

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



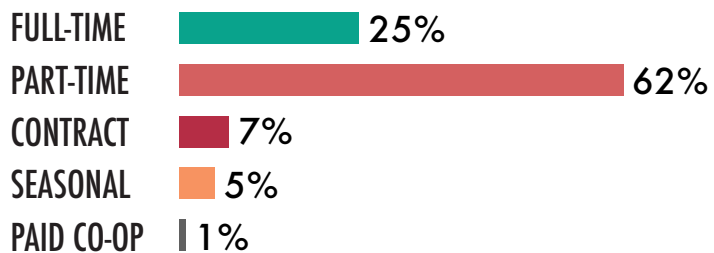
COMPANY'S OWN INTERNET SITE



## HIRING DYNAMICS



TOTAL NUMBER OF HIRES 62 EMPLOYERS filled 1061 positions IN 2018



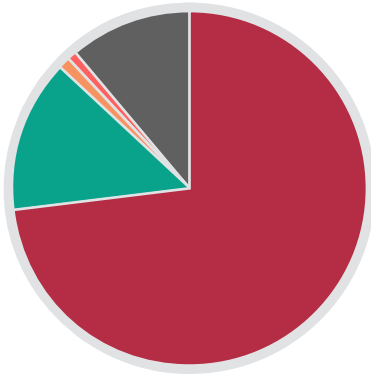
### POSITIONS FILLED IN 2018

NURSES  
PERSONAL SUPPORT WORKERS  
MANAGERS

RETENTION DYNAMICS

TOTAL NUMBER OF SEPARATIONS





58 EMPLOYERS experienced <img alt="58 chevron arrows pointing right" data-bbox="158 81 295 125"/> 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