

SAMPLE:
**HEALTH CARE INDUSTRY OVERVIEW
FOR EMPLOYER OPENING SESSION**

Quantitative and Qualitative Data

Monday, September 26,
2016



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR

WorkforceGPS 
Navigate to Success

SAMPLE DATA OVERVIEW



- Please note that the information contained here is for demonstration purposes only for the Opening Session Mock Industry meeting, and reflects quantitative and qualitative data as reported for only one particular state.
- The information, as presented, is an example of how a sector partnership convener might present data for employer validation purposes.



OVERVIEW OF THE HEALTH CARE INDUSTRY LANDSCAPE IN A SAMPLE STATE



- Total employment:
 - ▣ 476,000+
- Contribution to State GDP:
 - ▣ Approximately \$35 billion, or 7% of the State's GDP
- Total Wages Paid:
 - ▣ \$24.1 billion
- Largest 3 Industry Sub-Clusters
 - ▣ Hospitals
 - ▣ Ambulatory Health Care
 - ▣ Nursing and Residential Care
- Industry % change in employment projected 2014 – 2024:
 - ▣ 85,300 jobs
 - ▣ Annual increase of 1.7%
- Largest 6 Occupational Categories:
 - ▣ Registered Nurses
 - ▣ Nursing Assistants
 - ▣ Receptionists and Information Clerks
 - ▣ Home Health Aides
 - ▣ Medical Assistants
 - ▣ Physicians and Surgeons
- Profile of the average worker
 - ▣ Overwhelmingly female
 - ▣ Aged 35-54
 - ▣ Possesses at least some postsecondary education.



SAMPLE DATA FOR OCCUPATIONAL SALARY AND EDUCATION REQUIREMENTS



The top twenty occupations found in health care make up more than two-thirds of all employment in the industry

Occupation	2015 Employment	Share of Industry	Average Salary	Minimum Educational Requirement
Total All Health Care Occupations	486,600	100.0%	\$54,950	
Top 20 Occupations	328,090	67.4%	\$55,720	
Registered Nurses	71,210	14.6%	\$79,840	Associate's degree
Nursing Assistants	47,300	9.7%	\$28,310	Postsecondary non-degree award
Receptionists and Information Clerks	33,640	6.9%	\$30,350	High school diploma or equivalent
Home Health Aides	29,950	6.2%	\$23,000	Less than high school
Medical Assistants	15,260	3.1%	\$34,330	Postsecondary non-degree award
Physicians and Surgeons	14,640	3.0%	\$196,760	Doctoral or professional degree
Medical Secretaries	13,460	2.8%	\$40,930	High school diploma or equivalent
Licensed Practical and Licensed Vocational Nurses	13,090	2.7%	\$53,300	Postsecondary non-degree award
Nonrestaurant Food Servers	9,700	2.0%	\$23,800	Less than high school
Dental Assistants	9,510	2.0%	\$40,000	Postsecondary non-degree award
Billing and Posting Clerks	9,090	1.9%	\$39,770	High school diploma or equivalent
Medical and Health Services Managers	8,700	1.8%	\$117,780	Bachelor's degree
Maids and Housekeeping Cleaners	8,200	1.7%	\$24,200	Less than high school
Supervisors of Office and Administrative Workers	8,190	1.7%	\$60,440	High school diploma or equivalent
Physical Therapists	6,940	1.4%	\$95,150	Doctoral or professional degree
Dental Hygienists	6,640	1.4%	\$82,720	Associate's degree
Social and Human Service Assistants	6,350	1.3%	\$36,280	High school diploma or equivalent
Emergency Medical Technicians and Paramedics	5,910	1.2%	\$35,370	Postsecondary non-degree award
Radiologic Technologists	5,490	1.1%	\$65,050	Associate's degree



THEMES OF CURRENT CHALLENGES FACING THE INDUSTRY



DAY TO DAY FUNCTIONING

- Increased burden and stress for current staff
- Increasing attrition of experienced staff
- Generational issues
- Need to effectively work in teams; all levels of care
- Need for all staff to participate in process improvement/cost reduction strategies and planning (LEAN training important)
- Increasing demand for standard practices: “organize, standardize, coordinate” (new culture for all—especially medical staff); see notes

INSTITUTIONAL CHANGES

- Focus on Population Health Management, increasing role of Community Health Centers, regionalization, and health system networks
- Reduction in Hospital jobs (predicted)
- Team-based care, and focus on preventable readmissions
- Reliance on Technology (EMR systems)
- Standardization of processes as related to cost containment; related cultural/professional issues
- Pressure for cost containment: Reimbursement far below expense growth
- Reduction in duplicative efforts necessary; reduction in force, coordination of efforts

The above represents an illustrative look at qualitative data gleaned from early sector partnership meetings.



THEMES AROUND OCCUPATIONS



EVOLVING POSITIONS

- Health coaches and educators
- Care coordinators, and patient navigators
- Care transition managers and case managers
- Community Health Workers
- HIT professionals (shift from “application analysts to business/workflow analysts)
- Nursing positions requiring BSN growing

GROWTH POSITIONS

- Nurse practitioners
- Physician Assistants
- Primary care physicians
- Personal care and home health aides
- Physical therapy assistants
- Diagnostic medical sonographers
- Dental hygienists
- LPN s and Medical Assistants (ambulatory care practices)
- Innovation jobs (serving connected health, telemedicine, etc.)



THEMES AROUND EDUCATION AND CAREER PATHWAYS



- Need for inter-professional education for team based care
- Increased need for technology instruction
- Innovation in curriculum: quality and patient safety, population health, critical thinking, systems thinking, cultural awareness
 - ▣ Process Improvement; cost disciplinary teams; working effectively across “strange bedfellows”
- Need for standards / industry recognized credentials for growth positions such as patient navigators, care coordinators
- Possible career path erosion from Nurse Assistant to LPN to RN



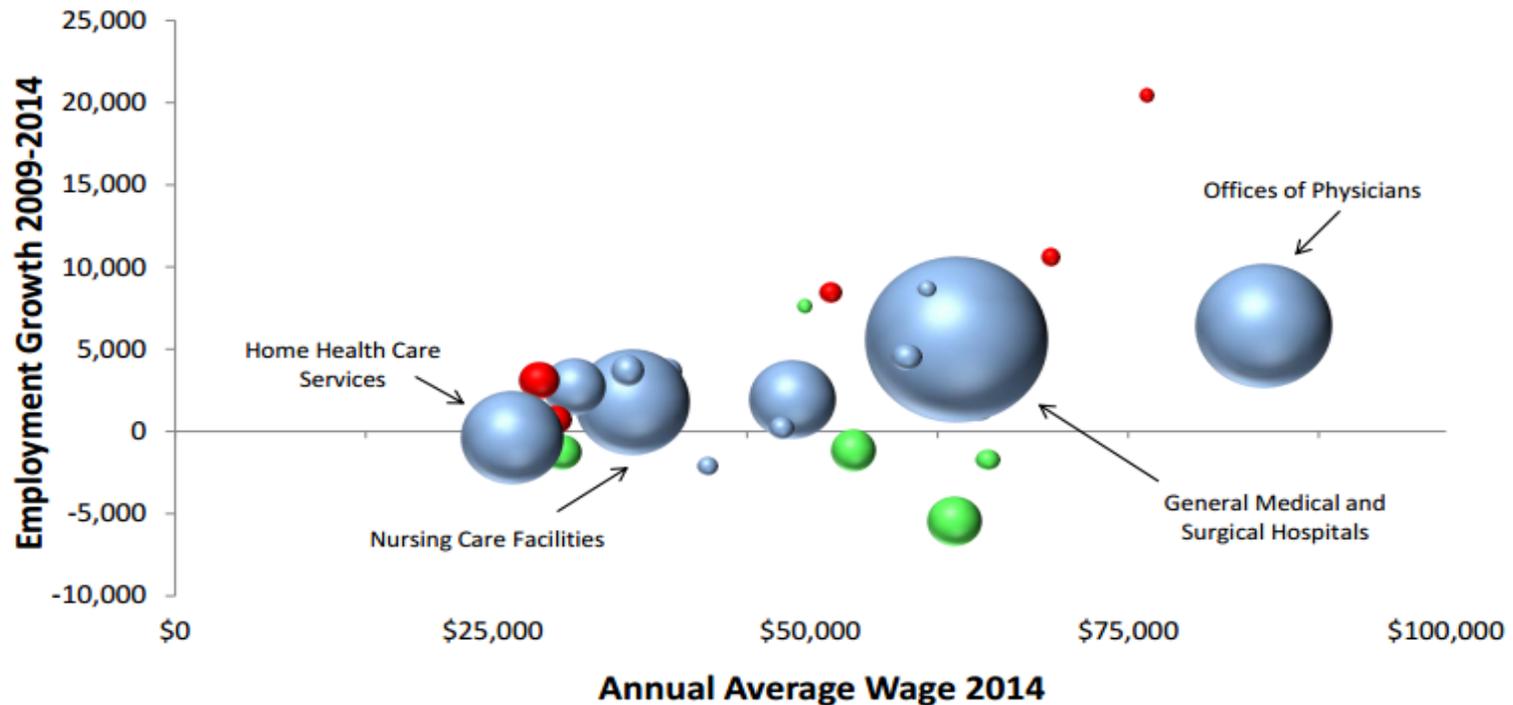
SAMPLE INDUSTRY DATA PRESENTATION (NEW JERSEY)



Employment size, growth, average salary, and location quotient of 30 industries that make up health care sector

Green bubble=LQ>1.2

Red bubble=LQ<0.8



Source: NJLWD, Quarterly Census of Employment and Wages, Annual Wage
Prepared by: New Jersey Department of Labor and Workforce Development
February, 2016



EMPLOYMENT AND TRAINING ADMINISTRATION
UNITED STATES DEPARTMENT OF LABOR



Virtual Business Engagement
ACADEMY

NARRATIVE EXPLAINING BUBBLE CHART



There are four elements of data depicted in the bubble chart

1. Total 2014 employment is represented by the size of the bubble
2. Employment change from 2009-2014 is shown by the position on the Y-axis, or vertical position
3. Annual average wages in 2014 is shown by the position on the X-axis, or horizontal position
4. Location quotient is indicated by the color of the bubble
 - ▣ A green bubble signifies an industry with a location quotient over 1.2, which indicates that employment share is meaningfully greater than its counterpart at the national level
 - ▣ A red bubble signifies an industry with a location quotient less than 0.8, which indicates that employment share is meaningfully less than its counterpart at the national level
 - ▣ A blue bubble indicates that employment share is relatively equal at the state and national level





Thank



You

