

# Health Care Sector Summary



**24,761**  
workers

20.2% of total\*



**3,896**  
businesses

17.7% of total\*



**79**  
education programs

12.8% of total\*



**21,818**  
available jobs

26.7% of total\*

\*Refers to total across six priority sectors (manufacturing; health care; professional, scientific, and technical; tourism; agriculture and agri-food; and construction).

## Key Takeaways

The total health care workforce in Simcoe County was 24,761 (2021), making it the county's second-largest sector by employment, with workers concentrated in nursing care facilities, health and personal care stores, and offices of other health practitioners.<sup>1,2</sup> The sector also represented 8.4 percent of all businesses in the county.<sup>3,4</sup> Health care has experienced high growth in the county, with 5,883 additional workers between 2015-21, and a net increase of 806 new businesses during this period.<sup>5,6,7</sup> Growth is expected to continue, with 64.7 per cent of surveyed organizations expecting to expand between 2023-28.<sup>8</sup>

Despite these gains, the international labour shortage in health care has been well-documented, as was widespread burnout among health care workers.<sup>9</sup> Provincial incentives have helped motivate additional workers to become personal support workers, but the sector has struggled to fill jobs. According

to stakeholder feedback, local challenges were related to matching health care students with work placements, limiting the number of students that could be enrolled at one time.<sup>10</sup>

Health care education and training programs were under-represented relative to the size of the workforce, and most (74.7%) of training offerings were concentrated at Georgian College, including its online and continuing education departments, making it an important education partner. While there was overall alignment between programs and workforce counts, enrolment was not able to keep pace with demand. As with manufacturing, the career pathways to health care professions were not always self-evident. A concerted effort to communicate career pathways could help ensure that young students have the information they need when making decisions about their next career steps.

## Health Care Sector Recommendations

Recommendation	Potential Implementation Partners (Examples)		Implementation Complexity		
	Lead	Support	Low	Medium	High
Explore opportunities to develop more talent in the health care sector by ensuring post-secondary institutions have strong industry partners for placement opportunities across the sector. Propose placement criteria that prioritizes local students as a long-term strategy for hospitals to strengthen retention of students and future workforce.	<ul style="list-style-type: none"> <li>Post-secondary institutions</li> </ul>	<ul style="list-style-type: none"> <li>Leaders within health care institutions</li> <li>County of Simcoe and area municipalities</li> </ul>		✓	
Explore future opportunities with leading health care education provider Georgian College to expand the workforce in health care through credential recognition and occupation-specific language training among newcomer populations in the County.	<ul style="list-style-type: none"> <li>Local Immigration Partnership</li> <li>Credential Recognition Organization - TBD</li> </ul>	<ul style="list-style-type: none"> <li>Leaders within health care institutions</li> <li>Post-secondary institutions</li> </ul>			✓
Work with existing community and post-secondary partners to ensure existing foundational training (e.g., communications, professionalism) is being taught to health care students.	<ul style="list-style-type: none"> <li>Leaders including Simcoe County Hospital Alliance (SCHA) or others with relevant experience</li> </ul>	<ul style="list-style-type: none"> <li>Post-secondary institutions</li> <li>Simcoe Muskoka Workforce Development Board and Literacy Network (SMWDBLN)</li> </ul>	✓		
Consider working with health care industry leaders to ensure staff receive training to support strong and resilient mental health, such as that offered through <a href="#">The Working Mind First Responders</a> program. <sup>11</sup>	<ul style="list-style-type: none"> <li>The Canadian Mental Health Association Simcoe</li> </ul>	<ul style="list-style-type: none"> <li>County of Simcoe</li> <li>Leaders within health care institutions, including SCHA</li> </ul>		✓	
Work with local school boards and guidance counsellors to ensure students are aware at an early age of the diversity of career pathways in the health care sector. In addition, work with industry and post-secondary schools to articulate the diversity of career options.	<ul style="list-style-type: none"> <li>School boards</li> <li>Leaders within health care institutions, including SCHA</li> </ul>	<ul style="list-style-type: none"> <li>County of Simcoe and area municipalities</li> <li>Post-secondary institutions</li> </ul>		✓	

Source: Stiletto Analysis

- 1 NAICS Business Counts, Simcoe Census Division, Statistics Canada, 2021
- 2 Stiletto Analysis, 2022
- 3 NAICS Business Counts, Simcoe Census Division, Statistics Canada, 2021
- 4 Stiletto Analysis, 2022
- 5 NAICS Business Counts, Simcoe Census Division, Statistics Canada, 2021
- 6 NAICS Business Counts, Simcoe Census Division, Statistics Canada, 2015
- 7 Stiletto Analysis, 2022
- 8 Stiletto Analysis, 2022
- 9 "Health Workforce," World Health Organization," 2021, [https://www.who.int/health-topics/health-workforce#tab=tab\\_1](https://www.who.int/health-topics/health-workforce#tab=tab_1)
- 10 Stiletto Analysis, 2022
- 11 "The Working Mind First Responders," Mental Health Commission of Canada, 2022, <https://mentalhealthcommission.ca/training/twm/twm-first-responders/>

### About the Study

The 2022 County of Simcoe Labour Market Research Study examined workforce, industry / business, and education assets in the six priority sectors of manufacturing; agriculture and agri-food; tourism; professional, scientific, and technical services; health care; and construction. The study identified how the County of Simcoe could build on strengths and harness opportunities to strengthen its labour market and promote long-term prosperity.

