

Local Lens on Healthcare 2017



49 healthcare-related firms in Bruce, Grey, Huron and Perth counties identified their workforce needs in this year's EmployerOne survey. This represents 7% of all survey respondents.

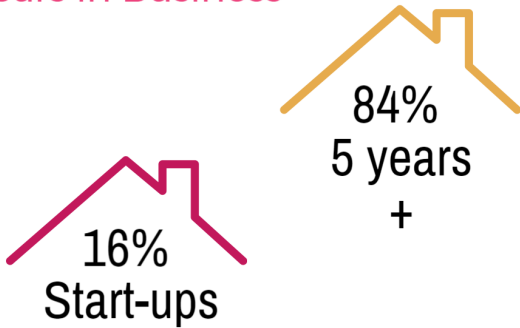
Survey Key Findings



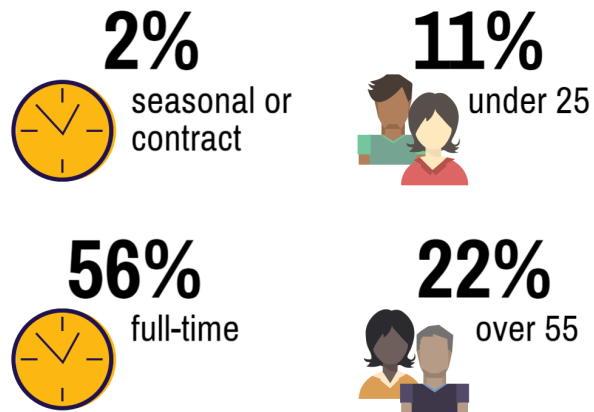
77% of employers hired in 2016 : 44% had hard-to-fill positions : 59% plan to hire in 2017

Economic Profile

Years in Business

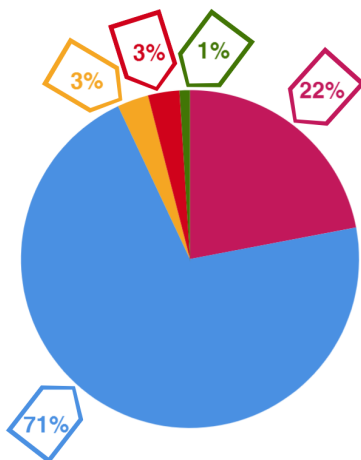


Healthcare Workforce



Hiring Trends

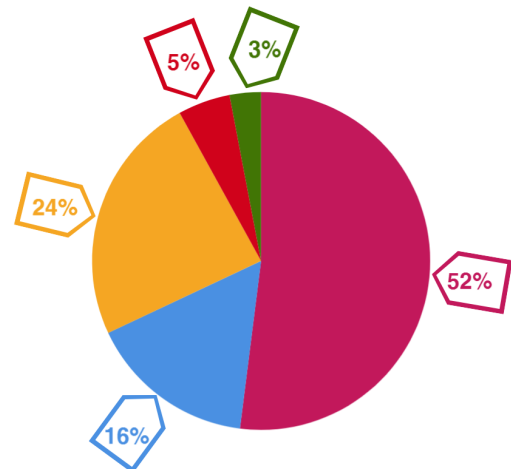
37 employers filled **377** positions



■ Full-time (22%) ■ Part-time (71%) ■ Contract (3%)
 ■ Seasonal (3%) ■ Paid Co-op (1%)

Retention Trends

31 employers experienced **359** separations



■ Quit (52%) ■ Dismissal (16%) ■ Retirement (24%)
 ■ Layoffs (5%) ■ Other (3%)

Skill Shortage

Employers rate the availability of qualified workers as

50%

EXCELLENT-GOOD



50%

FAIR-POOR

Hard-to-Fill Jobs

21%

of employers have spent over a year trying to fill hard-to-fill jobs

Top 3 reasons positions were hard to fill:

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

Top Hard-to-Fill Jobs

- Registered Nurse/ Registered Practical Nurse
- Personal Support Worker
- Manager

Top 3 Competencies needed in hard-to-fill positions:

- Work ethic, dedication, dependability
- Professionalism
- Teamwork/interpersonal ability

Recruitment

Top Recruitment Methods



Word of Mouth



Online job boards/postings



Company website

Positions Filled in 2016

- Registered Nurse/ Registered Practical Nurse
- Personal Support Worker
- Office Assistant

TOP 3

Training

84%

of employers supported ongoing training

16%

of employers could not support ongoing training

Top 3 Barriers to supporting training



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

For more information about EmployerOne or to sign up for next year's survey (January 2018), contact the Four County Labour Market Planning Board