



HEALTH AND SOCIAL ASSISTANCE HIRING FORECAST

2019-2026

February 2019



FAR NORTHEAST TRAINING BOARD (FNETB)
your **Local Employment Planning Council**

COMMISSION DE FORMATION DU NORD-EST (CFNE)
votre **Conseil Local de Planification de l'Emploi**



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The mission of the Far Northeast Training Board (FNETB) is to “promote the effective planning of training and workforce development programs and services so that qualified workers are available to meet the needs of local employers”.

The FNETB’s service area includes the communities along the Highway 11 Corridor from Hearst to Latchford, East of Kirkland Lake it extends to the Quebec border, it also includes Timmins, Elk Lake, Chapleau, Gogama and the communities along the James Bay Coast.



Ontario

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TABLE OF CONTENTS

Introduction	1
Project Overview	1
Methodology.....	1
Survey Confidentiality	1
Limitations	2
Executive Summary	2
Profile of Respondents	5
Key Findings	9
Occupational Demand.....	10
Conclusion.....	15
Appendix – Occupational Projections.....	16

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The information presented in this report is current at the time of printing.

INTRODUCTION

As the population ages, the demand on health and social assistance services also increases, and with it the need for qualified workers to ensure a continued and timely delivery of quality services. Access to an adequate level of health and social services is also important to the economic development of local communities, particularly in regards to attraction and retention strategies to maintain and/or increase their population. An individual's decision to settle or to stay in a given community is often driven by the availability of those essential services.

The purpose of this report is therefore to quantify (number of jobs) and to qualify (type of jobs/occupations) that will be needed in the future so that our region is better positioned to support the recruitment and training of the workers required by local health and social assistance industries.

The localized data contained in this report provides useful insight to support the development local labour market planning initiatives to address the future workforce needs of the local health and social assistance industries. We are confident that it fairly represents some of the upcoming employment opportunities and challenges in the health and social services industries.

PROJECT OVERVIEW

The Health and Social Assistance Hiring Forecast 2019-2026 was designed to forecast the occupations that will be in highest demand so that local employment and training service providers can adapt and develop their programs and services accordingly.

METHODOLOGY

The FNETB established a working group for this project to assist with developing and testing a data collection tool that would quantify (number of workers required to accommodate anticipated upsizing and/or downsizing, and retirements), and qualify (occupations that will be in highest demand) between 2019 and 2026.

From January 7th to February 8th, 2019, a total of 292 health and social services organizations within the FNETB's catchment area were invited via email and by telephone to complete the survey. Several reminders were sent during that period to increase the number of responses.

SURVEY CONFIDENTIALITY

This report contains aggregate data only and does not include individual company data in order to respect our commitment to survey respondents in regards to the confidentiality of their information.

LIMITATIONS

The information collected is important for local labour market planning because it is current local labour market information. It does however have its limitations in that it is relevant at the time of its collection. Furthermore, the report contains the input of a limited number of employers, as such the results are influenced by the relevance of the questions to the responding employers.

EXECUTIVE SUMMARY

The Far Northeast Training Board (FNETB) is pleased to present this report in an effort to help local stakeholders to better understand the future workforce needs of the health and social assistance industries. This report contains locally collected data to support the development of programs and services to address those needs. It further allows us to confirm what we observe when we look at some of the other sources of data such as Statistics Canada Census and National Household survey data.

The results of the data that was collected locally, mirror some elements of what other statistics and data reveal. For example, it highlights a mostly female dominated industry, and it also reveals that nursing, personal support workers and home support workers are some of the occupations that are forecasted to be in high demand.

Let's look at the results in more detail. A total of 292 health and social services organizations from the Far Northeast Training Board catchment area were invited to complete the survey. Of that number, 90 responded which represents a 30.8% response rate. In regards to the composition of the responding industries:

- Collectively, the respondents employ a total of 4,567 employees.

- According to Statistics Canada's June 2018 Canadian Business Patterns data, there is a total of 630 establishments in the Health and Social Assistance industries in the region serviced by the FNETB. That represents 7.9% of the total number of establishments in the region. A total of 352 (55.9%) of those industries have employees.
- Statistics Canada's 2016 Census survey revealed that:
 - A total of 8,140 are employed in Health and Social Assistance industries, which represents 14.5% of total employment in the region.
 - Women make up 85.6% of the total workforce in the health and social assistance industries.
- Based on the FNETB's most recent Local Labour Market Forecast report, some of the health and social assistance occupations that will experience high numbers of retirement between 2016-2036 are:
 - Registered nurses and registered psychiatric nurses (615)
 - Nurses aides, orderlies and patient service associate (455)
 - Social and community service workers (375)
 - Home support and personal support workers (255)

- 78.9% of the responding organizations were health sector employers, while 21.1% were in the social assistance sector.
- 23 of the survey respondents indicated that they offer services in more than one location in the region.
- The majority of respondents (39.7%) had 1 to 9 employees. It is important to note that, while the majority of respondents are in that 1 to 9 employees size range, larger organizations in our sample employ the vast majority of workers (64.6%).
- 58.0% of employment within the responding organizations is full-time. When we look at the health and social assistance sectors separately, the percentage of full-time employees is higher in social assistance organizations (72.8%) compared to those in the health industry (53.5%).
- A large majority (84.5%) of the healthcare and social assistance employees within the sample are females, while only 15.5% are males.
- Respondents were also asked whether they had any designated positions. A total of 75 organisations provided that information. Based on those responses, 1,471 positions (37.5%) were designated Francophone, while 94 positions (2.3%) were designated Indigenous.
- Respondents were further asked if any members of their current workforce consisted of out of region workers (workers who work within the region but has a permanent residence outside of the region). Only 0.9% of the workforce within the sample were identified as out of region workers.
- The information collected from survey respondents reveals that the average age of retirement is 60 for responding health sector employers. The average age of retirement is 61 for respondents in the social assistance sector.

The main component of the data collection involved details on the number of workers required by occupation to accommodate potential upsizing or downsizing (based on respondents' best estimates at the time of the data collection), and anticipated workers needed to fill in for retirements between 2019 and 2026.

The results revealed a total possible shortfall of 796 workers during that period of which 156 (4.0% of the current workforce) are attributable to expansion, and 640 (16.3% of the current workforce) to imminent retirements. In other words, 20.3% of current positions within the sample will require a replacement worker.

Respondents were asked to forecast their workforce need by occupation for 2021 and 2026 based on upsizing/downsizing and on retirements. Nursing and assisting occupations in health will experience the highest workforce deficit by 2026 with 433 employees, followed by administrative occupations (129), senior management positions (49), physicians and doctors (44) and social and community service professionals (36).

Specific occupations with the largest anticipated shortfalls are:

- Registered nurses and registered psychiatric nurses (118)
- Personal support workers (99)
- Home support workers, housekeepers and related occupations (75)
- Registered practical nurses (62)

In regards to retirements specifically, the occupations with the highest numbers are Registered nurses and registered psychiatric nurses (106 by 2026), and personal support workers (60).

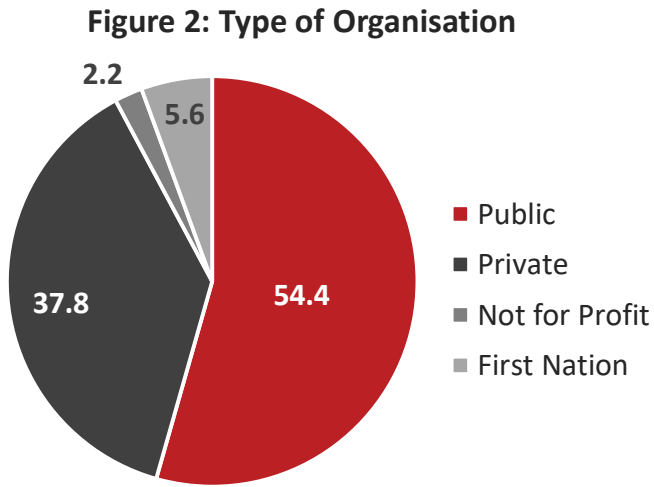
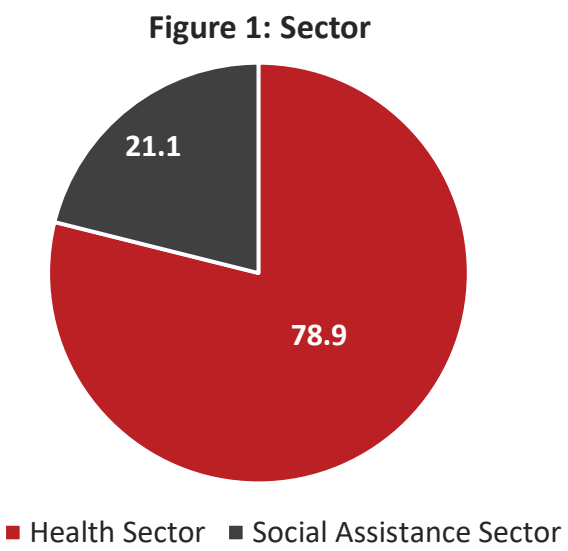
The following pages provide the profile of the survey respondents as well as a more detailed breakdown of the results for each of the occupations that were mentioned by participating employers.

PROFILE OF RESPONDENTS

In total, 292 health and social services organizations from the Far Northeast Training Board catchment area were invited to complete this survey. 100 organizations (34.2 %) responded to the invitation resulting in 90 of them completing the survey while 10 declined for various reasons. Collectively, the respondents employ a total of 4,567 employees.

Figure 1 shows that 78.9% of the responding organizations identified health as their main sector of activity, while 21.1% identified the social assistance sector.

The majority of responding organizations were publicly funded as is shown in Figure 2.



The majority of respondents (28.9%) indicated Timmins as their main location of business.

23 of the survey respondents indicated that they offer services in more than one location in the region.

Table 1: Number and percent distribution of respondents by main location

	#	%
Timmins	26	28.9
Hearst	13	14.4
Kapuskasing	10	11.1
New Liskeard	9	10.0
Chapleau	8	8.9
Cochrane	6	6.7
Iroquois Falls	5	5.6
Kirkland Lake	4	4.4
Matheson	3	3.3
Smooth Rock Falls	2	2.2
Hornepayne	1	1.1
Matachewan	1	1.1
Mattagami	1	1.1
Moose Factory	1	1.1
TOTAL	90	100.0%

Table 2 provides a breakdown of the respondents by business size range as well as how many employees are in those categories. As the table indicates, the majority of respondents (39.7%) had 1 to 9 employees. It is important to note that, while the majority of respondents are in that 1 to 9 employees size range, larger organizations in our sample employ the vast majority of workers (64.6% of the total current workforce within the sample).

Table 2: Number of Employers by Business Size Range

	#	%	Total # of Employees	Total % of Employees
1 to 9 employees	27	39.7	124	2.7
10 to 49 employees	16	23.5	304	6.7
50 to 99 employees	15	22.1	1,187	26.0
100 + employees	10	14.7	2,952	64.6
TOTAL	68¹	100.0%	4,567	100.0%

¹ The smaller number here (68) in comparison with the sample size (90), reflects the fact that some respondents combined the numbers of more than one organisation.

While all respondents indicated the total number of workers they employ by occupation, 15 of them answered only partially or not at all, the questions related to the type of employment, gender, designated positions, and out of region workers.

Table 3 shows that 58.0% of the total employment within the sample is full-time. When we look at the health and social assistance sectors separately, the percentage of full-time employment is higher in social assistance organizations (72.8%) compared to those in the health industry (53.5%).

Table 3: Number of Employees by Type of Employment

	TOTAL		Health Sector		Social Assistance Sector	
	#	%	#	%	#	%
Full-time	2,185	58.0	1,545	53.5	640	72.8
Part-time	1,196	31.7	1,038	35.9	158	18.0
Casual	322	8.7	249	8.6	73	9.1
Contract	65	1.7	57	2.0	8	1.0
TOTAL	3,768²	100.0%	2,889	100.0%	879	100.0%

Table 4 shows that a large majority (84.5%) of the healthcare and social assistance employees within the sample are female, while only 15.5% are males.

Table 4: Number of Employees by Gender

	TOTAL		Health Sector		Social Assistance Sector	
	#	%	#	%	#	%
Male	570	15.5	310	11.1	260	29.4
Female	3,106	84.5	2,482	88.9	624	70.6
TOTAL	3,676	100.0%	2,792	100.0%	884	100.0%

² The reason there is a difference between the total (3,918) and the total in the table is that some employers only indicated the total number of employees they had and did not put data in the type of employment.

Respondents were also asked whether they had any designated positions. A total of 75 organizations provided that data. Based on the responses, 37.5% of the positions were designated Francophone, while 2.4% were designated Indigenous.

When we look at the two sectors separately, the health sector had 1,165 designated positions with 36.2% of them being Francophone and 2.7% Indigenous. The social assistance sector had 400 designated positions. Of those, 41.8% were designated Francophone, while 1.5% were Indigenous.

Table 5: Number of Employees by Designated Positions

	Current Workforce 2019		Francophone		Indigenous	
	#		#	%	#	%
<i>Health Sector</i>	2,995		1,085	36.2	80	2.7
<i>Social Assistance Sector</i>	923		386	41.8	14	1.5
TOTAL	3,918		1,471	37.5	94	2.4

When asked if their current workforce consisted of out of region workers (a worker who works within the FNETB region but has a permanent residence outside of the region). Only 0.9% of the workforce within our sample is from outside the region as is demonstrated in Table 6.

Table 6: Out of Region Workers

	Current Workforce 2019		Out of Region Workforce	
	#		#	%
<i>Health Sector</i>	2,995		34	1.1
<i>Social Assistance Sector</i>	923		0	0.0
TOTAL	3,918		34	0.9

KEY FINDINGS

Table 7 provides a high-level overview of the predicted employment change and predicted retirements*.

**The information collected from survey respondents reveals that the average age of retirement is 60 for health sector industries, it is 61 for the social services industries.*

Table 7: Current, Workforce Forecast and Retirement Forecast

	Current Workforce 2019	Estimated Workforce 2021	Estimated Workforce 2026
Total Health Positions	2,995	3,079	3,141
Total Health Retirements		305	210
Total Social Services Positions	923	929	933
Total Social Services Retirements		65	60
GRAND TOTAL POSITIONS	3,918	4,008	4,074
GRAND TOTAL RETIREMENTS		370	270

Table 8 shows the cumulative impact of the anticipated change in the number of workers required to accommodate anticipated upsizing and/or downsizing and retirements).

Table 8: Current, 2026 Workforce Forecast, Retirement and Deficit Forecast

	Current Workforce 2019	Required Workforce 2026	Anticipated Net Change ³ 2019 to 2026	Anticipated Retirements 2019-2026	Workforce (Deficit) Surplus 2026
Total Health Positions	2,995	3,141	146	515	(661)
Total Social Assistance	923	933	10	125	(135)
TOTAL POSITIONS	3,918	4,074	156	640	(796)

Tables 7 and 8 indicates:

- A 4.0% expansion in workforce requirements⁴.
- A retirement forecast of 16.3% of the workforce between 2019 and 2026⁵.
- A workforce expansion (+4.0%) and retirement impact (+16.3%) that results in a combined workforce shortfall of approximately 20.3%⁶.

³ Anticipated net-change is based on upsizing or downsizing

⁴ Net change employees divided by current workforce 3,918 employees = 4.0% expansion

⁵ Cumulative retirements of 640 employees divided by 3,918 current employees = 16.3% retirement rate

⁶ Workforce deficit of 796 employees divided by current workforce of 3,918 = 20.3% shortfall

OCCUPATIONAL DEMAND

Respondents were asked to forecast their workforce need by occupation for 2021 and 2026 based on upsizing/downsizing, and on retirements. Table 9 presents all the occupations that respondents identified. As demonstrated in the previous section, the number of anticipated retirements (640) is the primary reason for the projected shortfall of 796 workers by 2026.

Nursing and assisting occupations in health will experience the highest workforce deficit by 2026 with 433 employees, followed by administrative occupations (129), senior management positions (49), physicians and doctors (44) and social and community service professionals (36).

Specific occupations with the largest anticipated shortfalls are:

- Registered nurses and registered psychiatric nurses (118)
- Personal support workers (99)
- Home support workers, housekeepers and related occupations (75)
- Registered practical nurses (62)

The impact of retirement will be more strongly felt for registered nurses and registered psychiatric nurses (106 by 2026). Anticipated growth, on the other hand is expected to create additional opportunities for 39 personal support workers on top of the 60 that will be needed to replace the 60 anticipated retirements in that occupations.

Table 9 provides details on the anticipated net change (number of workers required to accommodate anticipated upsizing and/or downsizing) and anticipated retirements for each occupation for which survey respondents provided data.

Table 9: Occupational Demand Based on Upsizing and Downsizing and Retirements, 2026

		Current Workforce 2019	Required Workforce 2026	Anticipated Net Change ⁷ 2019 to 2026	Anticipated Retirements 2019-2026	Workforce (Deficit) Surplus 2026
001	SENIOR MANAGEMENT					
0014	Chief executive officers	18	18	0	4	(4)
0014	Chief financial officers	14	14	0	4	(4)
0014	Chief human resources officers	2	2	0	1	(1)
0014	Chief nursing officers	5	5	0	2	(2)
0014	Executive directors/General managers	34	35	1	11	(12)
0014	Administrators	4	4	0	3	(3)
0112	Human resources managers	10	10	0	1	(1)
0113	Purchasing managers	4	4	0	1	(1)
0311	Deputy chief paramedic services	5	5	0	2	(2)
	Other managers	73	74	1	18	(19)
SENIOR MANAGEMENT TOTAL POSITIONS		169	171	2	47	(49)
122	ADMINISTRATIVE OCCUPATIONS					
1221	Administrative officers	36	37	1	10	(11)
1222	Executive assistants	23	24	1	6	(7)
1223	Human resources and recruitment officers	13	13	0	2	(2)
1243	Medical administrative assistants	20	21	1	4	(5)
1253	Record management technicians	18	18	0	6	(6)
1411	General office workers	75	75	0	28	(28)
1414	Receptionists	123	126	3	22	(25)
1431	Accounting and related clerks	52	55	3	14	(17)
1111	Financial analysts	1	2	1	0	(1)

⁷ Anticipated net-change is based on upsizing or downsizing

	Current Workforce 2019	Required Workforce 2026	Anticipated Net Change ⁷ 2019 to 2026	Anticipated Retirements 2019-2026	Workforce (Deficit) Surplus 2026
Other administrative occupations	78	78	0	27	(27)
ADMINISTRATIVE OCCUPATIONS TOTAL POSITIONS	439	449	10	119	(129)
301 NURSING AND ASSISTING OCCUPATIONS IN HEALTH					
3011 Nursing co-ordinators and supervisors	37	39	2	9	(11)
3012 Registered nurses and registered psychiatric nurses	573	585	12	106	(118)
3233 Registered practical nurses	433	440	7	55	(62)
3234 Paramedical occupations	287	294	7	14	(21)
3413 Nurses aides, orderlies and patient service associates	5	25	20	1	(21)
3414 Other assisting occupations in support of health services	75	86	11	12	(23)
4412 Home support workers, housekeepers and related occupations	298	312	14	61	(75)
4412 Personal support workers	562	601	39	60	(99)
Other occupations in nursing and assisting occupations in health	2	2	0	3	(3)
NURSING AND ASSISTING OCCUPATIONS IN HEALTH TOTAL POSITIONS	2,272	2,384	112	321	(433)
311 PHYSICIANS AND DENTISTS					
3111 Specialist physicians	35	35	0	15	(15)
3112 General practitioners and family physicians	109	109	0	25	(25)
3113 Dentists	35	36	1	3	(4)
PHYSICIANS AND DENTIST TOTAL POSITIONS	179	180	1	43	(44)
322 TECHNICAL OCCUPATIONS IN DENTAL HEALTH CARE					
3222 Dental hygienists and dental therapists	17	18	1	3	(4)
TECHNICAL OCCUPATIONS IN DENTAL HEALTH CARE TOTAL POSITIONS	17	18	1	3	(4)
341 ASSISTING OCCUPATIONS IN SUPPORT OF DENTAL HEALTH CARE					
3411 Dental assistants	14	15	1	2	(3)

	Current Workforce 2019	Required Workforce 2026	Anticipated Net Change ⁷ 2019 to 2026	Anticipated Retirements 2019-2026	Workforce (Deficit) Surplus 2026
ASSISTING OCCUPATIONS IN SUPPORT OF DENTAL HEALTH CARE TOTAL POSITIONS	14	15	1	2	(3)
312 OPTOMETRISTS, CHIROPRACTORS AND OTHER HEALTH DIAGNOSING AND TREATING PROFESSIONALS					
3121 Optometrists	8	7	-1	1	0
3122 Chiropractors	4	5	1	0	(1)
3124 Allied primary health practitioners	16	17	1	0	(1)
3125 Other professional occupations in health diagnosing and treating	1	1	0	1	(1)
OPTOMETRISTS, CHIROPRACTORS AND OTHER HEALTH DIAGNOSING AND TREATING PROFESSIONALS TOTAL POSITIONS	29	30	1	2	(3)
313 PHARMACISTS, DIETITIANS AND NUTRITIONISTS					
3131 Pharmacists	19	21	2	5	(7)
3132 Dietitians and nutritionists	21	21	0	2	(2)
PHARMACISTS, DIETITIANS AND NUTRITIONISTS TOTAL POSITIONS	40	42	2	7	(9)
314 THERAPY AND ASSESSMENT PROFESSIONALS					
3141 Audiologists and speech-language pathologists	9	13	4	4	(8)
3142 Physiotherapists	33	35	2	3	(5)
3143 Occupational therapists	13	15	2	1	(3)
THERAPY AND ASSESSMENT PROFESSIONALS TOTAL POSITIONS	55	63	8	8	(16)
321 MEDICAL TECHNOLOGISTS AND TECHNICIANS					
3211 Medical laboratory technologists	71	72	1	12	(13)
3212 Medical laboratory technicians and pathologists' assistants	30	30	0	7	(7)
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	17	17	0	2	(2)
3215 Medical radiation technologists	23	23	0	3	(3)
3216 Medical sonographers	23	23	0	2	(2)

		Current Workforce 2019	Required Workforce 2026	Anticipated Net Change ⁷ 2019 to 2026	Anticipated Retirements 2019-2026	Workforce (Deficit) Surplus 2026
3219	Other medical technologists and technicians	14	15	1	1	(2)
MEDICAL TECHNOLOGISTS AND TECHNICIANS TOTAL POSITIONS		178	180	2	27	(29)
323	OTHER TECHNICAL OCCUPATIONS IN HEALTH CARE					
3232	Practitioners of natural healing	1	2	1	0	(1)
3236	Massage therapists	3	12	9	0	(9)
3237	Other technical occupations in therapy and assessment	29	30	1	4	(5)
OTHER TECHNICAL OCCUPATIONS IN HEALTH CARE TOTAL POSITIONS		33	44	11	4	(15)
415	SOCIAL AND COMMUNITY SERVICE PROFESSIONALS					
4152	Social workers	285	286	1	24	(25)
4153	Family, marriage and other related counselors	36	36	0	6	(6)
4156	Employment counselors	12	12	0	5	(5)
SOCIAL AND COMMUNITY SERVICE PROFESSIONALS TOTAL POSITIONS		333	334	1	35	(36)
421	PARAPROFESSIONAL OCCUPATIONS IN SOCIAL AND COMMUNITY SERVICES					
4212	Social and community service workers	92	96	4	18	(22)
4214	Early childhood educators and assistants	14	14	0	4	(4)
PARAPROFESSIONAL OCCUPATIONS IN SOCIAL AND COMMUNITY SERVICES TOTAL POSITIONS		106	110	4	22	(26)

CONCLUSION

As was mentioned earlier in the report, the results of this survey provide insight on some of the future workforce opportunities and challenges in the local health and social assistance industries. We emphasize again the limitations of the information which represents ‘a picture in time’, the view of 90 responding employers across the region based on their knowledge of what their future needs will be, and on the economic situation at the time of the data collection.

The results do however represent an additional source of data to help us better understand areas where we need to focus some efforts in order to ensure that employers’ requirements are well known and communicated to job seekers, and to those whose mandate it is to train and prepare workers for the current and future employment opportunities.

We hope that the information contained in this report will help inform local stakeholders as they plan and tailor employment and training services, and ultimately help to better align the local labour market supply with the demand.



APPENDIX OCCUPATIONAL PROJECTIONS

		Current Workforce 2019	Estimated Workforce	
			2021	2026
001	SENIOR MANAGEMENT			
0014	Chief executive officers	18	18	18
	Retirements		3	1
0014	Chief financial officers	14	14	14
	Retirements		3	1
0014	Chief human resources officers	2	2	2
	Retirements		1	0
0014	Chief nursing officers	5	5	5
	Retirements		1	1
0014	Executive directors/general managers	34	34	35
	Retirements		5	6
0014	Administrators	4	4	4
	Retirements		1	2
0112	Human resources managers	10	10	10
	Retirements		0	1
0113	Purchasing managers	4	4	4
	Retirements		1	0
0311	Deputy chief paramedic services	5	5	5
	Retirements		2	0
	Other managers	73	73	74
	Retirements		7	11
SENIOR MANAGEMENT TOTAL POSITIONS		169	169	171
SENIOR MANAGEMENT TOTAL RETIREMENTS			24	23
122	ADMINISTRATIVE OCCUPATIONS			
1221	Administrative officers	36	36	37
	Retirements		7	3
1222	Executive assistants	23	24	24
	Retirements		4	2
1223	Human resources and recruitment officers	13	13	13
	Retirements		2	0
1243	Medical administrative assistants	20	20	21
	Retirements		3	1
1253	Record management technicians	18	18	18
	Retirements		0	6

		Current Workforce 2019	Estimated Workforce	
			2021	2026
1411	General office workers	75	75	75
	Retirements		17	11
1414	Receptionists	123	125	126
	Retirements		8	14
1431	Accounting and related clerks	52	54	55
	Retirements		5	9
1111	Financial analysts	1	2	2
	Retirements		0	0
	Other administrative occupations	78	78	78
	Retirements		25	2
ADMINISTRATIVE OCCUPATIONS TOTAL POSITIONS		439	445	449
ADMINISTRATIVE OCCUPATIONS TOTAL RETIREMENTS			71	48
301 NURSING AND ASSISTING OCCUPATIONS IN HEALTH				
3011	Nursing co-ordinators and supervisors	37	38	39
	Retirements		4	5
3012	Registered nurses and registered psychiatric nurses	573	580	585
	Retirements		65	41
3233	Registered practical nurses	433	439	440
	Retirements		32	23
3234	Paramedical occupations	287	290	294
	Retirements		4	10
3413	Nurses aides, orderlies and patient service associates	5	5	25
	Retirements		0	1
3414	Other assisting occupation in support of health services	75	79	86
	Retirements		4	8
4412	Home support, housekeepers and related occupations	298	307	312
	Retirements		46	15
4412	Personal support workers	562	601	601
	Retirements		29	31
	Other occupations in nursing and assisting occupations in health	2	2	2
	Retirements		2	1
NURSING AND ASSISTING OCCUPATIONS TOTAL POSITIONS		2,272	2,341	2,384
NURSING AND ASSISTING OCCUPATIONS TOTAL RETIREMENTS			186	135
311 PHYSICIANS AND DENTISTS				
3111	Specialist physicians	35	35	35
	Retirements		15	0
3112	General practitioners and family physicians	109	108	109
	Retirements		19	6

		Current Workforce 2019	Estimated Workforce	
			2021	2026
3113	Dentists	35	35	36
	Retirements		3	0
PHYSICIANS AND DENTISTS TOTAL POSITIONS		179	178	180
PHYSICIANS AND DENTISTS TOTAL RETIREMENTS			37	6
322 TECHNICAL OCCUPATIONS IN DENTAL HEALTH CARE				
3222	Dental hygienists and dental therapists	17	17	18
	Retirements		2	1
TECHNICAL OCCUPATIONS IN DENTAL HEALTH CARE TOTAL POSITIONS		17	17	18
TECHNICAL OCCUPATIONS IN DENTAL HEALTH CARE TOTAL RETIREMENTS			2	1
341 ASSISTING OCCUPATIONS IN SUPPORT OF DENTAL HEALTH CARE				
3411	Dental assistants	14	14	15
	Retirements		1	1
ASSISTING OCCUPATIONS IN SUPPORT OF DENTAL HEALTH CARE TOTAL POSITIONS		14	14	15
ASSISTING OCCUPATIONS IN SUPPORT OF DENTAL HEALTH CARE TOTAL RETIREMENTS			1	1
312 OPTOMETRISTS, CHIROPRACTORS AND OTHER HEALTH DIAGNOSING AND TREATING PROFESSIONALS				
3121	Optometrists	8	8	7
	Retirements		0	1
3122	Chiropractors	4	5	5
	Retirements		0	0
3124	Allied primary health practitioners	16	17	17
	Retirements		0	0
3125	Other professional occupations in health diagnosing and treating	1	1	1
	Retirements		0	1
OPTOMETRISTS, CHIROPRACTORS AND OTHER HEALTH DIAGNOSING AND TREATING PROFESSIONALS TOTAL POSITIONS		29	31	30
OPTOMETRISTS, CHIROPRACTORS AND OTHER HEALTH DIAGNOSING AND TREATING PROFESSIONALS TOTAL RETIREMENTS			0	2
313 PHARMACISTS, DIETITIANS AND NUTRITIONISTS				
3131	Pharmacists	19	19	21
	Retirements		2	3
3132	Dietitians and nutritionists	21	21	21
	Retirements		0	2

	Current Workforce 2019	Estimated Workforce	
		2021	2026
PHARMACISTS, DIETITIANS & NUTRITIONISTS TOTAL POSITIONS	40	40	42
PHARMACISTS, DIETITIANS AND NUTRITIONISTS TOTAL RETIREMENTS		2	5
314 THERAPY AND ASSESSMENT PROFESSIONALS			
3141 Audiologists and speech-language pathologists	9	11	13
Retirements		1	3
3142 Physiotherapists	33	34	35
Retirements		0	3
3143 Occupational therapists	13	14	15
Retirements		0	1
THERAPY AND ASSESSMENT PROFESSIONALS TOTAL POSITIONS	55	59	63
THERAPY AND ASSESSMENT PROFESSIONALS TOTAL RETIREMENTS		1	7
321 MEDICAL TECHNOLOGISTS AND TECHNICIANS			
3211 Medical laboratory technologists	71	71	72
Retirements		9	3
3212 Medical laboratory technicians and pathologists' assistants	30	30	30
Retirements		5	2
3214 Respiratory therapists, clinical perfusionists and cardiopulmonary technologists	17	17	17
Retirements		1	1
3215 Medical radiation technologists	23	23	23
Retirements		2	1
3216 Medical sonographers	23	23	23
Retirements		2	0
3219 Other medical technologists and technicians	14	15	15
Retirements		0	1
MEDICAL TECHNOLOGISTS AND TECHNICIANS TOTAL POSITIONS	178	179	180
MEDICAL TECHNOLOGISTS AND TECHNICIANS TOTAL RETIREMENTS		19	8
323 OTHER TECHNICAL OCCUPATIONS IN THERAPY AND ASSESSMENT			
3232 Practitioners of natural healing	1	2	2
Retirements		0	0
3236 Massage therapists	3	8	12
Retirements		0	0
3237 Other technical occupations in therapy and assessment	29	31	30
Retirements		2	2

		Current Workforce 2019	Estimated Workforce	
			2021	2026
OTHER TECHNICAL OCCUPATIONS IN THERAPY AND ASSESSMENT TOTAL POSITIONS		33	41	44
OTHER TECHNICAL OCCUPATIONS IN THERAPY AND ASSESSMENT TOTAL RETIREMENTS			2	2
415 SOCIAL AND COMMUNITY SERVICE PROFESSIONALS				
4152	Social workers	285	285	286
	Retirements		14	10
4153	Family, marriage and other related counselors	36	36	36
	Retirements		3	3
4156	Employment counselors	12	12	12
	Retirements		2	3
SOCIAL AND COMMUNITY SERVICE PROFESSIONALS TOTAL OCCUPATIONS		333	333	334
SOCIAL AND COMMUNITY SERVICE PROFESSIONALS TOTAL RETIREMENTS			19	16
421 PARAPROFESSIONAL OCCUPATIONS IN SOCIAL AND COMMUNITY SERVICES				
4212	Social and community services workers	92	93	96
	Retirements		5	13
4214	Early childhood educators and assistants	14	14	14
	Retirements		1	3
PARAPROFESSIONAL OCCUPATIONS IN SOCIAL AND COMMUNITY SERVICES TOTAL OCCUPATIONS		106	107	110
PARAPROFESSIONAL OCCUPATIONS IN SOCIAL AND COMMUNITY SERVICES TOTAL RETIREMENTS			6	16