

LOCAL LENS

HEALTHCARE & SOCIAL ASSISTANCE

EmployerOne
2023

40 businesses in the Healthcare and social assistance sector identified their workforce needs in this year's EmployerOne survey

Skills Shortage

Employers rate the availability of skilled workers as:

★★★★ 13% Excellent-Good

★★ 87% Fair-Poor

Top Reasons Positions were Hard-to-fill

- > Not enough applicants
- > Lack of qualifications
- > No applicants at all

Top Recruitment Methods



Word of Mouth



Online Job Boards



Social Media

Top Retention Methods



Regular increases in salary or benefits



Recognition for service and/or outstanding work



Training opportunities

Separations

Quits	70%
Retirements	27%
Dismissals	21%
Temporary layoff	3%
Permanent layoff	0%

Top Barriers to Training Employees



Training required not offered locally

Risk of losing trained employees

Cost of the training required to upskill

27% of employers have spent over a year trying to fill hard-to-fill positions

