



# Labor Market Demand & Hiring Practices: Healthcare

**NYCCTE** |

NEW YORK CITY  
Career and Technical Education

# Guiding Questions

## Schools and Postsecondary Partners

- How do CTE programs currently prepare students for these practices, and where are opportunities for growth and further alignment?

## Industry Partners

- How does your experience and insight add depth and understanding of these trends?
- What resources, skills and opportunities do you have that could help educators stay up-to-date with industry trends?

# Analysis: Primary take-aways

- Ambulatory Health Care Services employment in NYC increased from 193k to 280k between 2012 & 2017, growth of 45%. By 2024, the number of professionals in the field is projected to reach approximately 350k.
- While not as robustly as the Ambulatory Health Care Services, all job types in this industry are projected to increase by 2024.
- Many jobs in this field that do not require a college degree do require specialized certification, and there is convergence between CTE stakeholder input and labor market data on this.
- Even for entry-level jobs not requiring a college degree, proficiency in Microsoft Office remains a highly-desirable skill.
- Online recruitment vehicles appear less popular in this industry than in others.

# How Schools Can Use This Info:

- Identify lesson plans where elements of labor market info can be added to expand students' understanding of the industry
- Consider how your work readiness training needs to be improved to align with current hiring practices
- Present this information to your Self Study Group to keep your school apprised of current trends
- Consider how you can continue to grow and stay aware of industry practices through professional development

# Past Trends of Unemployment

## Unemployment Rate in Nov 2018

3.7% in NYC

3.5% in US

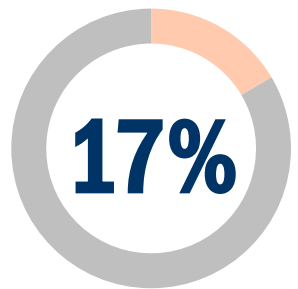
## Percentage Point Decline from Nov 2016 to Nov 2018

-1.0% in NYC

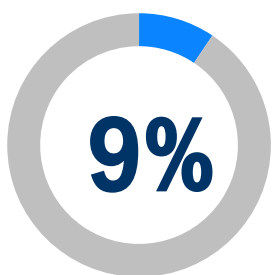
-0.9% in US

# NYC Employment Top 6 Sectors, 2017

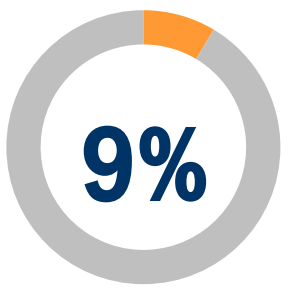
In 2017, there were approximately 4.3 Million NYC Jobs. Over half of these jobs are in the six largest sectors:



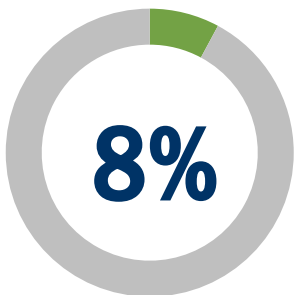
Healthcare



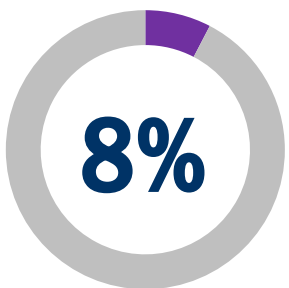
Professional Services



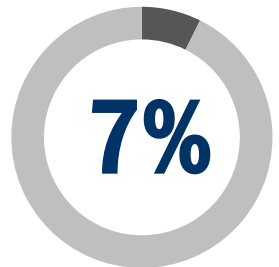
Accommodation & Food Services



Retail Trade



Finance & Insurance



Educational Services

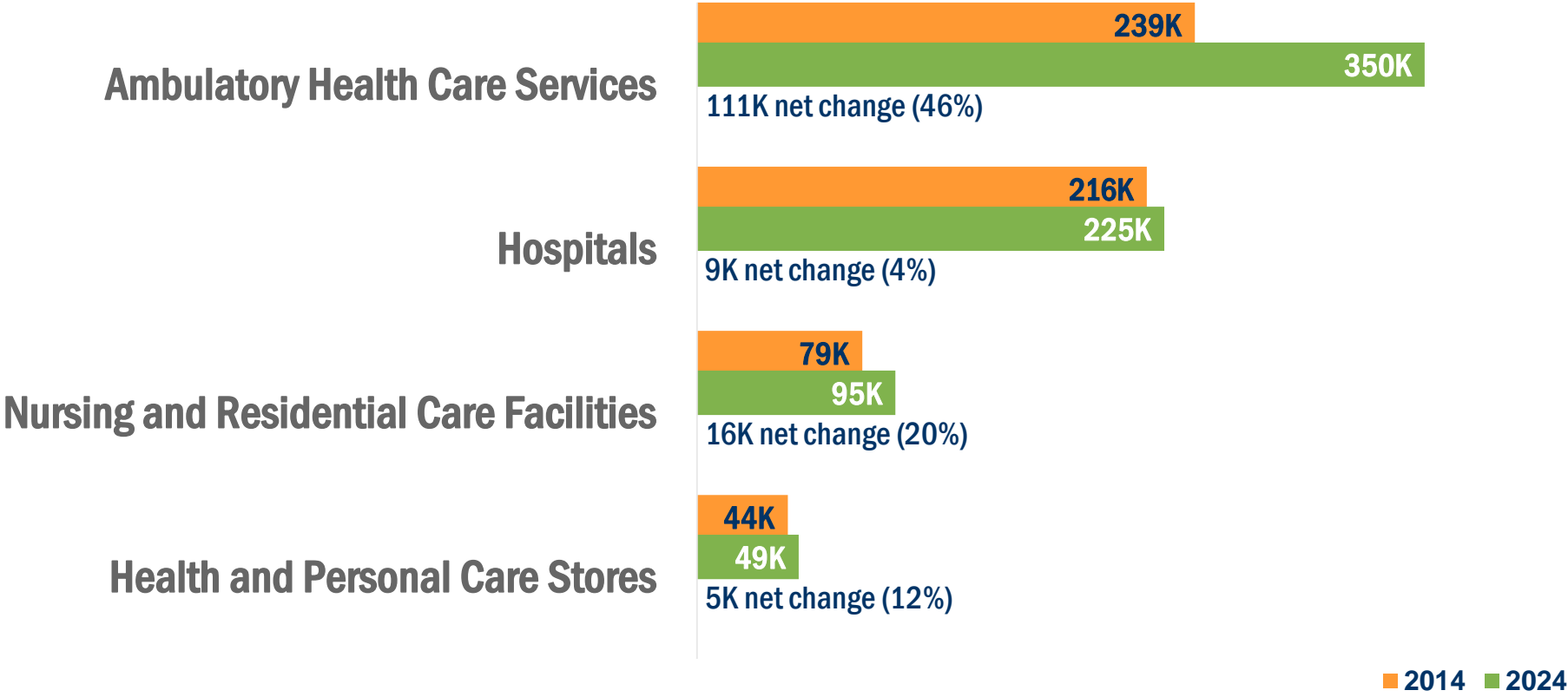
Source | NYCLMIS analysis of 2017 Annual Quarterly Census of Employment and Wages data files from U.S. Bureau of Labor Statistics. Includes all ownership. Per BLS confidentiality policy, some data (~6%) has been suppressed in order to protect the identity of employers and is therefore excluded from employment totals.

# Sectors with the Greatest Projected Job Growth in NYC 2014-2024

Sector	Net Change in Job Growth
Health Care & Social Assistance	24%
Professional & Business Services	22%
Accommodation & Food Services	25%
Educational Services	14%
Construction	29%
Other Services	18%
Retail Trade	10%
Financial Actives	7%
Arts, Entertainment & Recreation	22%
Transportation & Warehousing	10%

Source | NYCLMIS analysis of 2017 Annual Quarterly Census of Employment and Wages data files from U.S. Bureau of Labor Statistics. Includes all ownership. Per BLS confidentiality policy, some data has been suppressed in order to protect the identity of employers and is therefore excluded from employment totals.

# Healthcare Outlook, NYC 2014-2024



Source | NYCLMIS analysis of NYS Department of Labor Long-term industry projections 2014-2024



# Healthcare: Common Sub-BA Occupations

Occupation	Education	No. Jobs	Med. Wage
Nursing Assistants	HS/HSE	37K	\$40K
Licensed Practical and Licensed Vocational Nurses	Some College	14K	\$55K
Medical Assistants	Some College	13K	\$37K
Pharmacy Technicians	Some College	8K	\$35K
Emergency Medical Technicians and Paramedics	Some College	5K	\$46K
Dental Hygienists	Associates	3K	\$91K
Surgical Technologists	Some College	3K	\$58K
Orderlies	HS/HSE	2K	\$38K
Healthcare Support Workers (Other)	HS/HSE	2K	\$41K
Phlebotomists	Some College	2K	\$46K
Psychiatric Aides	HS/HSE	2K	\$46K
Physical Therapist Assistants	Some College	1K	\$59K

Source | NYCLMIS analysis of statewide 2018 Q1 Occupational Employment Statistics and 2014-2024 Long-Term Occupational Employment Projections from the New York State Department of Labor.

# Online Job Ads: Employers & Job Titles

## Employers with the most ads: Share of Total Online Ads 2018 8K ads (24% of ads did not specify employer)

5.1%	New York-Presbyterian Hospital
4.0%	NYU Langone Health
3.0%	Northwell Health
2.2%	Bayada Home Health Care
1.9%	Mount Sinai
1.8%	White Glove Community Care
1.5%	New York Methodist Hospital
1.5%	Memorial Sloan Kettering Cancer Center
1.1%	Quest Diagnostics Incorporated
1.0%	Centers Health Care

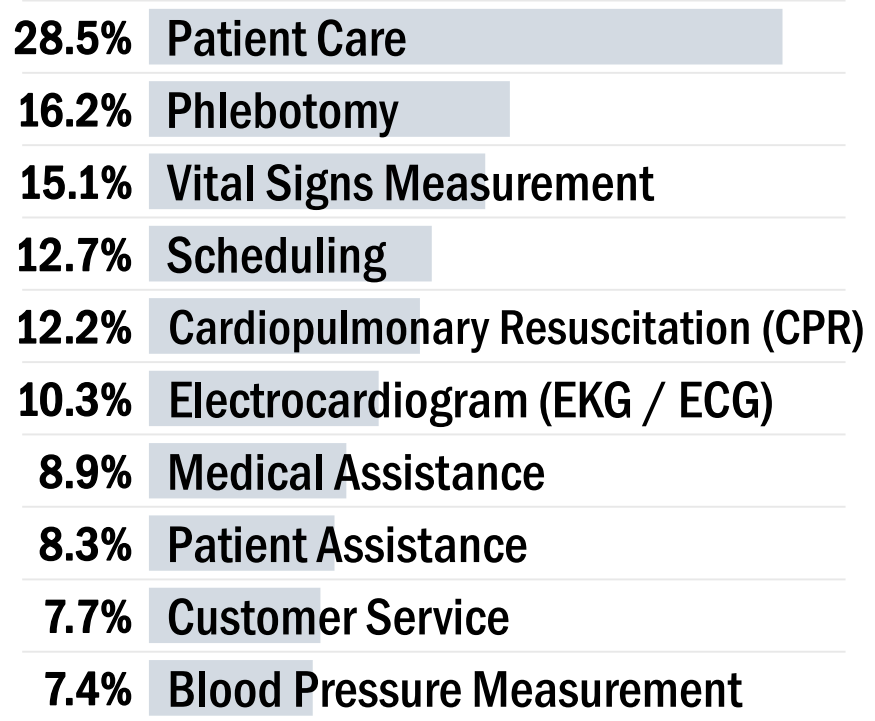
## Most commonly advertised titles: Share of Total Online Ads 2018 8K ads (all ads specified title)

20.6%	Licensed Practical Nurse (LPN)
11.1%	Pharmacy Technician
10.3%	Medical Assistant
5.3%	Certified Nursing Assistant
3.2%	Physical Therapist Assistant
2.6%	Phlebotomist
2.0%	Patient Care Technician
1.8%	Operating Room Technician
1.7%	Dental Hygienist
1.6%	Certified Occupational Therapy Assistant

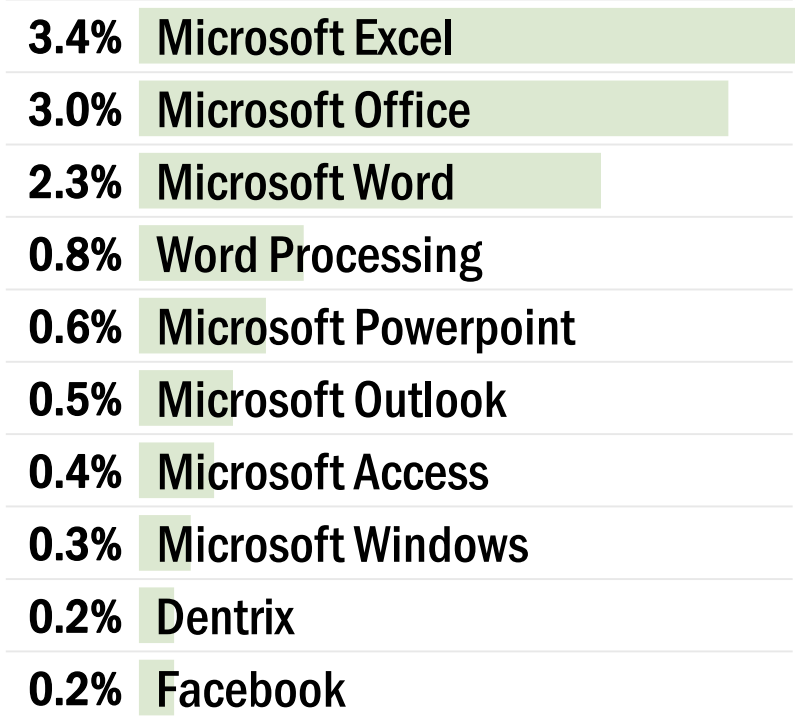
Source | NYCLMIS analysis of Burning Glass Technologies' Labor Insight.

# Analysis of Online Job Ads: Skills

**Most requested specialized skills:**  
Share of Total Online Ads 2018  
8K ads (21% ads did not specify skills)



**Most requested technical skills:**  
Share of Total Online 2018  
8K ads (21% ads did not specify skills)



Source | NYCLMIS analysis of Burning Glass Technologies' Labor Insight.

# Healthcare: Job Trend Analysis, CTE Certifications

**Most requested certifications:**  
Share of Total Online Ads 2018  
8K (37% of ads did not specify ads)

20.9%	Licensed Practical Nurse (LPN)
12.6%	Certified Medical Assistant
7.9%	Certified Nursing Assistant
6.0%	First Aid Cpr Aed
4.8%	Driver's License
4.7%	Pharmacy Technician Certification Board (PTCB)
4.3%	Certified Pharmacy Technician
3.7%	Basic Cardiac Life Support Certification
3.3%	Basic Life Saving (BLS)
2.4%	Licensed Vocational Nurse (LVN)

- ### CTE
- Certified Nurse Aid
  - Certified Medical Administrative Assistant
  - Certified Clinical Medical Assistant
  - Certified Pharm Tech
  - NCLEX- Practical Nursing
  - NOCTI- Dental Lab Tech
  - National Dental Assistant Certification on Radiation Health and Safety and Infection Control

Source | NYCLMIS analysis of Burning Glass Technologies' Labor Insight.

## What entry level job titles do you include in your CTE coursework and career pathway conversations with students that relates to the CTE track?

1. Medical Assistant
2. Certified Nursing Assistant/ Occupational Therapy Assistant/ Physical Therapist Aide/ Emergency Medical Technician and Paramedic/ Dental Assistant

Source| CTE-School Survey 2018

# How are candidates typically recruited in the Healthcare industry?

1. Recruitment Fair
2. Recruiter
3. Sourced Internally

*Source | CTE Industry Survey 2018*

# How are candidates typically screened in the Healthcare Industry?

1. Resume/Cover Letter
2. Certificates/Credentials
3. Screening Call

Source | CTE Industry Survey 2018

Sources | TE Industry Survey 2018

# Which of the Healthcare credentials are valued in entry level candidates in your industry?

1. Certified Nurse Aid
2. Certified Clinical Medical Assistant/ Certified Pharm Tech/ NCLEX – Practical Nursing

# How are candidates' certifications typically verified?

1. Copy of certification
2. Listed on Resume

Source | CTE Industry Survey 2018



# Analysis: Primary take-aways

- Ambulatory Health Care Services employment in NYC increased from 193k to 280k between 2012 & 2017, growth of 45%. By 2024, the number of professionals in the field is projected to reach approximately 350k.
- While not as robustly as the Ambulatory Health Care Services, all job types in this industry are projected to increase by 2024.
- Many jobs in this field that do not require a college degree do require specialized certification, and there is convergence between CTE stakeholder input and labor market data on this.
- Even for entry-level jobs not requiring a college degree, proficiency in Microsoft Office remains a highly-desirable skill.
- Online recruitment vehicles appear less popular in this industry than in others.

# How Schools Can Use This Info:

- Identify lesson plans where elements of labor market info can be added to expand students' understanding of the industry
- Consider how your work readiness training needs to be improved to align with current hiring practices
- Present this information to your Self Study Group to keep your school apprised of current trends
- Consider how you can continue to grow and stay aware of industry practices through professional development

# Guiding Questions

## Schools and Postsecondary Partners

- How do CTE programs currently prepare students for these practices, and where are opportunities for growth and further alignment?

## Industry Partners

- How does your experience and insight add depth and understanding of these trends?
- What resources, skills and opportunities do you have that could help educators stay up-to-date with industry trends?