

5 Costly Hiring Mistakes Healthcare Employers Make

And How to Fix Them



Introduction:

Why Healthcare Hiring is Broken

Canadian healthcare employers are facing a hiring crisis unlike anything seen before. In 2023 alone, job vacancies in the health sector exceeded **120,000** across Canada, with **nurses accounting for over 28,000 open positions** (CIHI, 2023).

Add to that a workforce burnout epidemic: **94% of nurses** report burnout symptoms, **83% say** understaffing is affecting care quality, and nearly **50%** are considering leaving their job (Wikipedia: Nursing shortage in Canada). This guide unpacks five of the most common (and costly) hiring mistakes in healthcare — and offers tangible, tech-powered solutions to fix them.



NEW: The True Cost of Travel Nurses in Canada

Short-term fixes are breaking long-term budgets. Across the country, provinces are spending hundreds of millions—sometimes billions—on travel and agency nurses. These costs not only drain public funds, but also erode staff morale and continuity of care.

Heres how deep the problem runs:

Province	Annual Agency Nurse Spend (FY 2023-24)	Notes
British Columbia	>\$1.5 Billion (Projected)	Health authorities expect to exceed this amount in 2023–24.
Alberta	\$154.6 Million	Doubled from \$81M the previous year; budgeted \$95M for 2024–25.
Saskatchewan	~\$70 Million	Tripled from \$25.3M in 2022–23.
Manitoba	\$75 Million	Over 1.19 million hours billed by agency nurses.
Ontario	~\$1 Billion	\$600M on nurses alone; remainder for PSWs and allied staff.
Quebec	>\$1.5 Billion	Includes private agency and contract healthcare staff.
Nova Scotia	\$141.7 Million	Despite public policy efforts to curb usage.
New Brunswick	~\$100 Million	One agency contract caused a regional deficit.
Newfoundland & Labrador	\$139 Million	Spend from May 2024–May 2025.
Prince Edward Island	\$8.8 Million (Apr–Aug 2023)	7x higher than prior full-year spending.
Yukon	\$8.2 Million	Rapid growth in early 2023–24 already underway.
Northwest Territories	\$5.2 Million	Legislative returns show growing reliance.
Nunavut	+\$15 Million	Increase added to existing ~\$20–25M annual spend.

These figures show the **system-wide financial bleed** caused by patchwork staffing solutions. The longer we rely on agency contracts, the harder it becomes to stabilize teams and restore patient continuity.

How FillaRole Health Can Help: ?

- Reduce contract nurse reliance by proactively hiring and onboarding full-time staff—local or internationally trained.
- Track open roles, time-to-hire, and pending certifications in one real-time dashboard.
- Build sustainable pipelines that allow you to scale up or down without costly outsourcing.

FillaRole Health isn't a band-aid solution. It's your long-term strategy to reduce spend, improve care consistency, and retain your people.



Mistake #1:

Relying on Generic Job Boards

The Cost:

Your role is buried under thousands of listings, attracting unqualified or disengaged applicants. The average time-to-fill a healthcare role in Canada is over **45 days**, causing stress for current staff and delaying patient care.

The Fix:

Use an all-in-one platform that automatically posts to **19+ curated healthcare-friendly boards** and filters applicants by credentials, licensing, and region. With FillaRole Health, roles are matched to qualified job seekers instantly, and AI-generated job ads save hours of admin time.

“Manual job board posting wastes up to 12 hours per week per recruiter.”
— Mercer Canada, 2024

Mistake #2:

Ignoring Licensing & Immigration Compliance Early

The Cost:

Hiring an ineligible candidate or missing a permit renewal can lead to **finest up to \$50,000**, loss of funding, or revocation of employer compliance status.

The Fix:

Build compliance directly into your workflow. FillaRole Health flags missing credentials, tracks document expiries, and includes support for PNP, AIP, LMIA, and open work permit scenarios. Hiring internationally educated health professionals (IEHPs) is no longer optional — it's strategic.

"Immigrants make up over 25% of Canada's health workforce."
— Government of Canada, 2023

Mistake #3:

Losing Candidates in a Chaotic Hiring Process

The Cost:

Top candidates drop off when processes are slow, clunky, or confusing. In healthcare, this is common: only **1 in 4 job seekers** say they receive timely communication after applying. (Spark Conferences, 2025).

The Fix:

Structure every touchpoint. FillaRole Health automates interview scheduling, onboarding forms, and status updates—all tracked in a live dashboard that shows which roles are “In Review,” “Filled” or “Expired”

Mistake #4:

Underestimating the Power of Internal Notes & Team Communication

The Cost:

Centralize communication. With FillaRole Health, internal messages, candidate notes, and hiring timelines are visible to every authorized team member. No more confusion or dropped balls.

The Fix:

Build compliance directly into your workflow. FillaRole Health flags missing credentials, tracks document expiries, and includes support for PNP, AIP, LMIA, and open work permit scenarios. Hiring internationally educated health professionals (IEHPs) is no longer optional — it's strategic.

“Lack of communication is cited in 60% of failed hires.”

— Work Institute, 2024

Mistake #5:

Failing to Leverage Data & Analytics

The Cost:

Without data, decisions rely on gut feeling. That leads to hiring delays, poor candidate experiences, and missed targets.

The Fix:

FillaRole Health gives hiring teams dashboards that track time-to-fill, applicant quality, and engagement. You can slice data by region, credentials, or job type—and act on insights in real time.

“Data-driven recruitment increases retention by 23% and reduces time-to-hire by 30%.”
— LinkedIn Talent Solutions, 2023

Bonus:

Most Employers Don't Realize This is Free

Eligible healthcare providers can access up to **\$75,000 in adoption support** through our partnership with CAN Health. That means you can implement a secure, compliant hiring system at no cost to your operations budget.

Conclusion: Smarter Hiring Starts Here

Outdated systems and scattered processes are costing you more than time—they're hurting your team, your patients, and your bottom line. FillaRole Health unifies applicant tracking, onboarding, and immigration compliance in one smart platform, purpose-built for Canada's health sector.





Book a free 15-minute walkthrough at

www.fillarole.ca/healthcare

*and discover how healthcare hiring can be faster,
smarter, and finally stress-free.*





www.fillarole.ca

232 -111 Research Dr,
Saskatoon, SK S7N 3R2, Canada

