



JOBS FOR THE FUTURE

UPDATE: HEALTH CARE WORKFORCE TRANSFORMATION STUDY

Lois Joy, Randall Wilson, and Daniel West
Jobs for the Future | December 6, 2016
Health Care Workforce Transformation Committee Recap



OUR GOALS

1. **PREPARING FOR COLLEGE AND CAREER:**

All young people graduate high school on a clear path to college completion and career success.

2. **EARNING POSTSECONDARY CREDENTIALS:**

All students gain the skills they need to earn postsecondary credentials with high labor market value.

3. **ADVANCING CAREERS AND ECONOMIC GROWTH:**

All workers obtain the education and training required to move into productive careers with clear paths for advancement.

A vertical photograph of a young person with dark hair, looking intently at a laptop screen. The image is slightly blurred, focusing on the person's face and the text overlay.

Expanding
Opportunity
Today and for
America's Next
Generation



JOBS FOR THE FUTURE



- ❖ Goal: Analyze education and workforce needs for transforming Rhode Island's health care system
- ❖ Components:
 - ❖ Describe health care workforce and projections
 - ❖ Catalog health care programs, capacity, completions
 - ❖ Identify occupations key to health care transformation (new, emerging, and existing)
 - ❖ Determine needed skills; opportunities and challenges; career ladders into key occupations; and partnerships
 - ❖ Recommend education and work-based strategies



- ❖ Review literature on health care workforce transformation in Rhode Island and other states
- ❖ Analyze labor market trends, using traditional and real-time (job postings) data
- ❖ Interview key stakeholders in health care industry, education and workforce development, and government; draw insights from small group discussions
- ❖ Synthesize research findings to make recommendations on health care workforce transformation, and related challenges and opportunities

HEALTH CARE LABOR MARKET OVERVIEW



JOBS FOR THE FUTURE

KEY HEALTH CARE TRANSFORMATION OCCUPATIONS



JOBS FOR THE FUTURE

PROFESSIONAL/TECHNICAL OCCUPATIONS

- ❖ Dentists
- ❖ Dental Hygienists
- ❖ Dietitians/Nutritionists
- ❖ EMTs/Paramedics
- ❖ Licensed Practical Nurses
- ❖ Licensed Mental Health Providers
- ❖ Medical Coders/Other HIT
- ❖ Pharmacists
- ❖ Physical Therapists
- ❖ Physicians
- ❖ Registered Nurses
- ❖ Social Workers

SUPPORT OCCUPATIONS

- ❖ Behavioral Health Support Workers
- ❖ Certified Nursing Assistants
- ❖ Community Health Workers/Patient Navigators
- ❖ Dental Assistants
- ❖ Direct Support Professionals
- ❖ Health Coaches
- ❖ Home Health Aides
- ❖ Peer Support Specialists
- ❖ Personal Care Assistants
- ❖ Social and Human Service Assistants



- ❖ In 2016, **32,334** people were employed in the 61 Professional and Technical HC Occupations, **12%** greater than the national average of persons employed in these occupations.
- ❖ Over the next ten years, employment is expected to grow 10.5% less than the national growth rate of 15.6%.
- ❖ Average wages: \$41.50

TOP TEN HC PROFESSIONAL AND TECHNICAL OCCUPATIONS IN RHODE ISLAND WITH HOURLY EARNING (2016)



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Description	2016 Jobs	Avg. Hourly Earnings
Registered Nurses	11,829	\$36.82
Physicians and Surgeons, All Other	2,716	\$80.28
Pharmacy Technicians	1,411	\$15.68
Pharmacists	1,388	\$55.91
Licensed Practical and Licensed Vocational Nurses	1,127	\$26.35
Physical Therapists	1,067	\$38.45
Dental Hygienists	1,037	\$35.24
Emergency Medical Technicians and Paramedics	774	\$17.80
Radiologic Technologists	707	\$32.21
Medical Records and Health Information Technicians	645	\$19.49

TOP TEN INDUSTRIES FOR HC PROFESSIONAL AND TECHNICAL OCCUPATIONS IN RHODE ISLAND (2016)



JOBS FOR THE FUTURE

Industry	Occupation Group Jobs in Industry (2016)
General Medical and Surgical Hospitals	9,824
Offices of Physicians (except Mental Health Specialists)	3,801
Specialty (except Psychiatric and Substance Abuse) Hospitals	2,367
Nursing Care Facilities (Skilled Nursing Facilities)	1,841
Pharmacies and Drug Stores	1,755
Offices of Dentists	1,465
Home Health Care Services	1,292
Federal Government, Civilian, Excluding Postal Service	1,004
Offices of Physical, Occupational and Speech Therapists, and Audiologists	685
Ambulance Services	517

FASTEST GROWING PROFESSIONAL AND TECHNICAL HC OCCUPATIONS IN RHODE ISLAND (2016 – 2026)



JOBS FOR THE FUTURE

Occupations	Change
Registered Nurses	1,277
Licensed Practical and Licensed Vocational Nurses	263
Physical Therapists	262
Physicians and Surgeons, All Other	165
Nurse Practitioners	122
Emergency Medical Technicians and Paramedics	117
Occupational Therapists	104
Speech-Language Pathologists	75
Health Technologists and Technicians, All Other	73
Medical Records and Health Information Technicians	72

TOP VACANCIES FOR PROFESSIONAL AND TECHNICAL HC OCCUPATIONS (2016)



JOBS FOR THE FUTURE

Occupation	Vacancies
Registered Nurses	429
Physicians and Surgeons, All Other	94
Licensed Practical and Licensed Vocational Nurses	63
Physical Therapists	59
Pharmacists	33
Nurse Practitioners	27
Emergency Medical Technicians and Paramedics	26
Medical Records and Health Information Technicians	23
Dental Hygienists	22
Occupational Therapists	21
Speech-Language Pathologists	21
Pharmacy Technicians	20



- ❖ In 2016, **21,443** people were employed in the 17 healthcare support (HCS) occupations, 46% greater than the national average of persons employed in HC support occupations across the nation.
- ❖ Over the next ten years, employment is expected to grow 13.6%.
- ❖ Expected growth in RI is less than the national growth rate of 20.6% for HC support occupations.
- ❖ Average wages: \$14.47

TOP 10 HC SUPPORT OCCUPATIONS IN RHODE ISLAND WITH HOURLY EARNING (2016)



JOBS FOR THE FUTURE

Occupation	Jobs (2016)	Avg. Hourly Earnings
Nursing Assistants	9,193	\$13.95
Home Health Aides	4,048	\$12.75
Medical Assistants	2,965	\$16.34
Dental Assistants	977	\$18.80
Phlebotomists	766	\$17.84
Healthcare Support Workers, All Other	656	\$16.98
Psychiatric Aides	550	\$15.74
Massage Therapists	387	\$16.43
Veterinary Assistants and Laboratory Animal Caretakers	358	\$14.17
Physical Therapist Aides	331	\$13.08

TOP 10 INDUSTRIES EMPLOYING HC SUPPORT OCCUPATIONS IN RHODE ISLAND



JOBS FOR THE FUTURE

<i>Industry</i>	<i>Occupation Group Jobs in Industry (2016)</i>
<i>Nursing Care Facilities (Skilled Nursing Facilities)</i>	5,225
<i>General Medical and Surgical Hospitals</i>	2,654
<i>Home Health Care Services</i>	2,197
<i>Offices of Physicians (except Mental Health Specialists)</i>	1,802
<i>Services for the Elderly and Persons with Disabilities</i>	1,041
<i>Specialty (except Psychiatric and Substance Abuse) Hospitals</i>	949
<i>Offices of Dentists</i>	839
<i>Residential Intellectual and Developmental Disability Facilities</i>	732
<i>Continuing Care Retirement Communities</i>	643
<i>Assisted Living Facilities for the Elderly</i>	621

FASTEST GROWING HC SUPPORT OCCUPATIONS IN RHODE ISLAND (2016 – 2026)



JOBS FOR THE FUTURE

Occupation	2016 - 2026 % Change	2016 - 2026 Change
Pharmacy Aides	53%	9
Physical Therapist Assistants	32%	104
Home Health Aides	28%	1,126
Occupational Therapy Assistants	27%	62
Physical Therapist Aides	24%	79
Veterinary Assistants and Laboratory Animal Caretakers	16%	59
Medical Assistants	12%	369
Medical Equipment Preparers	11%	22
Nursing Assistants	10%	958
Phlebotomists	9%	69

TOP VACANCIES FOR HC SUPPORTS OCCUPATIONS (2016)



JOBS FOR THE FUTURE

<i>Occupation</i>	<i># of Vacancies</i>
<i>Nursing Assistants</i>	317
<i>Home Health Aides</i>	222
<i>Medical Assistants</i>	104
<i>Dental Assistants</i>	32
<i>Phlebotomists</i>	24
<i>Healthcare Support Workers, All Other</i>	18
<i>Psychiatric Aides</i>	13
<i>Massage Therapists</i>	8
<i>Veterinary Assistants and Laboratory Animal Caretakers</i>	14
<i>Physical Therapist Aides</i>	19



❖ NEEDS:

- ❖ Less about “how many” health care jobs than “how” people work, “where” they work, and “who” they work with
- ❖ “New” and “Renew” – pre-employment and incumbent education
- ❖ Cross-cutting skills include: core competencies for support professionals (CNAs, CHWs, Peer Recovery); technology and data analytics; telehealth; health care transformation (policies, social determinants, population health, cultural competency)
- ❖ Improved engagement between education and employers
- ❖ Validation of entry-level skills and knowledge



- ❖ Opportunities:
 - ❖ Career ladders—including CHW and CNA specialization
 - ❖ Interprofessional education
 - ❖ Potential for scaling CHW and CHT initiatives
 - ❖ Increasing behavioral health/medical integration
- ❖ Challenges:
 - ❖ Traditional silos; resistance to change (“workplace changing faster than education”)
 - ❖ English language barriers
 - ❖ Shortages, including home health aides, pharmacists, psychiatrists/other BH, geriatric professionals
 - ❖ Tailoring training to occupational settings (home health/CNAs)

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