



# Salary Guide

For the Healthcare & Social Service Industry

**Inside This Guide, You'll Find:**

2025 Expert Insights  
Expected Salary Hikes

2025

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# Introduction

At YTC Healthcare, we are a leading healthcare staffing agency committed to delivering top-tier medical professionals across hospitals, long-term care facilities, home care, and specialized treatment centers. In addition to connecting healthcare institutions with skilled nurses, personal support workers, and allied health professionals, we also provide specialized security personnel trained for the unique challenges of healthcare environments.

As we move into 2025, the healthcare industry continues to navigate a rapidly evolving job market. The lasting effects of the pandemic, coupled with ongoing economic fluctuations, have created both challenges and opportunities for recruitment. With talent shortages, increased competition, and shifting salary expectations, staying ahead of compensation trends is more important than ever.

For healthcare facilities and hiring managers, maintaining a salary structure that aligns with market expectations is crucial in securing skilled professionals and improving staff retention. This guide provides valuable insights into 2025 salary trends, projected wage increases, and industry benchmarks to help you make informed hiring decisions in a competitive landscape.

To bring you the most accurate and up-to-date salary data, YTC Healthcare has created this comprehensive salary guide. Using industry research and insights from the Economic Research Institute, we've compiled a detailed overview of salaries for various healthcare roles across Canada and the US.

Armed with this knowledge, you can confidently adjust compensation strategies, attract top talent, and build a resilient workforce in 2025 and beyond.



# Why Use a Salary Guide?



## Attract & Retain Top Talent

Offer competitive salaries that stand out in the market, helping you **secure and retain** the best healthcare.



## Strengthen Your Salary Negotiations

Gain the insights and confidence needed to **negotiate effectively** and secure **top-tier candidates** in a competitive market.



## Stay Ahead of Industry Trends

Keep up with the **latest salary benchmarks and market shifts** to make informed staffing and compensation decisions.



## Build a Future-Ready Workforce

Optimize your staffing strategy for **2025**, ensuring your team is **resilient, adaptable, and ready** to evolve.



# 2025 Industry Insights

## 1. Persistent Healthcare Workforce Shortages

The global healthcare workforce shortage is expected to continue in 2025, with a projected shortfall of 10 million healthcare workers by 2030. In the United States, states like New York anticipate an annual shortage of approximately 14,430 registered nurses, highlighting the critical need for effective workforce planning.

## 2. Growth in Healthcare Staffing Market

The global healthcare staffing market is projected to grow from USD 47.31 billion in 2025 to USD 78.00 billion by 2033, exhibiting a compound annual growth rate (CAGR) of 6.3% during the forecast period.

## 3. Increasing Adoption of Telehealth Services

The expansion of telehealth services is transforming patient care by providing treatment to remote patients through video consultations and remote monitoring. This approach addresses issues such as geographical distances, limited access to specialized resources, and high healthcare costs, offering patients more convenient and accessible care options.

## 4. Integration of Artificial Intelligence (AI) in Healthcare Staffing

Healthcare organizations are increasingly adopting AI and automation to streamline administrative tasks, enhance patient care, and optimize workforce management. AI agents assist in registering participants for clinical trials, ensuring proper post-discharge care, and aiding doctors in understanding patients' medical histories quickly. This technological shift aims to reduce physician burnout and manage workloads amidst doctor shortages.

## 5. Emphasis on Diversity, Equity, and Inclusion (DEI) Initiatives

Healthcare organizations are renewing their commitment to DEI initiatives, recognizing that staff diversity improves patient care and fosters innovation. Efforts include building a workforce that mirrors patient populations and employing recruitment strategies that attract diverse candidates. This focus aims to create a more inclusive and equitable healthcare environment.

These trends reflect a dynamic healthcare landscape in 2025, emphasizing technological advancements, inclusive practices, flexibility, and employee well-being to improve patient care and operational efficiency.



# Maximizing Your Salary Guide:

## A Smarter Approach to Compensation Planning

Setting the right salaries in healthcare is essential for attracting top talent and ensuring workforce stability. This guide provides up-to-date salary insights for healthcare roles across Canada and the U.S., helping you make data-driven hiring and budgeting decisions.

Inside, you'll find compensation benchmarks categorized by experience estimate is sourced from the Economic Research Institute (ERI) and reflects the latest industry trends to ensure competitive and fair compensation packages.

Use this guide to align salaries with market expectations, attract top talent, and make confident hiring decisions for 2025 and beyond.

**How salary data is structured in the following pages.**

**1 Lower Range**  
(Entry-Level Employees)

Based on 0-2 years of experience in a similar role.

**2 Average Range**  
(Mid-Level Employees)

Based on 2-3 years of experience in a similar role.

**3 Professional Range**  
Higher Range (Experienced Professionals)

Based on 5-10+ years of experience in a similar role.

# Security Guards (Canada)

Location	Low	2025	Average	2025	High	2025
Durham Region, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Peel Region, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Oakville, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Hamilton, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Toronto, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
London, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Barrie, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36

## Key Updates for Security Guards in Canada

**1. Moderate Employment Outlook** – The employment outlook for security guards in Ontario is **moderate** for the 2024-2026 period, with employment growth leading to a moderate number of new positions and retirements contributing to job openings.

**2. Average Hourly Wage** – As of February 2025, the average hourly wage for security guards in Ontario is approximately **\$18.00**, with variations depending on experience and location.

**3. Industry Growth** – Ontario's private security and investigative services industry has experienced significant growth, with the number of licensed security guards increasing from **111,855 in 2021** to **132,419 in 2023**, reflecting a robust demand for security professionals.

# Security Guards (US)

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$14.49-17.59	\$17.59	\$18.63-22.77	\$22.77	\$23.8-27.94	\$27.94
Philadelphia, PA	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
Austin, TX	\$13.45-16.56	\$16.56	\$17.59-21.73	\$21.73	\$22.77-26.91	\$26.91
Dallas, TX	\$14.49-17.59	\$17.59	\$18.63-22.77	\$22.77	\$23.8-27.94	\$27.94
Houston, TX	\$14.49-17.59	\$17.59	\$18.63-22.77	\$22.77	\$23.8-27.94	\$27.94
San Antonio, TX	\$13.45-16.56	\$16.56	\$17.59-21.73	\$21.73	\$22.77-26.91	\$26.91



# Healthcare Concierge Guards

(Canada)

Location	Low	2025	Average	2025	High	2025
Durham Region, Ontario	\$18.0 - 19.5	\$18.63 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 25.5	\$22.77 - 26.39
Peel Region, Ontario	\$18.0 - 19.5	\$18.63 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 25.5	\$22.77 - 26.39
Oakville, Ontario	\$18.0 - 19.5	\$18.63 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 25.5	\$22.77 - 26.39
Hamilton, Ontario	\$18.0 - 19.5	\$18.63 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 25.5	\$22.77 - 26.39
Toronto, Ontario	\$18.0 - 19.5	\$18.63 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 25.5	\$22.77 - 26.39
London, Ontario	\$18.0 - 19.5	\$18.63 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 25.5	\$22.77 - 26.39
Barrie, Ontario	\$18.0 - 19.5	\$18.63 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 25.5	\$22.77 - 26.39

## Key Updates for Healthcare Concierge Guards in Canada

### 1. Competitive Compensation

As of February 2025, the average hourly wage for security guards in Ontario is **\$19.50**. Hospital security positions often offer higher pay; for instance, roles at Credit Valley Hospital in Mississauga range from **\$19.19 to \$21.59** per hour.

### 2. Moderate Employment Outlook

The employment outlook for security guards and related security service occupations in Ontario is **moderate** for the 2024-2026 period. This assessment considers factors such as employment growth leading to a moderate number of new positions and several positions becoming available due to retirements.

### 3. Industry Growth

Ontario's private security and investigative services industry has experienced significant growth, with the number of licensed security guards increasing from **111,855 in 2021 to 132,419 in 2023**, reflecting a robust demand for security professionals.

# Healthcare Concierge Guards

(US)

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$16.56-19.66	\$19.66	\$20.7-24.84	\$24.84	\$25.87-31.05	\$31.05
Philadelphia, PA	\$17.59-20.7	\$20.7	\$21.73-25.87	\$25.87	\$26.91-32.09	\$32.09
Austin, TX	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-30.01	\$30.01
Dallas, TX	\$16.56-19.66	\$19.66	\$20.7-24.84	\$24.84	\$25.87-31.05	\$31.05
Houston, TX	\$16.56-19.66	\$19.66	\$20.7-24.84	\$24.84	\$25.87-31.05	\$31.05
San Antonio, TX	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-30.01	\$30.01

## Key Updates for Healthcare Concierge Guards in the US

### 1. Competitive Pay

**Texas:** Average hourly wage is **\$17.90**, with hospital security roles in Houston reaching **\$18.36/hr**.

**Pennsylvania:** Average **\$18.26/hr**, with hospital security guards earning up to \$19.08/hr.

### 2. Strong Job Outlook

Security guard employment is projected to grow nationally, with **38,000 new jobs** expected in the next decade. Texas and Pennsylvania anticipate steady hiring due to demand in healthcare facilities.

### 3. Industry Growth

The private security sector has expanded significantly, with wages increasing **20% over five years**, reflecting rising demand for trained professionals.

# Nurses (Canada)

## Registered Nurse

Location	Low	2025	Average	2025	High	2025
Durham Region, Ontario	\$35.0 - 38.5	\$36.22 - 39.85	\$38.5 - 45.0	\$39.85 - 46.57	\$45.0 - 52.0	\$46.57 - 53.82
Peel Region, Ontario	\$35.0 - 38.5	\$36.22 - 39.85	\$38.5 - 45.0	\$39.85 - 46.57	\$45.0 - 52.0	\$46.57 - 53.82
Oakville, Ontario	\$35.0 - 38.5	\$36.22 - 39.85	\$38.5 - 45.0	\$39.85 - 46.57	\$45.0 - 52.0	\$46.57 - 53.82
Hamilton, Ontario	\$35.0 - 38.5	\$36.22 - 39.85	\$38.5 - 45.0	\$39.85 - 46.57	\$45.0 - 52.0	\$46.57 - 53.82
Toronto, Ontario	\$35.0 - 38.5	\$36.22 - 39.85	\$38.5 - 45.0	\$39.85 - 46.57	\$45.0 - 52.0	\$46.57 - 53.82
London, Ontario	\$35.0 - 38.5	\$36.22 - 39.85	\$38.5 - 45.0	\$39.85 - 46.57	\$45.0 - 52.0	\$46.57 - 53.82
Barrie, Ontario	\$35.0 - 38.5	\$36.22 - 39.85	\$38.5 - 45.0	\$39.85 - 46.57	\$45.0 - 52.0	\$46.57 - 53.82

## Registered Practical Nurse

Location	Low	2025	Average	2025	High	2025
Durham Region, Ontario	\$25.0 - 28.0	\$25.87 - 28.98	\$28.0 - 32.5	\$28.98 - 33.64	\$32.5 - 38.0	\$33.64 - 39.33
Peel Region, Ontario	\$25.0 - 28.0	\$25.87 - 28.98	\$28.0 - 32.5	\$28.98 - 33.64	\$32.5 - 38.0	\$33.64 - 39.33
Oakville, Ontario	\$25.0 - 28.0	\$25.87 - 28.98	\$28.0 - 32.5	\$28.98 - 33.64	\$32.5 - 38.0	\$33.64 - 39.33
Hamilton, Ontario	\$25.0 - 28.0	\$25.87 - 28.98	\$28.0 - 32.5	\$28.98 - 33.64	\$32.5 - 38.0	\$33.64 - 39.33
Toronto, Ontario	\$25.0 - 28.0	\$25.87 - 28.98	\$28.0 - 32.5	\$28.98 - 33.64	\$32.5 - 38.0	\$33.64 - 39.33
London, Ontario	\$25.0 - 28.0	\$25.87 - 28.98	\$28.0 - 32.5	\$28.98 - 33.64	\$32.5 - 38.0	\$33.64 - 39.33
Barrie, Ontario	\$25.0 - 28.0	\$25.87 - 28.98	\$28.0 - 32.5	\$28.98 - 33.64	\$32.5 - 38.0	\$33.64 - 39.33

## Key Updates for Nurses in Canada

- 1. Ontario Sees a 4.2% Growth in Nursing Jobs** – Increased funding for healthcare has led to a projected 4.2% increase in nursing employment across hospitals, home care, and long-term care facilities in 2025.
- 2. Higher Wages & Incentives** – Registered Nurses (RNs) in the GTA are now earning 4-6% more than in 2024, with top-tier nurses making up to \$58 per hour, reflecting retention bonuses and government funding.
- 3. Demand for Specialized Nursing Roles** – Due to staff shortages, demand for critical care, emergency, and travel nurses has risen by 12%, with higher pay premiums in hard-to-fill positions.

# Nurses (US)

## Registered Nurse

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$31.05-36.22	\$36.22	\$37.26-43.47	\$43.47	\$44.5-51.75	\$51.57
Philadelphia, PA	\$33.12-38.29	\$38.29	\$39.33-45.54	\$45.54	\$46.57-53.82	\$53.82
Austin, TX	\$30.01-35.19	\$35.19	\$36.22-42.43	\$42.43	\$43.47-50.71	\$50.71
Dallas, TX	\$31.05-36.22	\$36.22	\$37.26-48.47	\$48.47	\$44.5-51.75	\$51.75
Houston, TX	\$31.05-36.22	\$36.22	\$37.26-48.47	\$48.47	\$44.5-51.75	\$51.75
San Antonio, TX	\$30.01-35.19	\$35.19	\$36.22-42.43	\$42.43	\$43.47-50.71	\$50.71

## Registered Practical Nurses

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$25.87-30.01	\$30.01	\$31.05-36.22	\$36.22	\$37.26-43.47	\$43.47
Philadelphia, PA	\$26.91-31.05	\$30.05	\$33.12-38.29	\$38.29	\$39.33-45.54	\$45.54
Austin, TX	\$24.84-28.98	\$28.98	\$30.01-35.19	\$35.19	\$36.22-42.43	\$42.43
Dallas, TX	\$25.87-30.01	\$30.01	\$31.05-36.22	\$36.22	\$37.26-48.47	\$48.47
Houston, TX	\$25.07-30.01	\$30.01	\$31.05-36.22	\$36.22	\$37.26-48.47	\$48.47
San Antonio, TX	\$24.84-28.98	\$28.98	\$30.01-35.19	\$35.19	\$36.22-42.43	\$42.43

## Key Updates for Nurses in the US

- 1. Competitive Salaries**  
**Texas:** Registered Nurses (RNs) earn an average annual salary of **\$90,210** (\$43.37 per hour).  
**Pennsylvania:** RNs have an average annual salary of **\$87,530** (\$42.08 per hour).
- 2. Positive Job Outlook**  
**Nationally:** RN employment is projected to grow by **6%** from 2023 to 2033, adding approximately **197,000** jobs.  
**Pennsylvania:** A **9%** growth is anticipated from 2020 to 2030, with about **9,280 annual job openings**.
- 3. Addressing Nursing Shortages**
  - Both states are experiencing nursing shortages due to high retirement rates and increased demand.
  - Travel nursing has grown by **430%** between 2018 and 2024, with travel nurses earning an average of **\$103,695** annually, offering a flexible solution to staffing needs.

# Nurse Practitioners<sub>(Canada)</sub>

Location	Low	2020	Average	2020	High	2020
Durham Region, Ontario	\$50.0 - 55.0	\$51.75 - 56.92	\$55.0 - 65.0	\$56.92 - 67.27	\$65.0 - 75.0	\$67.27 - 77.62
Peel Region, Ontario	\$50.0 - 55.0	\$51.75 - 56.92	\$55.0 - 65.0	\$56.92 - 67.27	\$65.0 - 75.0	\$67.27 - 77.62
Oakville, Ontario	\$52.0 - 57.0	\$53.82 - 58.99	\$57.0 - 67.0	\$58.99 - 69.34	\$67.0 - 78.0	\$69.34 - 80.73
Hamilton, Ontario	\$50.0 - 55.0	\$51.75 - 56.92	\$55.0 - 65.0	\$56.92 - 67.27	\$65.0 - 75.0	\$67.27 - 77.62
Toronto, Ontario	\$52.0 - 57.0	\$53.82 - 58.99	\$57.0 - 67.0	\$58.99 - 69.34	\$67.0 - 78.0	\$69.34 - 80.73
London, Ontario	\$48.0 - 53.0	\$49.68 - 54.85	\$53.0 - 62.0	\$54.85 - 64.17	\$62.0 - 72.0	\$64.17 - 74.52
Barrie, Ontario	\$48.0 - 53.0	\$49.68 - 54.85	\$53.0 - 62.0	\$54.85 - 64.17	\$62.0 - 72.0	\$64.17 - 74.52

## Key Updates for Nurse Practitioners in Canada

### 1. Ongoing Demand Surge

With Ontario's aging population and increased chronic care needs, demand for NPs in primary care and long-term care continues to rise—especially in underserved regions like Durham and Barrie.

### 2. Expanded Scope of Practice

Ontario has steadily expanded NP responsibilities, allowing them to independently diagnose, treat, and prescribe. This has elevated the value of NPs in multi-disciplinary care teams, boosting salaries.

### 3. Government Investment in Community-Based Care

Provincial investments into community health hubs and mental health services have increased NP employment in non-hospital settings, diversifying opportunities and compensation.

# Nurse Practitioners<sub>(US)</sub>

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$47.0 - 52.0	\$48.64 - 53.82	\$52.0 - 60.0	\$53.82 - 62.1	\$60.0 - 70.0	\$62.1 - 72.45
Philadelphia, PA	\$49.0 - 54.0	\$50.71 - 55.89	\$54.0 - 63.0	\$55.89 - 65.2	\$63.0 - 74.0	\$65.2 - 76.59
Austin, TX	\$46.0 - 51.0	\$47.61 - 52.78	\$51.0 - 59.0	\$52.78 - 61.06	\$59.0 - 69.0	\$61.06 - 71.41
Dallas, TX	\$47.0 - 52.0	\$48.64 - 53.82	\$52.0 - 60.0	\$53.82 - 62.1	\$60.0 - 70.0	\$62.1 - 72.45
Houston, TX	\$47.0 - 52.0	\$48.64 - 53.82	\$52.0 - 60.0	\$53.82 - 62.1	\$60.0 - 70.0	\$62.1 - 72.45
San Antonio, TX	\$46.0 - 51.0	\$47.61 - 52.78	\$51.0 - 59.0	\$52.78 - 61.06	\$59.0 - 69.0	\$61.06 - 71.41

## Key Updates for Nurse Practitioners in US

### 1. NPs Bridging Primary Care Gaps

In Texas and Pennsylvania, physician shortages—especially in rural and inner-city zones—have pushed healthcare systems to rely more on NPs as frontline providers, driving up demand and pay.

### 2. Full Practice Authority Expansion

States like Pennsylvania have implemented full-practice laws allowing NPs to operate independently without physician oversight, increasing job autonomy and drawing higher compensation in competitive markets.

### 3. Growing Demand in Specialty Fields

Across the U.S., Nurse Practitioners are increasingly specializing in areas like cardiology, oncology, and psychiatric care, where salaries exceed general practice rates and are expected to continue rising through 2025.

# Physicians<sub>(Canada)</sub>

Location	Low	20 25	Average	20 25	High	20 25
Durham Region, Ontario	\$80.0 - 100.0	\$82.8 - 103.5	\$100.0 - 130.0	\$103.5 - 134.55	\$130.0 - 180.0	\$134.55 - 186.3
Peel Region, Ontario	\$80.0 - 100.0	\$82.8 - 103.5	\$100.0 - 130.0	\$103.5 - 134.55	\$130.0 - 180.0	\$134.55 - 186.3
Oakville, Ontario	\$80.0 - 100.0	\$82.8 - 103.5	\$100.0 - 130.0	\$103.5 - 134.55	\$130.0 - 180.0	\$134.55 - 186.3
Hamilton, Ontario	\$80.0 - 100.0	\$82.8 - 103.5	\$100.0 - 130.0	\$103.5 - 134.55	\$130.0 - 180.0	\$134.55 - 186.3
Toronto, Ontario	\$80.0 - 100.0	\$82.8 - 103.5	\$100.0 - 130.0	\$103.5 - 134.55	\$130.0 - 180.0	\$134.55 - 186.3
London, Ontario	\$80.0 - 100.0	\$82.8 - 103.5	\$100.0 - 130.0	\$103.5 - 134.55	\$130.0 - 180.0	\$134.55 - 186.3
Barrie, Ontario	\$80.0 - 100.0	\$82.8 - 103.5	\$100.0 - 130.0	\$103.5 - 134.55	\$130.0 - 180.0	\$134.55 - 186.3

## Key Updates for Physicians in Canada

**1. Temporary Fee Increase** – The Ontario Ministry of Health has implemented a **9.95% temporary increase** in physician payments from **January 1 to March 31, 2025**, enhancing compensation during this period.

**2. Positive Employment Outlook** – The employment outlook for general practitioners and family physicians in Ontario is **good** for the 2024-2026 period, with employment growth leading to several new positions and a moderate number of retirements contributing to job openings.

**3. Significant Investment in Healthcare** – AstraZeneca's recent **£460 million investment** in Ontario is set to create **700 new scientific and high-skilled jobs** in the Greater Toronto Area, reflecting a robust environment for healthcare professionals.

# Physicians<sub>(US)</sub>

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$93.15-113.83	\$113.83	\$124.2-155.52	\$155.52	\$165.6-207	\$207
Philadelphia, PA	\$98.32-119.02	\$119.02	\$129.38-160.42	\$160.42	\$170.77-212.17	\$212.17
Austin, TX	\$91.08-111.78	\$111.78	\$122.13-153.18	\$153.18	\$163.53-204.93	\$204.93
Dallas, TX	\$93.15-113.85	\$113.85	\$124.2-155.25	\$155.25	\$165.6-207	\$207
Houston, TX	\$93.15-113.85	\$113.85	\$124.2-155.25	\$155.25	\$165.6-207	\$207
San Antonio, TX	\$91.08-111.78	\$111.78	\$122.13-153.18	\$153.18	\$163.53-204.93	\$204.93

## Key Updates for Physicians in the US

**1. Rising Salaries** – The average **Family Practice Physician** salary in **Pennsylvania** is **\$233,246**, while Texas sees competitive rates, reflecting a **5.9% compensation increase** nationwide.

**2. Growing Demand** – Physician employment is projected to grow **4% by 2033**, with **23,600 new job openings annually**, driven by an aging population and rising healthcare needs.

**3. Workforce Shortages** – The U.S. faces a projected **shortage of 124,000 physicians** by 2034, increasing reliance on **Physician Assistants (PAs)**, whose demand in **Texas** is set to grow **41% by 2030**.

# Personal Support Worker

(Canada)

Location	Low	2020 25	Average	2020 25	High	2020 25
Durham Region, Ontario	\$17.2 - 19.0	\$17.8 - 19.66	\$19.0 - 21.5	\$19.66 - 22.25	\$21.5 - 25.0	\$22.25 - 25.87
Peel Region, Ontario	\$17.2 - 19.0	\$17.8 - 19.66	\$19.0 - 21.5	\$19.66 - 22.25	\$21.5 - 25.0	\$22.25 - 25.87
Oakville, Ontario	\$17.2 - 19.0	\$17.8 - 19.66	\$19.0 - 21.5	\$19.66 - 22.25	\$21.5 - 25.0	\$22.25 - 25.87
Hamilton, Ontario	\$17.2 - 19.0	\$17.8 - 19.66	\$19.0 - 21.5	\$19.66 - 22.25	\$21.5 - 25.0	\$22.25 - 25.87
Toronto, Ontario	\$17.2 - 19.0	\$17.8 - 19.66	\$19.0 - 21.5	\$19.66 - 22.25	\$21.5 - 25.0	\$22.25 - 25.87
London, Ontario	\$17.2 - 19.0	\$17.8 - 19.66	\$19.0 - 21.5	\$19.66 - 22.25	\$21.5 - 25.0	\$22.25 - 25.87
Barrie, Ontario	\$17.2 - 19.0	\$17.8 - 19.66	\$19.0 - 21.5	\$19.66 - 22.25	\$21.5 - 25.0	\$22.25 - 25.87

## Key Updates for Personal Support Workers in Canada

As the demand for **Personal Support Workers (PSWs)** continues to rise across the **Greater Toronto Area (GTA)**, several key trends are shaping the industry in **2025**.

### 1. Rising Demand for PSWs

Ontario's aging population is driving a **significant increase in demand** for PSWs, particularly in **home care and long-term care facilities**. With more seniors choosing to age in place, the need for skilled PSWs continues to grow, putting pressure on healthcare providers to **offer competitive wages and benefits**.

### 2. Government Investment in PSW Recruitment

The **Ontario government** is investing **\$300 million over three years** to recruit and train thousands of new PSWs. This funding aims to **reduce staffing shortages**, improve care quality, and ensure **better working conditions** for PSWs in long-term care and home care settings.

### 3. Improved Training & Career Growth

Advancements in **PSW education**—including **simulations, virtual reality**, and accelerated certification programs—are enhancing skills and job readiness. These improvements help new PSWs **enter the workforce faster** while ensuring experienced professionals have access to **ongoing training and career advancement opportunities**.

# Personal Support Worker

(US)

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
Philadelphia, PA	\$16.56-19.66	\$19.66	\$20.7-24.84	\$24.84	\$25.87-30.01	\$30.01
Austin, TX	\$14.49-17.59	\$17.59	\$18.63-22.77	\$22.77	\$23.8-27.94	\$27.94
Dallas, TX	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
Houston, TX	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
San Antonio, TX	\$14.49-17.59	\$18.63-22.77	\$18.63-22.77	\$22.77	\$23.8-27.84	\$27.94

## Key Updates for Personal Support Workers in the US

### 1. Competitive Compensation

**Texas:** The average hourly wage for PSWs is **\$15.82**, translating to an annual salary of approximately **\$32,900**.

**National Average:** Across the United States, PSWs earn an average annual salary of **\$37,050**, or **\$17.81** per hour.

### 2. Robust Job Outlook

Employment of home health and personal care aides is projected to grow **21%** from 2023 to 2033, significantly faster than the average for all occupations. This growth is expected to result in approximately **718,900 job openings** annually, driven by an aging population and increased demand for support services.

### 3. Policy Initiatives

The proposed **Raise the Wage Act** aims to increase the federal minimum wage to \$15 by 2025, which would benefit nearly **2 million** long-term services and supports (LTSS) direct care workers, including PSWs. This policy is expected to enhance earnings and improve job satisfaction among these essential workers.

# Residential Care Workers

*(Canada)*

Location	Low	20 25	Average	20 25	High	20 25
Durham Region, Ontario	\$17.5 - 19.5	\$18.11 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 26.0	\$22.77 - 26.91
Peel Region, Ontario	\$17.5 - 19.5	\$18.11 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 26.0	\$22.77 - 26.91
Oakville, Ontario	\$17.5 - 19.5	\$18.11 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 26.0	\$22.77 - 26.91
Hamilton, Ontario	\$17.5 - 19.5	\$18.11 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 26.0	\$22.77 - 26.91
Toronto, Ontario	\$17.5 - 19.5	\$18.11 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 26.0	\$22.77 - 26.91
London, Ontario	\$17.5 - 19.5	\$18.11 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 26.0	\$22.77 - 26.91
Barrie, Ontario	\$17.5 - 19.5	\$18.11 - 20.18	\$19.5 - 22.0	\$20.18 - 22.77	\$22.0 - 26.0	\$22.77 - 26.91

## Key Updates for Residential Care Workers in Canada

- 1. Rising Demand in Senior Care** – Ontario's aging population continues to drive demand for RCWs, particularly in long-term care and assisted living facilities, increasing hiring competition among employers.
- 2. Government Support & Wage Growth** – Provincial funding for long-term care has contributed to wage stabilization, with a **3.5% salary increase** projected for 2025, ensuring more competitive compensation for workers.
- 3. Workforce Shortages & Burnout** – High turnover rates remain a challenge, pushing employers to enhance retention strategies, including **better training programs, mental health support, and flexible scheduling**.

# Residential Care Workers

*(US)*

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
Philadelphia, PA	\$16.56-19.66	\$19.66	\$20.7-24.84	\$24.84	\$25.87-30.01	\$30.01
Austin, TX	\$14.49-17.59	\$17.59	\$18.63-22.77	\$22.77	\$23.8-27.94	\$27.94
Dallas, TX	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
Houston, TX	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
San Antonio, TX	\$14.49-17.59	\$18.63-22.77	\$18.63-22.77	\$22.77	\$23.8-27.84	\$27.94

## Key Updates for Residential Care Workers in the US

- 1. Expanding Home & Community-Based Services (HCBS)** – Federal and state investments in home care programs are increasing demand for RCWs, with **growing opportunities in Medicaid-supported community care**.
- 2. Regional Wage Gaps** – RCW salaries **vary significantly** across states, with higher wages in metropolitan areas like **Philadelphia and Austin**, while rural regions struggle to match competitive pay.
- 3. Increased Certification & Training Requirements** – Employers are prioritizing **certified and specialized RCWs** due to evolving regulations, pushing workers to upgrade skills through training programs for higher pay opportunities.

# Dietary Aids<sub>(Canada)</sub>

Location	Low	2025	Average	2025	High	2025
Durham Region, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Peel Region, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Oakville, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Hamilton, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Toronto, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
London, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Barrie, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36

## Key Updates for Dietary Aids in Canada

### 1. Higher Demand in Healthcare & Long-Term Care

With Ontario's aging population, **demand for Dietary Aides in hospitals, long-term care, and assisted living facilities** has surged. Employers must offer **competitive wages and flexible scheduling** to attract and retain skilled staff.

### 2. Regulatory Compliance & Training

Ontario's **public health and food safety regulations** continue to evolve, requiring Dietary Aides to have **updated food handling certifications**. Employers should prioritize candidates with **specialized training** to ensure compliance.

### 3. Wage Pressures Due to Minimum Wage Increases

Ontario's **minimum wage increases** have set a **higher baseline for Dietary Aide salaries**, putting pressure on employers to **adjust compensation structures** to remain competitive in the healthcare and food service sectors..

# Dietary Aids<sub>(US)</sub>

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$14.5 - 16.5	\$15.01 - 17.08	\$16.5 - 19.5	\$17.08 - 20.18	\$19.5 - 23.0	\$20.18 - 23.8
Philadelphia, PA	\$15.0 - 17.0	\$15.52 - 17.59	\$17.0 - 20.0	\$17.59 - 20.7	\$20.0 - 24.0	\$20.7 - 24.84
Austin, TX	\$14.0 - 16.0	\$14.49 - 16.56	\$16.0 - 19.0	\$16.56 - 19.66	\$19.0 - 22.5	\$19.66 - 23.29
Dallas, TX	\$14.5 - 16.5	\$15.01 - 17.08	\$16.5 - 19.5	\$17.08 - 20.18	\$19.5 - 23.0	\$20.18 - 23.8
Houston, TX	\$14.5 - 16.5	\$15.01 - 17.08	\$16.5 - 19.5	\$17.08 - 20.18	\$19.5 - 23.0	\$20.18 - 23.8
San Antonio, TX	\$14.0 - 16.0	\$14.49 - 16.56	\$16.0 - 19.0	\$16.56 - 19.66	\$19.0 - 22.5	\$19.66 - 23.29

## Key Updates for Dietary Aids in the US

### 1. Workforce Shortages & Increased Hiring Incentives

The **shortage of healthcare support staff** has led to higher demand for Dietary Aides, particularly in nursing homes and hospitals. Employers are **offering signing bonuses and tuition reimbursement** to attract new hires.

### 2. State-Level Wage Variations Impact Hiring

States like **Pennsylvania** and **Texas** have different **wage benchmarks**, affecting the hiring market. Employers in **Philadelphia** and **Pittsburgh** are offering higher wages than those in smaller cities, while Texas sees competition from hospitality and retail sectors.

### 3. Technology Integration in Dietary Services

More hospitals and long-term care homes are integrating automated meal ordering and nutritional tracking systems, requiring Dietary Aides to have digital literacy. Employers should **prioritize tech-savvy candidates** to keep up with industry trends.

# Social Services (Canada)

Location	Low	2020	Average	2020	High	2020
Durham Region, Ontario	\$22.0 - 25.0	\$22.77 - 25.87	\$25.0 - 29.5	\$25.87 - 30.53	\$29.5 - 36.0	\$30.53 - 37.26
Peel Region, Ontario	\$22.0 - 25.0	\$22.77 - 25.87	\$25.0 - 29.5	\$25.87 - 30.53	\$29.5 - 36.0	\$30.53 - 37.26
Oakville, Ontario	\$22.0 - 25.0	\$22.77 - 25.87	\$25.0 - 29.5	\$25.87 - 30.53	\$29.5 - 36.0	\$30.53 - 37.26
Hamilton, Ontario	\$22.0 - 25.0	\$22.77 - 25.87	\$25.0 - 29.5	\$25.87 - 30.53	\$29.5 - 36.0	\$30.53 - 37.26
Toronto, Ontario	\$22.0 - 25.0	\$22.77 - 25.87	\$25.0 - 29.5	\$25.87 - 30.53	\$29.5 - 36.0	\$30.53 - 37.26
London, Ontario	\$22.0 - 25.0	\$22.77 - 25.87	\$25.0 - 29.5	\$25.87 - 30.53	\$29.5 - 36.0	\$30.53 - 37.26
Barrie, Ontario	\$22.0 - 25.0	\$22.77 - 25.87	\$25.0 - 29.5	\$25.87 - 30.53	\$29.5 - 36.0	\$30.53 - 37.26

## Key updates for Social Services in Canada

**1. Employment Growth:** The Health Care and Social Assistance sector in Toronto added approximately 21,290 jobs in 2024, marking a 10.7% increase. This trend indicates a robust demand for Social Service Workers in the region.

**2. Wage Variations:** Social Worker salaries in the GTA vary, with averages around \$42.59 per hour. Notably, cities like Mississauga report higher averages, reflecting regional demand and cost of living differences.

**3. Moderate Employment Outlook:** The employment outlook for Social Workers in the Toronto region is moderate for the 2024-2026 period, with employment growth leading to new positions and a small number of retirements contributing to job openings.

# Social Services (US)

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
Philadelphia, PA	\$16.56-19.66	\$19.66	\$20.7-24.84	\$24.84	\$25.87-30.01	\$30.01
Austin, TX	\$14.49-17.59	\$17.59	\$18.63-22.77	\$22.77	\$23.8-27.94	\$27.94
Dallas, TX	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
Houston, TX	\$15.52-18.63	\$18.63	\$19.66-23.8	\$23.8	\$24.84-28.98	\$28.98
San Antonio, TX	\$14.49-17.59	\$18.63-22.77	\$18.63-22.77	\$22.77	\$23.8-27.84	\$27.94

## Key updates for Social Services in the US

### 1. Competitive Salaries

**Texas:** Social workers' annual salaries vary by specialization and region

- ▶ **General Social Workers:** Average between **\$45,180** and **\$63,570**.
- ▶ **Medical Social Workers:** Mean salary of **\$62,500** (\$30.05 per hour).
- ▶ **Mental Health Social Workers:** Mean salary of **\$44,100** (\$21.20 per hour).

**Pennsylvania:** Average annual salary for social workers is **\$65,770**, with most earning between **\$35,110** and **\$104,980**.

### 2. Positive Job Outlook

Nationally, employment of social workers is projected to grow 7% from 2023 to 2033, faster than the average for all occupations. This growth equates to about **67,300 job openings** annually.

### 3. Regional Workforce Challenges

**Texas:** Anticipates a significant shortage, with a projected deficit of **33,825 social workers** by 2030. [socialwork.utexas.edu](http://socialwork.utexas.edu)

**Pennsylvania:** Faces workforce challenges, prompting budget proposals to increase funding for social services, including higher pay for caregivers of older adults and disabled individuals.

# Child Care Worker (Canada)

Location	Low	2020	Average	2020	High	2020
Durham Region, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Peel Region, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Oakville, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Hamilton, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Toronto, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
London, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36
Barrie, Ontario	\$17.2 - 18.5	\$17.8 - 19.15	\$18.5 - 21.0	\$19.15 - 21.73	\$21.0 - 24.5	\$21.73 - 25.36

## Key Updates for Child Care Workers in Canada

**1. Increased Demand in Specialized Care** – Demand for **Child and Youth Workers (CYWs)** has grown in **schools, community centers, and mental health services**, with a 6.2% increase in job postings across Ontario.

**2. Higher Salaries in Urban Areas** – Toronto and Oakville continue to offer **5-7% higher wages** than surrounding suburban areas, reflecting the rising cost of living and increased funding for youth programs.

**3. Government Funding Boosts Hiring** – Ontario's expanded funding for **youth mental health services** has led to **more full-time opportunities**, reducing reliance on contract or temporary CYW positions.

These insights highlight **growing job security and salary improvements** for Child and Youth Workers in 2025. Let me know if you need refinements!

# Child Care Worker (US)

Location	Low	2025 Projected Low	Average	2025 Projected Average	High	2025 Projected High
Pittsburgh, PA	\$12.42-15.52	\$15.52	\$16.56-20.7	\$20.7	\$21.73-25.87	\$25.87
Philadelphia, PA	\$13.45-16.56	\$16.56	\$17.59-21.73	\$21.73	\$22.77-26.91	\$26.91
Austin, TX	\$11.38-14.49	\$14.49	\$15.52-19.66	\$19.66	\$20.7-24.84	\$24.84
Dallas, TX	\$12.54-15.52	\$15.52	\$16.56-20.7	\$20.7	\$21.73-25.87	\$25.87
Houston, TX	\$12.54-15.52	\$15.52	\$16.56-20.7	\$20.7	\$21.73-25.87	\$25.87
San Antonio, TX	\$11.38-14.49	\$14.49	\$15.52-19.66	\$19.66	\$20.7-24.84	\$24.84

## Key Updates for Child Care Workers in the US

### 1. Competitive Compensation

**Texas:** The average annual salary for child care workers is **\$30,841**, equating to approximately **\$15 per hour**.

**Pennsylvania:** Child care workers earn an average hourly wage of **\$16.01**. ZipRecruiter

### 2. Employment Outlook

Nationally, employment of child care workers is projected to decline by **1%** from 2023 to 2033. Despite this, approximately **162,500 job openings** are expected annually, primarily to replace workers transitioning to other occupations or exiting the labor force.

### 3. Policy Initiatives

In Pennsylvania, Governor Josh Shapiro has proposed budget measures to increase wages for child care workers, aiming to address workforce shortages and enhance retention.

These insights reflect the current compensation trends, employment projections, and policy efforts affecting child care workers in Texas and Pennsylvania as of 2025.



# About Us

Your Talent Consultancy Healthcare has been proudly providing healthcare staffing solutions in the healthcare industry across Canada and the US for over 10+ years. We have a large talent pool, including certified travel nurses, physiotherapists, and other medical specialists. Get our healthcare staffing services to cover your staffing shortages at your healthcare facilities. We don't just provide exceptional staff—we do everything for you. From getting you the perfect match to retaining them at your workplace, we handle all the headaches.



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