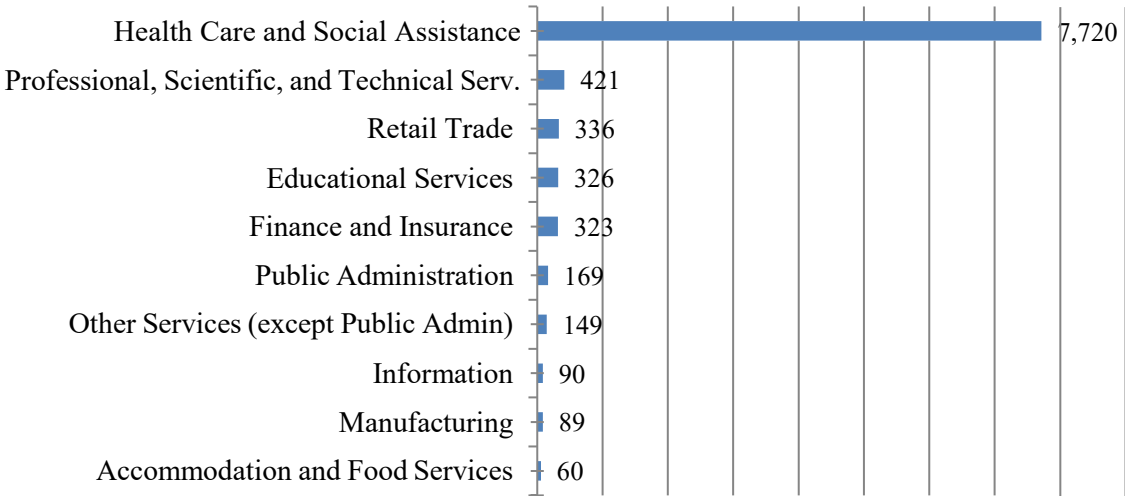# CTE LABOR MARKET TOOL

OVERVIEW: THIS RESOURCE PROVIDES DATA SNAPSHOTS AND INSIGHTS ABOUT THE HEALTHCARE LABOR MARKET,* AND SOME GUIDING QUESTIONS TO HELP APPLY THE DATA TO YOUR SCHOOL'S CTE PROGRAM.

Why use this resource?

- Use as a critical tool with your school's self study group to guide program planning and improvement aligned to labor market data

- Use as a critical tool to prepare students for postsecondary planning towards high-demand careers

- Feel prepared and confident when responding to NYSED questions about incorporating labor market data into your work

Chart 1: Types of organizations doing the most entry-level hiring in healthcare, NYC, number of job ads, 10/1/2020 - 3/31/2021**

Organization	Number of job ads
Health Care and Social Assistance	7,720
Professional, Scientific, and Technical Serv.	421
Retail Trade	336
Educational Services	326
Finance and Insurance	323
Public Administration	169
Other Services (except Public Admin)	149
Information	90
Manufacturing	89
Accommodation and Food Services	60

The chart above shows the many different kinds of NYC organizations hiring professionals in healthcare.

The chart below shows the long-term employment projections for this field. As you can see, healthcare is expected to grow significantly between 2016 - 2026, with occupations in healthcare support growing more than practitioners or technical jobs. It's important to keep in mind that even though these predictions help us understand the labor market's trajectory, things like new technologies or innovations, shifts in the economy, or major unexpected shocks like the COVID-19 pandemic, can impact the accuracy of these predictions.

Chart 2: Long-term employment projections for healthcare, NYC, 2016-2026***				
	Projected NYC employment:		Change over time:	
	2016	2026	Net	Percent
Healthcare Support Occupations	231,210	329,660	98,450	42.6%
Healthcare Practitioners and Technical Occupations	240,640	287,480	46,840	19.5%

IN THIS RESOURCE…

HEALTHCARE

CTE LABOR MARKET TOOL

Looking Deeper: Who Works in this Field?

➢ **Most people working in this field in NYC earn above a living wage, but there is considerable variation in their training and educational credentials given the diverse array of occupations.**

➢ There is significant variability in this field regarding the most commonly-held educational credential.

➢ There is significant opportunity in this field for people who are just starting out their career. Most recent hiring in NYC sought candidates with 5 years or less of experience (94% of job ads during the six-month period of October 2020 – March 2021).

➢ Median wages for entry-level through experienced professionals in this field are significantly above $45,285, the 2021 living wage for a single adult in New York City******.

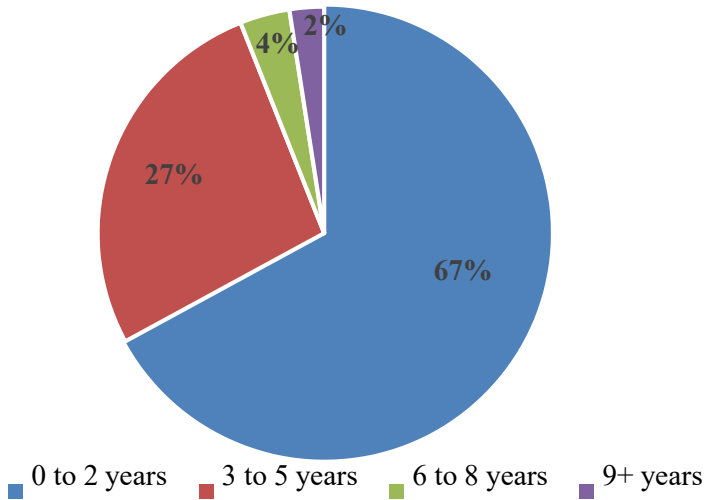**Chart 3: Years of experience of people being hired in this field, based on job ads**, NYC, 10/1/2020 - 3/31/2021**

- 0 to 2 years (67%)
- 3 to 5 years (27%)
- 6 to 8 years (4%)
- 9+ years (2%)

Chart 4: Median wages in this field by experience**, NYC**

Entry-level $51,040 | Mid $72,120 | Experienced $85,350
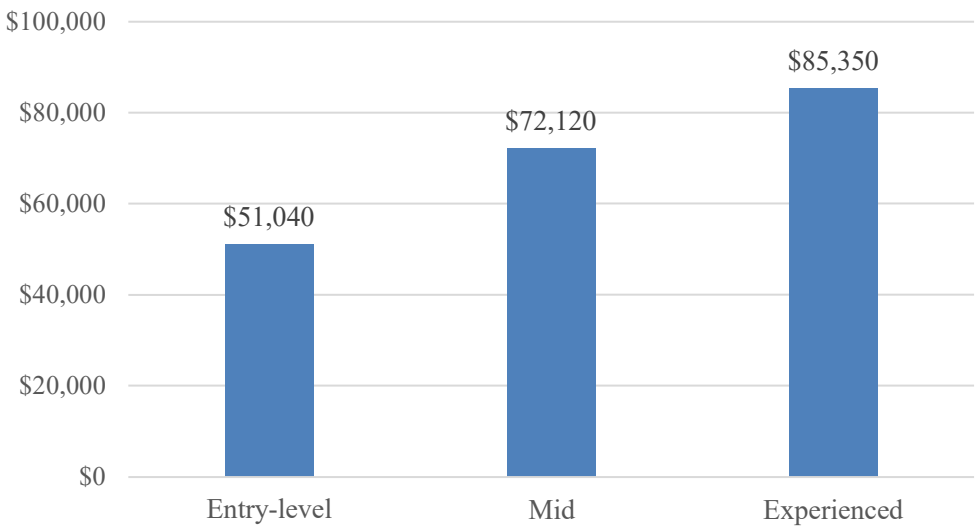
Chart 5: Most commonly-held educational credential for healthcare occupations, NYC***

- Associate's Degree (4%)
- Bachelor's Degree (28%)
- Doctoral/professional degree (31%)
- High School Diploma or Equivalent (13%)
- Master's Degree (14%)
- Some College (10%)
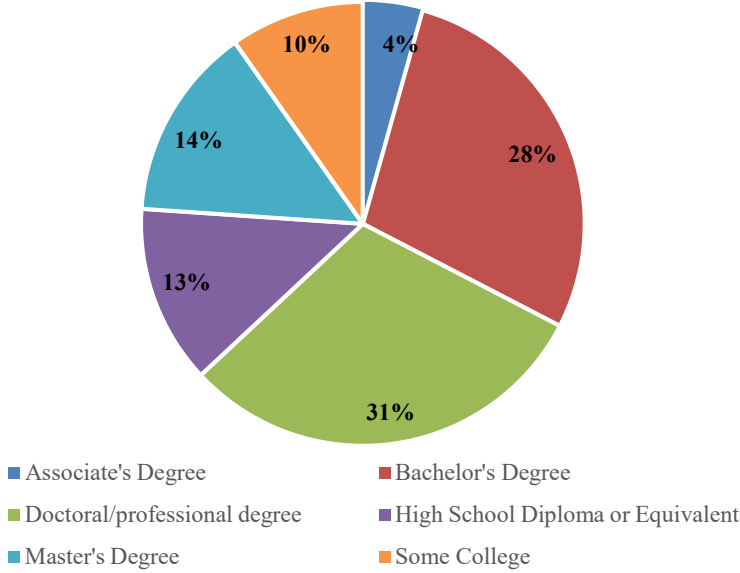
The chart below reflects the gender and ethnicity of people who work in the largest three occupations within this field in NYC*******. Demographic distributions reflect a set of occupations held by ethnically-diverse groups and predominantly by women.

Chart 6: Gender and ethnicity distributions for top 3 occupations in this field in NYC

Occupation	NYC Emp.	Ethnicity %						Gender %	
		American Indian/ Alaska Native	Asian/ Pacific Islander	Black	Hispanic	White	Multi-ethnic/ Other	Female	Male
Home Health Aides	289,590	0	14	35	38	11	3	94	6
Registered Nurses*********	70,360	0	27	34	10	26	3	86	14
Nursing Assistants	33,740	0	11	48	27	10	3	92	8

PAGE 2

Demystifying Demand: Employer Priorities

➢ **In this field, formal education may be less important than relevant trainings and certifications for entry-level employees to secure a job in NYC.**

➢ There is significant variation in the level of educational credential being sought by employers hiring entry-level healthcare professionals.

➢ Employers across fields are interested in entry-level workers having skills that emphasize foundational computer literacy, communication, and collaboration.

➢ Over half of employers (56%) included a certification in their job posting for this highly-regulated field.

Chart 7: Minimum education levels sought in healthcare for entry-level workers, number of job ads**, NYC, 10/1/2020 - 3/31/2021
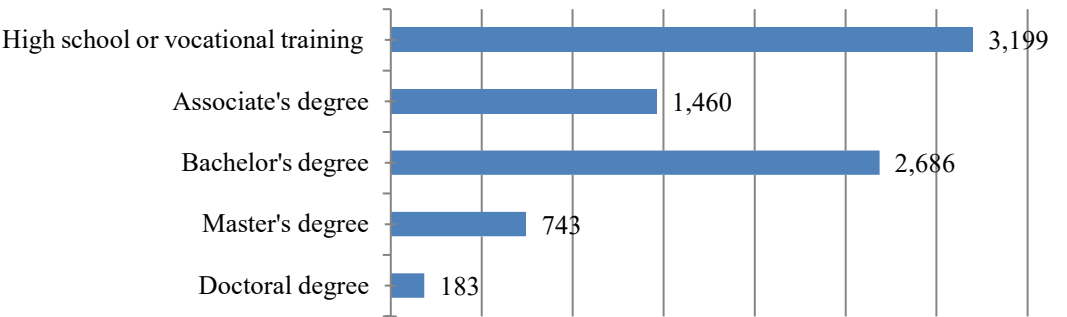
Education level	Job ads
High school or vocational training	3,199
Associate's degree	1,460
Bachelor's degree	2,686
Master's degree	743
Doctoral degree	183

Chart 8: In-demand transferable******** skills, entry-level job ads**, NYC, 10/1/2020 - 3/31/2021

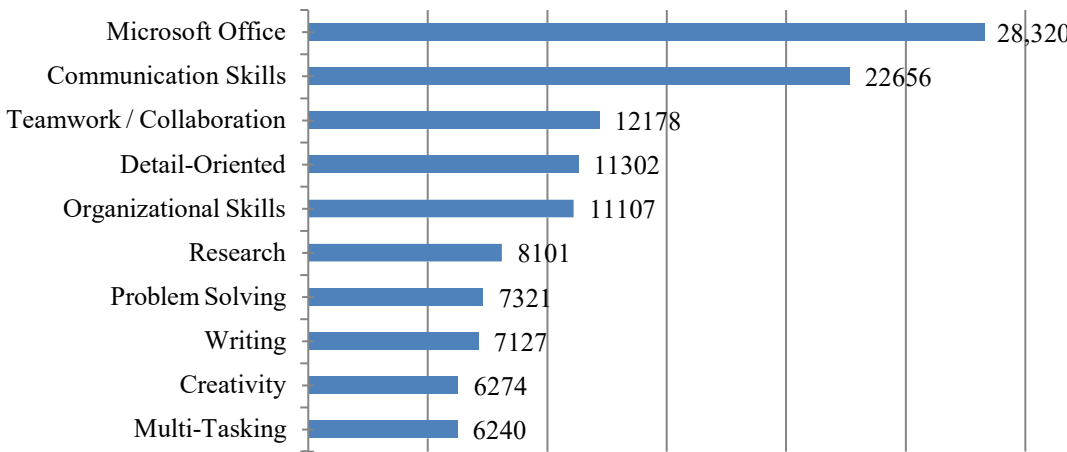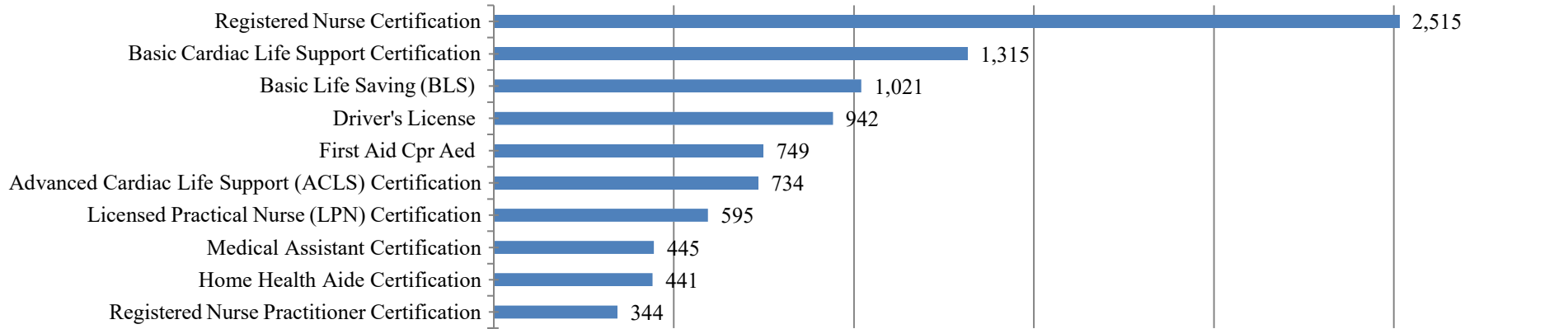| Skill	Mentions
Microsoft Office	28,320
Communication Skills	22656
Teamwork / Collaboration	12178
Detail-Oriented	11302
Organizational Skills	11107
Research	8101
Problem Solving	7321
Writing	7127
Creativity	6274
Multi-Tasking	6240

Chart 9: Certifications in greatest demand for entry-level workers in healthcare, number of mentions in job ads**, NYC, 10/1/20 - 3/31/21

Certification	Mentions
Registered Nurse Certification	2,515
Basic Cardiac Life Support Certification	1,315
Basic Life Saving (BLS)	1,021
Driver's License	942
First Aid Cpr Aed	749
Advanced Cardiac Life Support (ACLS) Certification	734
Licensed Practical Nurse (LPN) Certification	595
Medical Assistant Certification	445
Home Health Aide Certification	441
Registered Nurse Practitioner Certification	344

Charts 10-12: Entry-level "work from home" (WFH) opportunities in healthcare, job ads**, 4/1/2020 – 3/31/2021

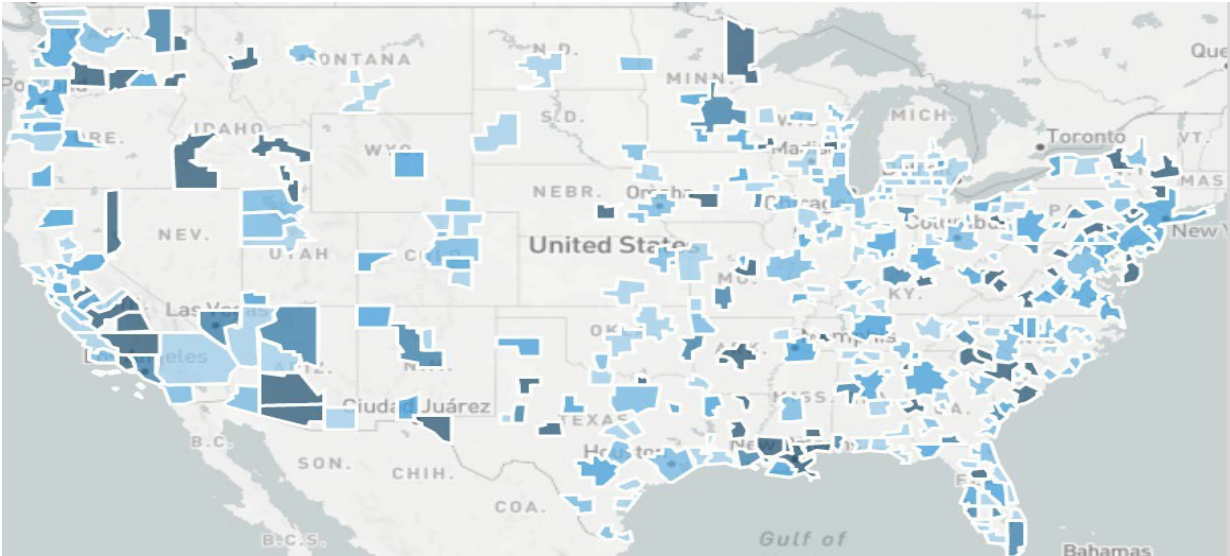**Chart 10: Healthcare WFH job ads, growth by metropolitan statistical area (MSA):**

High	Average	Low	Much lower

Chart 11: MSAs with most employers posting WFH ads overall

Metro Statistical Area	Job Ads
Los Angeles-Long Beach-Anaheim, CA	894
New York-Newark-Jersey City, NY-NJ-PA	794
Phoenix-Mesa-Scottsdale, AZ	659

Chart 12: Healthcare occupations with most WFH ads**********

Occupation	Job Ads
Registered Nurses	5,612
Speech-Language Pathologists	1,360
Pharmacy Technicians	1,280

What Next? Guiding Questions & Web Resources

"Describe how current labor market data has informed program design and choice of technical assessment."

The prompts below are designed to promote discussion and ideas for program planning, and to help you answer the question above from the CTS self study tab and the NYSED CTE application (Part 2, Section C).

How can we incorporate this report's data insights into our…	Data points to consider:
…*program content?*	Charts 2, 4, 5, 8, 9
…*employability profile?*	Charts 8, 9
…*articulation agreement and, if applicable, affiliation agreement?*	Charts 5, 7, 9
…*work-based learning?*	Charts 1, 8
…*technical assessments?*	Chart 9
…*faculty certification and, if applicable, professional licensures?*	Charts 8, 9

Consider the questions below keeping in mind the labor market data points you've explored in this report and the questions that you've answered above.

Select three ways that you might adjust your program in response to labor market data:

☐ Program content ☐ Employability profile ☐ Articulation agreement ☐ Technical assessments
☐ Work-based learning ☐ Faculty certification ☐ Other: _____

Which one of these three adjustments could most easily be implemented this school year?

Which one of the three would make the biggest difference for the quality of our program? Why?

Curious to explore more? Check out these web resources:

➢ CTE NYC website: www.cte.nyc
➢ CTE Industry Commission resources: bitly.com/CTEIndustryEngagement
➢ CTE College and Career Planning Team's postsecondary milestones toolkit: bit.ly/2O2QIGn
➢ CareerOneStop labor market data explorer: www.careeronestop.org

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Technical Notes & Data Sources:

* "Healthcare" occupations have been operationalized as occupations with a 2010 Standard Occupation Classification (SOC) code starting with either the two-digit "31-XXXX" ("Healthcare Support Occupations") or "29-XXXX" ("Healthcare Practitioners and Technical Occupations").

** These analyses were conducted using the Burning Glass Labor Insight proprietary web-based research platform.

*** New York City 2016-2026 long-term employment projections are determined by New York State Department of Labor (NYSDOL).

**** NYSDOL, Occupational Employment Statistics (OES) estimates for New York City, first quarter of 2020 (May 2020 release). NYSDOL operationalizes "Entry Wage" as the average of the bottom third of wages, "Mid" as median wages, and "Experienced Wage" as the average of the top two thirds of wages.

***** U.S. Census, American Community Survey (ACS) estimates, NYC 2015-2019 5-year sample, IPUMS release February 2021.

****** Massachusetts Institute of Technology's (MIT) Living Wage calculator, 2021 estimates for New York City

******* Demographics based on U.S. Census, American Community Survey (ACS) estimates, NYC 2015-2019 5-year sample, IPUMS release February 2021. Employment estimates are from NYSDOL OES (May 2020 release).

******** "Transferable skills" are defined as "skills used in one job or career that can also be used in another" (Cambridge Business English Dictionary, https://dictionary.cambridge.org/us/dictionary/english/)

********* "BSN in 10" was signed into law by Governor Cuomo in 2017 to enhance the quality of patient care and elevate the nursing profession. It requires all nurses who complete an Associate Degree in New York State to complete a Baccalaureate of Science Degree in Nursing within 10 years of becoming a nurse to maintain licensure by the State. Governor Cuomo ANNOUNCES proposal to provide New York nurses priority access to SUNY and CUNY programs as part of 2021 state of the state. (n.d.). Retrieved April 16, 2021, from https://www.governor.ny.gov/news/governor-cuomo-announces-proposal-provide-new-york-nurses-priority-access-suny-and-cuny#:~:text=BSN%20in%2010%20was%20signed%20into%20law%20by,a%20nurse%20to%20maintain%20licensure%20by%20the%20State.

********** These occupations are not conventionally work from home opportunities but may reflect the surge in telehealth that occurred as a result of the COVID-19 pandemic. This trend may or may not persist post-pandemic.