

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

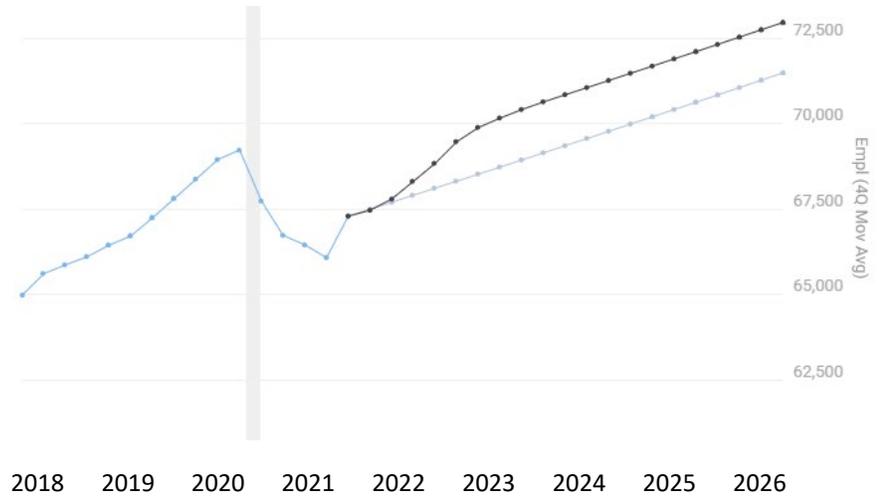
- Industry employment dropped about 4.5% from 2020Q1 to 2021Q1 and, then grew 1.8% in the first quarter of 2021 alone
- Industry employment projected to grow 1.2% annually and forecasted to rebound to pre-pandemic levels by 2023Q3

### Tight Talent Pool

- Low unemployment in healthcare roles (2.5%) means a tight labor market
- Delayed pipeline due to 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 continues<sup>1</sup>
- COVID-19 fears add to recruiting challenges<sup>2</sup>



**Black Line:** Optimistic 5-Year Forecast  
**Blue Line:** Baseline Employment Outlook (Pre-COVID model)

## 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 between the ages of 14 to 21 earn \$0.33 to \$0.51 to the dollar 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<sup>3</sup>

Race / Ethnicity	Avg. Turnover per Qtr.	Stable Jobs <sup>4</sup>	New Stable Jobs <sup>5</sup>
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
<b>Healthcare and Social Assistance</b>	<b>9.6%</b>	<b>\$52.0K</b>	<b>\$33.7K</b>
<b>All Industries</b>	<b>9.1%</b>	<b>\$68.2K</b>	<b>\$40.7K</b>

## 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) and often low-skill (no credential), low-demand (over 5% unempl, low growth, low replacement demand, and/or low job postings)

### Target Occupations<sup>[1]</sup> (all HW, HD, HS)

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

### Gateway Occupations<sup>[2]</sup>

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<sup>[3]</sup> *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 <sup>6</sup> and Local Training Partners<sup>7</sup>

#### 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 County<sup>8</sup>

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 <sup>9</sup>	--	--	--	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%)