

Home Care & Community Health Workforce & Leadership Trends

Canada | 2026–2027 Outlook

Prepared by **MedMatch Recruitment**

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MedMatch

Executive Summary

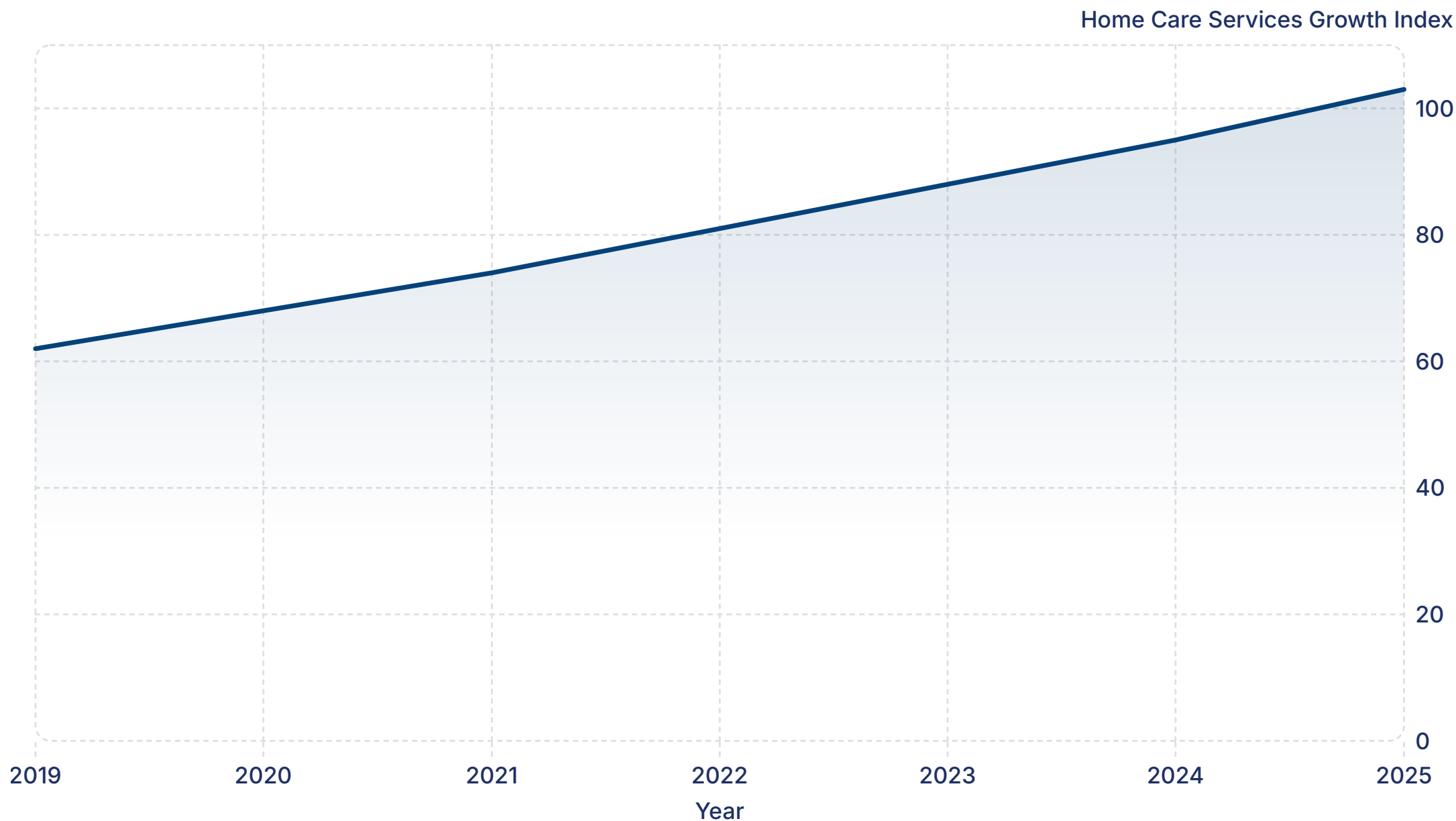
This report explores the workforce and leadership trends shaping home care and community healthcare services across Canada — providing health system leaders, HR professionals, and policymakers with actionable intelligence for the 2026–2027 planning horizon.

Key Insight

The accelerating shift toward home and community-based care is driving significant, sustained demand for clinical professionals and operational leaders at every level of the system.

Topics Covered

- Clinical workforce demand
- Leadership shortages & retirement wave
- Recruitment challenges
- Salary benchmarks
- Future workforce outlook



Home Care Workforce Landscape

Healthcare systems across Canada are increasingly prioritizing home and community care to support rapidly aging populations and reduce costly hospital utilization. This structural shift is reshaping workforce requirements at every level.

Aging Population

Growing demand for home-based healthcare services driven by a rapidly aging demographic and rising rates of chronic conditions managed in the community.

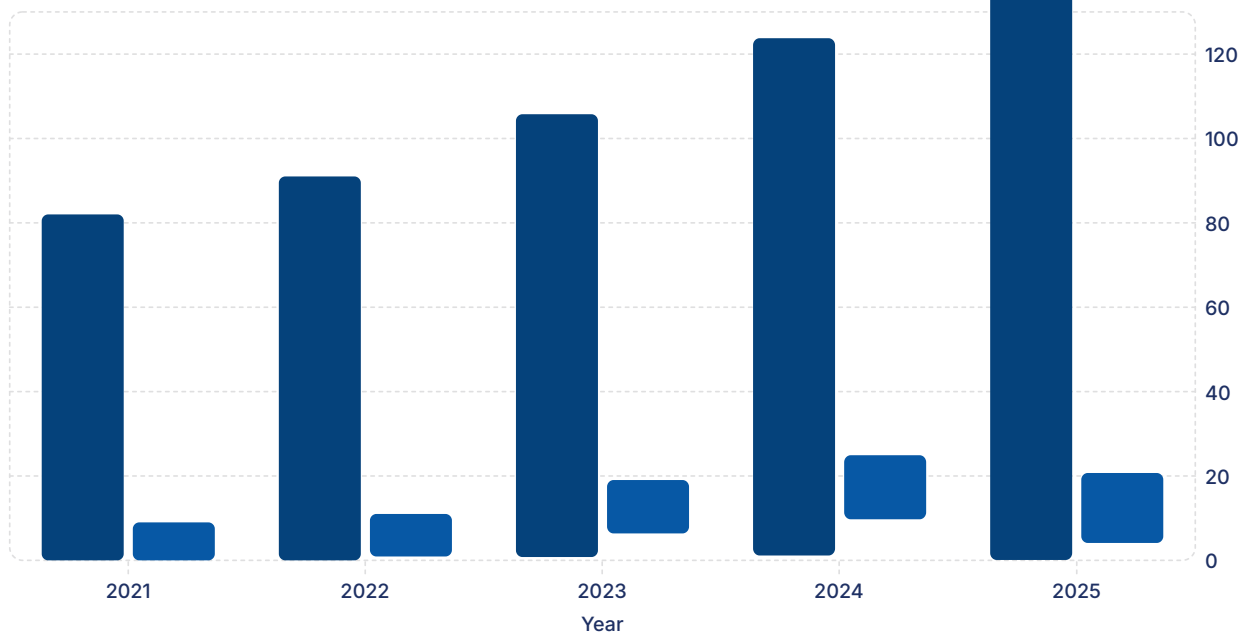
Program Expansion

Expansion of community health programs — including mental health, palliative care, and post-acute recovery — requiring broader and deeper clinical teams.

Care Complexity

Increasing acuity and clinical complexity of patients receiving care in the home demands more highly trained and specialized professionals in community settings.

■ Home Care Visits (Millions) ■ Home Care Clients (Hundreds of Thousands)



Leadership Pipeline & Retirement Wave

As the home care sector expands at an unprecedented pace, organizations are confronting a critical shortage of experienced clinical leaders capable of managing distributed, community-based care teams. A wave of senior leader retirements is compounding pipeline pressures.

Roles Most Affected

Director of Care

Home Care

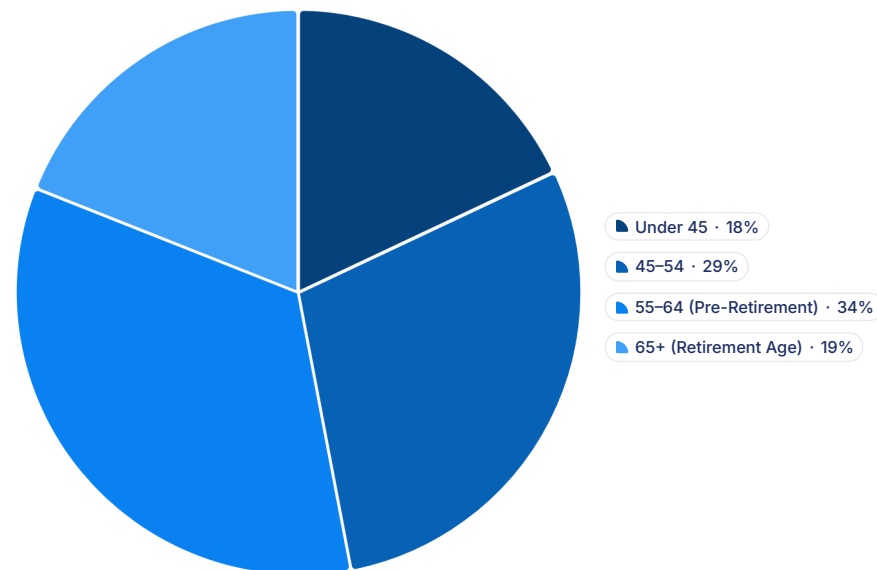
Clinical Manager

Community Programs

Operations Director

Regional & Provincial

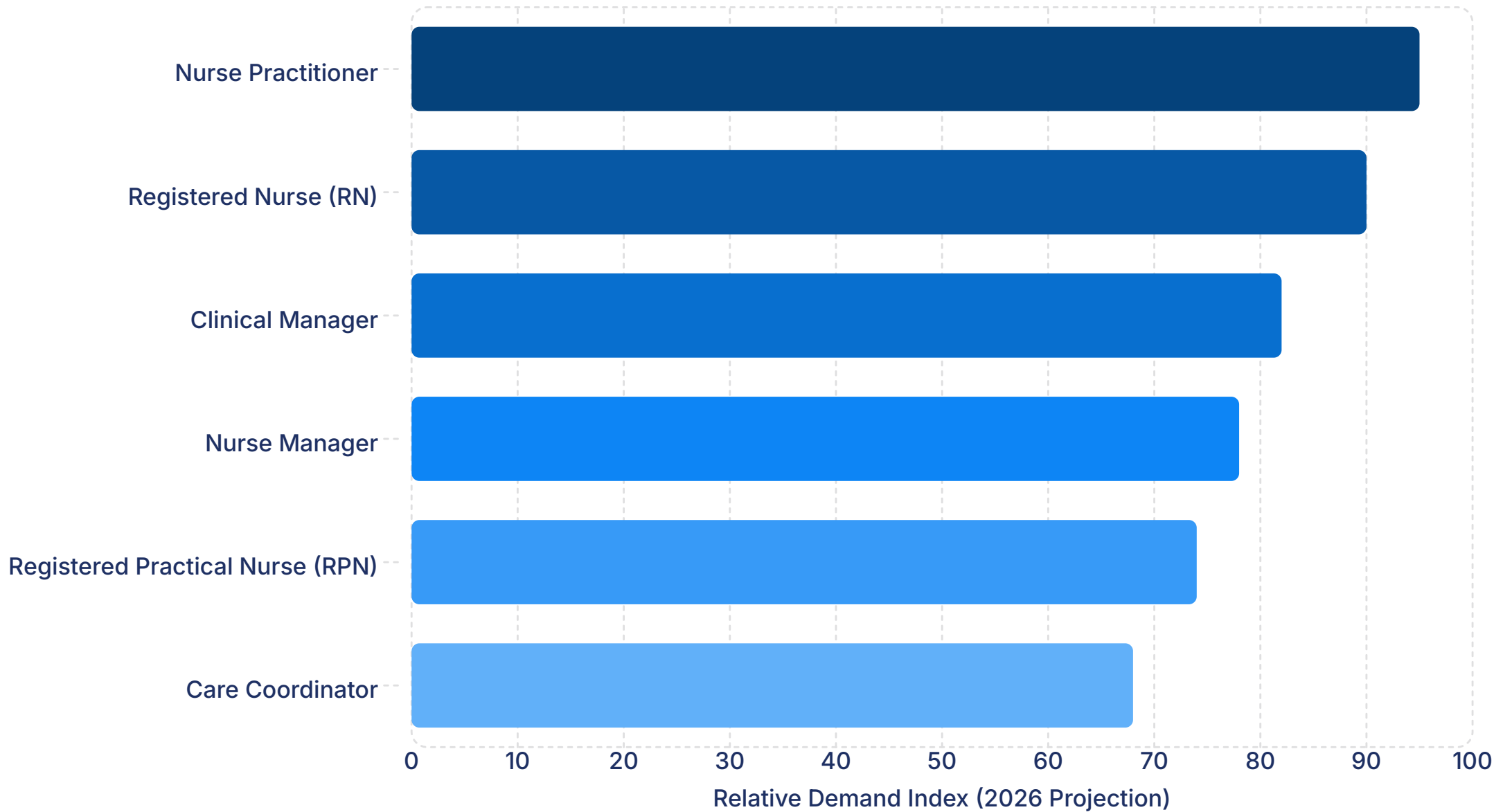
Organizations without a formal succession plan face significant operational risk as experienced leaders exit over the next 3–5 years.



Clinical Workforce Demand

Demand for community-based healthcare professionals continues to accelerate as care delivery shifts decisively away from hospitals and into homes and community settings. Nurse Practitioners and Registered Nurses remain the most critically sought roles, followed closely by care coordination and management positions.

Role



Nurse Practitioners

NPs are increasingly deployed as primary care leads in community settings, filling gaps left by physician shortages and driving autonomous, expanded-scope practice.



RNs & RPNs

Registered Nurses and RPNs remain the backbone of home care delivery, supporting medication management, wound care, chronic disease monitoring, and patient education.



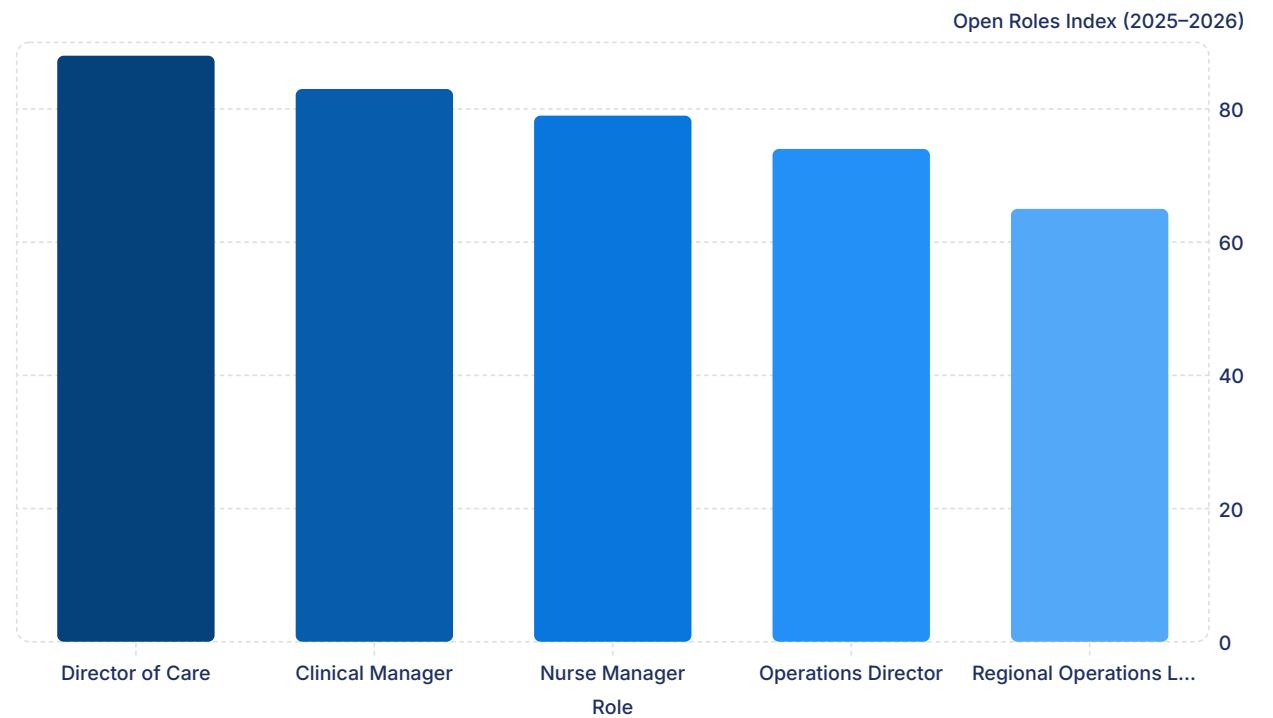
Care Coordinators

Care Coordinators are pivotal in managing care transitions, patient navigation, and service integration across increasingly complex community-based care networks.



Leadership Roles in High Demand

Strong operational and clinical leadership is the cornerstone of effective home care delivery. Organizations require leaders who can coordinate large, distributed teams, maintain quality standards, and drive strategic growth across community settings.



1

Director of Care (Home Care)

Oversees clinical quality, compliance, and team performance across community care programs.

2

Clinical & Nurse Manager

Manages frontline clinical teams, supports staff development, and ensures safe, effective service delivery.

3

Operations Director

Drives organizational efficiency, scaling, and strategic alignment across multi-site home care operations.

4

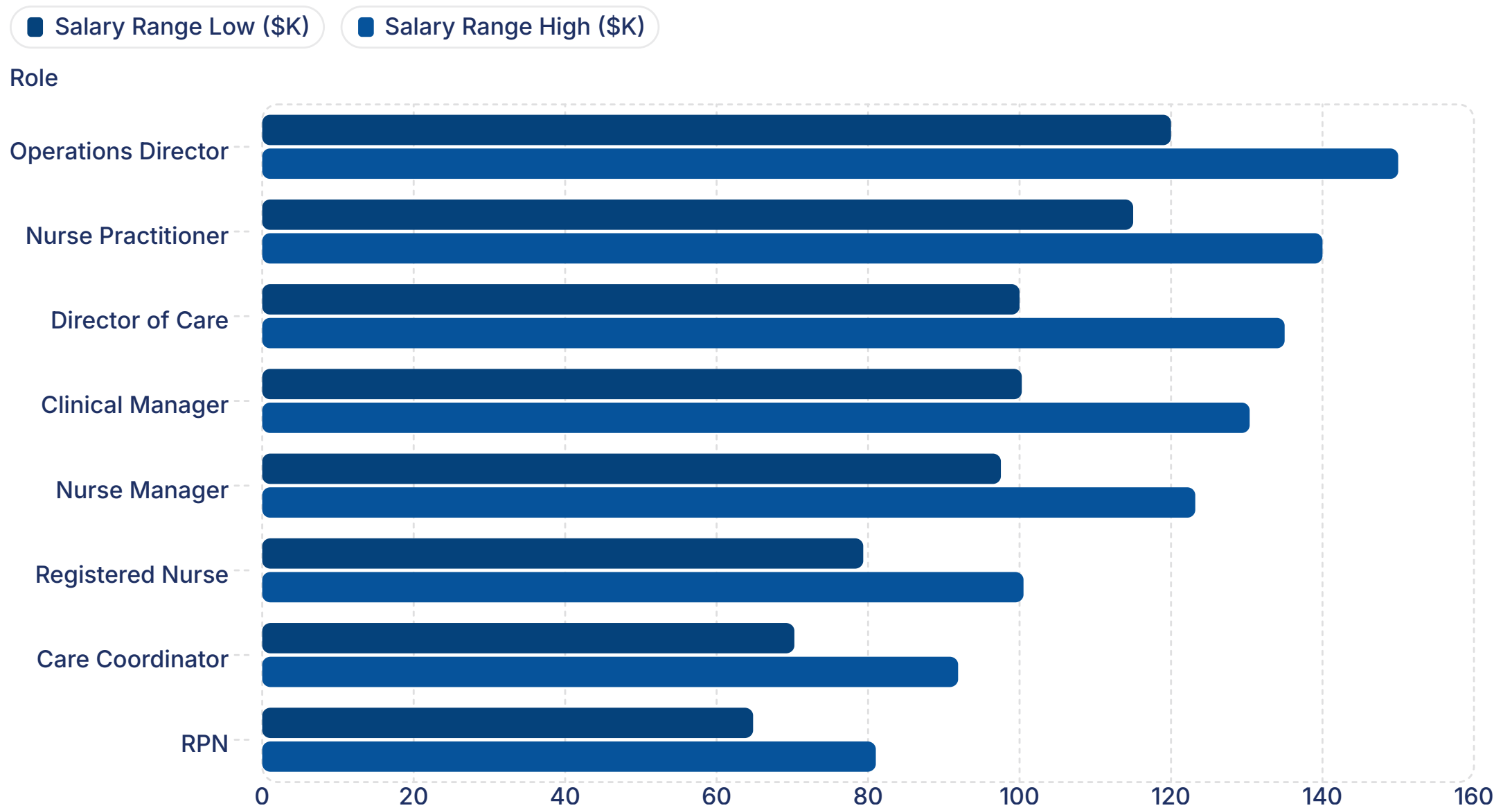
Regional Operations Leader

Coordinates multi-region service delivery, manages community partnerships, and leads regional growth initiatives.

Salary Benchmark Insights

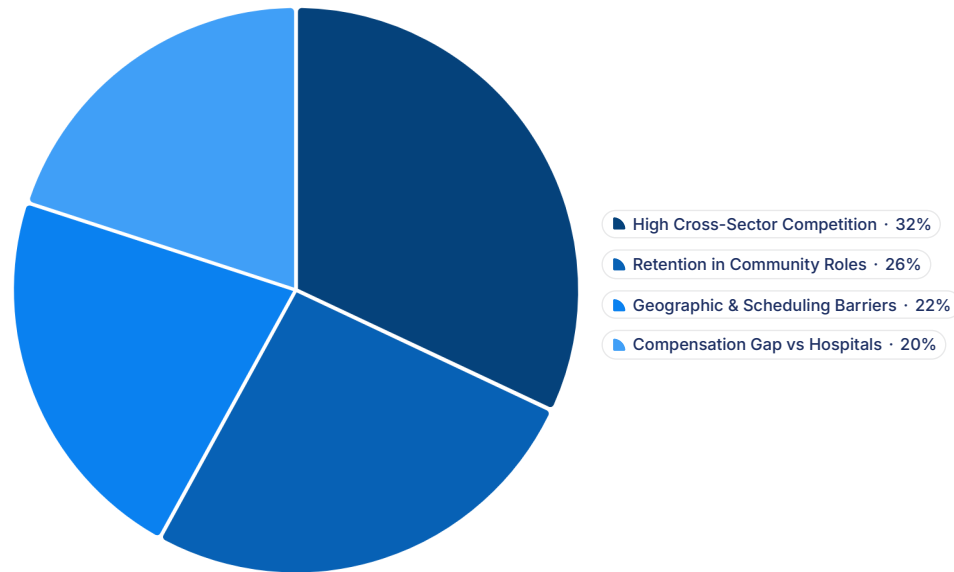
Competitive compensation is essential to attracting and retaining qualified professionals in a tight market. The table below reflects current salary ranges for key roles across Canada, providing a baseline for organizational benchmarking and offer strategy.

Role	Salary Range (Canada)	Tier
Operations Director	\$120K – \$150K	Executive
Nurse Practitioner	\$115K – \$140K	Clinical Senior
Director of Care (Home Care)	\$100K – \$135K	Leadership
Clinical Manager	\$100K – \$130K	Leadership
Nurse Manager	\$95K – \$120K	Leadership
Registered Nurse (RN)	\$75K – \$95K	Clinical
Care Coordinator	\$65K – \$85K	Coordination
Registered Practical Nurse (RPN)	\$60K – \$75K	Clinical



Recruitment Challenges

Home care organizations are experiencing heightened difficulty recruiting qualified clinical professionals. Unlike hospital settings, community care competes across multiple sectors simultaneously while managing the added complexities of dispersed service delivery.



Cross-Sector Competition

Home care competes directly with acute hospitals, long-term care facilities, and primary care for a limited pool of qualified nurses and clinical leaders.

Retention Pressures

Community care roles often carry high workloads with less collegial support than institutional settings, contributing to elevated turnover among frontline staff.

Geographic & Scheduling Barriers


Rural and remote service delivery, variable scheduling demands, and long travel times reduce the attractiveness of home care positions for many candidates.

Strategic Hiring Recommendations

Organizations that invest strategically in both attraction and retention will be best positioned to build resilient, high-performing community care teams in a competitive talent market.




BUILD LEADERSHIP PIPELINES
develop succession plans



COMPETE ON COMPENSATION
offer flexible scheduling



INVEST IN WORKFORCE
provide continuing education

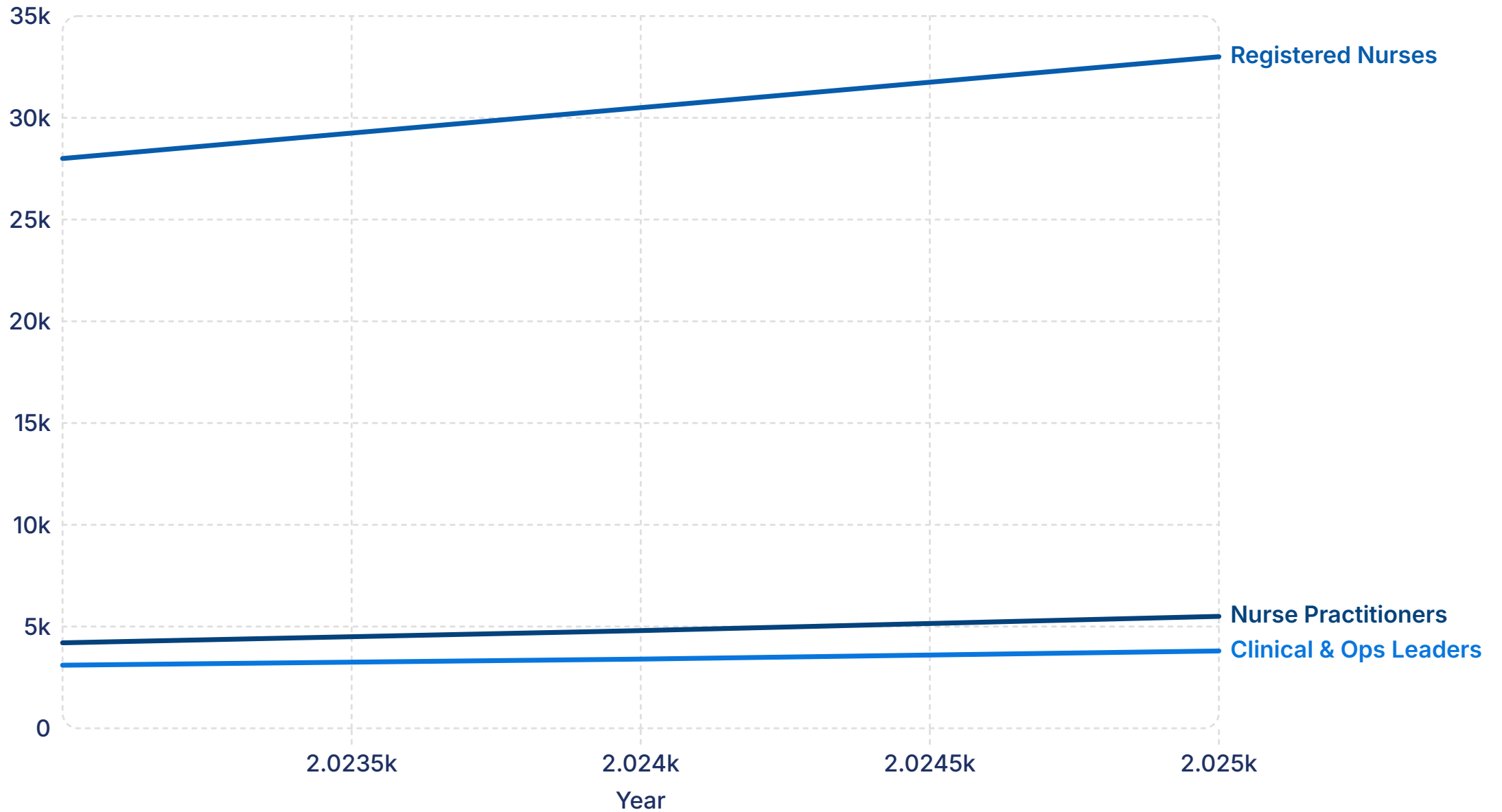


PARTNER WITH RECRUITERS
fill roles faster

- ❑ Organizations partnering with specialized healthcare recruitment firms consistently report faster time-to-fill and improved candidate quality for both leadership and clinical roles in community care settings.

Future Outlook: 2026–2027

Home care and community healthcare services are projected to expand significantly over the coming decade, driven by demographic pressures, health system transformation, and shifting patient preferences. Workforce planning must begin now to keep pace with demand.



25%

Projected Growth

Estimated increase in home care service demand by 2027

40K+

RN Roles Needed

Estimated community RN workforce requirement by 2027

53%

Leaders Near Retirement

Proportion of current healthcare leaders aged 55 or older



About MedMatch Recruitment

MedMatch Recruitment supports healthcare organizations across Canada by identifying, attracting, and placing experienced leadership and clinical professionals – from Directors of Care to Nurse Practitioners and everything in between.



Pan-Canadian Reach

We recruit across all provinces and territories, with deep networks in both urban centres and underserved rural and remote communities.



Leadership Placement

Specialized in placing Directors of Care, Clinical Managers, Operations Directors, and executive-level healthcare leadership in home and community care.



Clinical Staffing

Rapid sourcing of Nurse Practitioners, Registered Nurses, RPNs, and Care Coordinators for both permanent and contract community care roles.

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