

The Health Care Workforce: Where Are We? Where Are We Going?

Presented by: Robert Martiniano, DrPH, MPA
Senior Program Manager
Center for Health Workforce Studies
School of Public Health | University at Albany, SUNY
rmartiniano@Albany.edu

April 28, 2018

NALEO Education Fund
National Policy Institute on Workforce Development

New York, New York



The Center for Health Workforce Studies at SUNY Albany School of Public Health

- Established in 1996
- Based at the UAlbany School of Public Health
- Committed to collecting and analyzing data to understand workforce dynamics and trends
- Goal to inform public policies, the health and education sectors and the public
- Broad array of funders supporting our research

Today's Presentation

- Factors Affecting Health Care Services
- The Current Health Care Workforce
 - By setting
 - By occupation
 - By race/ethnicity
- The Future Health Care Workforce
 - By setting
 - By occupation
- Education Attainment
- Jobs for the Future?

Factors Affecting Health Care

- Demographic Shift
 - Aging population
 - More diverse population
- Health Care Reimbursement
 - Value based payments
 - Potential federal and state cuts
- Health Care Delivery System
 - Mergers, acquisitions, and consolidations
 - Aging health care workforce
 - Shift to outpatient services and focus on preventative services
 - Understanding population health and social determinants of health
 - Potential changes in scope of practice
- Other
 - Increase in minimum wage

14% of the US Workforce are in Health Care

The U.S. Health Care Workforce, 2016 (in Thousands)



Setting	Health Care Occupations Jobs	Other Jobs	Total
Health Care Settings	12,229.0	4,316.9	16,545.9
Other Work Settings	5,256.3	134,261.6	139,517.9
Total	17,485.3	138,578.5	156,063.8

Sources: U.S. Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Jobs in Home Health and Offices of Practitioners Grew Faster than in Other Settings

Jobs 2006 and 2016 by Health Care Sector

	2006	2016
Hospitals	5,679.7	6,391.8
Nursing Homes	2,219.3	2,535.9
Home Health	865.6	1,362.0
Offices of Practitioners	4,004.1	4,848.5
Other Ambulatory Care	958.7	1,407.7
Total	13,727.4	16,545.9

Sources: U.S. Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Individuals Who are Hispanic/Latinx Underrepresented in Most Health Occupations

	Percent Hispanic/Latinx	Percent Black/African American	Other
Medical and Health Services Managers	8.7%	12.0%	2.2%
Social Workers	12.4%	21.4%	2.8%
Pharmacists	3.9%	6.4%	2.0%
Physicians and Surgeons	6.4%	4.8%	2.2%
Physical Therapists	4.9%	4.5%	1.9%
Registered Nurses	6.0%	10.5%	2.0%
Clinical Laboratory Techs/Technologists	9.5%	14.1%	2.6%
Dental Hygienists	7.9%	3.6%	1.8%
Other Assorted Technicians	12.3%	12.9%	2.7%
Licensed Practical Nurses	10.2%	23.8%	2.6%
Nursing, Psychiatric, & Home Health Aides	14.1%	32.2%	3.0%
Dental Assistants	22.8%	6.7%	2.8%
Medical Assistants	26.9%	13.4%	2.6%
All Health Occupations	10.3%	15.0%	2.4%
United States Population	17.3%	12.3%	3.2%

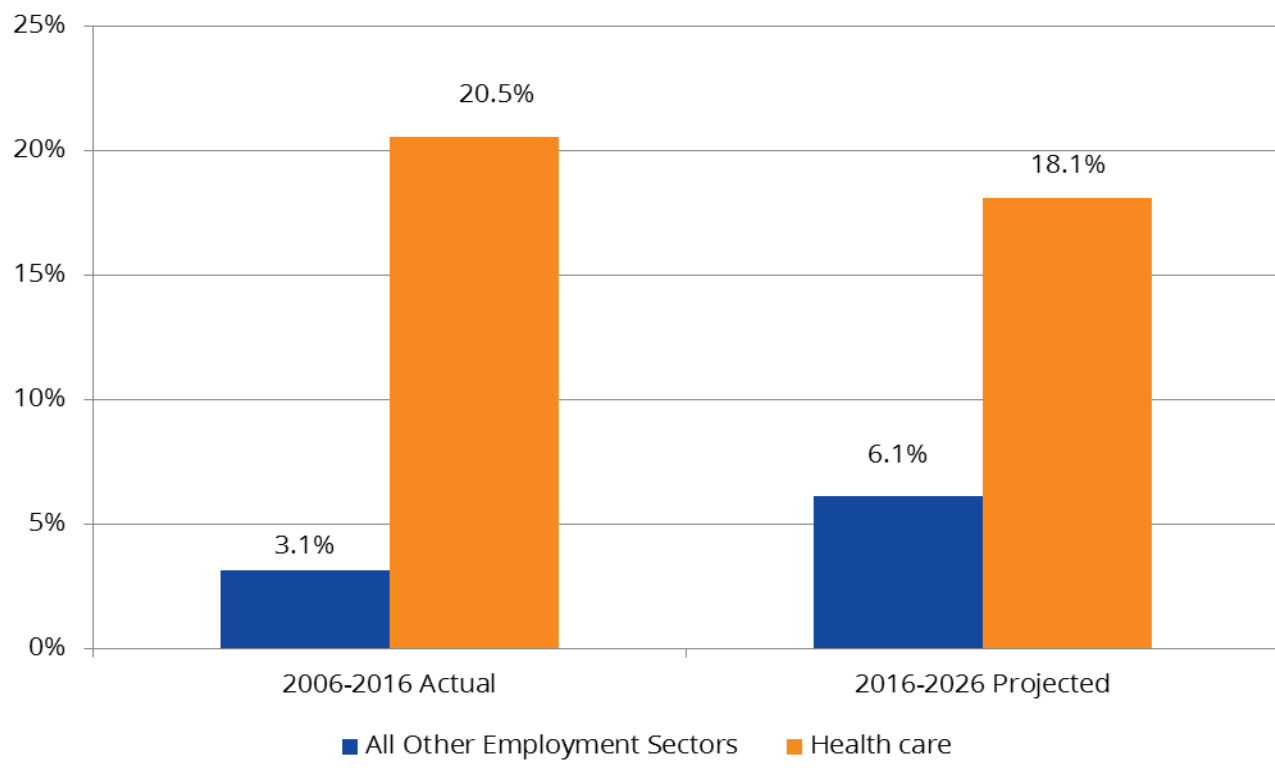
Excludes individuals who are White or Asian/Pacific Islander

Source: 2012-2016 American Community Survey, 5-Year Estimates

<http://chws.albany.edu>

Health Care Growing Faster than Other Employment Sectors

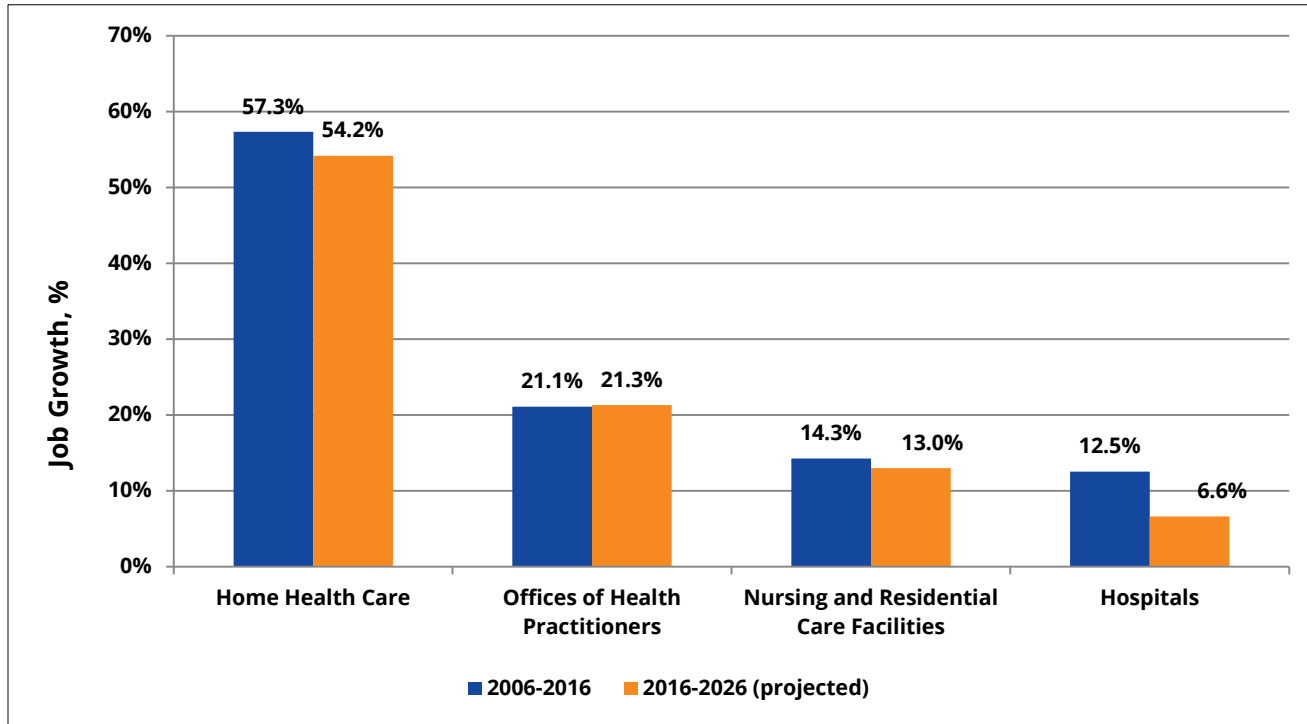
Job Growth in the Health Care Sector Compared With All Other Employment Sectors in the U.S., 2006-2016 and Projected 2016-2026



Sources: U.S. Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Continued Growth in Home Care and Offices of Health Practitioners 2016 - 2026

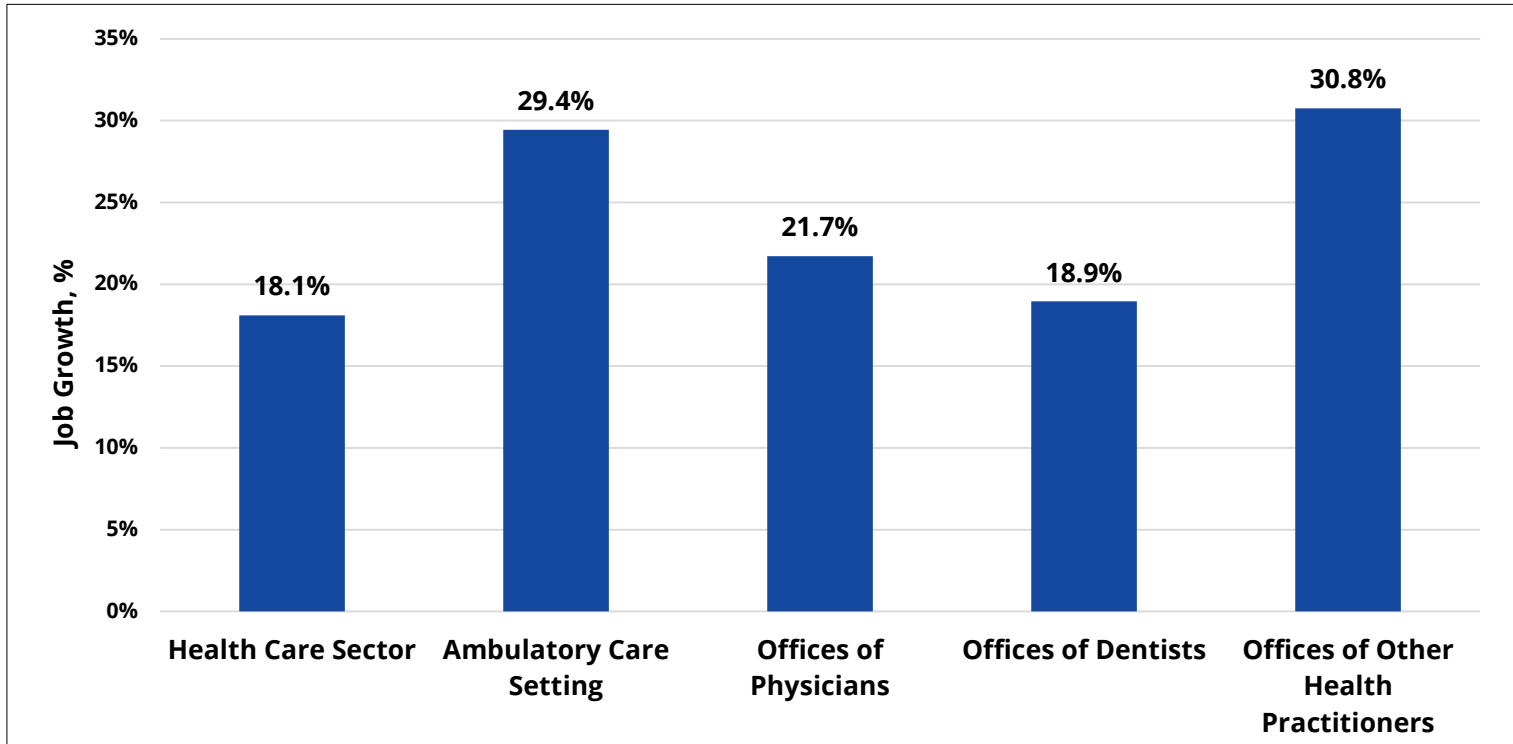
Job Growth in Selected Settings Within the Health Care Sector, 2006-2016 and Projected 2016-2026



Sources: U.S. Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Offices of Other Practitioners Growing the Fastest

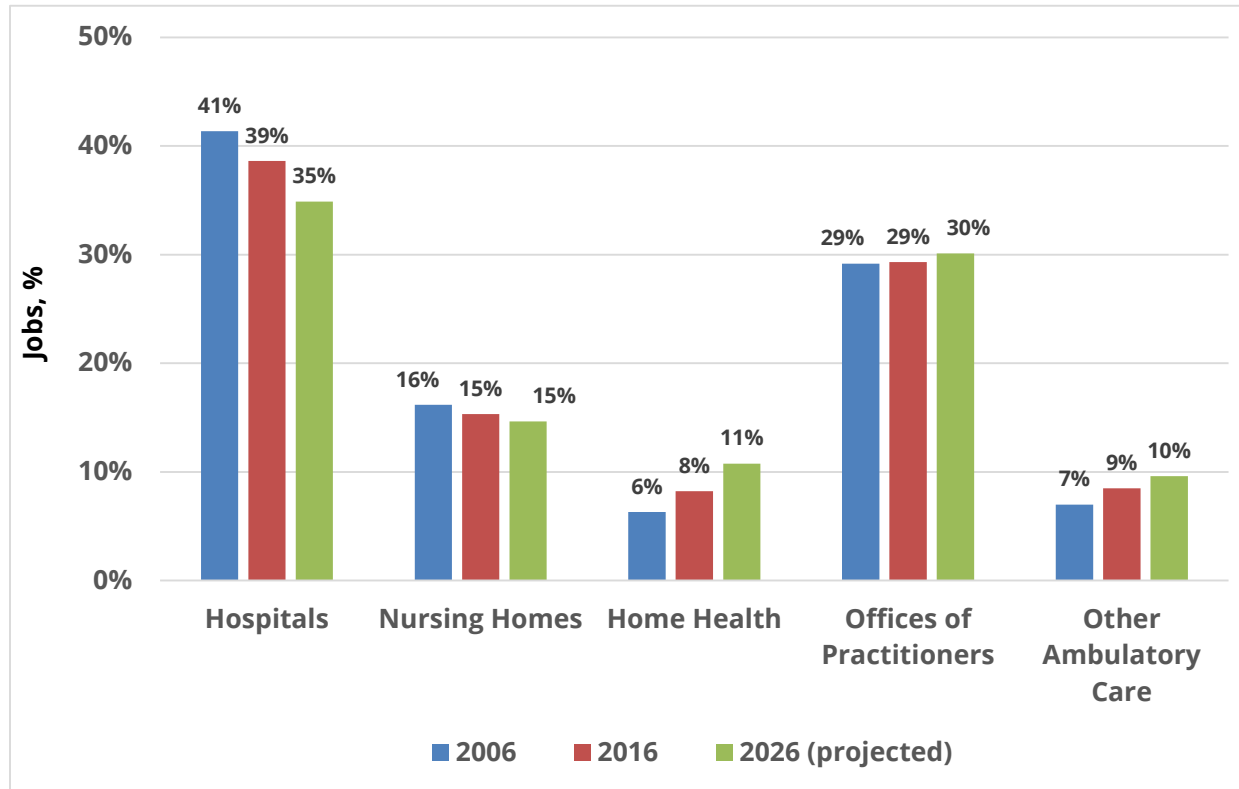
Projected Job Growth in Offices of Health Practitioners in the U.S., 2016-2026



Sources: U.S. Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

Home Health Care and Ambulatory Care Becoming a Large Proportion of All Health Care

Percentage of Total Health Care Employment by Health Care Setting, 2006, 2016, and Projected 2026



Sources: U.S. Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.9: 2016-26 Industry-occupation matrix data, by industry; Table 2.7: Employment and output by industry, 2006, 2016, and projected 2026; Current Employment Statistics national estimates for employment, hours, and earnings.

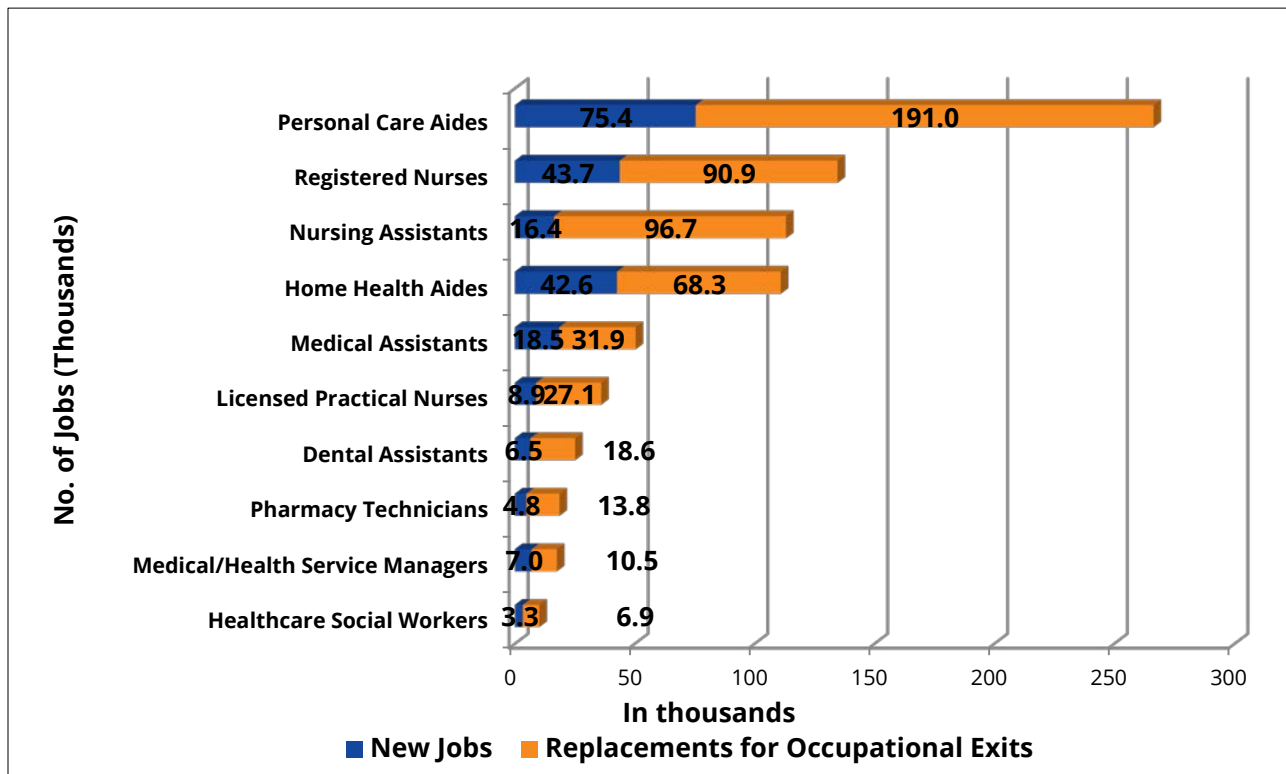
Many of Occupations with the Largest Job Growth are in Health Care

- Personal care aides (754.0)
- Registered nurses (437.0)
- Home health aides (425.6)
- Medical assistants (184.6)
- Nursing assistants (164.0)
- Medical secretaries (129.1)
- Licensed practical and licensed vocational nurses (88.6)
- Medical and health services managers (69.8)
- Dental assistants (64.6)
- Physical therapists (60.0)

Sources: U.S. Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.4: Occupations with the most job growth, 2016 and projected 2026; Table 1.10: Occupational separations and openings, projected 2016-26.

The US Will Need 11 Million New Health Care Workers Between 2016 - 2026

Projected Annual Need for New Workers Among Health Care Occupations With Greatest Need, 2016-2026



Source: U.S. Bureau of Labor Statistics, employment projections, 2016-2026: Table 1.10: Occupational separations and openings, projected 2016-26.

80% of Individuals Who Are Hispanic/Latinx Do Not Have a College Degree

Educational Attainment by Race and Ethnicity

Educational Attainment ¹	Hispanic/Latinx	Non-Hispanic			
		White	Black/African American	Asian/Pacific Islander	Other
Less than High School	34.4%	8.0%	15.5%	13.6%	12.5%
High School Graduate or Equivalency	27.2%	28.1%	31.4%	15.8%	25.5%
Some College	27.7%	21.5%	25.1%	12.7%	25.6%
Associate Degree	6.0%	8.7%	8.1%	6.8%	9.1%
Bachelors' Degree	10.0%	20.9%	12.5%	29.4%	17.3%
Master's, Professional or Doctorate Degree	4.6%	12.8%	7.3%	21.7%	10.0%

Source: 2012-2016 American Community Survey, 5-Year Estimates

¹ For those individuals, 25 years of age and older

Jobs for the Future?

- Home Health Care
 - Home health aides
 - Personal care aides
- Ambulatory Care
 - RNs
 - LPNs (also nursing homes)
 - Medical assistants
 - Emerging titles
 - Case managers
 - Community health workers
 - Health coaches
 - Patient navigators

Questions?

- For more information, please email me at:

- Visit us on:

