



# North Shore Regional Health Care

Prepared for the North Shore Workforce Investment Board  
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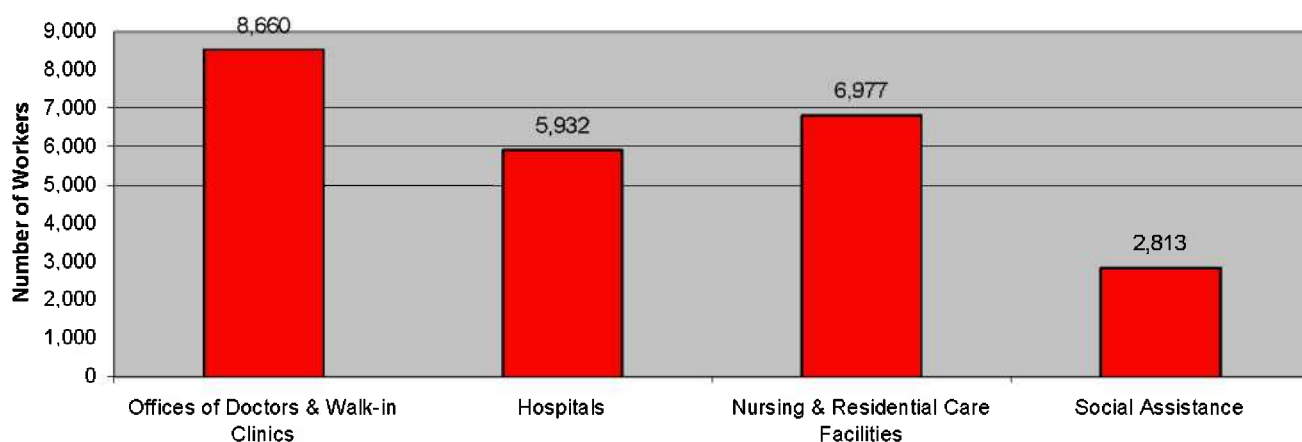
# The Health Care Sector of the North Shore<sup>1</sup>

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.*”

## I. TOTAL EMPLOYMENT

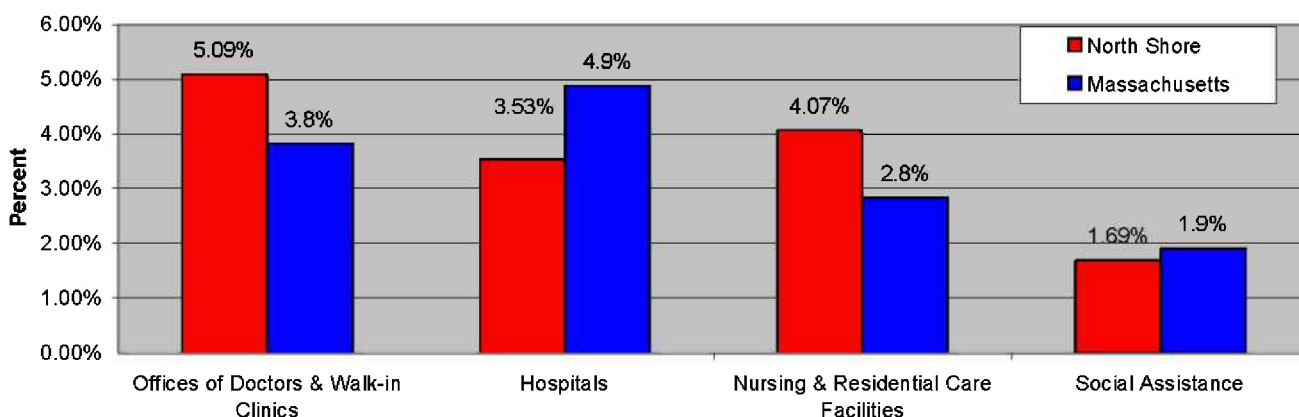
This section shows employment for the North Shore health care sectors in 2003 (the last year for which data is available). Total employment for the North Shore health care sector is 24,382 and 425,567 for Massachusetts. The following chart gives employment numbers for health care sub-sectors.

### A. North Shore Workers in Health Care



The following graph illustrates the percentage of the labor force in health care for the North Shore and Massachusetts. Total percentage of the labor force for the North Shore is at 14.4% and Massachusetts is at 13.4%.

### B. Percentage of Labor Force in Health Care

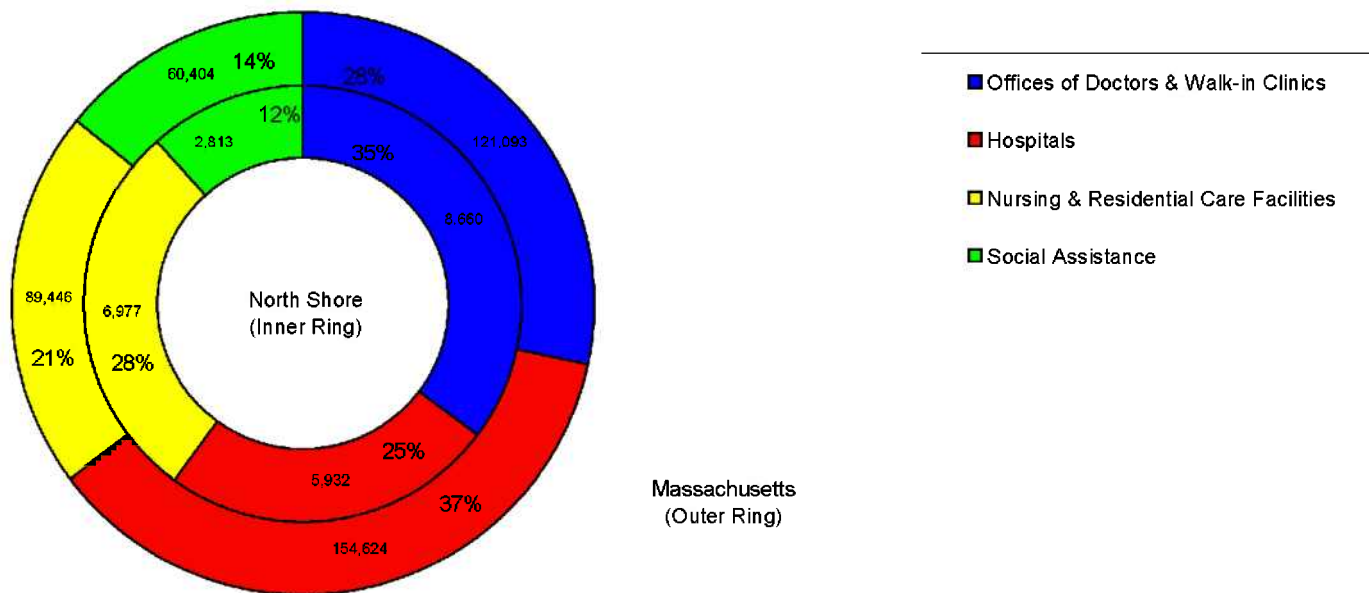


<sup>1</sup> All of the facts and figures in this industry briefing come from The US Department of Labor, The Massachusetts Division of Career Services and The Massachusetts Division of Unemployment Assistance.

## II. HEALTH CARE EMPLOYMENT & DISTRIBUTION

The following chart breaks down health care employment and the distribution of the work force within the health care sub-sectors. 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 Hospitals, where there is a 12% distribution difference, and within the Offices of Doctors & Walk-in Clinics and Nursing & Residential Care Facilities sub-sectors, where both sub-sectors have a 7% distribution difference. The distribution difference in Hospitals may be caused by Boston, where there is a high number of health care facilities.

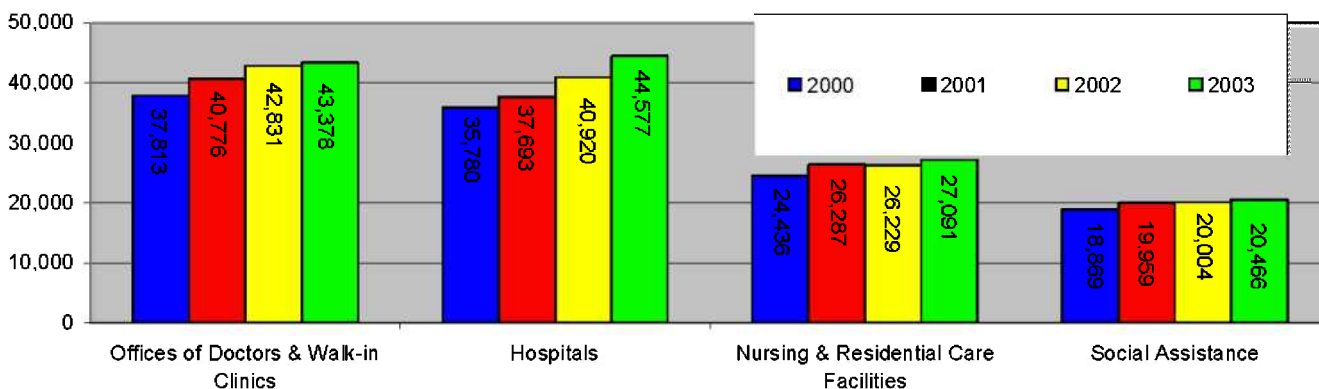
Health Care Employment & Distribution



## III. WAGE & SECTOR GROWTH

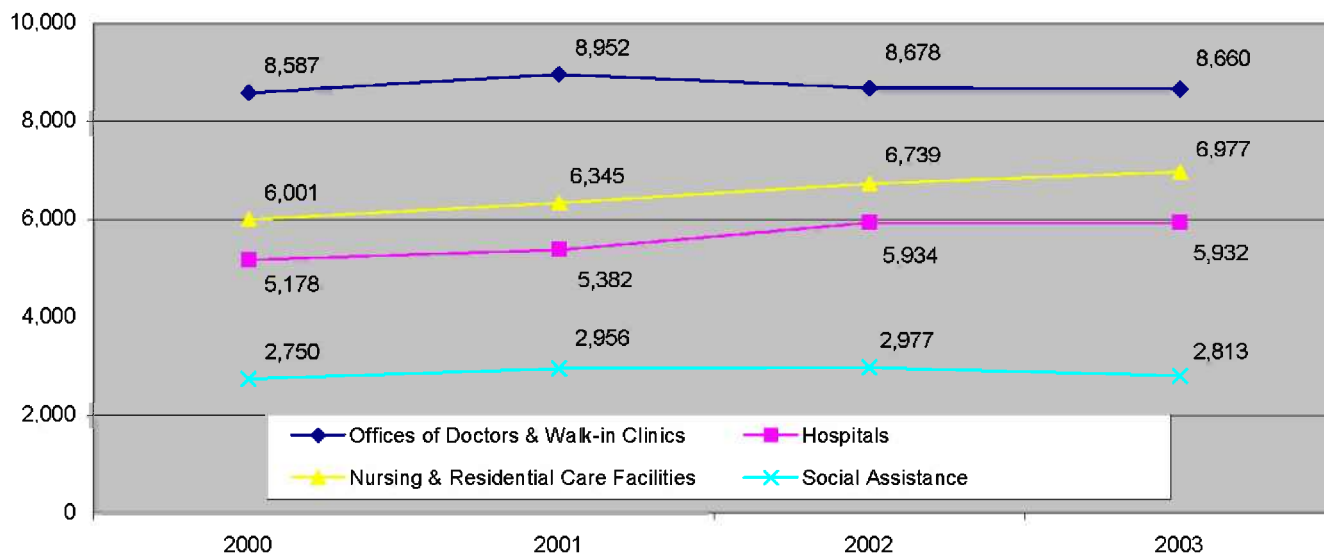
### A. Annual Wages

On the North Shore, the health industry pumps \$ 878,917,070 into the economy by way of the total wages paid to its 24,382 employees. The Graph below compares the average annual wages earned in each of the Health Care sub-sectors. The average wage is calculated by dividing the total wages earned in a sub-sector divided by the total employed in that sub-sector. The wages earned from 2000 to 2003 on the North Shore are shown.



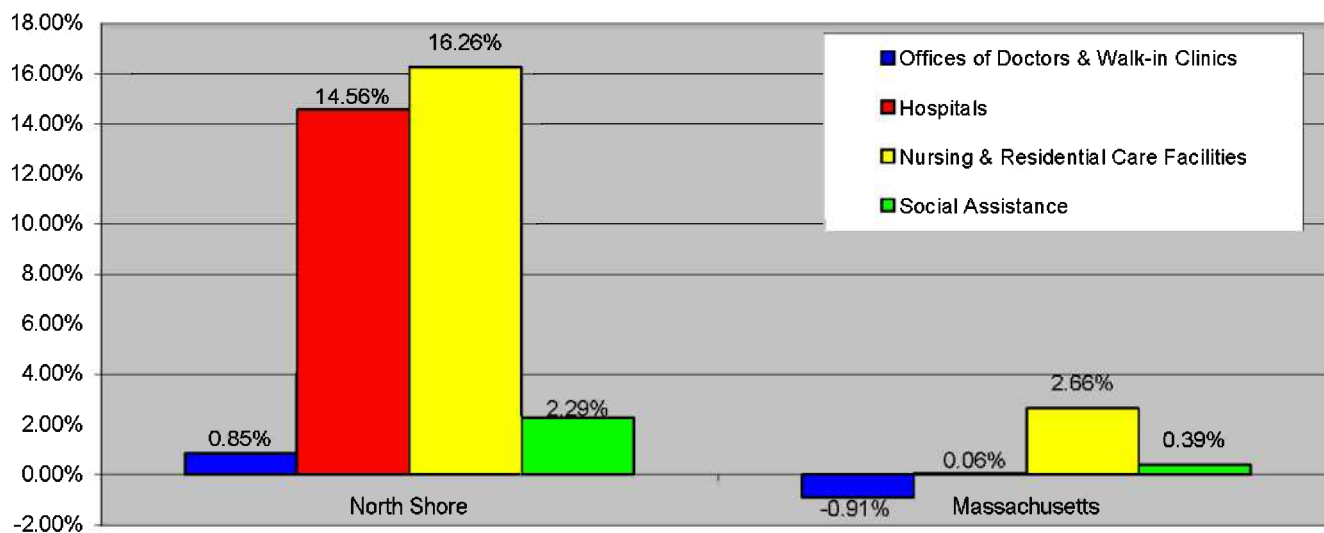
## B. Health Care Growth

The following graph examines sector growth by showing the employment in each of the North Shore health care sub-sectors. In 2003, the North Shore experienced a 0.2% sector increase and added 55 jobs.



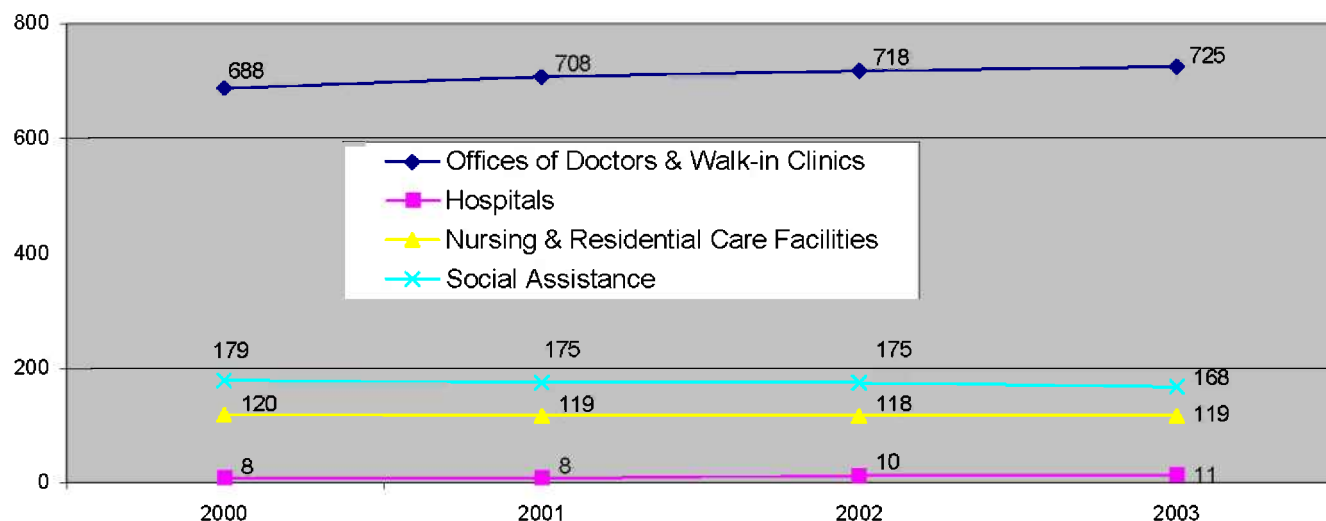
## C. The North Shore & Massachusetts

The following graph compares health care sector growth in the North Shore and Massachusetts. The percentage is calculated from the YR/YR employment change for the years 2000 to 2003 (the last year for which data is available) in each sector. Between 2000 and 2003 the North Shore experienced an 8.06% sector growth and added 1,816 jobs. Massachusetts had a 3.53% sector decline and lost 7,994 jobs.



### D. Health Care Businesses on the North Shore

The Following graph shows the number of health care businesses on the North Shore, since 2000. The Offices of Doctors & Walk-in Clinics increased from 688 (2000) to 725 in 2003. The Number of Hospitals also increased from 8 (2000) to 11 in 2003.



## IV. CAREER PATH INFORMATION

### A. 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 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%

### B. Most Common Health Care Vacancies

The following is a list of the most common health care job vacancies from the Massachusetts Job Vacancy Survey (2<sup>nd</sup> Quarter 2003). The job vacancy rate is calculated by dividing the total number of job vacancies by the total number employed in the industry. In the health care and social assistance industrial sector, the number of job vacancies is 12,530 with a vacancy rate of 3.1%. 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.

<u>Health Care Vacancies:</u>	<u>Number of Vacancies:</u>	<u>Job Vacancy Rate:</u>
• Registered Nurses	3,158	4.3%
• Nursing Aides, Orderlies, & Attendant	1,345	3.3%
• Licensed Practical Nurse	1,268	7.1%
• Home Health Aides	378	2.8%

### C. Selected Health Care Occupation Qualifications & Career Paths<sup>2</sup>

#### 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

<sup>2</sup> 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> (visited July 28, 2004).

