



Labor Market Blueprint

Healthcare:

The most "Critical" Industry on the North Shore



North Shore Career Center
2011

Workshop Objectives

- Provide a working definition of a “Critical” Industry
- To highlight current trends in the Healthcare Industry
- To provide current Labor Market Information relative to Healthcare & Social Assistance
- To assist customers with their process of Career transition into Healthcare & related fields
 - Provide websites and other resource information
 - Provide relative handouts

What is a “CRITICAL” Industry?

- An Industry that drives or pushes the labor market (supply & demand)
- An industry that makes an impact on quality of life (services, education, jobs)
- An Industry that makes an impact on business (boosts economy via growth, better services, enhances quality of life)

Criteria for Selecting HEALTHCARE As a "CRITICAL" Industry

The Labor Market demand drives selection of "critical" industries.

The following factors help define them:

- Number of jobs available is above average
- Training programs can be created to meet Skill & Education requirements
- Beyond "Living Wage" levels attainable
- Career Ladder opportunities exist
- Projections of future employment opportunity are good!

Healthcare: Trends & Factors

The Healthcare & Social Assistance industry is the largest private sector employer on the North Shore and the outlook for employment is very good.

Two main reasons for growth are:

- 1) The Elderly population is growing
- 2) Their greater need for healthcare services

Advances in medical technology have increased the number of people who survive serious illnesses and injuries. These patients need more intensive therapy and care. The jobs in hospitals will grow the slowest as a result of an increased outpatient services.

Healthcare: Trends & Factors

- ✓ Healthcare is a 24 hours/day, seven days/week industry
- ✓ Healthcare jobs are not easily off-shored
- ✓ Healthcare Practitioners and Technicians account for the largest share of job postings in the Professional category
- ✓ Emergence of new facilities is driven by competition in the industry for the North Shore regional market
- ✓ More changes in technology are creating increased skill and education demands of the health care workforce
- ✓ Continued Education is key! Solid Math & PC Skills are required, as well as a commitment to life-long learning

Healthcare: Labor Market Information

Health Care and Social Assistance

Health Care has grown 29.1% from 2001 to the 1st Quarter 2010.

In the North Shore, Health Care employment is concentrated in three sectors: Ambulatory Services (primarily offices of physicians and dentists), Hospitals, and Nursing and Residential Care Facilities.

	Number of Establishments	Employment	Average Weekly Wage
Ambulatory Health Care Services	695	11,309	\$957
Hospitals	11	8,664	\$885
Nursing and Residential Care Facilities	125	7,282	\$600
Social Assistance	199	3,407	\$467

**1st Q 2010 Monthly Industrial Averages

Healthcare: Labor Market Information

Who Are the Employers in Each Sector?

Ambulatory Care (outpatient)	Hospitals (inpatient)	Nursing & Residential Care Facilities
<ul style="list-style-type: none">▪Physicians Offices▪Dentist's Offices▪Home Care Services▪Outpatient Care Centers▪Medical Laboratories▪Other Health Practitioners (e.g.- Chiropractors, Optometrists)	<ul style="list-style-type: none">▪General Medical Hospitals▪Psychiatric Hospitals▪Other Hospitals (specialty)	<ul style="list-style-type: none">▪Nursing Care Facilities▪Residential Mental Health, Mental Retardation, Substance Abuse Facilities▪Community Care Facilities▪Other RC Facilities

Career Profiles: 2006-2016 Projections

	Top 25 Jobs	Fastest Growing	Most New Jobs
Registered Nurses	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Home Health Aid	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Nurses Aid	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>
Personal Care Assistant	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Medical Assistant		<input checked="" type="checkbox"/>	
Pharmacy Technician		<input checked="" type="checkbox"/>	
Physical Therapy Assistant		<input checked="" type="checkbox"/>	
Social Service Assistant		<input checked="" type="checkbox"/>	

Career Profiles: Pathway Considerations

Medical Assistant (MA)

Duties:

Taking medical histories, recording vital signs, processing records, collecting and preparing laboratory specimens

Credentials, Skills:

Certificate and/or on-the-job training, interpersonal skills

Advancement Pathways:

- Licensed Practical Nurse, Registered Nurse
- Medical Technician, Medical Technologist, Radiological Technician
- Office Manager, Medical Records Clerk

Requirements for Advancement:

- Certificates or two- or four-year degrees must be obtained for LPN, RN, Medical Technician, and Medical Technologist positions
- Hourly Wage \$16.81 / Annual Wage \$34,970 (median)
- Jobs at Doctor Offices (54%), Hospitals (21%), Other (6%)

Career Profiles: Pathway Considerations

Physical Therapy Assistant

Duties:

Carry out rehab programs under Physical Therapist direction. Apply massage, heat, ultrasound treatments to restore muscle function. Assist with therapeutic exercise and motivate towards goals.

Credentials, Skills:

License + Exam, Associates degree

Advancement Pathways:

- Physical Therapist
- Other related jobs: Occupational Therapy Assistant, Athletic Trainer, Respiratory Therapy Assistant

Requirements for Advancement:

- Four-year degrees + License must be obtained for Physical Therapist
- Hourly Wage \$23.00 / Annual Wage \$47,840 (median)
- Jobs at Hospitals (35%), Practitioner Offices (28%), Other (27%)

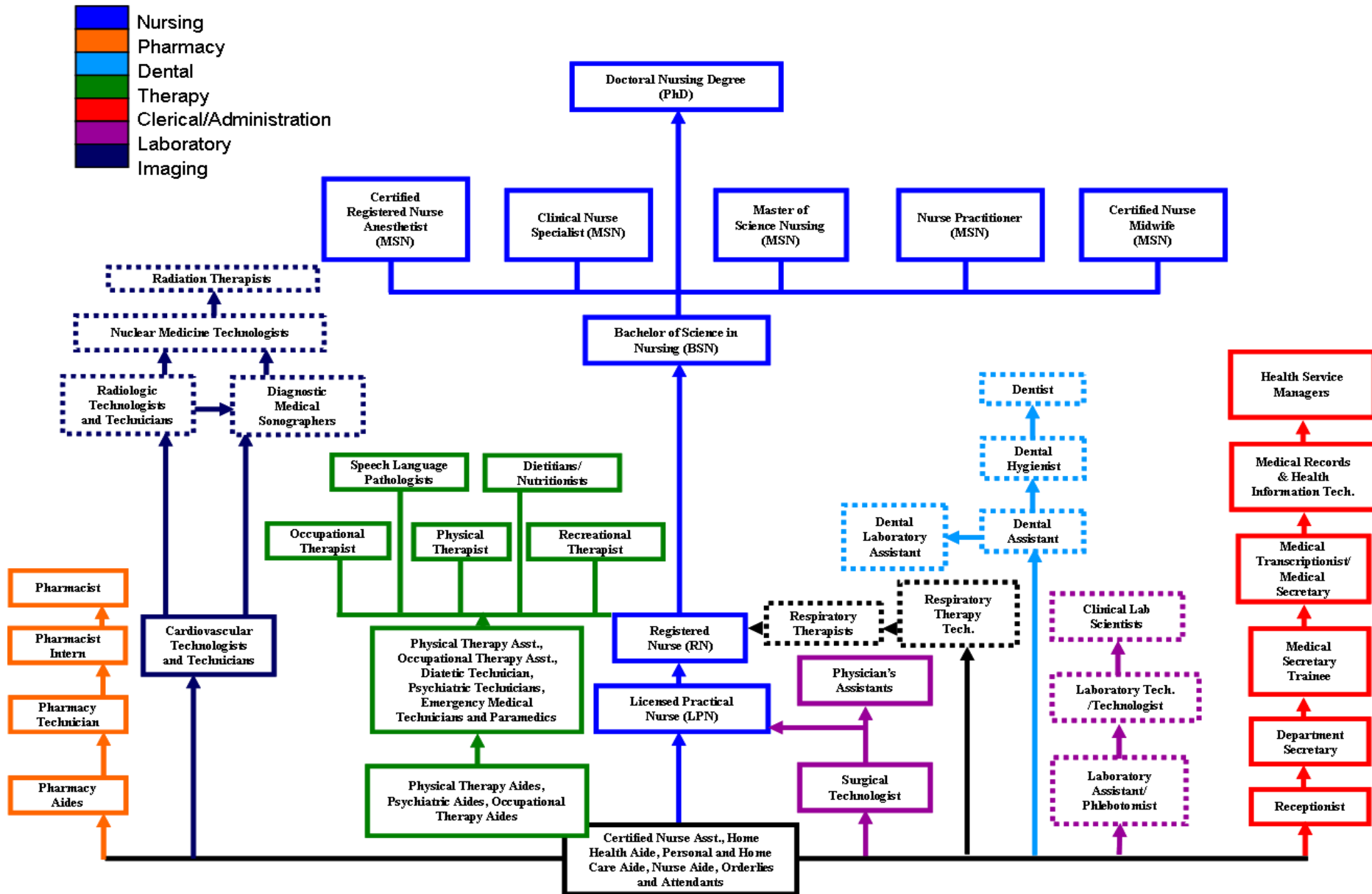
Did you know?

Essentially, the difference between TECHNICIANS and TECHNOLOGISTS lies in their education level and technical responsibility. Healthcare Technicians have an associate's degree, while Technologists have a bachelor's degree.



Think about...Advancement Opportunities!

It's possible to start anywhere with proper training and education.



Healthcare Career Resources & Local Programs

- **Health Care Learning Network (HCLN): via North Shore WIB** - A workforce development program designed to help improve your job performance, and further your career via college preparation courses specific to the health care industry.
<http://hcln.org/>
- **MediClerk Training Program** - The MediClerk program is designed to provide the skills necessary to succeed in an administrative position in the healthcare field.
<http://www.wellspringhouse.org/educationandjob/mediclerk.html>
- **Project GRAD @ North Shore Community College** - An innovative program that provides individualized support and attention to students interested in pursuing a career in the medical field.
<http://www.northshore.edu/grad/>
- **American Red Cross Healthcare Job Training** - The American Red Cross of Massachusetts Bay also offers Certified Nursing Assistant training to prepare people all over Eastern Massachusetts for careers in the Health Care field.
<http://www.bostonredcross.org/general.asp?SN=201&OP=4304&IDCapitulo=29RRV668X1>
- **The Health Care Training Center** - Licensed by the Massachusetts Department of Education. A Certificate is awarded to those who successfully complete each program. <http://healthtrainingcenter.com/>
- **Kaplan Career Institute** - Focus on real-world training to acquire the technical skills and knowledge that relates directly to your chosen career field
<http://www.trade-schools.net/kaplan-career-institute/default.asp>

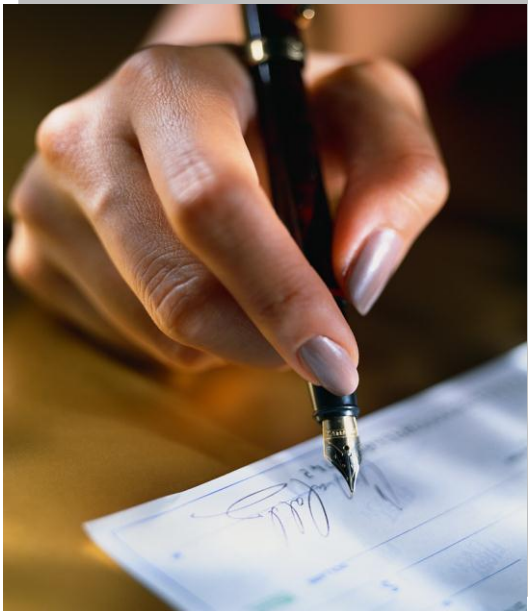
Healthcare Career Resources & Local Programs

- **North Shore Community College** – Research two-year credit degrees, and one year credit certificates in healthcare
<http://www.northshore.edu/academics/programs>
- **All Care Resources** – FREE, 3-week Certified Home Health Aides classes are held in our Lynn, North Andover, and Wakefield offices. Upon successful completion you will be certified as Home Health Aide in the state of Massachusetts <http://www.allcarecareers.org/events.html#free>
- **Intercity Home Health Care** - We have a special program which will convert your CNA training toward a certificate as a Certified Home Health Aide. Contact our personnel department for details.
<http://www.intercityinc.com/employment.htm>
- **Everest Institute**- Can teach you the practical, real-world skills you need to succeed in healthcare.. <http://www.everest.edu/campus/chelsea>
- **ExploreHealthCareers.org** - Comprehensive, up-to-date information on how to prepare for, pay for and pursue a career in the health professions.
<http://www.explorehealthcareers.org/en/Page.GettingStarted.aspx>
- **The Massachusetts Center for Nursing (MCN)** - Research up-to-date nursing information on Massachusetts nursing workforce development initiatives, recruitment and retention
<http://www.nursema.org/index.html>

FINANCIAL RESOURCES TO CONSIDER

- **Career Center Funding:** Our Training Options Workshop includes all you need to know about eligibility, application procedures, training courses and training providers. *Ask our staff how to get registered today!*
- **FAFSA:** <http://www.fafsa.ed.gov/>
- **Students.gov:** <http://www.students.gov>
- **FastWeb.com :** <http://www.fastweb.com/financial-aid>
- **National Health Service Program:** <http://www.nhsc.hrsa.gov/scholarship>
- **Loans:** Most common and most expensive; must be repaid with interest over a specified period of time.
- **Grants:** Do not have to be repaid. Typically awarded based on financial need. Some grants are given for specific purposes, without regard to level of financial need.
- **Scholarships:** Do not require re-payment. Awarded on basis of special criteria. Are given by schools, professional associations, etc.

FINANCIAL RESOURCES



FYI!

Most Financial Aid officers strongly advise against using a scholarship search service that charges a fee.

These organizations provide just the names of scholarships for which anyone can apply. They do not help you through the application process.

Other Resources

- Massachusetts Job Vacancy Survey- 4th quarter 2009 :
<http://lmi2.detma.org/Lmi/pdf/JobVac2009Q4.pdf>
- North Shore Workforce Investment Board publication: Labor Market Blueprint: October 2010 -
http://www.northshorewib.com/documents/NSWIB_Blueprint_web.pdf
- Mass CIS (Career Information System): <http://masscis.intocareers.org>
- U.S. Bureau of Labor Statistics: Occupational Employment Statistics -
http://www.bls.gov/oes/2008/may/naics2_62.htm Commonwealth Corporation:
<http://www.commcorp.org/resources/documents/Labor%20Market%20Developments%20in%20North%20Shore%20Region.pdf>
- Regional Economy: North Shore Labor Force & Unemployment
http://www.northshorewib.com/regional_economy.html
- OOH: Occupational Outlook Handbook- <http://www.bls.gov/oco>
- Health Care Technicians vs. Health Care Technologists-
<http://www.allalliedhealthschools.com/>
- Massachusetts May 2008 Occupational Employment and Wage Statistics
<http://lmi2.detma.org/lmi/pdf/careermoves/CareerMovesHEALTH.pdf>
- The Massachusetts Center for Nursing (MCN)
<http://www.nursema.org/index.html>