

March 2025

OUR WORKFORCE

Health Occupations

Understanding the foundational structures of our community.



Workforce Planning Board
of Waterloo Wellington Dufferin

Canada 

EMPLOYMENT
ONTARIO

Ontario 

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

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

Thank you to the members of our 'Supporting the Non-Profit and Caring Sectors' project Advisory Team for their help and guidance in shaping this project.

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

Foreword – Charlene Hofbauer, Executive Director

As we have sat at strategic planning tables and discussed growing our workforce, our staff have realized that the multi-party, long-term plans we are discussing require strong communities. The cornerstones of these plans are health care, education, sports teams, community engagement, arts and more - the caring and non-profit sectors.

We know that these industries are overwhelmed. There are increased community demands for service and frozen funding levels. It is a challenge to find and retain workers amid burnout, compassion fatigue, and reduced volunteerism. It is this workforce that we are relying on to attract and retain new residents and provide services that differentiate our communities.

For all these amazing plans to succeed, we need data to determine what will strengthen organizations from a workforce perspective. This report is the beginning of exploring workforce challenges and local supply and demand in the caring and non-profit sectors. It is meant to be used with provincial and national data and resources that give us a broader sense of industry trends.

Are you interested in what comes next? Please reach out to any of our staff, including the report author Sonya Vanderheide (sonya@workforceplanningboard.com).

What’s in this report?

This report has data about:

- **Demand.** How many workers are needed in these occupations?
- **Supply.** How many workers are available in these occupations?
- **Composition.** Part-time vs. full-time, unemployment, gender, how many people are working multiple jobs.

Statistics Canada sorts workforce data by grouping similar jobs under National Occupational Classifications (NOCs), which are divided into 10 broad groups. "Health occupations" are NOC 3, with more specific job groupings provided at the 2-digit level. This report includes:

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Professional occupations in health (NOC 31)



Specialists in clinical and laboratory medicine ▪ Specialists in surgery ▪ General practitioners and family physicians ▪ Veterinarians ▪ Dentists ▪ Optometrists ▪ Audiologists and speech-language pathologists ▪ Pharmacists ▪ Dietitians and nutritionists ▪ Psychologists ▪ Chiropractors ▪ Physiotherapists ▪ Occupational therapists ▪ Kinesiologists and other professional occupations in therapy and assessment ▪ Other professional occupations in health diagnosing and treating ▪ Nursing coordinators and supervisors ▪ Registered nurses and registered psychiatric nurses ▪ Nurse practitioners ▪ Physician assistants, midwives and allied health professionals

Professional occupations in health (NOC 31)

Local Demand: Waterloo Wellington Dufferin

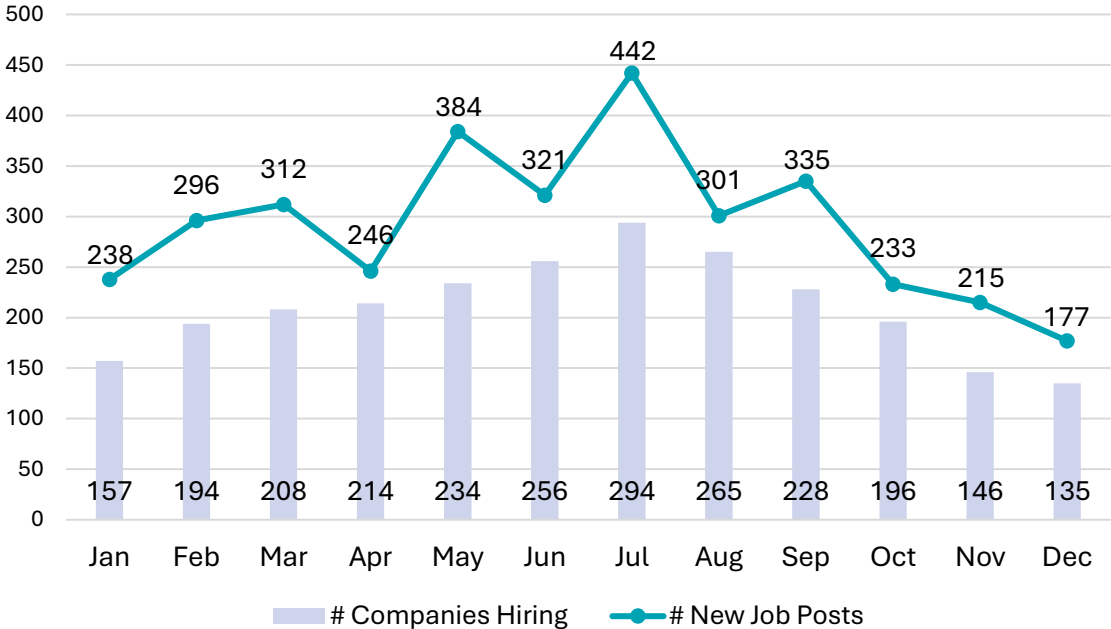
Online job postings in 2024

24.7 days was the average length of time a job posting stayed online for this NOC 31 group in 2024. This is shorter than the average of 25.2 days across all occupations. This could indicate a high urgency to fill the position or a high volume of applicants.

Most In-Demand Occupations	# Job Postings in 2024
Registered nurses and registered psychiatric nurses	1,787
General practitioners and family physicians	391
Pharmacists	220
Physiotherapists	182
Nurse practitioners	178

Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Jan 29, 2025.

Hiring Activity Trends in Waterloo Wellington Dufferin

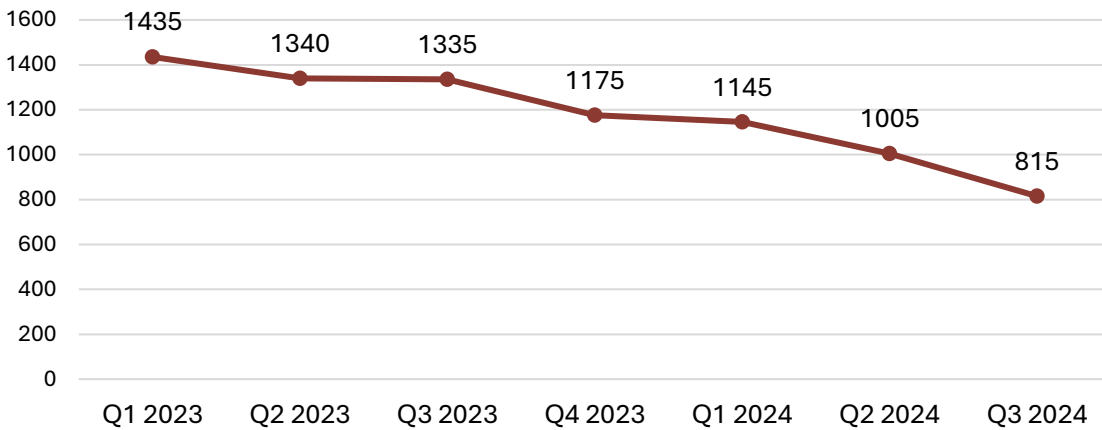


Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Feb 5, 2025.

Professional occupations in health (NOC 31)

Job Vacancies: Economic Region (Kitchener-Waterloo-Barrie)

The data quality of these estimates is rated by Statistics Canada as “C - good”.

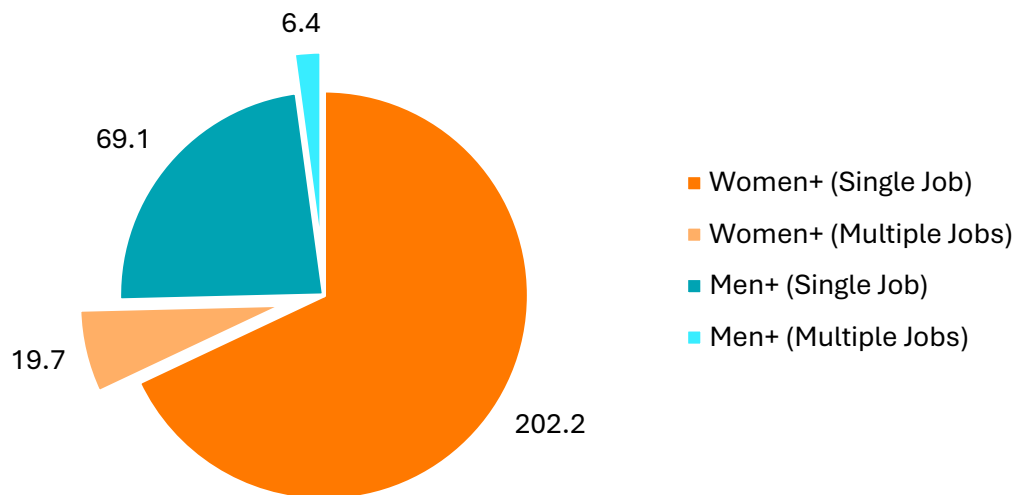


Source: Statistics Canada. [Table 14-10-0444-01 Job vacancies and average offered hourly wage by occupation \(unit group\), quarterly, unadjusted for seasonality.](#)

Number of Employees by Gender & Multiple Job Holders (x1,000) (Ontario)

Approximately **297,400** people worked in NOC 31 occupations in 2024.

- **19,700 (6.6%)** working multiple jobs were Women+
- **6,400 (2.2%)** working multiple jobs were Men+



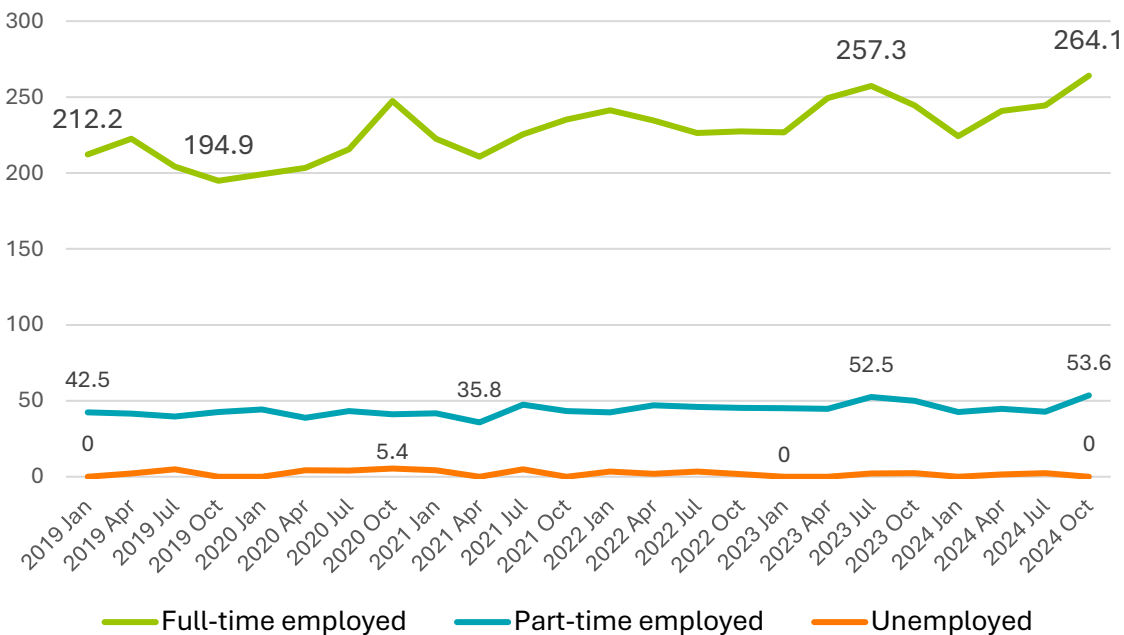
Source: Statistics Canada. [Table 14-10-0416-01 Labour force characteristics by occupation, annual](#), and [Table 14-10-0410-01 Multiple jobholders by occupation, annual \(x1,000\)](#).

“Individuals in the category ‘non-binary persons’ are distributed into the other two gender categories [to protect confidentiality] and are denoted by the “+” symbol.” (Statistics Canada)

Professional occupations in health (NOC 31)

The 5-year Employment Trend in Ontario

- **Full-time** – an uptick in full-time employment during Fall & Winter 2020 may be related to the need for healthcare professionals during the COVID-19 pandemic. We saw another small bump in employment in the Summer of 2023. Recent numbers are at their highest yet.
- **Part-time** – steady and relatively low numbers of part-time workers
- **Unemployed** – very steady and low unemployment in this group, often zero. Finding employees in this sector is challenging unless you are an employer of choice who can attract talent away from other opportunities.

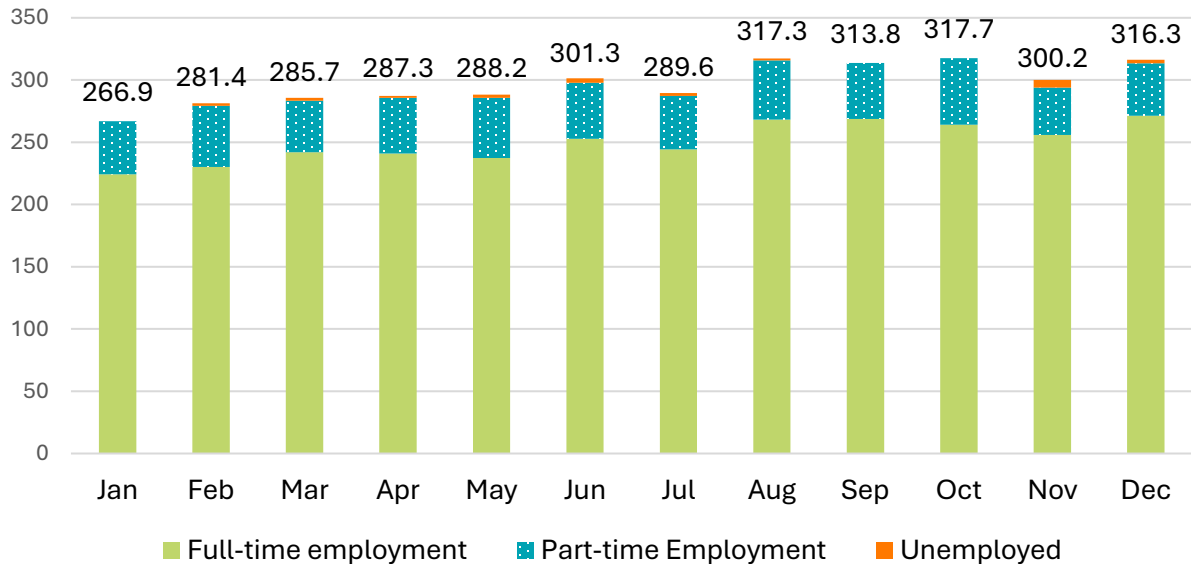


Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

Professional occupations in health (NOC 31)

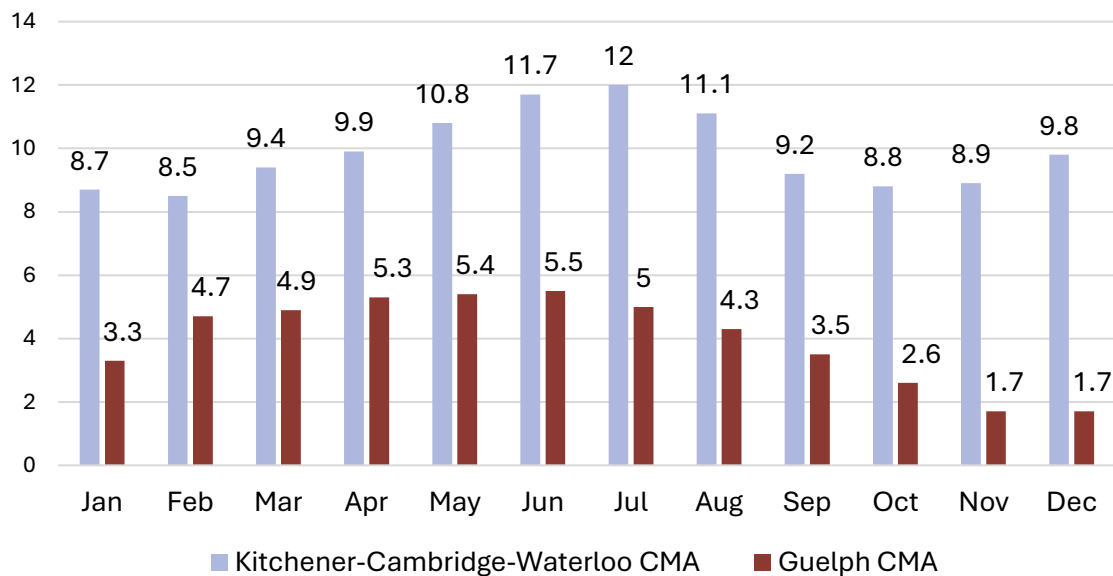
12-month Employment Trend: Ontario (2024)

- **Part-time** employment ranged from 38,000 to 53,600 people.
- **Full-time** employment ranged from 224,300 to 271,300 people.
- **Unemployment** was at 0 in Jan, Sep, and Oct, and hit its peak at 6,200 in Nov.



Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

12-month Employment Trend: Local (2024)



Source: Statistics Canada. [Table 14-10-0467-01 Employment characteristics by census metropolitan area, three-month moving average, unadjusted for seasonality \(x1,000\)](#).

Technical occupations in health (NOC 32)



Opticians ▪ Licensed practical nurses ▪ Paramedical occupations ▪ Respiratory therapists, clinical perfusionists and cardiopulmonary technologists ▪ Animal health technologists and veterinary technicians ▪ Other technical occupations in therapy and assessment ▪ Denturists ▪ Dental hygienists and dental therapists ▪ Dental technologists and technicians ▪ Medical laboratory technologists ▪ Medical radiation technologists ▪ Medical sonographers ▪ Cardiology technologists and electrophysiological diagnostic technologists ▪ Pharmacy technicians ▪ Other medical technologists and technicians ▪ Traditional Chinese medicine practitioners and acupuncturists ▪ Massage therapists ▪ Other practitioners of natural healing

Technical occupations in health (NOC 32)

Local Demand: Waterloo Wellington Dufferin

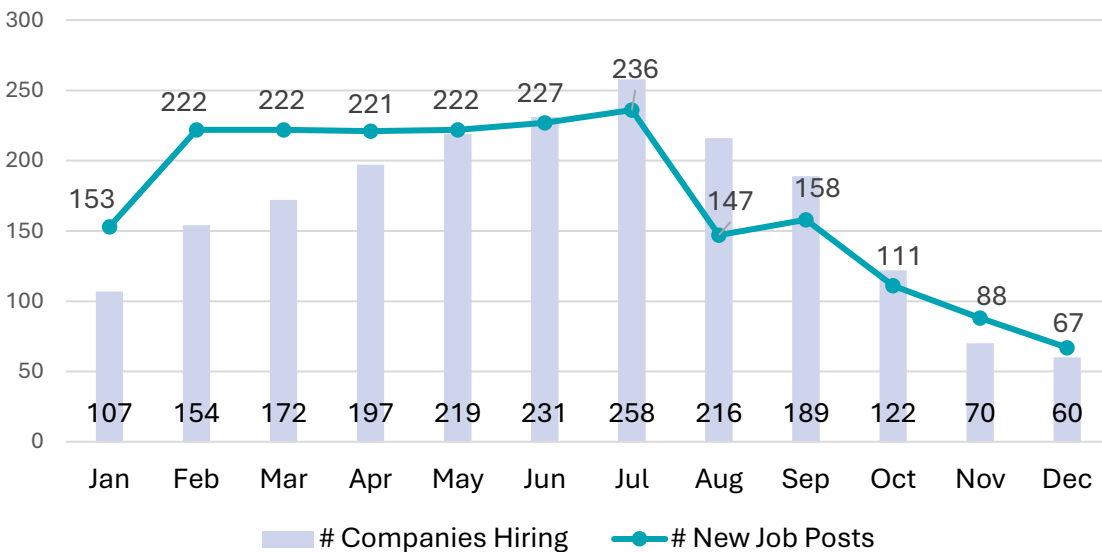
Online job postings in 2024

27.0 days was the average length of time a job posting stayed online for this NOC 32 group in 2024. This is longer than the average of 25.2 days across all occupations. This could indicate these roles are more challenging to fill.

Most In-Demand Occupations	# Job Postings in 2024
Licensed Practical Nurses	792
Dental hygienists and dental therapists	250
Massage therapists	225
Medical radiation technologists	128
Pharmacy technicians	118

Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Jan 29, 2025.

Hiring Activity Trends in Waterloo Wellington Dufferin

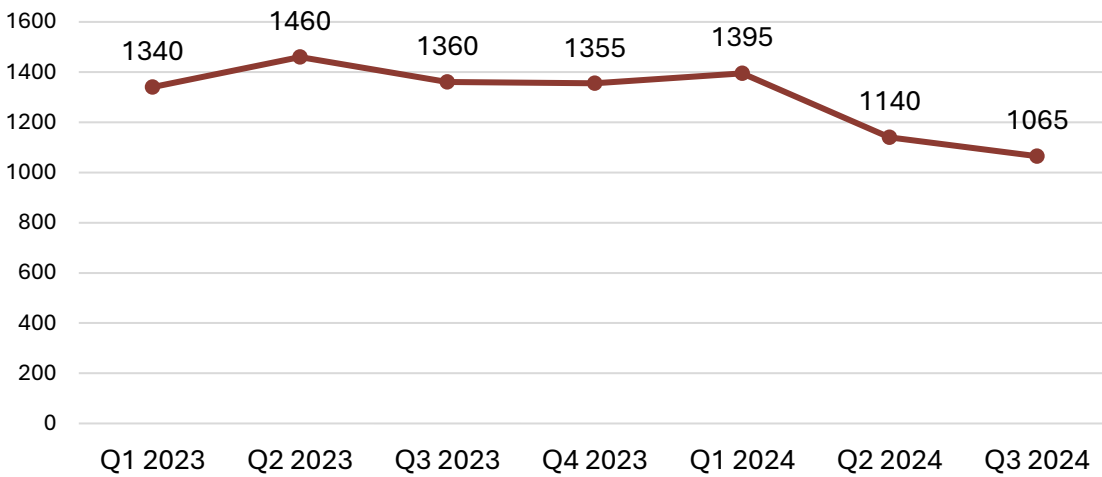


Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Feb 5, 2025.

Technical occupations in health (NOC 32)

Job Vacancies: Economic Region (Kitchener-Waterloo-Barrie)

The data quality of these estimates is rated by Statistics Canada as “C - good”.

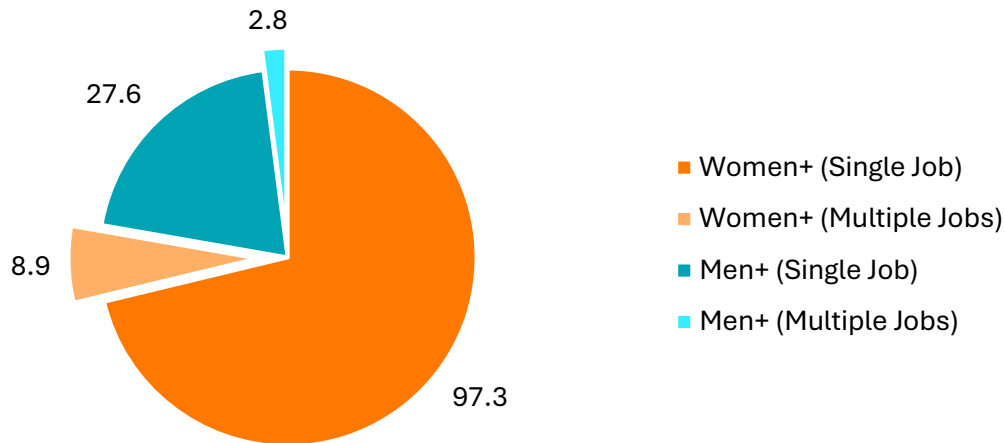


Source: Statistics Canada. [Table 14-10-0444-01 Job vacancies and average offered hourly wage by occupation \(unit group\), quarterly, unadjusted for seasonality.](#)

Number of Employees by Gender & Multiple Job Holders (x1,000) (Ontario)

Approximately **136,600** people worked in NOC 32 occupations in 2024.

- **8,900 (6.5%)** working multiple jobs were Women+
- **2,800 (2.0%)** working multiple jobs were Men+



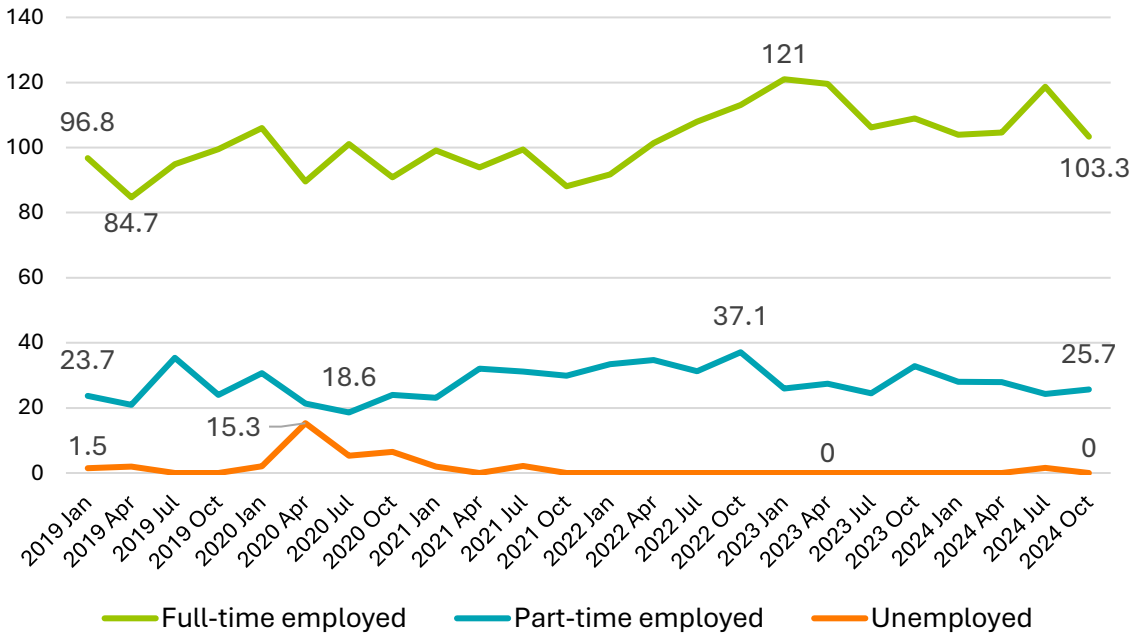
Source: Statistics Canada. [Table 14-10-0416-01 Labour force characteristics by occupation, annual](#), and [Table 14-10-0410-01 Multiple jobholders by occupation, annual \(x1,000\)](#)

“Individuals in the category ‘non-binary persons’ are distributed into the other two gender categories [to protect confidentiality] and are denoted by the “+” symbol.” (Statistics Canada)

Technical occupations in health (NOC 32)

The 5-year Employment Trend in Ontario

- Full-time** – Full-time employment had some rocky points during 2020-2021, explained in part by restrictions or client comfort during the COVID-19 pandemic. Employment saw smooth growth throughout 2022, peaking in Jan 2023. The reason for the dip between 2023 and 2024 is unclear. At the end of 2024 we were at employment similar to Jan 2020.
- Part-time** – Part-time trends in this group softly echo the trends seen in full-time employment. Fluctuations are not drastic.
- Unemployed** – Aside from a short increase in unemployment during the 2020 pandemic, unemployment in this occupation group is critically low, often at zero. It will be challenging to find qualified job candidates unless you are an employer of choice and can entice workers away from other employers.

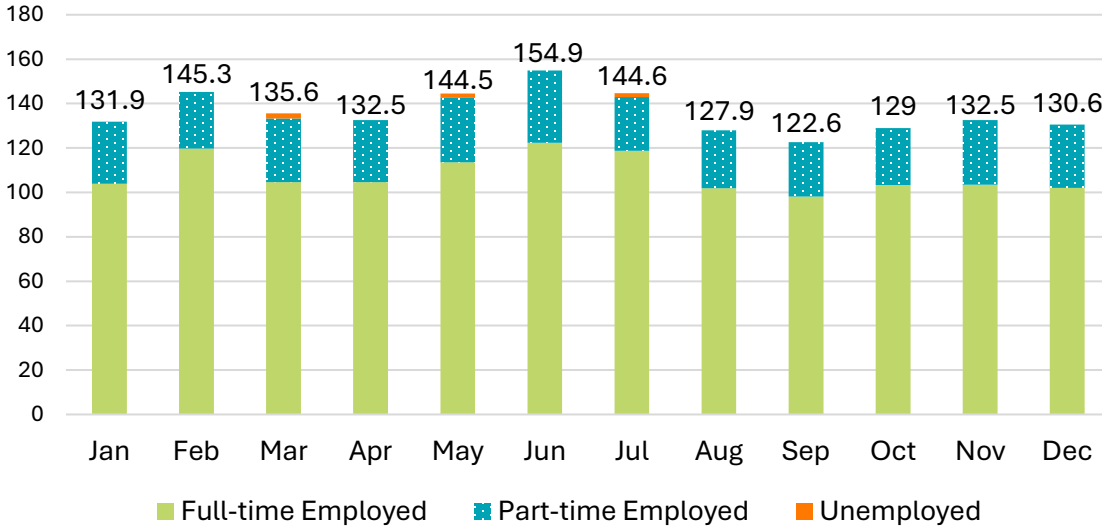


Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

Technical occupations in health (NOC 32)

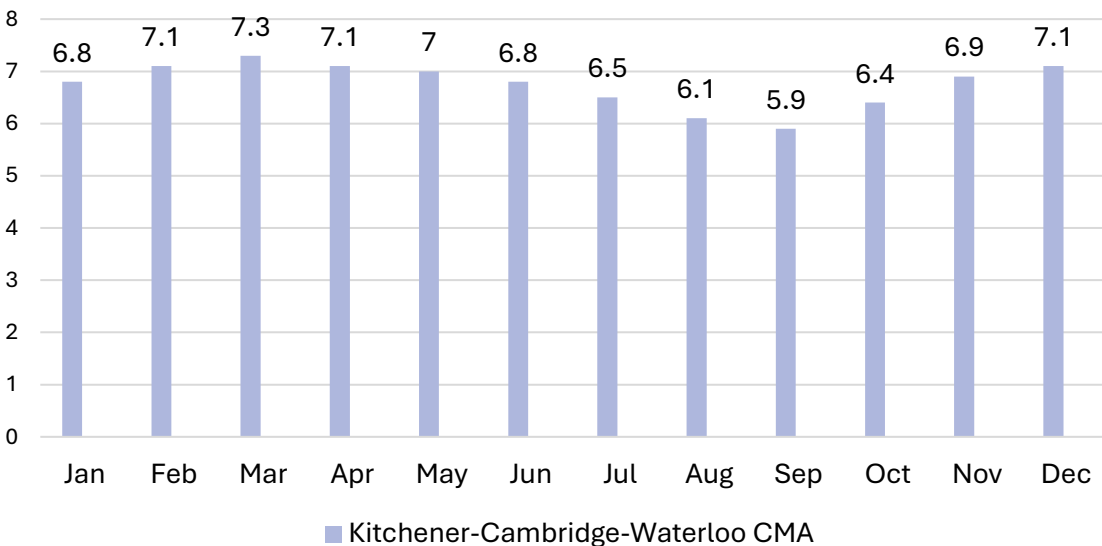
12-month Employment Trend: Ontario (2024)

- **Part-time** employment ranged from 24,300 to 32,500 people.
- **Full-time** employment ranged from 98,100 to 122,400 people.
- **Unemployment** was at 0 for 9 months of the year and hit its peak at 2,300 in Mar.



Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

12-month Employment Trend: Local (2024)



Source: Statistics Canada. [Table 14-10-0467-01 Employment characteristics by census metropolitan area, three-month moving average, unadjusted for seasonality \(x1,000\)](#). Guelph CMA data suppressed.

Assisting occupations in support of health services (NOC 33)



Dental assistants and dental laboratory assistants ▪ Medical laboratory assistants and related technical occupations ▪ Nurse aides, orderlies and patient service associates ▪ Pharmacy technical assistants and pharmacy assistants ▪ Other assisting occupations in support of health services

Assisting occupations in support of health services (NOC 33)

Local Demand: Waterloo Wellington Dufferin

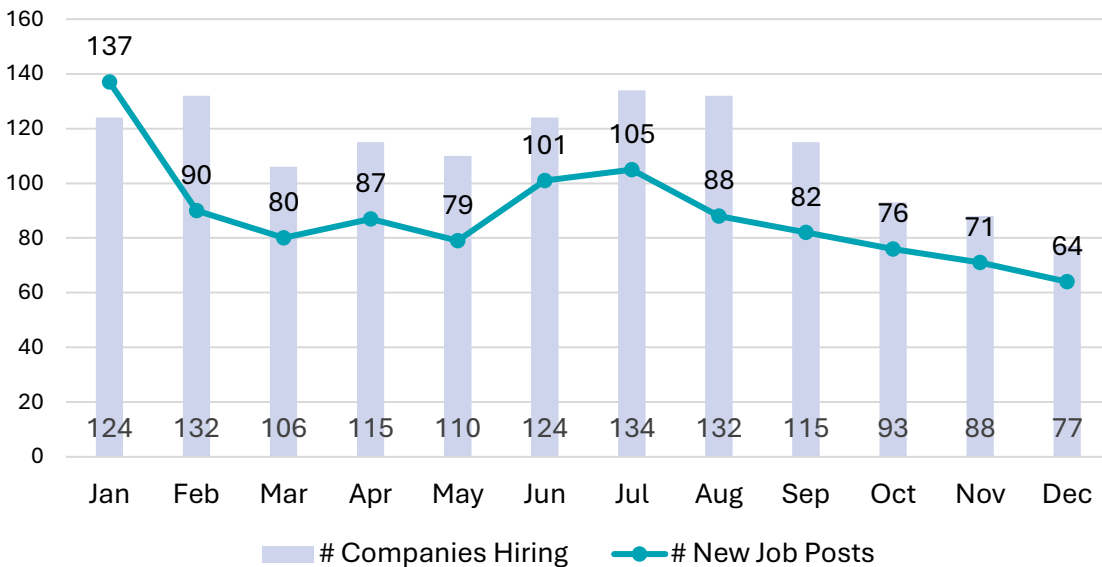
Online job postings in 2024

23.7 days was the average length of time a job posting stayed online for this NOC 33 group in 2024. This is shorter than the average of 25.2 days across all occupations. This could indicate a higher urgency to fill the position or an easier time filling the role.

Most In-Demand Occupations	# Job Postings in 2024
Dental assistants and dental laboratory assistants	329
Nurse aides, orderlies and patient service associates	296
Pharmacy technical assistants and pharmacy assistants	225
Other assisting occupations in support of health services	188
Medical laboratory assistants and related technical occupations	48

Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Jan 29, 2025.

Hiring Activity Trends in Waterloo Wellington Dufferin

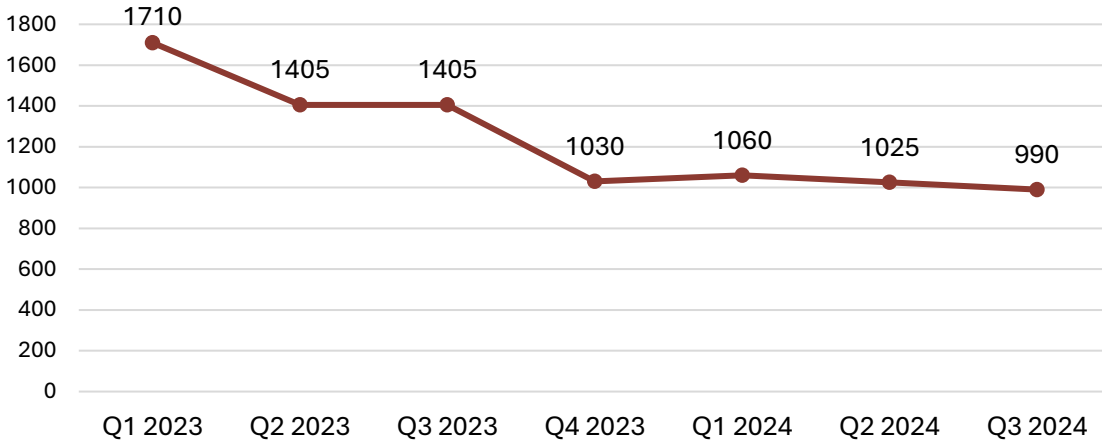


Source: FindYourJob.ca. [Labour Market Insights Report](#). Local Board Area: Waterloo Wellington Dufferin, January-December 2024. Accessed Feb 5, 2025.

Assisting occupations in support of health services (NOC 33)

Job Vacancies: Economic Region (Kitchener-Waterloo-Barrie)

The data quality of these estimates is rated by Statistics Canada as “C - good” in Q4 2023, and “D – acceptable” in all other quarters.

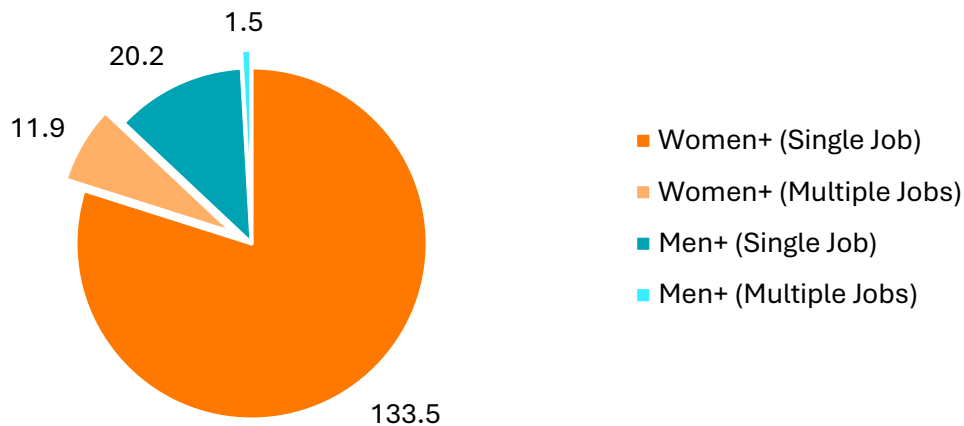


Source: Statistics Canada. [Table 14-10-0444-01 Job vacancies and average offered hourly wage by occupation \(unit group\), quarterly, unadjusted for seasonality.](#)

Number of Employees by Gender & Multiple Job Holders (x1,000) (Ontario)

Approximately **167,100** people worked in NOC 33 occupations in 2024.

- **11,900 (7.1%)** working multiple jobs were Women+
- **1,500 (0.008%)** working multiple jobs were Men+



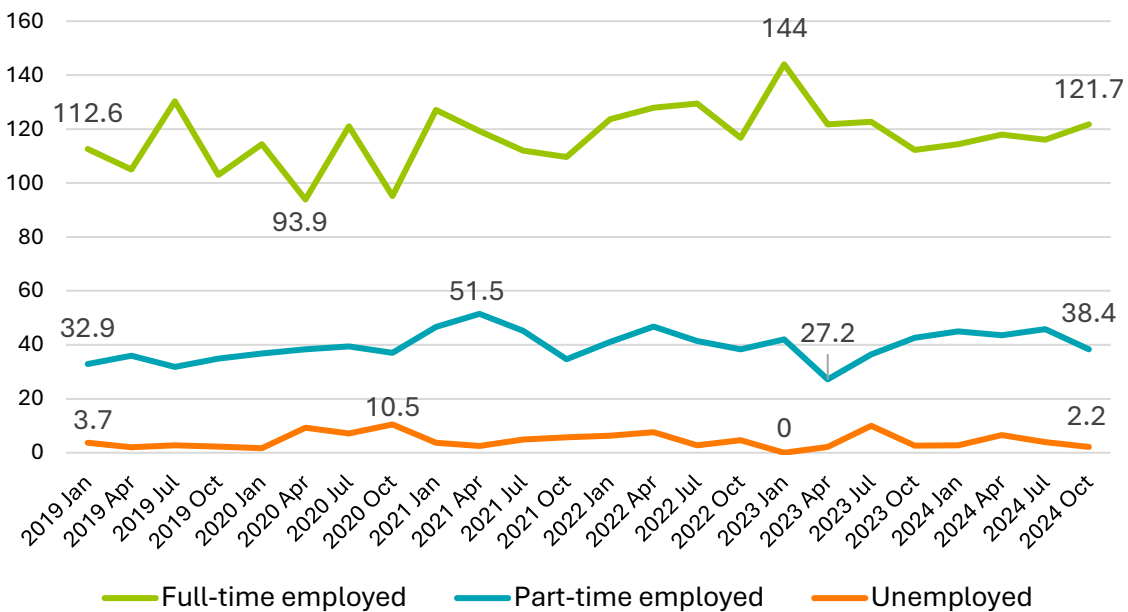
Source: Statistics Canada. [Table 14-10-0416-01 Labour force characteristics by occupation, annual](#), and [Table 14-10-0410-01 Multiple jobholders by occupation, annual \(x1,000\)](#).

“Individuals in the category ‘non-binary persons’ are distributed into the other two gender categories [to protect confidentiality] and are denoted by the “+” symbol.” (Statistics Canada)

Assisting occupations in support of health services (NOC 33)

The 5-year Employment Trend in Ontario

- **Full-time** – Low points in full-time employment tend to be in the Fall, with peaks generally happening in July or January. Additional rockiness in 2019 and 2020. We see a brief peak in Winter 2023.
- **Part-time** – There are some soft increases in part-time employment in April, except for Apr 2023 which saw the biggest decrease. Low points often happen around October, but are too inconsistent to define a clear pattern or cause.
- **Unemployed** – Aside from 2020 which experienced pandemic disruptions, unemployment is relatively low, sometimes at zero.

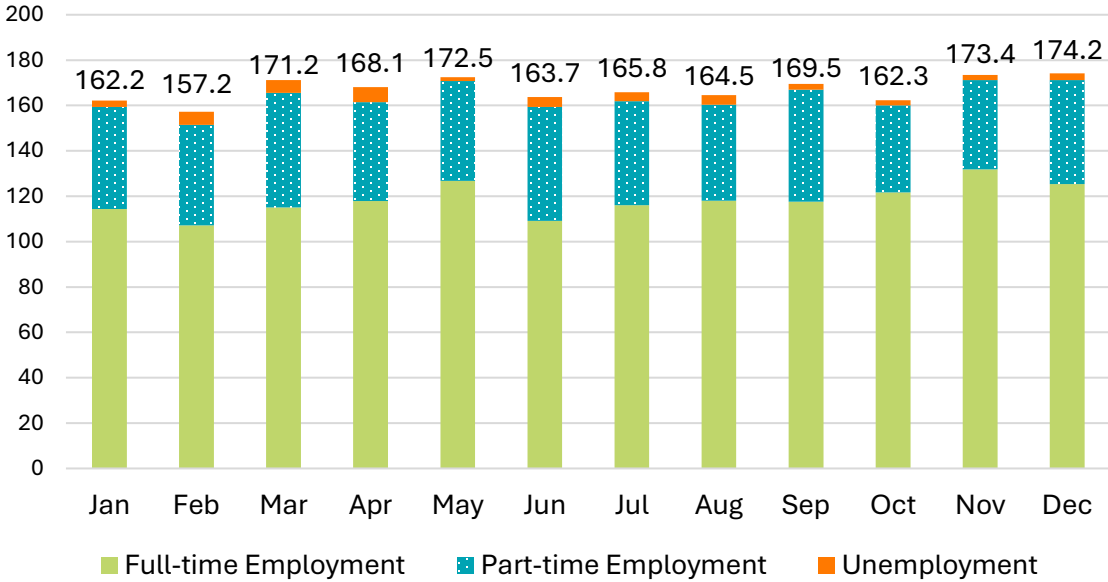


Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

Assisting occupations in support of health services (NOC 33)

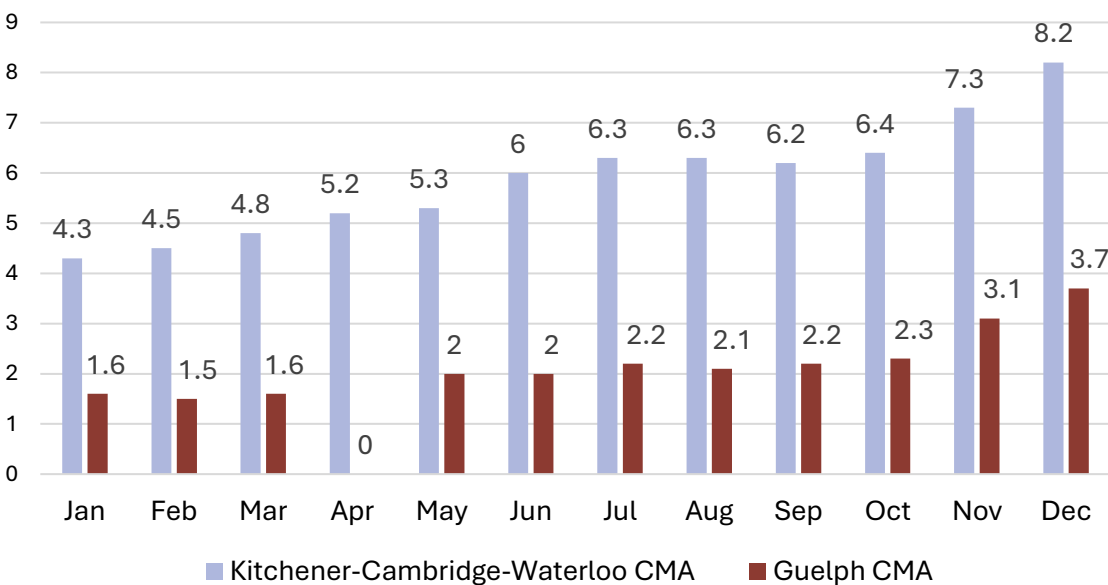
12-month Employment Trend: Ontario (2024)

- **Part-time** employment ranged from 38,400 to 50,500 people.
- **Full-time** employment ranged from 107,100 to 131,800 people.
- **Unemployment** ranged from 1,700 in May to 6,600 in Apr.



Source: Statistics Canada. Labour Force Survey. [Table 14-10-0421-01 Labour force characteristics by occupation, monthly, unadjusted for seasonality \(x1,000\)](#).

12-month Employment Trend: Local (2024)



Source: Statistics Canada. [Table 14-10-0467-01 Employment characteristics by census metropolitan area, three-month moving average, unadjusted for seasonality \(x1,000\)](#). Guelph CMA data was suppressed in April.

HEALTH OCCUPATIONS (NOC 3)

Summary

Posting Trends

- The average posting length for all occupations was 25.2 days in 2024. Postings for NOC 32 occupations had longer lengths and there may be fewer workers.
- Postings tended to be higher in July across all 3 occupational groups.
- There have been declining job postings in all 3 occupational groups for the last quarter of 2024.

Vacancies

- NOC 31 and 33 vacancies have been halved from the high and are in decline over the last part of 2024.
- NOC 32 vacancies have been consistent but declines happening last part of 2024.
- Are vacancies falling because positions are being filled or no longer being offered?

Job Holders

- Women+ dominate the workforce in these occupational groups – 68% to 80% of job holders are Women+ who hold one role. The next biggest group is single job holders who are Men+, at 12% to 23%.
- In all 3 occupational groups, less than 10% of the workforce hold multiple roles.

Employment Trends in Ontario & Waterloo Wellington Dufferin

- Unemployment is low in these occupations with zero unemployment in many months both provincially and locally.
- Provincial engagement levels were highest for NOC 31 occupations between August and October with a slight rise in December 2024.
- NOC 32 occupations' engagement levels have held steady in the last quarter across the province.
- In the province, NOC 33 occupations were at their highest engagement levels in December.
- Employment levels have been rising in Kitchener-Waterloo-Cambridge CMA across all occupational groups for the last quarter of 2024. Employment is rising faster than it is provincially.
- Employment levels in the Guelph CMA are declining for NOC 31 while they are on the rise for NOC 33 occupations. There are fewer than 1,500 NOC 32 workers in Guelph.



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