

LOCAL LENS ON

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HEALTH CARE

18

57 health care businesses identified their workforce needs in this year's EmployerOne survey.

ECONOMIC SUMMARY



93% OF EMPLOYERS **HIRED** in 2017

59% of employers had **HARD-TO-FILL** positions in 2017

Health Care Workforce

Full-Time
50%

Part-Time
45%

2% of surveyed businesses **IDENTIFIED** over 25% of their business as relating to **TOURISM**

75% Plan to hire in **2018**

Contract
1%

Seasonal
4%

Under 25
16%

Over 55
21%

RECRUITMENT



TOP 3 RECRUITMENT METHODS:
Online job postings
Word of mouth
Social media

Health Care Businesses

Start-up
21%

Established
79%

TOP POSITIONS FILLED in 2017

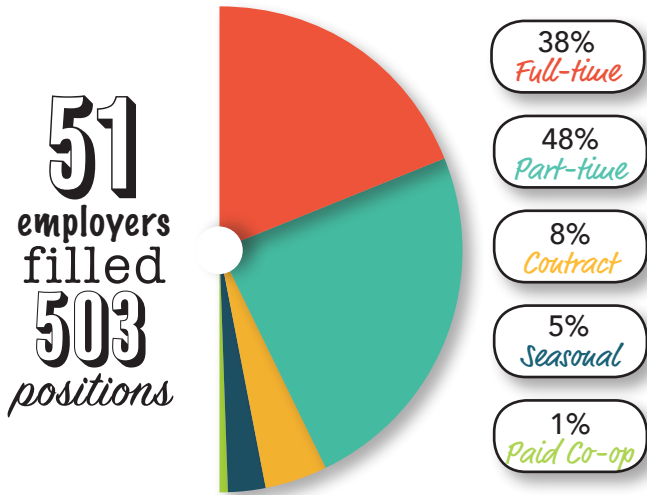
- REGISTERED NURSES/ REGISTERED PRACTICAL NURSES**
- PERSONAL SUPPORT WORKERS**
- MEDICAL RECEPTIONISTS/ OFFICE SUPPORT STAFF**



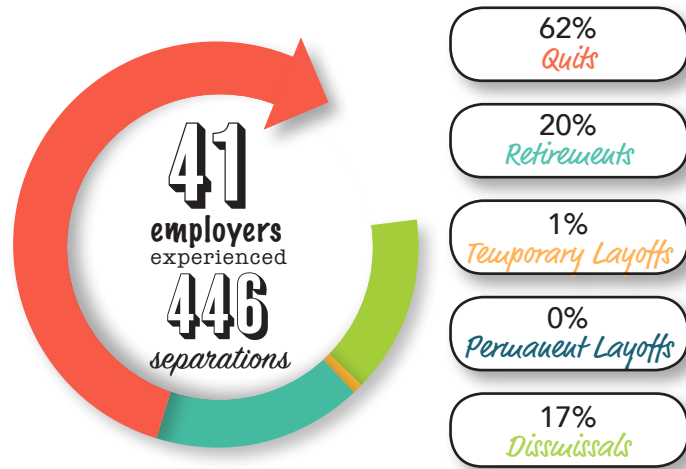
TOP HARD-TO-FILL JOBS in 2017

- REGISTERED NURSES/ REGISTERED PRACTICAL NURSES**
- PERSONAL SUPPORT WORKERS**
- DIETARY AIDES/ FOOD SERVICE WORKERS**

HIRING TRENDS



RETENTION TRENDS



HARD-TO-FILL POSITIONS

59% OF EMPLOYERS experienced **HARD-TO-FILL** positions in 2017

28% of employers have spent **1+ YEAR** trying to fill **HARD-TO-FILL** positions

TOP 3

Reasons positions were **HARD-TO-FILL**

- 1 Not enough applicants
- 2 Lack of qualifications (education level/credentials)
- 3 Lack of work experience

COMPETENCIES employers are looking for in *hard-to-fill positions*

- 1 Work ethic, dedication, dependability
- 2 Teamwork/interpersonal abilities
- 3 Problem solving*
- 4 Professionalism*

*Tied for third most frequent response

TRAINING



Top 3 Barriers to TRAINING



- Cost
- Distance to training facility
- Relevant training is not offered locally*
- Losing trained employees to other businesses*

*Tied for third most frequent response

SKILLS SHORTAGE

Percentage of employers who rate the availability of qualified workers as:

