willing to train if a candidate is a right fit.

Planned Hires

78% of surveyed employers are planning to hire a conservative estimate of **337** workers.

Top positions to hire

Professional occupations in nursing

Therapy and assessment professionals

Other technical occupations in healthcare

Paraprofessional occupations in legal, social, community and education

Assisting occupations in healthcare

62 out of 100 - average level of agreement with hiring with a lens to diversity is an important part of hiring strategy in the healthcare industry.

Technical skills in demand

Credentials:

- Registered with a professional body
- Registered nurse/practical nurse
- BSW/MSW
- Developmental service workers diploma

On the job training:

- Software specific to industry
- Mentorship program
- Continuing education

Unique industry skills:

- Maintenance of instruments and equipment
- Non-violent crisis intervention
- Healthcare terminology
- Nursing and caring occupations skills

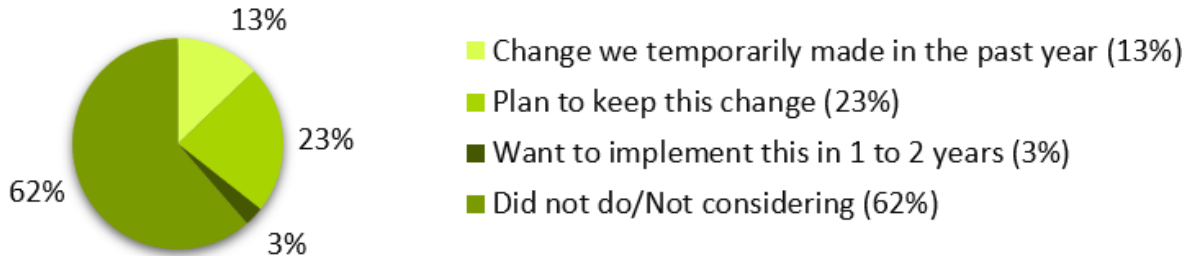
Essential skills:

- Reading
- Writing
- Information retention
- Communication
- Computer literacy

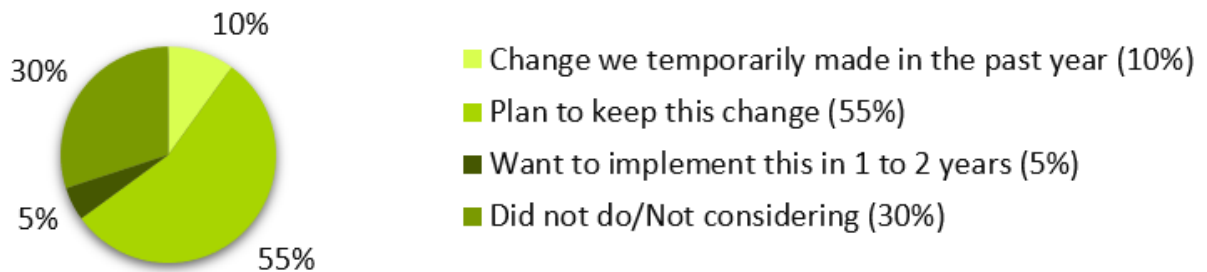
Labour Market Changes

With the current labour market making hiring a challenge, we asked employers about the changes they have implemented and if they are planning to keep these changes.

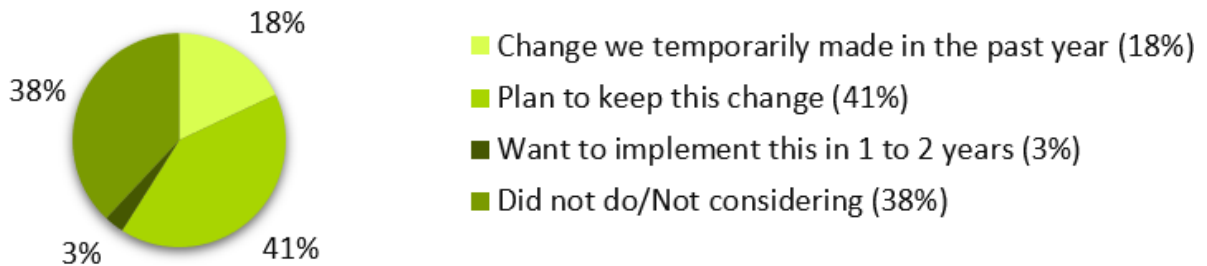
1. Increase in flexible work arrangements like gig work, freelance roles, role sharing, etc.



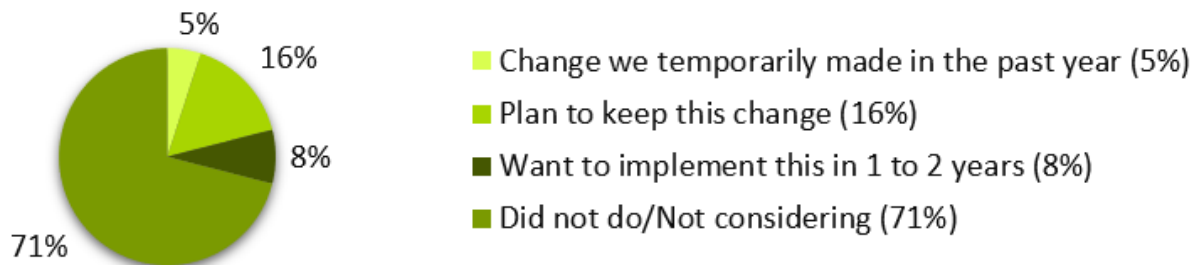
2. Offer more flexible work hours to promote work-life balance.



3. Shift to work from home (part-time or full-time) for at least some of workforce.

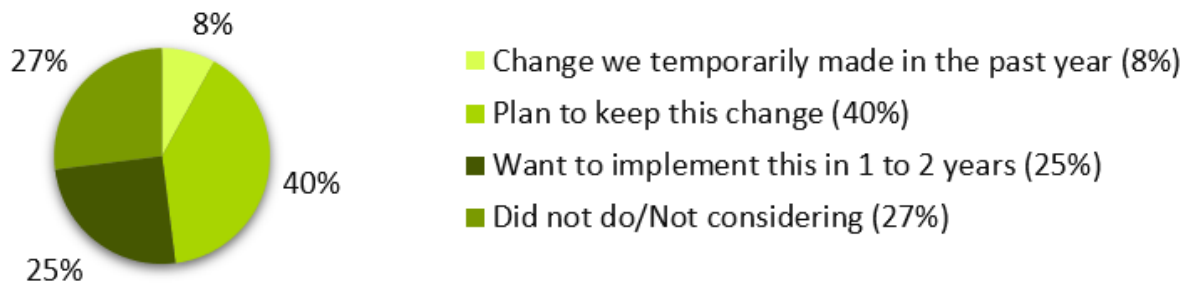


4. Introduce automation or artificial intelligence to some roles.

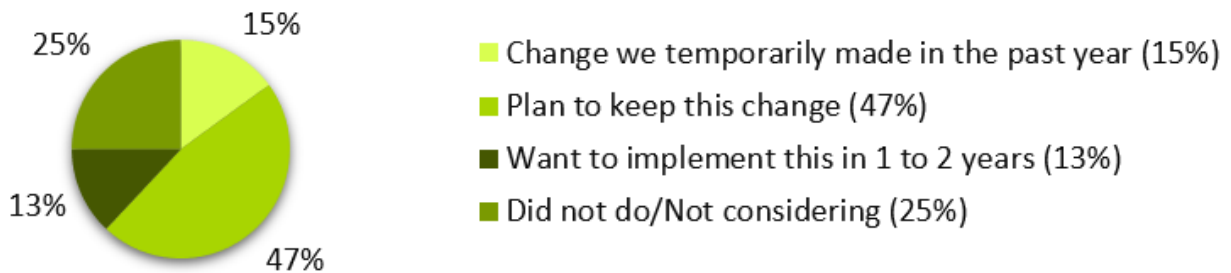


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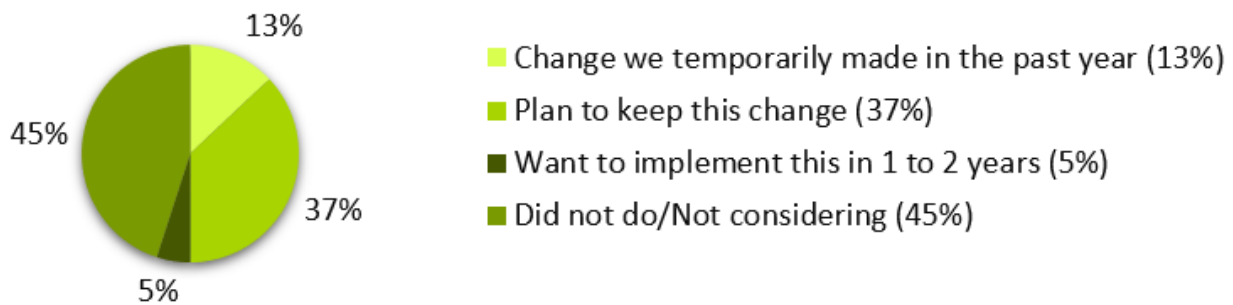
5. Add new types of technology to the workplace to promote productivity and collaboration.



6. Provide formal training for all staff on new technology introduced.



7. Change workplace set-up to accommodate collaboration, working at office on occasion.



8. Provide support/tools to employees working remotely.

