

Indeed's Canadian Pulse of Healthcare

An Industry Perspective

May 2025

Careers in
+Care
by indeed

Table of Contents

- **Methodology** 3
- **Overview** 4
- **Key Findings** 6
- **Employer Strategies to Support
Canadian Healthcare Workers** 32
- **Empowering Healthcare
Professionals** 41
- **Takeaways** 53



Methodology

This survey was conducted by Citizen Relations Intelligence & Insights. N=1,300 online panelists in Canada were surveyed from January 24th to February 3rd, 2025. This survey has been set up to match the population, according to Census data. This is to ensure the sample is representative of the entire adult population of Canada currently working in the healthcare sector. This sample has an estimated margin of error (which measures sampling variability) of $\pm 2.72\%$ at 95% confidence level.

Respondents included:

- 1,300 healthcare professionals in English Canada
- 300 healthcare professionals in Québec

Participants were eligible if they:

- Were aged 18–64
- Were currently employed in the healthcare sector (full-time, part-time, or freelance)
- Held specific healthcare roles that met the study criteria*

* Eligible roles: Physician (including resident doctors), Nurse (RN, LPN), Nurse Practitioner or Physician Assistant, Occupational Therapist, Dental Health Professional (dentist, dental hygienist), Pharmacist, Healthcare Administrator or Manager, Public Health Specialist, Medical or Laboratory Technician, Support Staff (medical assistant, healthcare aide), Emergency Medical Services Professional, Healthcare Educator or Trainer, and Community Health Worker.

Overview

Healthcare professionals are the backbone of Canada's healthcare system, providing compassionate, skilled care in Canadians' most vulnerable moments. Yet they face mounting challenges—staff shortages, high turnover, and difficult workplace conditions¹— adding strain and driving many to consider leaving the field.

Financial stress adds to the pressure felt by some healthcare professionals. With the rising cost of living and wages not keeping pace, many struggle to make ends meet. Unions continue to push for fair compensation, but without relief, the cycle of stress and burnout worsens.

¹ [Government of Canada, 2025](#)



As Canada's population surpasses 40 million and faces a growth in senior-aged citizens, pressure on the already-stretched healthcare system will intensify. By 2030, adults aged 65 and older are projected to make up 21.4% to 23.4% of the population.

These factors combined have created a challenging reality for healthcare workers in Canada. To gain insight into Canada's healthcare landscape, Indeed commissioned a survey of 1,300 workers. The research revealed that while many considered leaving their roles in the past year, most intended to remain in the healthcare field. Workers' satisfaction with their profession overrode challenges that they faced—challenges that can be addressed.



Key Findings

1

Healthcare professionals find satisfaction and purpose in their work.

The majority (69%) expressed some level of job satisfaction, driven by a strong sense of purpose and the ability to help patients heal and recover.

2

Despite finding satisfaction in their profession, a majority of healthcare professionals have considered leaving their current role.

Over the past year, 65% of workers considered leaving their positions for another role. However, 69% of those contemplating a change preferred to stay within the healthcare industry—a notably higher proportion than in the U.S., where only 56% of healthcare workers expressed the same preference.

3

Short staffing, heavy workloads, and inadequate compensation are key factors driving employees to seek better opportunities. Burnout and mental health struggles were also noted as concerns.

The most frequently cited challenge was short staffing (43%), followed by heavy workloads (36%) and inadequate compensation (29%). Burnout (77%) and negative implications on mental health and well-being (42%) were cited as issues faced by healthcare professionals as a result of their job.

4

Greater employer support is critical to improving retention, reducing burnout, and supporting mental health.

Currently, only 38% of healthcare professionals feel very or completely supported in their workplace, while 32% feel only slightly or not at all supported. The remaining 30% feel moderately supported.

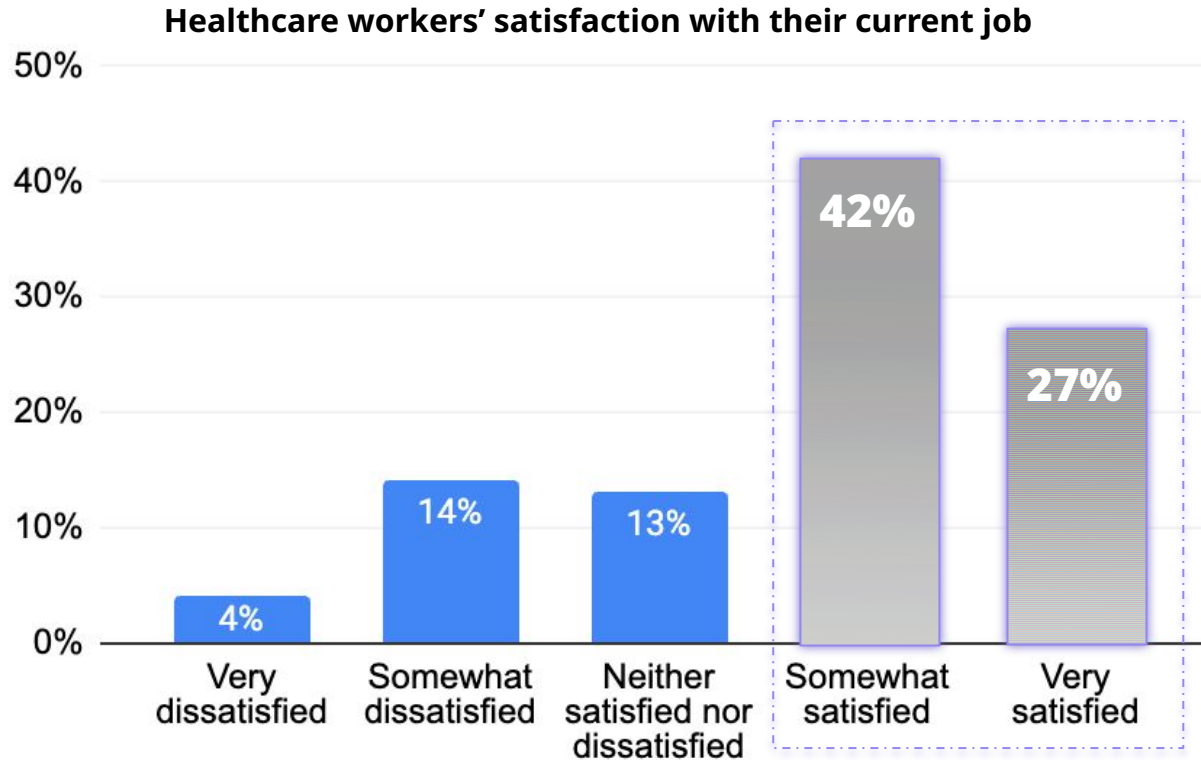
This report goes deeper into these findings and highlights actions employers can take to support healthcare professionals, especially as experts anticipate increasing demand for those in this profession. The report also provides counsel for healthcare professionals, highlighting ways to take care of themselves and advocate for a better work environment.



Key Finding 1

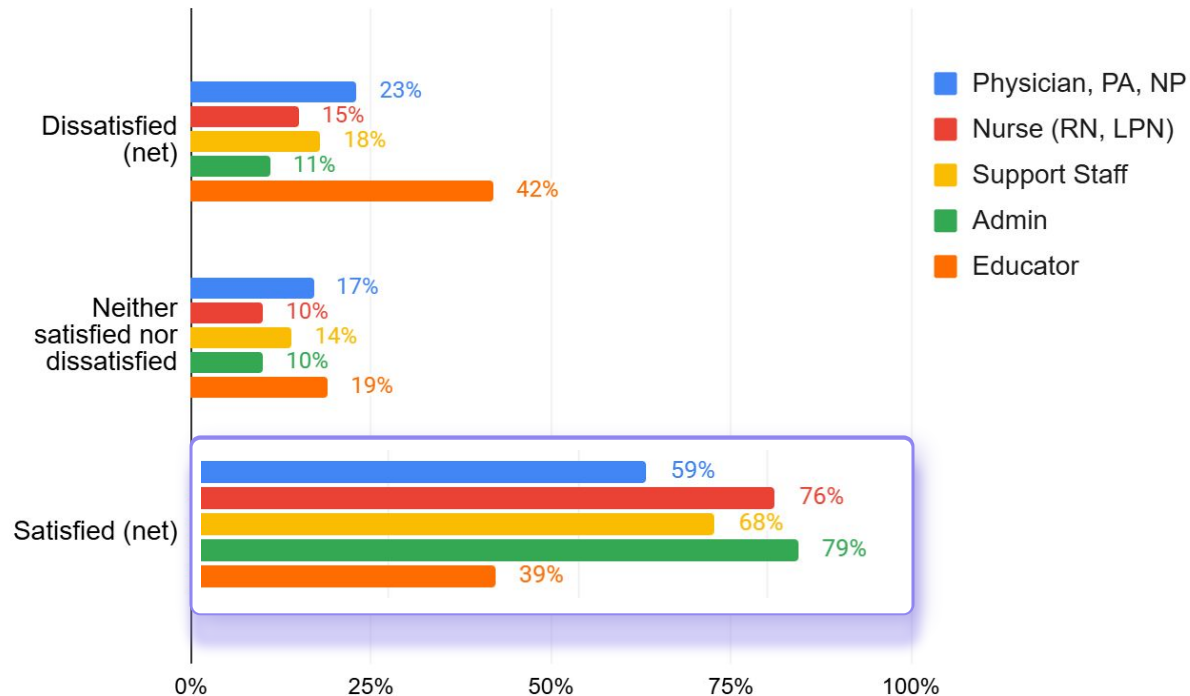
Healthcare professionals find satisfaction and purpose in their work

Despite the challenges and frustrations they face, the majority of healthcare workers surveyed still express some level of job satisfaction.



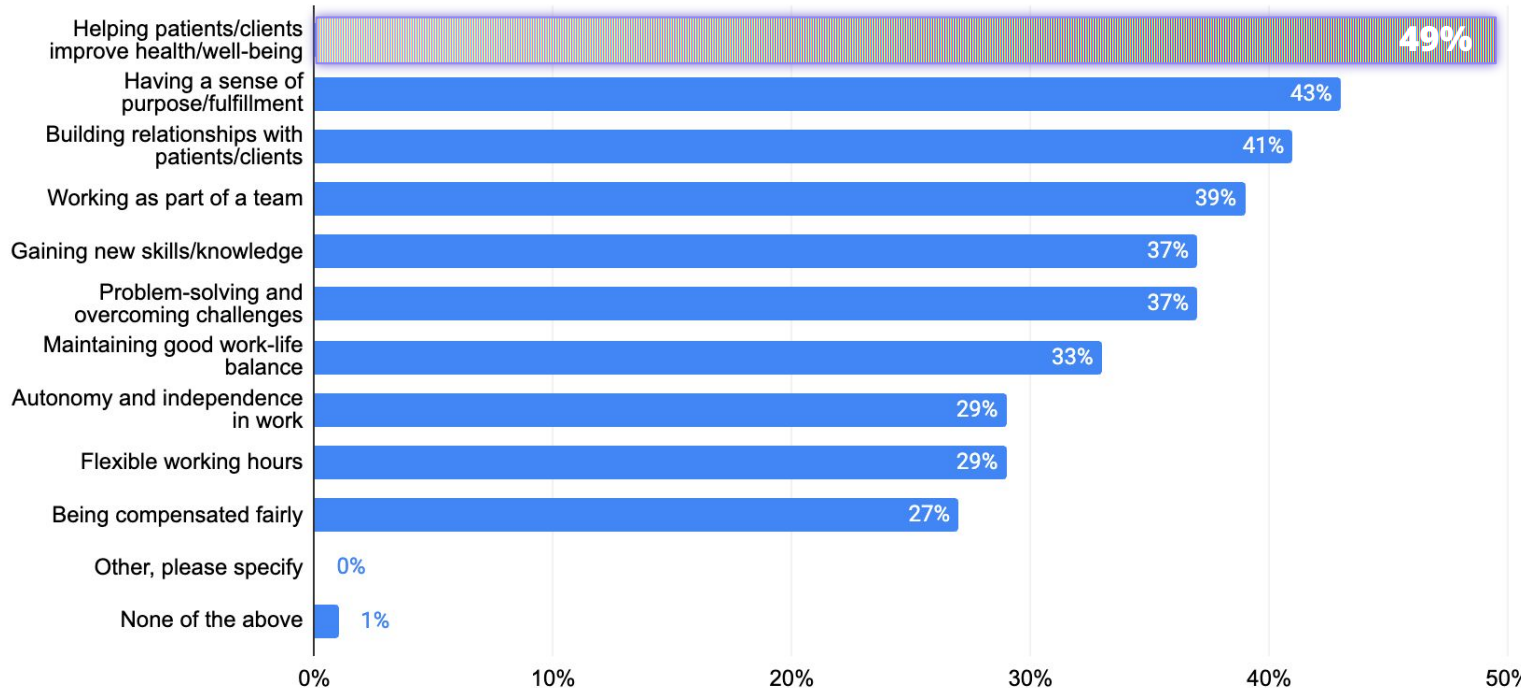
When examining satisfaction levels by role, educators reported the lowest satisfaction (42%) by a wide margin compared to other groups. However, a similar share (39%) expressed satisfaction, indicating the group is fairly evenly split in job satisfaction. Otherwise, most professionals in other healthcare roles reported being satisfied with their jobs.

Healthcare workers' satisfaction with their current job by role



The top contributor to job satisfaction was helping patients or clients improve their health and well-being. A sense of purpose and fulfillment, building relationships with patients, and teamwork were also highly valued.

Aspects of the job healthcare workers enjoyed most over the past year

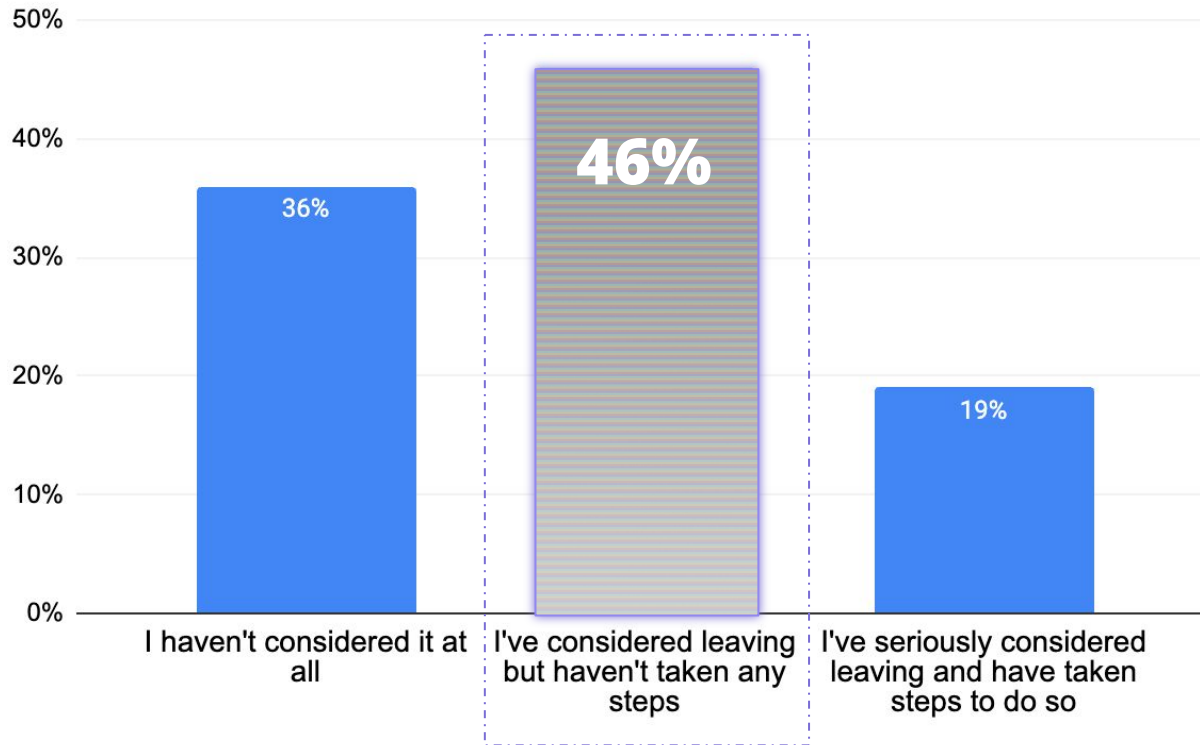


Key Finding 2

Although healthcare professionals find satisfaction in their work, many considered leaving their job in the past year

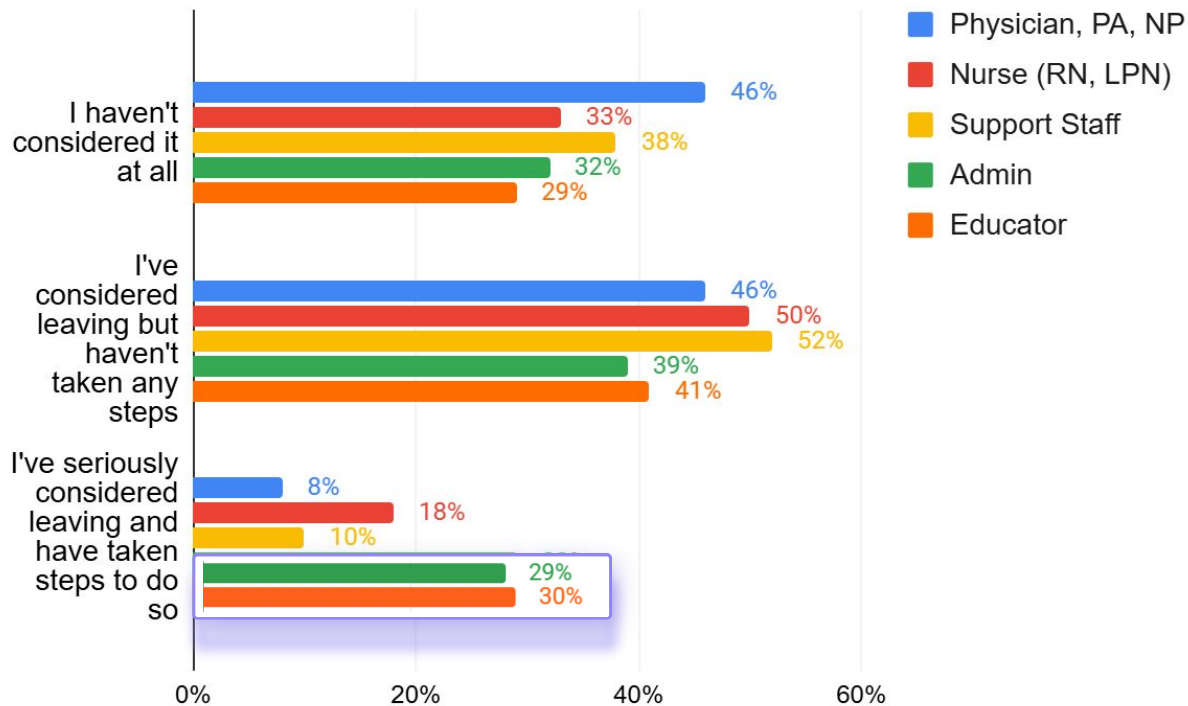
While most healthcare workers report overall job satisfaction, a majority have considered leaving their current role in the past year, with one in five taking serious steps to do so.

Healthcare workers' consideration of leaving current role in the past year



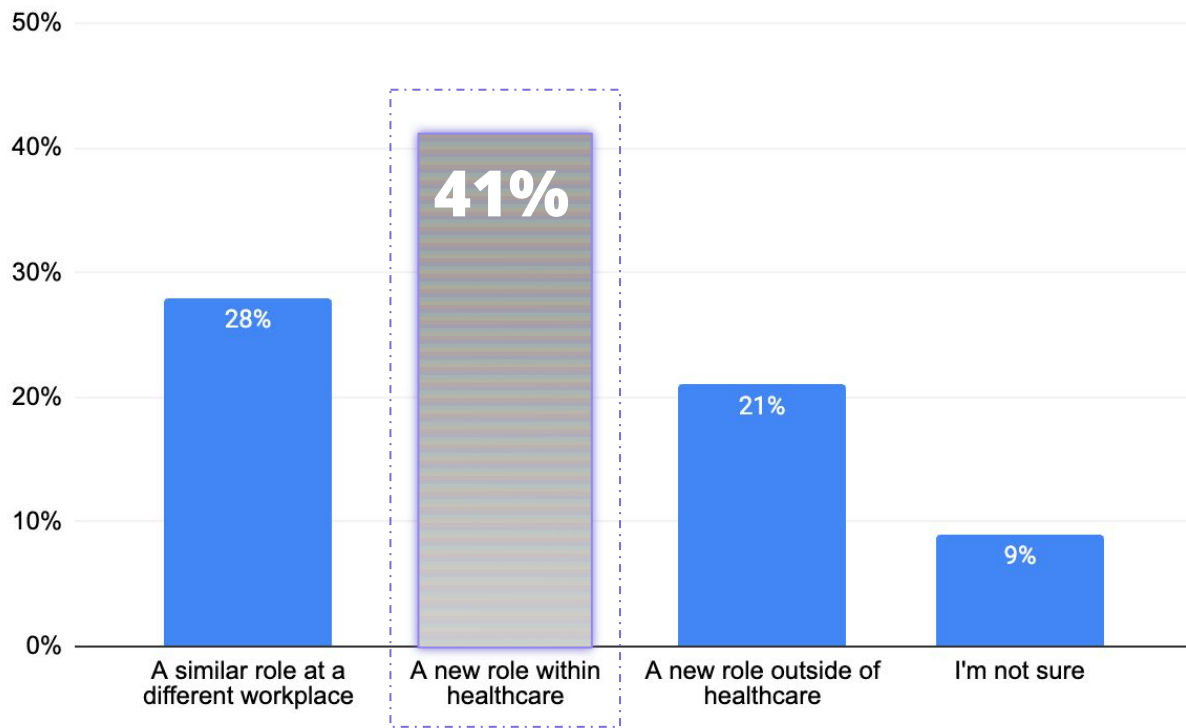
Physicians were the least likely to consider leaving their roles, while educators, administrators, and nurses were the most likely. Notably, educators have taken the most serious steps toward leaving, reflecting their overall job dissatisfaction.

Healthcare workers' consideration of leaving current role in the past year by role



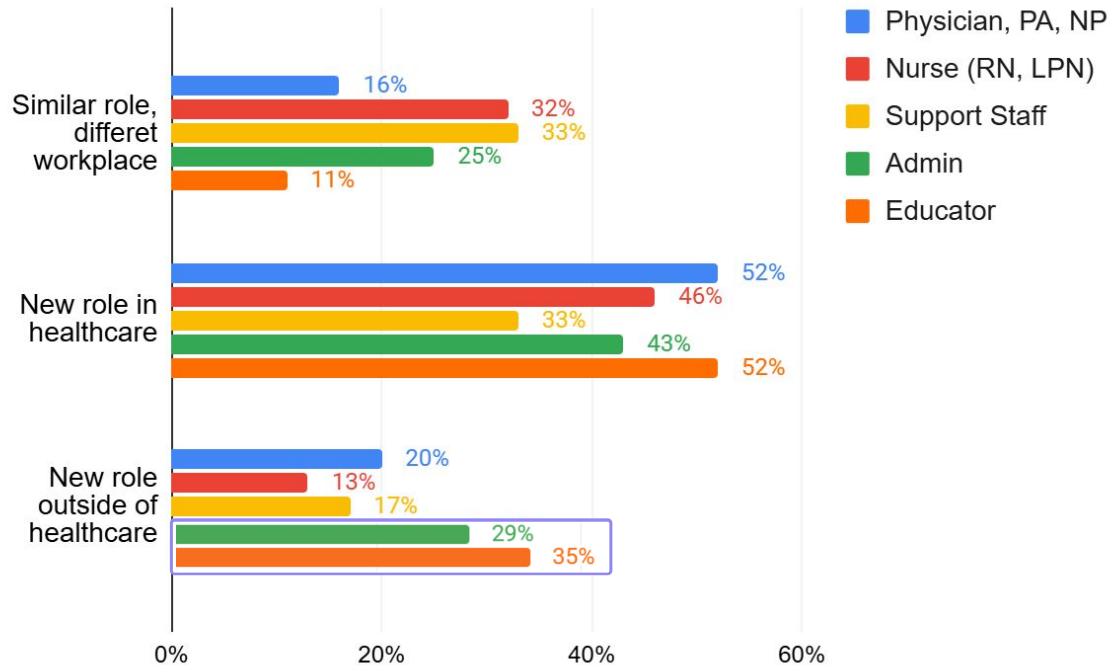
While most healthcare professionals surveyed considered leaving their roles, the majority intended to remain within the industry.

Alternative roles considered by healthcare workers who contemplated leaving their current job



Educators were the most likely to consider exiting healthcare entirely, reflecting their higher level of job dissatisfaction. Although just over a quarter (29%) of administrators also expressed interest in leaving the industry, they reported higher job satisfaction, highlighting an interesting dichotomy.

Alternative roles considered by healthcare workers who contemplated leaving their current job by current role



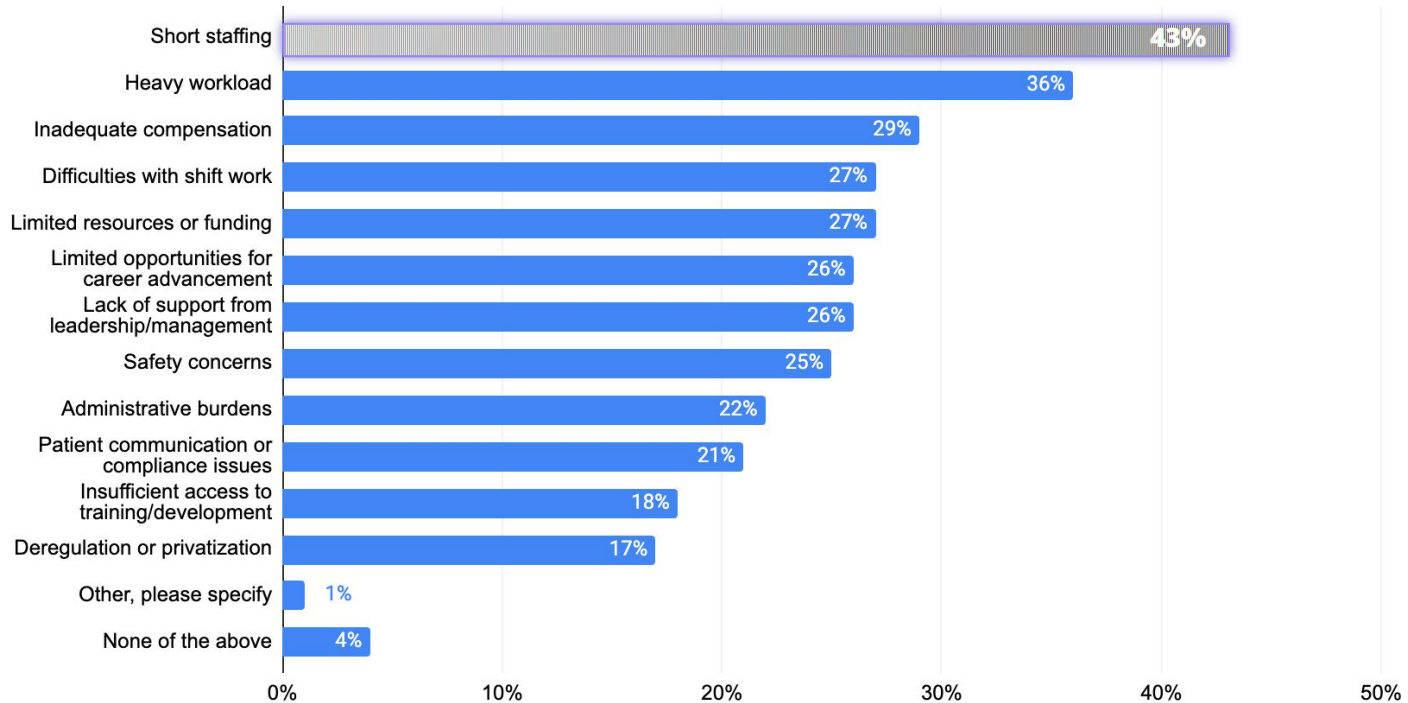
Key Finding 3

Short staffing, heavy workloads, and inadequate compensation are key factors driving employees to seek better opportunities.

Burnout and mental health struggles were also noted as concerns.

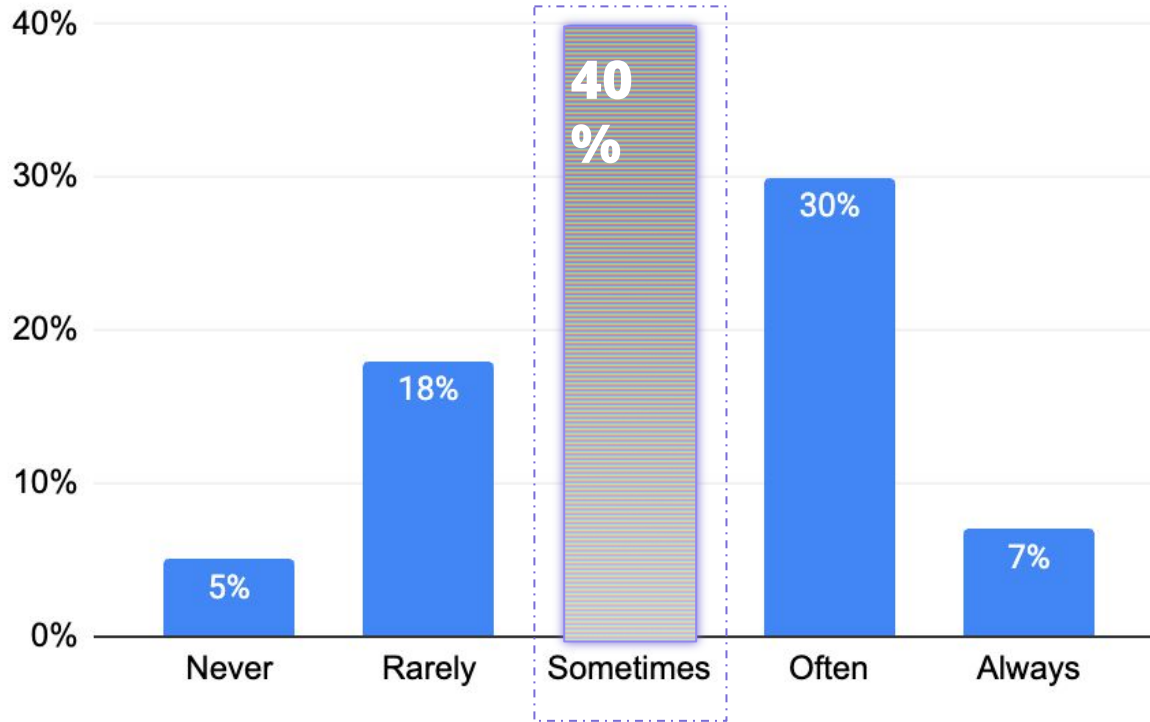
The biggest challenge healthcare employees faced was short staffing, followed by heavy workloads and inadequate compensation.

Top workplace challenges reported by healthcare workers over the past year



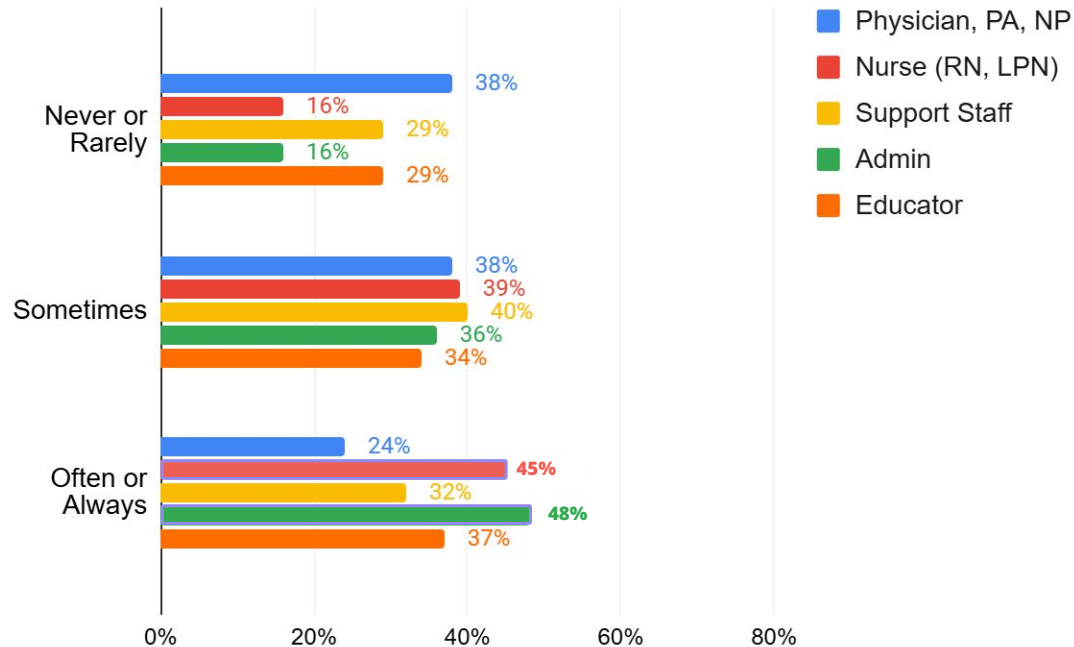
Just under half (40%) of healthcare professionals experienced intermittent burnout with noticeable effects, while others reported regular (30%) or constant (7%) burnout.

Frequency of burnout symptoms experienced by healthcare workers over the past year



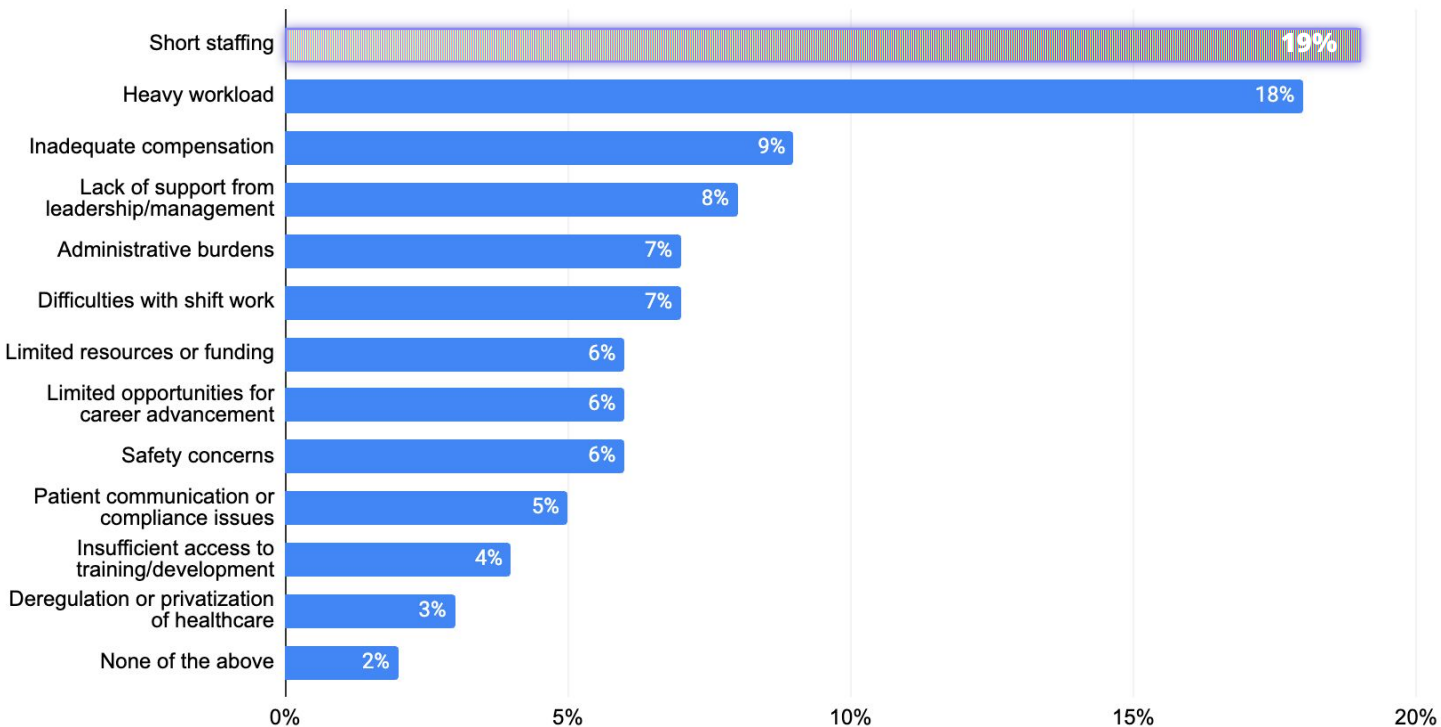
Administrators had the highest rates of frequent or constant burnout, followed by nurses. While the data doesn't establish a direct link, high burnout levels may contribute to administrators' desire to leave the healthcare industry.

Frequency of burnout symptoms experienced by healthcare workers over the past year by role

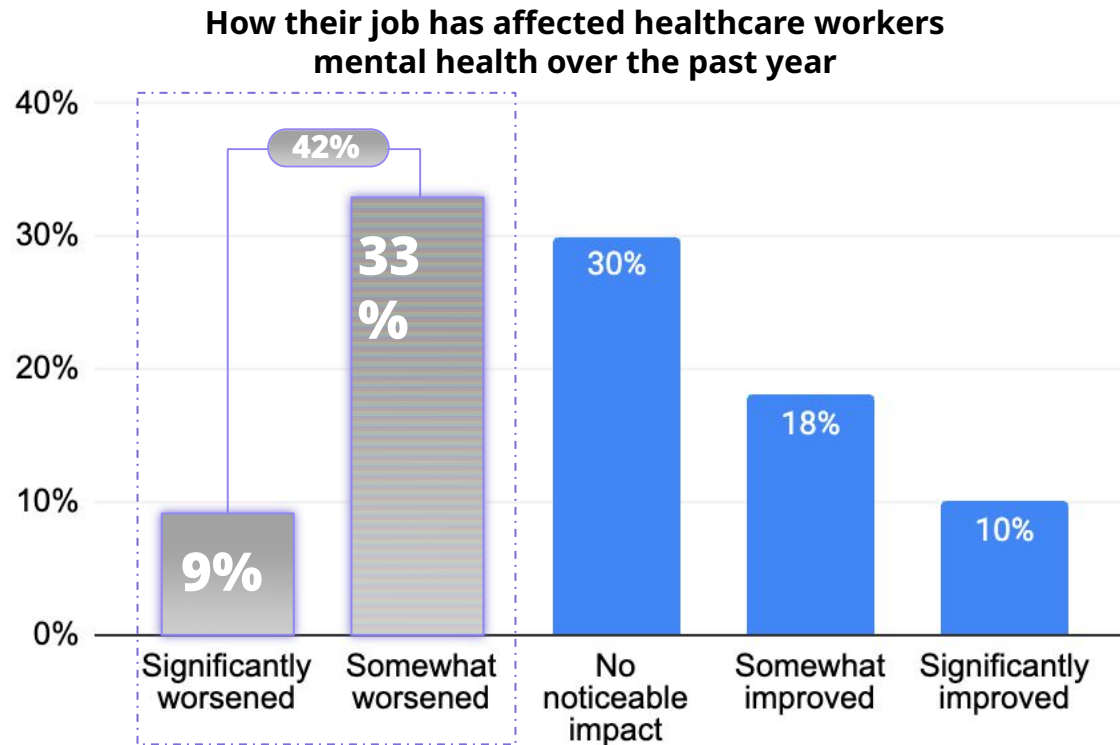


Among respondents who experienced burnout often, short staffing and heavy workloads were the most commonly cited primary causes, reflecting the broader challenges faced by healthcare workers.

Primary driver of burnout for healthcare workers among reported job challenges

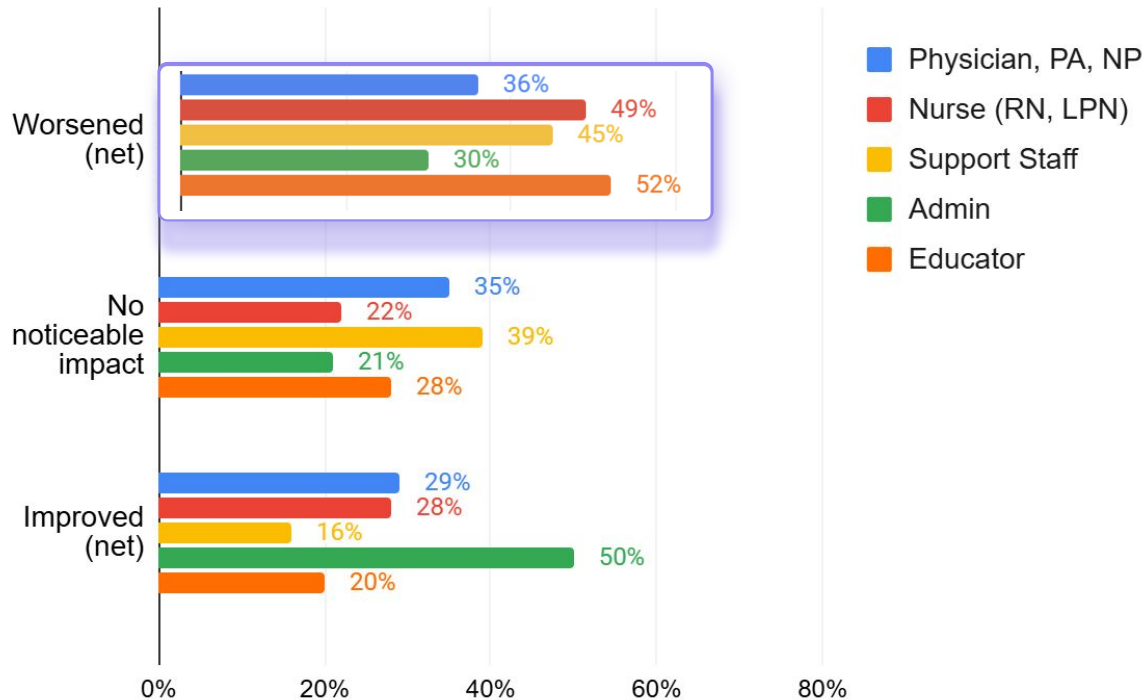


Over the past year, 42% of healthcare workers felt their jobs negatively impacted their mental health, significantly or somewhat worsening their wellbeing. However, more workers reported either no impact or a positive effect.



Educators, nurses, and support staff experienced the greatest negative impact on their mental health.

How their job has affected healthcare workers mental health over the past year by role

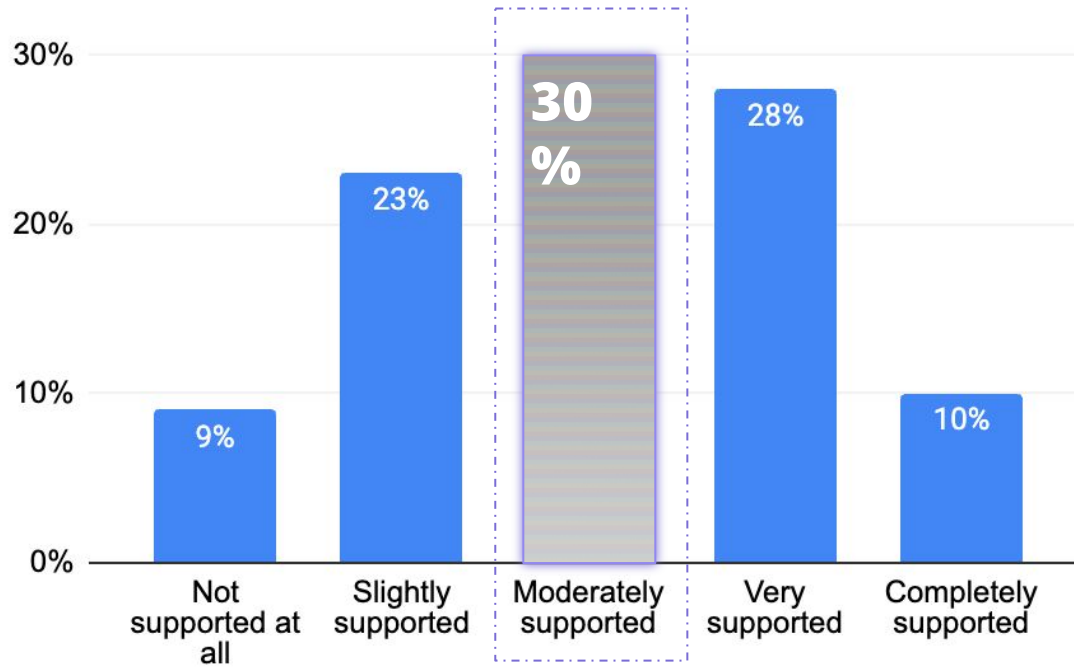


Key Finding 4

Greater employer support is needed to improve retention and avoid employee burnout

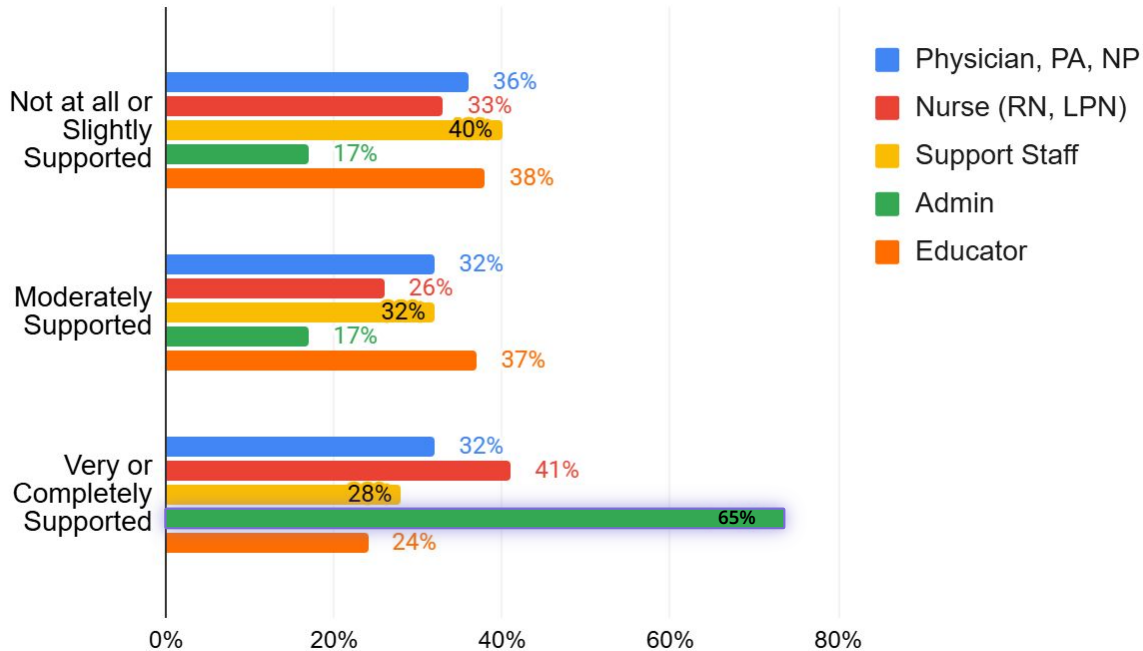
Few healthcare workers feel completely supported, though most report receiving some level of support from employers. On a positive note, only a small percentage feel not supported at all.

Perceived support from leadership in addressing workplace challenges



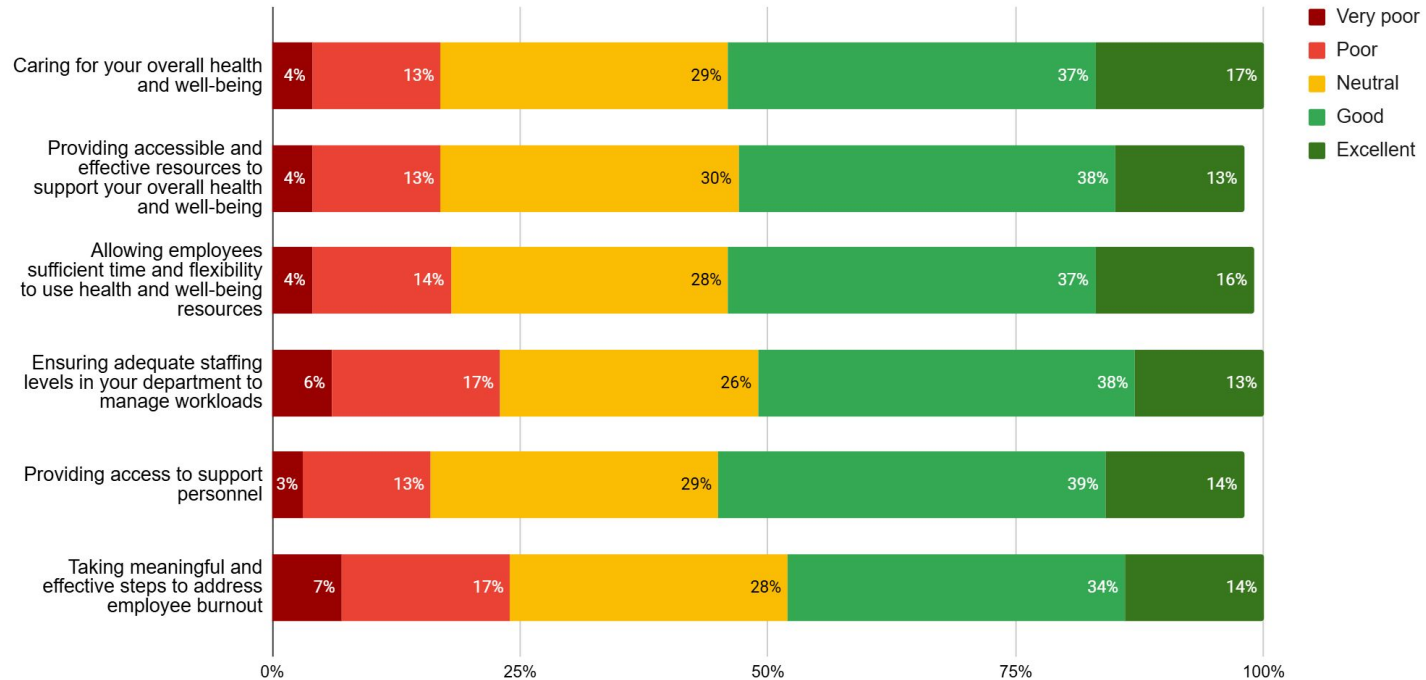
Interestingly, administrators reported significantly higher levels of support than all other groups, despite higher numbers of individuals experiencing burnout and expressing a desire to leave the healthcare industry in comparison to other roles.

Perceived support from leadership in addressing workplace challenges by role



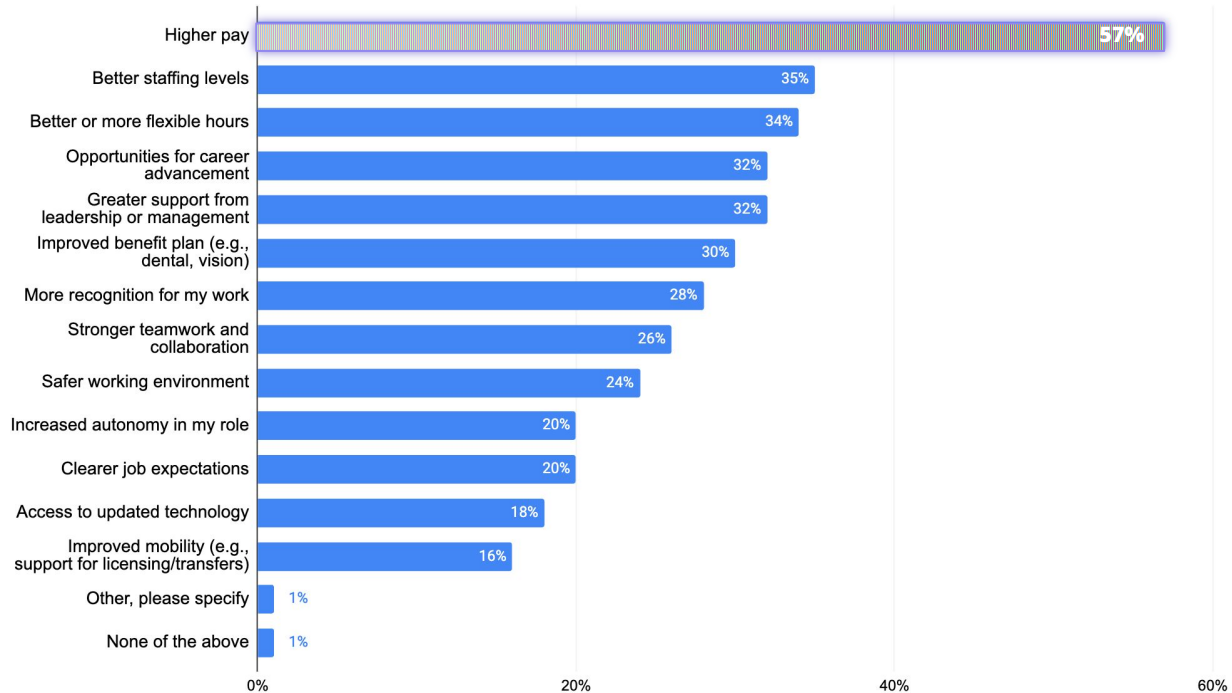
Healthcare workers generally view workplace support positively, especially when it comes to access to well-being resources and support staff. While staffing and burnout remain top concerns, most professionals believe their employers are taking meaningful action to address both.

Healthcare workers' perceptions of employer support and well-being initiatives



When asked what would encourage healthcare workers to stay in their roles long-term, respondents most frequently cited higher pay, better staffing levels, improved or more flexible hours, career advancement opportunities, greater leadership support, and better benefit plans.

Key factors that would encourage long-term retention in healthcare workers current role



Beyond addressing key issues like staffing shortages and higher compensation, many healthcare employees want to feel valued by management — seeking acknowledgement of their input and meaningful action in response.

“Taking concerns that are raised by staff seriously.”

“Ask us about our needs.”

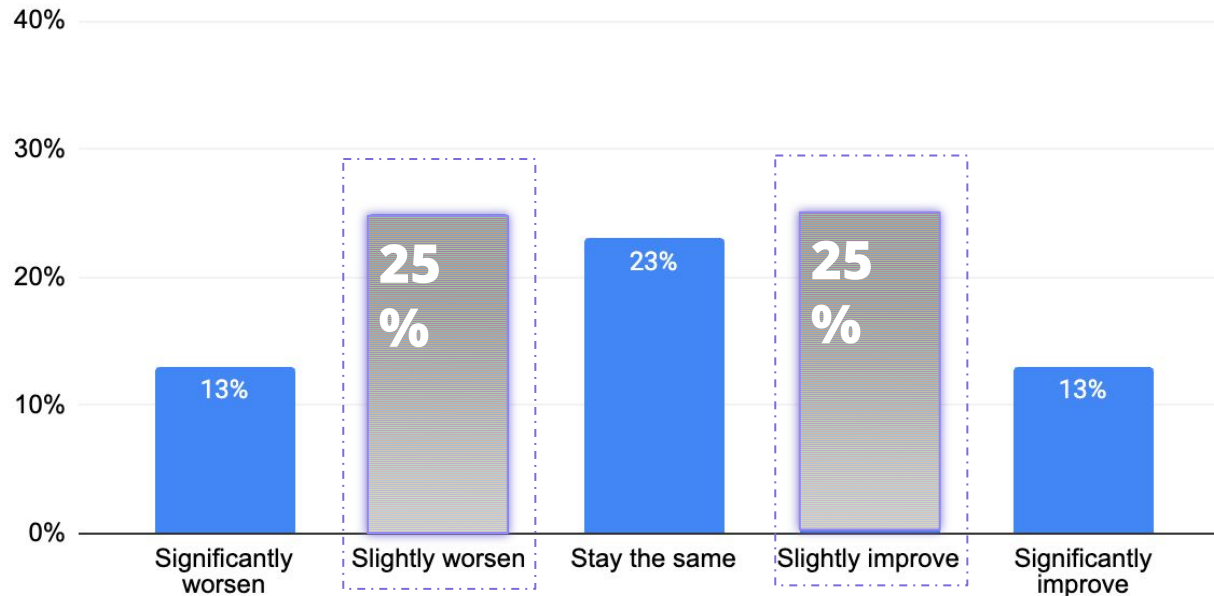
“Appreciate hard work.”

“Listening to our ideas for better service.”

Employer Strategies to Support Canadian Healthcare Workers

Healthcare professionals are divided in their outlook on the future of Canadian healthcare. When asked about the outlook of the Canadian healthcare system, 38% anticipate it to worsen, and an equal percentage expect some level of improvement. Just over a fifth (23%) predict no change.

Healthcare workers' expectations for the future of healthcare in Canada



The most frequently cited needs of healthcare professionals were increasing pay and hiring more staff, followed by heavy workloads, challenges with shift work, and burnout—all things that could be helped with additional staff.

Providing competitive salaries, both against the cost of living and other employers, can also help retain workers and top talent.

For organizations where that is not possible, there are also meaningful, low-cost ways to improve workplace conditions.



Preventing Employee Burnout

Preventing burnout is a key area where employers can make a difference. Simply asking employees what support they need—and listening to and implementing their feedback—can help close service gaps, particularly in mental health support.

One simple, effective approach is encouraging employees to take their full vacation entitlement. According to a [study, Canadians forgo 31 million vacation days each year](#). Creating a culture where workers feel comfortable using their time off, streamlining the process for requesting leave, and senior leadership leading by example by taking vacations can all contribute to better work-life balance.



To further prioritize employee wellbeing and job satisfaction, consider implementing the following:

- Offering flexible work arrangements
- Providing easy, free, or low-cost access to mental health services
- Gym or fitness memberships to promote physical health
- Dedicated staff relaxation spaces for unwinding during breaks and coverage for staff on break
- Workplace wellbeing platforms to provide resources and support, including childcare

By fostering a culture that values work-life balance and offering the right tools, employers can increase engagement, motivation, and long-term commitment.



Career Development Plans

Limited career growth opportunities were another concern among healthcare employees.

Although career paths in healthcare tend to be more defined, there are opportunities to support employees looking to make a change within the industry so that you don't lose valuable talent.

Vocalize support for career transitions:

Let staff know that if they are considering a career change within the industry, leadership is committed to supporting them on that journey. This openness encourages employees to approach managers about their interests, creating opportunities to align skills with organizational needs and retain valuable talent.

Offer shadowing opportunities:

For employees considering a role change, offering shadowing opportunities can provide valuable insights into a position's daily responsibilities and demands. This approach not only helps individuals make informed decisions but also fosters better inter-department collaboration and appreciation.

Provide flexibility for further training:

If employees wish to pursue additional training to transition into new roles, offer the flexibility they need to attend courses or participate in training programs.

For more insights on supporting employee growth, visit [**Indeed's Leadership Hub**](#).

Empowering Healthcare Professionals: Self-Care Strategies and Workplace Advocacy

How can healthcare professionals take care of themselves and advocate for a better work environment?

While ultimately employers and the government play a crucial role in supporting healthcare workers, individuals can take steps to protect themselves to help avoid burnout and improve their situation at work.



How to Avoid Burnout

How to recognize burnout

Burnout is a condition characterized by emotional, physical, and mental exhaustion that can happen when you're experiencing stress. Early identification of burnout signs can help you take corrective measures and help avoid more serious physical and psychological disorders that can happen if left untreated.



Burnout manifests through various symptoms, including increased irritability, poor performance at work, muscle tension, insomnia, impaired decision-making, and concentration problems. Physically, chronic stress as a byproduct of burnout may cause muscle aches due to prolonged tension. Sleep disturbances, such as difficulty falling asleep or staying asleep, are common. Mentally, burnout can lead to feelings of anger, sadness, and decreased concentration.



Steps to avoid burnout

Enforce Boundaries:

As you begin to notice symptoms of burnout, creating boundaries to maintain good health is essential. Avoid taking on extra work from colleagues or picking up extra shifts. If your manager is asking you to do extra work, have an open discussion about your workload.

Get enough rest and take breaks:

Prioritizing quality sleep is essential in preventing burnout. Throughout your workday, plan out breaks to reset and find a quiet space for yourself. Use this moment to pause, take a steady breath, and recenter.

Carve out time for yourself:

Schedule enjoyable activities for yourself during the week that you can look forward to and that will enhance your mood. Maintain your regular workout routine to increase your happiness and decrease stress.

Consult your manager:

If you're experiencing symptoms of burnout, consider speaking with your supervisor about adjusting your workload or delegating tasks to colleagues. If that is not possible, discuss alternative work arrangements like changing your schedule or taking on administrative roles to create variation in your work tasks.

**Advocate for yourself and a
better work environment**

While employers are responsible for creating a better workplace, knowing how to advocate for yourself empowers you to communicate your needs effectively with your team and supervisors, helping drive meaningful change.



Negotiating a salary increase

Seeking a raise requires confidence in your value and strong communication skills. Understanding [how to negotiate a salary increase effectively](#) can make these conversations feel more natural and empowering.

Start by outlining your key talking points, including your desired salary range, backed by specific achievements and contributions. Practicing beforehand can boost your confidence and clarity. If a salary increase isn't feasible, consider negotiating alternative benefits like extra vacation days, flexible hours, or professional development opportunities.



Approach the discussion with confidence and professionalism. Clearly articulate your value and demonstrate how your contributions align with the organization's goals.



Requesting flexible work opportunities

Flexible work design can support with preventing burnout and relieve stress as the rigidity of full-time roles doesn't always allow for work-life balance, continued learning, and career progression into leadership roles, and late-career healthcare professionals' preference for less strenuous and more mentorship-focused roles.

Having a conversation with management and your employer to implement a flexible work design can be intimidating, but coming to the table and knowing how to have the conversation can help give you confidence.



First, identify the type of flexibility that best suits both your needs and your workplace—adjusted shifts, part-time options, job sharing, remote administrative work, or self-scheduling. Emphasize how these options support organizational goals while benefiting staff by reducing burnout, improving patient care, and increasing job satisfaction. Propose a pilot program to assess the impact of flexible scheduling, using metrics on staff satisfaction and patient outcomes. Finally, collaborate with colleagues to present a unified request, demonstrating broad interest and support for flexible scheduling

For information on careers in healthcare, visit [Indeed's Careers in Care platform](#).



Takeaways

Healthcare workers find deep satisfaction in their profession, and the vast majority intend to remain in the field for their next role. However, persistent challenges, such as inadequate compensation, staffing shortages, and heavy workloads, affect job satisfaction and drive many to seek opportunities elsewhere.

These issues can also lead to burnout, an issue affecting a majority of healthcare professionals. Employers need to address staffing shortages while **improving services and providing meaningful burnout prevention support** to retain staff and foster a healthier, more engaged workforce.

Beyond better pay and increased staffing, healthcare professionals want **more flexible hours, career advancement opportunities, and stronger support from leadership**. Feeling heard, valued, and appreciated by management is a crucial part of that support.

Ultimately, employers must address these critical concerns to strengthen recruitment and retention strategies while demonstrating their commitment to supporting healthcare professionals. At the same time, job seekers can equip themselves with tools to effectively advocate for their mental health and well-being at work. Through open communication and collaboration, employers and healthcare professionals can build a more resilient, supportive, and thriving industry—one where individuals and organizations alike can reach their full potential.



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**Thank
You!**

Question? Please reach out to
indeed@citizenrelation.com.