

Local Lens on

HEALTH CARE

EMPLOYER ONE SURVEY OBSERVATIONS 2019

70 businesses identified their workforce needs in this year's EmployerOne survey.

ECONOMIC PROFILE


91% HIRED IN 2018

79% *Reported* HARD-TO-FILL POSITIONS IN 2018

78% PLAN TO HIRE IN 2019

WORKFORCE

FULL-TIME 51% 

PART-TIME 46% 

CONTRACT 1% 

SEASONAL 2% 

UNDER 25 11%  OVER 55 27% 

RECRUITMENT

TOP 3 METHODS

ONLINE JOB BOARDS



WORD OF MOUTH



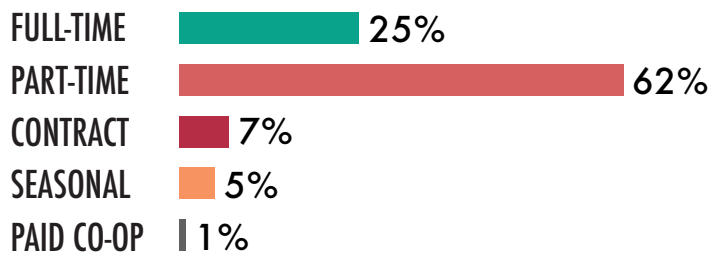
COMPANY'S OWN INTERNET SITE



HIRING DYNAMICS



TOTAL NUMBER OF HIRES 62 EMPLOYERS filled 1061 positions IN 2018



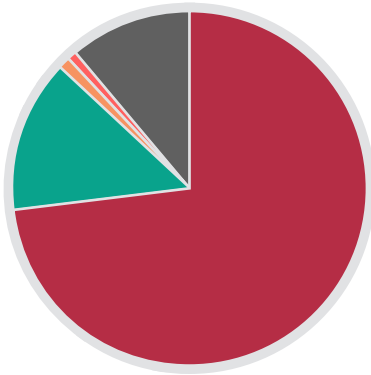
POSITIONS FILLED IN 2018

NURSES
PERSONAL SUPPORT WORKERS
MANAGERS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS

58 EMPLOYERS experienced 941 separations IN 2018



74% QUITS
14% RETIREMENTS
<1% TEMPORARY LAYOFFS
<1% PERMANENT LAYOFFS
11% DISMISSALS

 88% OF EMPLOYERS supported TRAINING IN 2018

TOP 3 TRAINING BARRIERS:

- COST
- RELEVANT TRAINING IS NOT OFFERED LOCALLY*
- DISTANCE TO TRAINING FACILITY*
- LOSS OF PRODUCTIVITY DURING TRAINING TIME*

TRAINING

*Tied for second most frequent reason

SKILLS SHORTAGE

Employers rated the availability of qualified workers as:

EXCELLENT-GOOD 30% FAIR-POOR 70%

HARD-TO-FILL POSITIONS

79% Experienced HARD-TO-FILL POSITIONS IN 2018

TOP HARD-TO-FILL POSITIONS IN 2018:

- NURSES
- PERSONAL SUPPORT WORKERS
- SOCIAL WORKERS

40% of employers have spent OVER A YEAR TRYING TO FILL hard-to-fill positions

VS.

25% of job seekers have spent OVER A YEAR TRYING TO FIND A JOB*

*Employee Survey 2018

TOP 3 REASONS POSITIONS WERE HARD-TO-FILL:

- LACK OF QUALIFICATIONS
- NOT ENOUGH APPLICANTS
- NO APPLICANTS AT ALL



TOP 3 COMPETENCIES EMPLOYERS ARE LOOKING FOR:

- WORK ETHIC
- TEAMWORK
- PROBLEM SOLVING