



Survey Key Findings



82% of employers hired in 2015
55% had hard-to-fill positions



3% of the healthcare workforce is temporary, and 52% is full-time



70% plan to hire in 2016

Healthcare Sector Profile

Survey Respondents



- Start-up company (<5 years) (11.00%)
- Not a start-up company (89.00%)

Hired!

Hiring Trends

How Many?

42 employers filled 520 positions

How?

The majority of employers recruit locally. Some recruit provincially.

Four County Region Workforce

3%

of employees are temporary

7%

of employees are under 25

52%

of employees are full-time

32%

of employees are over 55

Recruitment

Top Recruitment Methods

1. Newspaper ads
2. Word of Mouth
3. Online job boards/postings



Positions Filled in 2015

- Registered Practical Nurse
- Dental Assistant
- Physiotherapist
- Director of Care
- Personal Support Worker



Retention Challenges

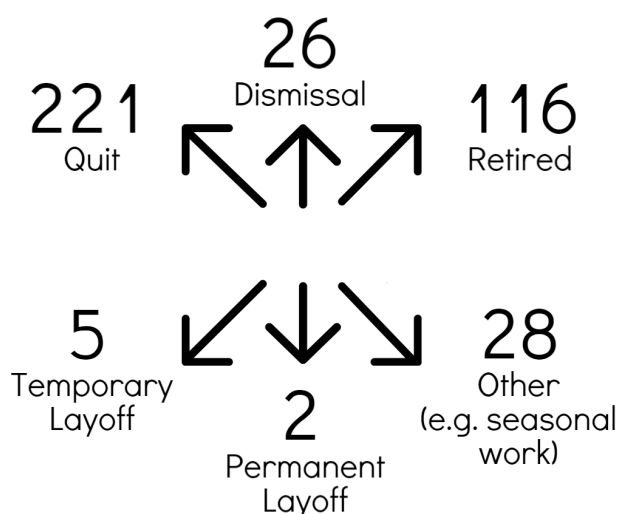
Who Separated?

34 employers →

experienced

← 398 separations

Reason for Separation



Training

89% of employers supported ongoing training

11% of employers could not

Why?

- Cost
- Relevant training not offered locally
- Distance to travel to facility

76% of supporting employers funded training



Education

Minimum level of education that companies require for new hires



University

Engineers and accountants (93%)
Managers and executives (82%)
Technical (36%)



College or Trade Certificate

Skilled trades (100%)
Administrative and clerical (79%)
Sales and marketing (33%)



High School or Equivalent

Production occupations (67%)
Service occupations (29%)
Apprentices (100%)

Hard-to-Fill Jobs

55%

of employers experienced hard-to-fill jobs including:

- Registered Practical Nurse
- Personal Support Worker
- Ultra Sound Technician

Why?

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