

# Health Care Employment in Sarnia Lambton

There are a lot of local jobs in the health care industry in Sarnia Lambton. In 2011, the industry employed 4,800 people. This industry is currently hiring health care and non-health care related jobs. Future demand for workers is expected due to an older population that is getting bigger in size, as well as impending retirements.

This report summarizes job data from Statistics Canada and online job postings, as well as information from local employers gathered by the Sarnia Lambton Workforce Development Board (SLWDB) through past EmployerOne Surveys (2014-2016) and consultation meetings held during the summer of 2016.



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## Health Care Specific Jobs

In 2011, there were about 3,500 health care jobs located in Sarnia Lambton. The table below (and on the next page) shows the distribution of these jobs and the number of local online job postings between January and September of 2016.

Job title	# jobs in 2011	Jan-Sept 2016 online postings
Registered nurses (RNs) & registered psychiatric nurses	915	158
Nurse aides & patient services associates	690	13
Personal support workers (PSWs) & housekeepers ( <i>cannot separate these jobs</i> )	220	105 (98 PSWs)
Registered practical nurses (RPNs)	210	133
Other medical technicians (e.g., pharmacy technicians)	180	5
Dental hygienists	120	0
Massage therapists	100	0
General practitioners & family physicians	90	0
Specialist physicians	85	1
Medical radiation technologists	80	4
Other assisting jobs in support of health services (e.g., pharmacy assistants, rehabilitation assistants in physiotherapy)	75	13
Paramedics	70	0
Pharmacists	70	10
Other professional jobs in therapy & assessment (e.g., recreational therapists)	60	0
Dietitians & nutritionists	50	0
Dental assistants	45	1
Dental technologists, technicians & laboratory assistants	45	3
Dentists	45	0
Medical laboratory technicians & pathologists' assistants	40	7
Physiotherapists	40	5
Nursing co-ordinators & supervisors	40	0
Managers in health care	35	3
Practitioners of natural healing	25	0
Respiratory therapists, clinical perfusionists & cardiopulmonary technologists	25	8
Medical laboratory technologists	25	11
Optometrists	25	0
Audiologists & speech-language pathologists	15	1
Chiropractors	10	0
Therapy & assessment technicians & assistants (e.g., physiotherapy technicians)	0	0
Opticians	0	0
Denturists	0	0
Cardiology technologists & electrophysiological diagnostic technologists	0	2

Job title	# jobs in 2011	Jan-Sept 2016 online postings
Medical sonographers	0	0
Occupational therapists	0	7
Other professional jobs in health diagnosing & treating (e.g., podiatrists)	0	0
Allied primary health practitioners (e.g., midwives, nurse practitioners [NPs])	0	3 (all NPs)

**Sources:** Statistics Canada. 2011 National Household Survey, custom table.

Vicinity. *Jobs Demand Report System*. 2016 Sarnia Lambton custom database, adapted by SLWDB.

**Note:** “Other health practitioners” include chiropractors, optometrists, and others who are not physicians or dentists.

Employment numbers for some jobs may appear low, especially where a zero is reported. Statistics Canada suppresses data for confidentiality reasons so that people cannot be personally identified in a community through the data. Accordingly, the number of jobs in this table does not add up to 3,500.

The top local online job postings for the first 9 months of 2016 include: registered nurses, personal support workers, and registered practical nurses. There were also quite a few technician or technologist-related job postings.

Some jobs have zero online postings between January and September of 2016. Some health care professionals, like dentists, chiropractors and optometrists, are typically their own employers. Family physicians are recruited into the community and therefore have no online postings. Also, not all job openings are posted online. The use of personal/informal connections is the number one preferred recruitment method, according to local employers who completed the SLWDB EmployerOne Survey. It is also possible that some online job postings were not captured.

## Other Jobs in the Health Care Industry

Job title	# jobs in the health care industry in 2011	Jan-Sept 2016 online postings in the health care industry
Administrative assistants	90	9
Bookkeepers	15	0
Cleaners	130	1
Cooks	60	9
Dietary aides (including food attendants & dishwashers)	245	30
General office workers	155	17
Human resources professionals	50	0
Medical administrative assistants	65	4
Receptionists	150	0
Social & community service workers	195	0
Social workers	40	2

**Sources:** Statistics Canada. 2011 National Household Survey, custom table.

Vicinity. *Jobs Demand Report System*. 2016 Sarnia Lambton custom database, adapted by SLWDB.

## Local Health Care Employers Tell Us:

- the top reason for recent hires made by employers is to fill positions that people quit
- personal support workers and nurses (RNs and RPNs) are the top jobs posted online
- hard-to-fill jobs:
  - personal support workers
  - family physicians
  - registered massage therapist
  - nurses or other caregivers with mental health training
  - occupational therapists, dieticians, nurse practitioners
    - local employers have to go outside of the county to recruit candidates because only a few local people are qualified (and likely they are already employed)
- candidates need realistic job expectations:
  - many jobs are for part-time hours
  - some jobs involve early mornings, evenings, nights, and/or weekends on a regular basis
  - having two part-time jobs in the health care industry may be easier said than done. Some employers refuse to accommodate another schedule; some employers will

Sources: SLWDB EmployerOne Survey (2014-2016) and meetings with employer representatives in 2016.

## Want to learn more about jobs in the health care industry?

Check out [slwdb.org](http://slwdb.org) for profiles that describe the work, requirements, salary ranges & future local outlook for a variety of jobs.

Want to stay up-to-date on local labour market information? Sign up for SLWDB's emails at [www.slwdb.org](http://www.slwdb.org)