



North Shore Regional Health Care

Prepared for the North Shore Workforce Investment Board
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The Health Care Sector on The North Shore

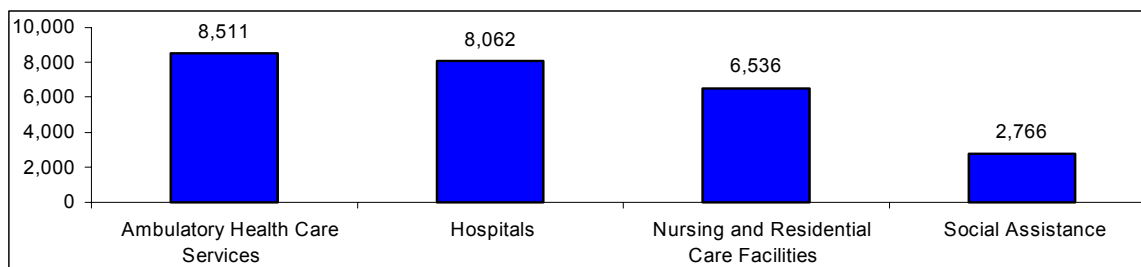
The following provides current labor market information on the Health Care sector for the North Shore Work Force Investment Board (NSWIB). The information provided expands upon the “*Southern Essex Regional Labor Market: Blueprint Update 2002.*”

The Health Care Sector is made up of four sub-sectors: Ambulatory Health Care Services, Hospitals, Nursing and Residential Care Facilities, and Social Assistance. The US Bureau of Labor Statistics defines establishments in the Health Care Sector as “*providing health care and social assistance for individuals. The industries in this sector are arranged on a continuum starting with those establishments providing medical care exclusively, continuing with those providing health care and social assistance, and finally finishing with those providing only social assistance.*”¹

Total Employment 3rd Quarter 2005

In the 3rd Quarter 2005, North Shore employment in the Health Care Sector was 25,875.² The North Shore accounts for 5.63% of the 459,166 individuals employed in the Health Care Sector in Massachusetts. Figure 1 shows the number of employees in each of the four Health Care sub-sectors. Ambulatory Health Care Services is the largest of the four sub-sectors with 32.8% of the Health Care employment.

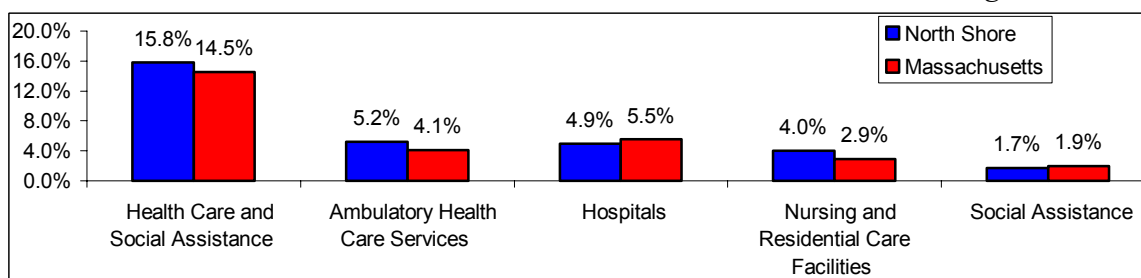
Figure 1



Percentage of Labor Force in Health Care 3rd Quarter 2005

Figure 2 shows what percentage of the labor force on the North Shore and Massachusetts are employed in the Health Care sector.³ The North Shore (15.8%) has a larger percentage of its labor force in Health Care sector than Massachusetts (14.5%).

Figure 2



¹ Bureau of Labor Statistics, North American Industry Classification System, www.bls.gov

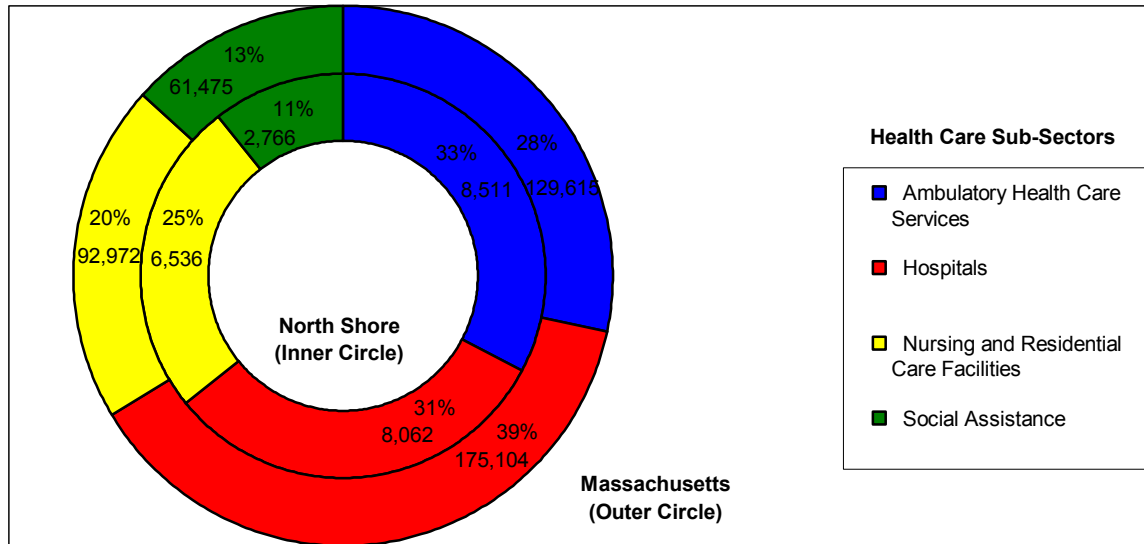
² Massachusetts Department of Workforce Development, ES-202 Program, www.detma.org

³ Massachusetts Department of Workforce Development, ES-202 Program, www.detma.org

Health Care Employment & Distribution 3rd Quarter 2005

Figure 3 breaks down Health Care employment and the distribution of the labor force within the four sub-sectors.⁴ The inner ring represents the North Shore and the outer ring represents Massachusetts. The most significant differences between the North Shore and Massachusetts are within the Hospital sub-sector where there is an 8% distribution difference and within the Ambulatory Health Care Services and Nursing & Residential Care Facilities where there is a 5% distribution difference in both sub-sectors.

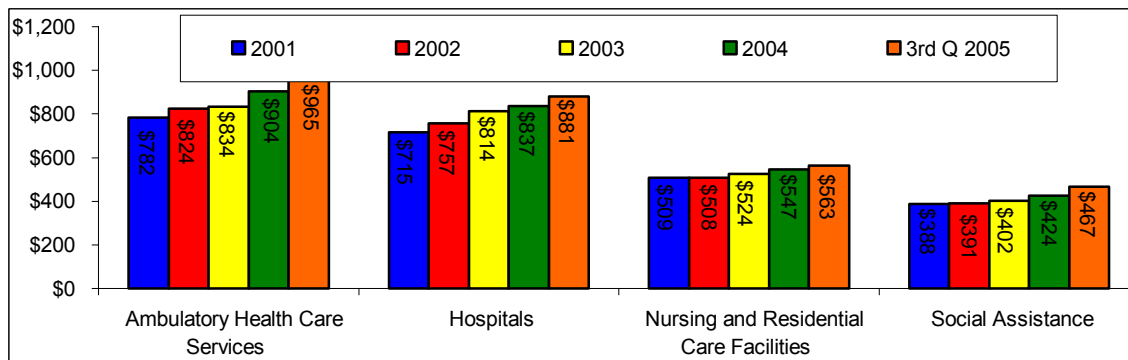
Figure 3



Average Weekly Wage Earned 2001 to 3rd Quarter 2005

On the North Shore, the average weekly wage earned in the Health Care sector was \$784.⁵ The North Shore Health Care average weekly wage is lower than the Massachusetts average weekly wage of \$855. Figure 4 compares the average weekly wage earned in each of the Health Care sub-sectors. The average wage is calculated by dividing the total wages earned in a sub-sector by the total employed in that sub-sector. The average weekly wages earned in Health Care from 2001 to 2005 on the North Shore are shown.

Figure 4



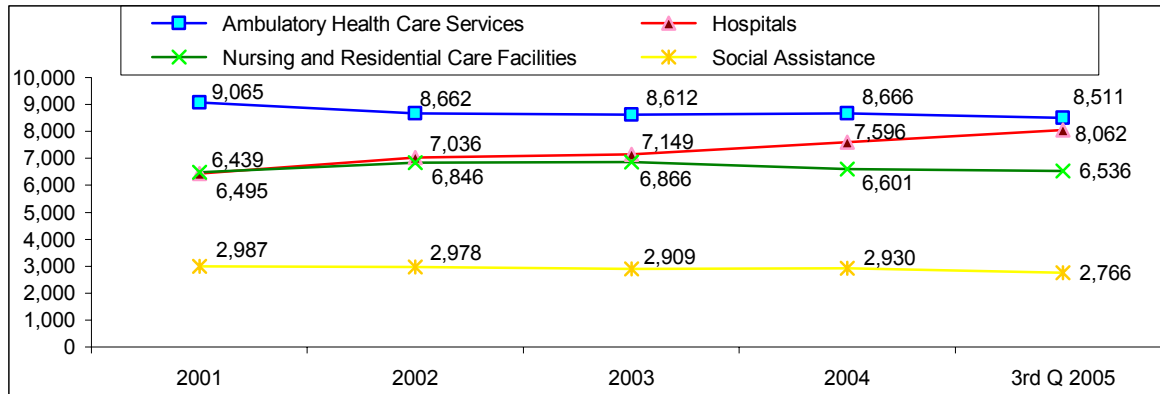
⁴ Massachusetts Department of Workforce Development, ES-202 Program, www.detma.org

⁵ Massachusetts Department of Workforce Development, ES-202 Program, www.detma.org

Employment Growth 2001 to 3rd Quarter 2005

The labor force in the Health Care Sector on the North Shore increased from 24,986 employees in 2001 to 25,875 employees in 2005, this is a 3.5% increase in employment.⁶ Two sub sectors had positive employment growth during this time period, Hospitals (added 1,623 employees) and Nursing & Residential Care Facilities (added 41 employees) increased the number of workers employed in their sub-sectors by 1,664 employees. However, Ambulatory Health Care Services (lost 554 employees) and Social Assistance (lost 221 employees) decreased the number of workers employed in their sub-sectors by 775 employees.

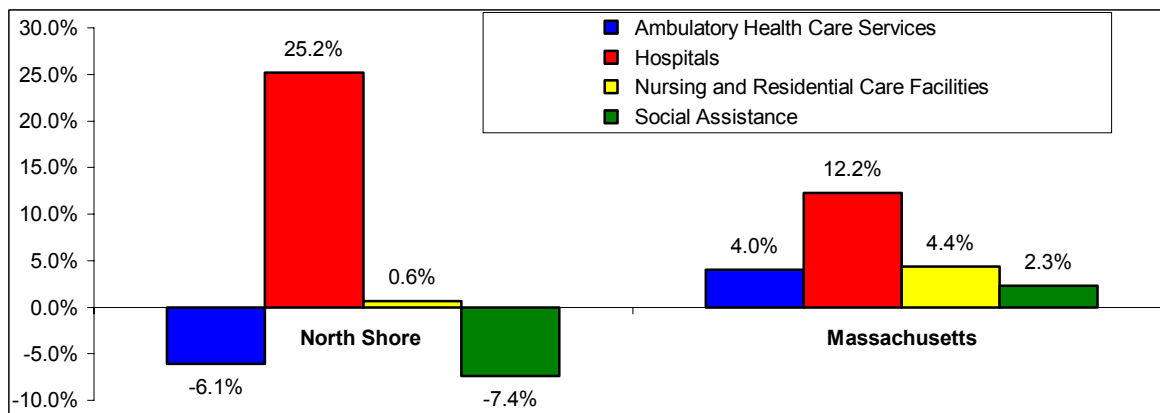
Figure 5



Sector Growth 2001 to 3rd Quarter 2005

Figure 6 compares Health Care sector growth on the North Shore and Massachusetts.⁷ The percentage is calculated from the employment change for the years 2001 to the 3rd Quarter 2005 in each of the four sub-sectors. Between 2001 and 2005 the North Shore experienced a 3.5% sector growth and added 899 jobs. Massachusetts had a 6.8% sector growth and added 25,409 jobs.

Figure 6



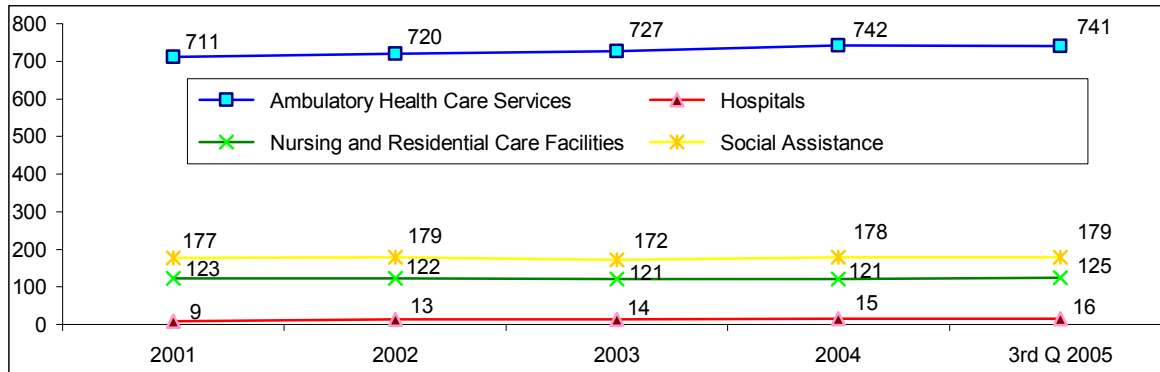
⁶ Massachusetts Department of Workforce Development, ES-202 Program, www.detma.org

⁷ Massachusetts Department of Workforce Development, ES-202 Program, www.detma.org

Establishments on the North Shore 2001 to 3rd Quarter 2005

The number of establishments in the Health Care sector on the North Shore increased from 1,020 establishments in 2001 to 1,061 establishments in 2005, this is a 4% increase in the number of establishments.⁸ All four sub-sectors had positive establishment growth during this time period; Ambulatory Health Care Services had the largest increase adding 30 establishments, followed by Hospitals (added 7 establishments), Nursing Care & Residential Care Facilities (added 2 establishments), and Social Assistance (added 2 establishments).

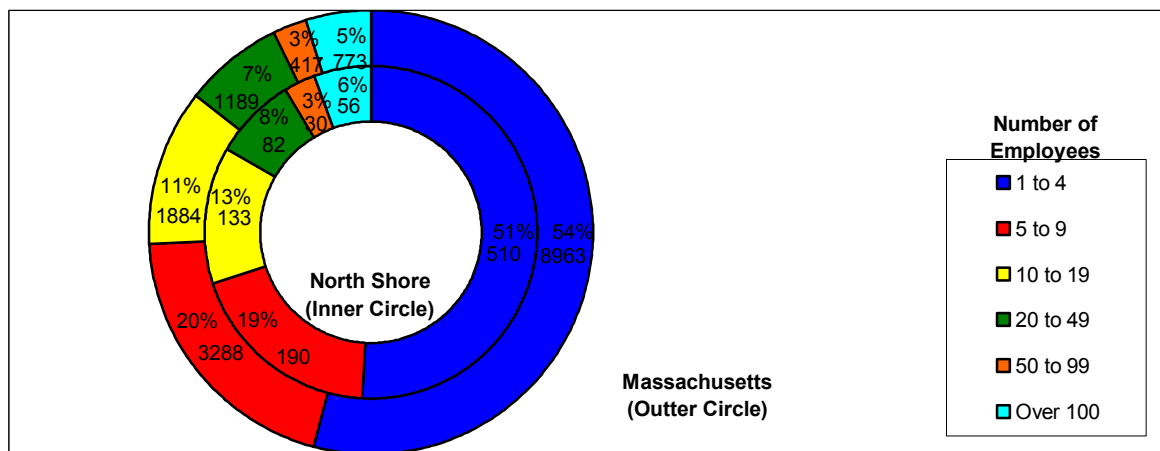
Figure 7



Establishments by Number of Employees

Figure 8 breaks down companies by number of employees. The inner ring represents the 1,001 Health Care businesses, identified by the NSWIB, on the North Shore and the outer ring represents the 16,514 businesses in Massachusetts.⁹ The information comes from *America's Labor Market Information System (ALMIS)* and is a different source than the establishment data used in Figure 7, which is based on ES-202 data. This is the reason for the discrepancy in the number of establishments between Figures 7 & Figure 8. The reason for using ALMIS, as opposed to ES-202 data, is that ALMIS categorizes employers by the number of workers employed. While ES-202 data provides data only on the number of establishments. 70% (700) of the North Shore Health Care companies have 9 or fewer employees, while 74% (12,251) of all Massachusetts businesses have 9 or fewer employees.

Figure 8



⁸ Massachusetts Department of Workforce Development, ES-202 Program, www.detma.org

⁹ America's Labor Market Information System (ALMIS), Employer Database, 2006 2nd Edition

Fastest Growing Health Care Occupations

According to the Bureau of Labor Statistics (BLS) projected 10-year (2002/2012) occupational outlook, 7 out of the 10 fast growing occupations are in the health industry. The Health Care industry is projected to grow twice as fast as the overall economy.

<u>Fastest growing health occupation:</u>	<u>Percent growth (2002-2012)</u>
• Medical Assistants	59%
• Physician Assistants	49%
• Social and Human Service Assistants	49%
• Home Health Aides	48%
• Medical Records and Health Information Technicians	47%
• Physical Therapist Aides	46%
• Physical Therapist Assistants	45%

Most Common Health Care Vacancies

The following is a list of the most common Health Care job vacancies¹⁰. The occupations listed are from the list of Occupations Accounting for More than Half of all Job Vacancies in the Massachusetts Job Vacancy Survey (2nd Quarter 2005). In the Health Care and Social Assistance sector, the number of job vacancies is 16,203 with a vacancy rate of 3.8%. The vacancy rate in the Health Care Sector is higher than the Massachusetts industrial average of 2.6%. One of the reasons for the vacancy rate is the lack of qualified workers, those with the necessary skills and education, to fill the positions available.

Health Care Vacancies	Employed	Number of Vacancies	Vacancy Rate	Median Wage
Registered Nurses	75,780	4,898	6.1%	\$21.00
Nursing Aides, Orderlies, & Attendant	41,980	1,852	4.2%	\$9.87
Licensed Practical Nurse	17,130	695	3.9%	\$19.23
Social and Human Services Assistants	13,110	509	3.7%	\$9.82
Medical & Health Services Managers	6,880	492	6.7%	\$16.85
Medical Secretaries	19,760	420	2.1%	\$12.02
Physical Therapists	5,590	412	6.9%	\$25.00
Medical Scientists	5,040	312	5.8%	\$16.15

¹⁰ Massachusetts Department of Workforce Development, Massachusetts Job Vacancy Survey, 2nd Quarter 2005

Selected Health Care Occupation Qualifications & Career Paths¹¹

Registered Nurses

Requirements: In all States and the District of Columbia, students must graduate from an approved nursing program and pass a national licensing examination in order to obtain a nursing license. Nurses may be licensed in more than one State, either by examination, by the endorsement of a license issued by another State, or through a multi-State licensing agreement. All States require periodic renewal of licenses, which may involve continuing education. There are three major educational paths to registered nursing: a bachelor's of science degree in nursing (BSN), an associate degree in Nursing (ADN), and a diploma. BSN programs, offered by colleges and universities, take about 4 years to complete. In 2002, 678 nursing programs offered degrees at the bachelor's level. ADN programs, offered by community and junior colleges, take about 2 to 3 years to complete. About 700 RN programs in 2002 were at the ADN level. Diploma programs, administered in hospitals, last about 3 years. Only a small and declining number of programs offer diplomas. Generally, licensed graduates of any of the three types of educational programs qualify for entry-level positions as staff nurses.

Advancements: Experience and good performance can lead to promotion to more responsible positions. In management, nurses can advance to Assistant Head Nurse or Head Nurse and, from there, to Assistant Director, Director, and Vice President. Increasingly, management-level nursing positions require a graduate or an advanced degree in nursing or health services administration. They also require leadership, negotiation skills, and good judgment. Graduate programs preparing executive-level nurses usually last about 2 years. Within patient care, nurses can move into a nursing specialty such as Clinical Nurse Specialist, Nurse Practitioner, Certified Nurse Midwife, or Certified Registered Nurse Anesthetist. These positions require about 2 years of graduate education leading to a master's degree. Some nurses' move into the business side of health care. Their nursing expertise and experience on a healthcare team equip them with the ability to Manage Ambulatory, Acute, Home Health, and Chronic Care Services. Employers—including hospitals, insurance companies, pharmaceutical manufacturers, and managed care organizations, among others—need RNs for health planning and development, marketing, consulting, policy development, and quality assurance. Other nurses work as College and University Faculty or Conduct Research.

Social Workers

Requirements: A bachelor's degree in social work (BSW) degree is the most common minimum requirement to qualify for a job as a social worker; however, majors in psychology, sociology, and related fields may be adequate to qualify for some entry-level jobs, especially in small community agencies. Although a bachelor's degree is sufficient for entry into the field, an advanced degree has become the standard for many positions. A master's degree in social work (MSW) is typically required for positions in health settings and is required for clinical work. Some jobs in public and private agencies also may require an advanced degree, such as a master's degree in social services policy or administration. Supervisory, administrative, and staff training positions usually require an advanced degree.

¹¹ Bureau of Labor Statistics, U.S. Department of Labor, *Occupational Outlook Handbook, 2004-05 Edition*, on the Internet at <http://www.bls.gov/oco/ocos120.htm>

Advancement: Advancement to Supervisor, Program Manager, Assistant Director, or Executive Director of a Social Service Agency or Department is possible, but usually requires an advanced degree and related work experience. Other career options for social workers include Teaching, Research, and Consulting. Some of these workers also help formulate government policies by analyzing and advocating policy positions in government agencies, in research institutions, and on legislators' staffs. Some social workers go into Private Practice. Most private practitioners are clinical social workers who provide psychotherapy, usually paid for through health insurance or by the clients themselves. Private practitioners must have at least a master's degree and a period of supervised work experience. A network of contacts for referrals also is essential. Many private practitioners work part time while they work full time elsewhere.

Dental Assistants

Requirements: Most assistants learn their skills on the job, although an increasing number are trained in dental-assisting programs offered by community and junior colleges, trade schools, technical institutes, or the Armed Forces. Assistants must be a second pair of hands for a dentist; therefore, Dentists look for people who are reliable, can work well with others, and have good manual dexterity. High school students interested in a career as a dental assistant should take courses in biology, chemistry, health, and office practices.

Advancement: Without further education, advancement opportunities are limited. Some dental assistants become Office Managers, Dental-assisting Instructors, or Dental Product Sales Representatives. Others go back to school to become Dental Hygienists. For many, this entry-level occupation provides basic training and experience and serves as a steppingstone to more highly skilled and higher paying jobs.

Personal and Home Care Aides

Requirements: The National Association for Home Care offers national certification for personal and home care aides. Certification is a voluntary demonstration that the individual has met industry standards. Successful personal and home care aides like to help people and do not mind hard work. They should be responsible, compassionate, emotionally stable, and cheerful. In addition, aides should be tactful, honest, and discreet, because they work in private homes. Aides also must be in good health.

Advancement: Advancement for personal and home care aides is limited. In some agencies, workers start out performing homemaker duties, such as cleaning. With experience and training, they may take on personal care duties.

Medical Assistants

Requirements: Most employers prefer graduates of formal programs in medical assisting. Such programs are offered in vocational-technical high schools, postsecondary vocational schools, and community and junior colleges. Postsecondary programs usually last 1 year, resulting in a certificate or diploma, or 2 years, resulting in an associate degree. Courses cover anatomy, physiology, and medical terminology, as well as typing, transcription, record keeping, accounting, and insurance processing. Students learn laboratory techniques, clinical and diagnostic procedures, pharmaceutical principles, the administration of medications, and first aid. They study office practices, patient relations, medical law, and ethics. Accredited programs

include an internship that provides practical experience in physicians' offices, hospitals, or other healthcare facilities.

Advancement: Medical assistants may be able to advance to Office Manager. They may qualify for a variety of Administrative Support occupations or may Teach Medical Assisting. With additional education, some enter other health occupations, such as Nursing and Medical Technology.

Top Ten Largest Health Care Businesses on the North Shore¹²

Company	Address	Town	Line of Business	Employment
North Shore Medical Center	81 Highland Ave	Salem	Hospital	5,000 to 9,999
North East Health Systems	85 Herrick St	Beverly	Hospital	1,000 to 4,999
Greater Lynn Senior Service	8 Silsbee St	Lynn	Home Health Service	250 to 499
Lahey Clinic	1 Essex Center Dr	Peabody	Physicians & Surgeons	250 to 499
Shaughnessy-Kaplan Rehab Hospital	1 Dove Ave	Salem	Hospital	250 to 499
Visiting Nurse Association	800 Cummings Ctr	Beverly	Home Health Service	250 to 499
Addison Gilbert Hospital	298 Washington St	Gloucester	Hospital	100 to 249
Health & Education Service	162 Federal St	Salem	Clinic	100 to 249
Kindred Hospital-Boston North Shore	15 King St	Peabody	Hospital	100 to 249
Pediatric Health Care Association	10 Centennial Dr	Peabody	Physicians & Surgeons	100 to 249

¹² America's Labor Market Information System (ALMIS), Employer Database, 2006 2nd Edition