

The Healthcare Industry

A condition assessment for current employment and future talent in the recovering Healthcare Industry in Ramsey County

Impacts on Employment in the Healthcare and Social Assistance Industry

High Demand from Entry to Specialized

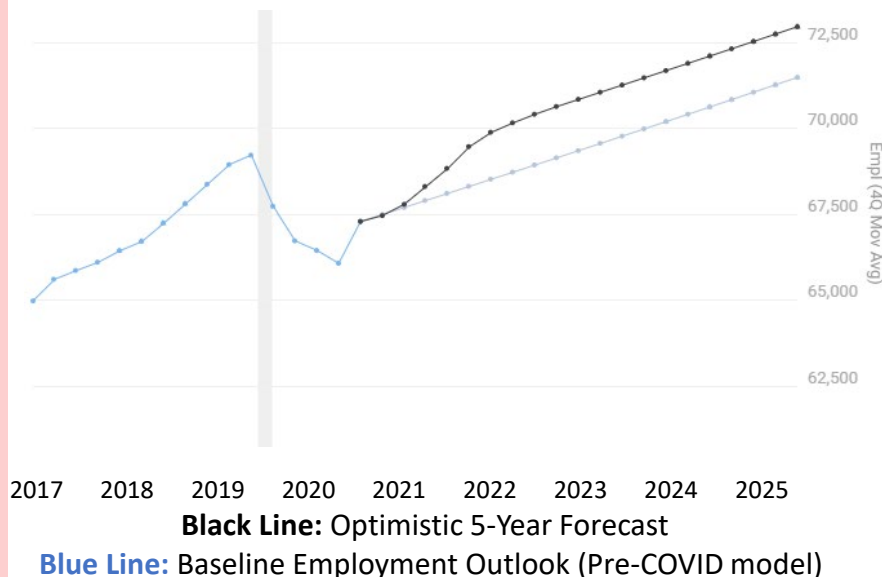
- Industry employment dropped about 4.5% from 2020Q1 to 2021Q1 and, then grew 1.8% just in the first quarter of 2021
- Industry employment projected to grow 1.2% annually and forecasted to rebound to pre-pandemic levels by 2023Q3

Tight Talent Pool

- Low unemployment in healthcare roles (2.5%) means a tight labor market
- Delayed pipeline to due training time: 6 out of 10 top occupations of shortage require a BA/BS or higher

High Industry Burnout and Concerns

- Industry workers report increased levels of burnout as pandemic continues¹
- COVID-19 fears add to recruiting challenges²



Critical Health Science Careers Ranked by Size of Talent Shortage

Rank	Occupations with Highest 5-Year Talent Shortages	2021Q2 Industry Empl.	Postings Oct – Dec 2021	Ave. Wage	Typical Education Requirement
1	Registered Nurses	8,291	1,276 (-13%)	\$86K	Bachelor's
2	Medical & Health Services Managers	1,095	276 (+35%)	\$119K	Bachelor's
3	Licensed Practical Nurses	1,850	238 (+31%)	\$52K	Associate's
4	Nurse Practitioners	479	42 (+2%)	\$120K	Master's
5	Medical Assistant	1,265	248 (-16%)	\$44K	Certificate / Associate's
6	Medical Dosimetrists, Records Specialists, and Health Techs	803	35 (-35%)	\$57K	Certificate / Associate's
7	Physical Therapists	546	83 (+159%)	\$86K	Doctoral or professional degree
8	Physician Assistants	281	56 (+44%)	\$123K	Master's
9	Speech-Language Pathologists	337	58 (-18%)	\$78K	Master's
10	Respiratory Therapists	281	56 (-24%)	\$71K	Associate's

Youth, Diverse, and Female Talent in the Healthcare and Social Assistance Industry

Key Issues for Youth Employees

- Turnover rate highest among youth ages 14 to 24, ranging between 23.9% to 19.2%
- New hires ages, 14 to 21, earn 32.8% to 51.1% of all new hire annual earnings

Key Issues for BIPOC Employees

- Turnover rates highest among workers identifying with two or more races (12.3%)
- New BIPOC hires earn \$0.68 to \$0.84 cents to the dollar of all new hire earnings

Key Issues for Employees by Gender

- Women account for 78.5% of employment in Health Science occupations
- New female hires earn \$0.95 cents to the dollar and new male hires earn \$1.11 to the dollar of all new hire annual earnings. Wage gaps persist at each level of educational attainment.³

Race / Ethnicity	Avg. Turnover per Qtr.	Stable Jobs ⁴	New Stable Jobs ⁵
White	8.8%	\$61.4K	\$39.4K
Black	11.9%	\$34.9K	\$26.9K
American Indian	10.9%	\$37.0K	\$27.4K
Asian	9.5%	\$39.3K	\$26.9K
Native Hawaiian/ Pacific Islander	11.4%	\$30.4K	\$23.0K
Two or more races	12.3%	\$39.9K	\$28.5K
Hispanic/Latino	11.1%	\$40.4K	\$27.8K
Healthcare and Social Assistance	9.6%	\$52.0K	\$33.7K
All Industries	9.1%	\$68.2K	\$40.7K

An Origin, Gateway, and Target Occupation Model for Health Science Careers

Ramsey County, 2021Q2

Definitions: [1] Target occupations are high wage (HW) (above regional average), high skill (HS) (require a credential), and high demand (HD) (2/4 indicators: under 3% unempl, higher than average 5-year growth, total 5-demand>50% of current empl, high job posting volume), [2] Gateway occupations are mid-wage (\$42K to regional average), low-middle skills (HS diploma, some OJT), sufficient demand (3-5% unempl and/or high volumes of current opportunities). [3] Origin occupations are low wage (<\$42K/year), low skill (no credential), low demand (over 5% unempl, low growth, low replacement demand, and/or low job postings)

Target Occupations^[1] (all HW, HD, HS)

Registered Nurses (High Occupation Gap or OG)
Physicians, All Other (OG, High Award Gap or AG)
Medical & Health Services Managers (OG, AG)
Nurse Practitioners (OG, AG)
Radiologic Technologists & Technicians (OG)

Gateway Occupations^[2]

Licensed Practical Nurses (HS, HD, OG, AG)
Medical Secretaries (HD, OG)
Medical Assistants (HS, HD, OG, AG)
Dental Assistants (HS, HD, OG)
Medical Dosimetrists (HS, HD, OG, AG)

Origin Occupations^[3] *Likely*

Nursing Assistants (HS, HD, OG)
Home Health Aides (HD, AG)
Pharmacy Technicians (HD, OG, AG)
Veterinary Technologists & Technicians (HS, HD, OG, AG)
Veterinary Assistants & Lab Animal Caretakers (HD, AG)

Aligned

Personal Care Aides
Childcare Workers
Secretaries

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Origin Health Science Careers in Ramsey County

Top Five Origin Occupations ⁶ and Local Training Partners ⁷

Nursing Assistants

- [CLUES](#)
- [East Side Neighborhood Services](#)
- [Ebenezer](#)
- [Hmong American Partnership](#)
- [Hubbs Center – Saint Paul Public Schools](#)
- [International Institute of Minnesota](#)
- [Karen Organization of MN](#)
- [Presbyterian Homes & Services](#)
- [YWCA of Saint Paul](#)

Home Health Aides

- [Presbyterian Homes & Services](#)

Pharmacy Technicians

- [Project for Pride in Living](#)

Veterinary Technologists & Technicians

- [Dakota County Technical College](#)

Veterinary Assistants & Lab Animal Caretakers

- N/A

Top Five Origin Occupations Skills by Volume in Postings (Jan – Dec 2021)

1. Monitoring (+19%)
2. Communication (-30%)
3. Writing (+9%)
4. Patient Data (+8%)
5. Interpersonal Skills (+2%)

Gateway and Target Health Science Careers in Ramsey County⁸

Gateway and Target	Postsecondary Institutions	All Programs Completions (2020)				
		Cert	AA	BA	MA+	Total
Registered Nurses	St. Catherine U., Metropolitan State U., Bethel U., Century College, U. of Northwestern – St. Paul	--	118	519	75	712 (-1.8%)
Physicians, All Other	U. of Minnesota – Twin Cities ⁹	--	--	--	199	199 (-8.3%)
Medical & Health Services Managers	St. Catherine U., Concordia U. – St. Paul, Metropolitan State U., Hamline U., Bethel U., Century College, Saint Paul College, U. of St. Thomas	1	10	130	156	297 (-118.4%)
Nurse Practitioners	Concordia U. – St. Paul, St. Catherine U., Metropolitan State U., Bethel U.	--	--	68	94	162 (+78.0%)
Radiologic Technologists & Technicians	St. Catherine U.	28	11	--	--	39 (+34.5%)
Licensed Practical Nurses	Saint Paul College	61	--	--	--	61 (+7.0%)
Medical Secretaries	Century College, Saint Paul College	26	6	--	--	32 (-67.3%)
Medical Assistants	Century College	32	--	--	--	32 (-79.2%)
Dental Assistants	Century College	20	51	--	--	71 (-19.3%)
Medical Dosimetrists, Records Specialists, & Health Techs	St. Catherine U., Saint Paul College, Concordia U. – St. Paul	2	48	32	--	82 (-37.4%)