



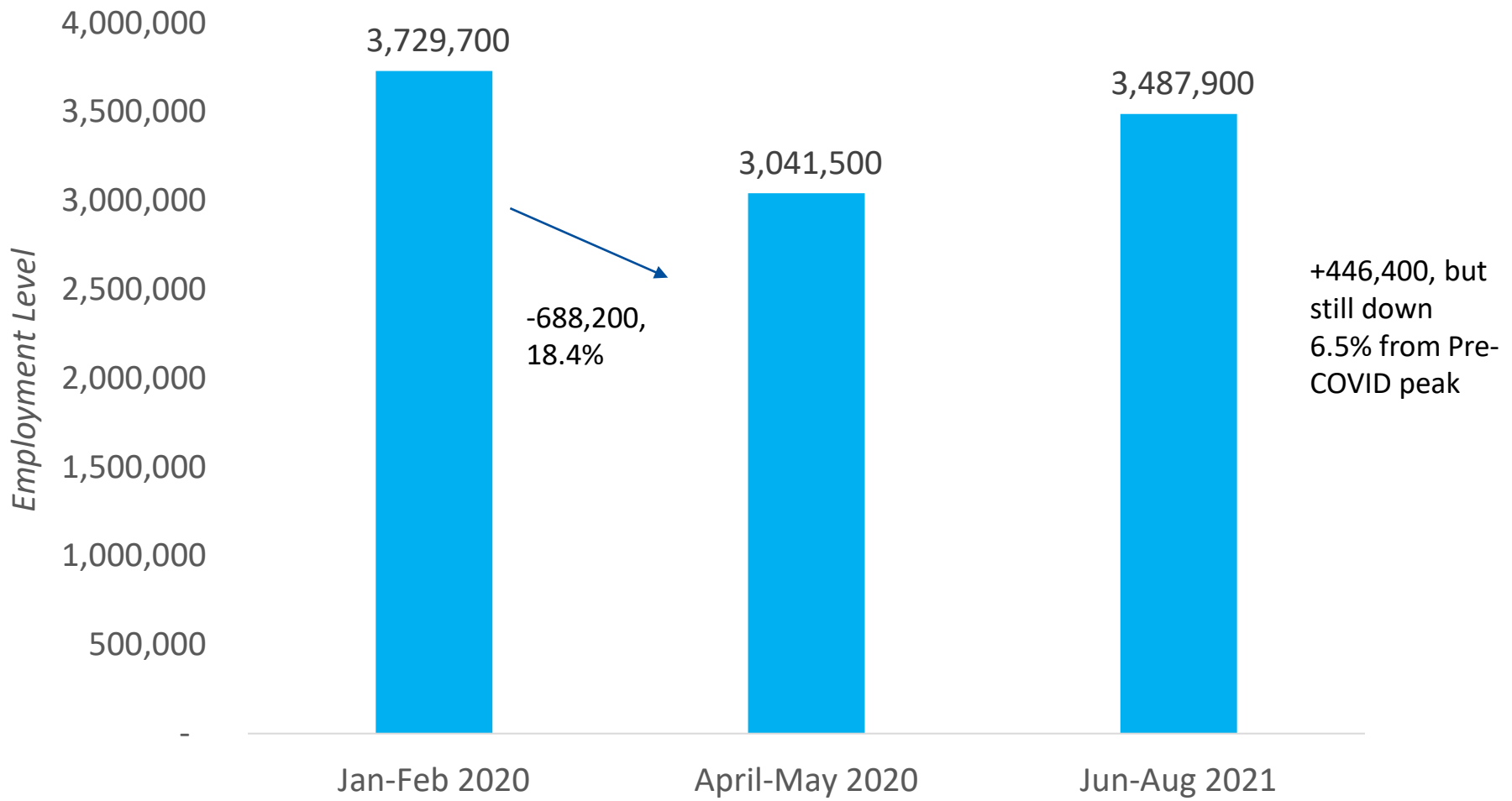
# Healthcare Labor Market Trends and Factors Associated with Hiring Challenges

Healthcare Careers Consortium Meeting  
October 2021

Prepared by:  
Joseph McLaughlin  
Chris Harrop

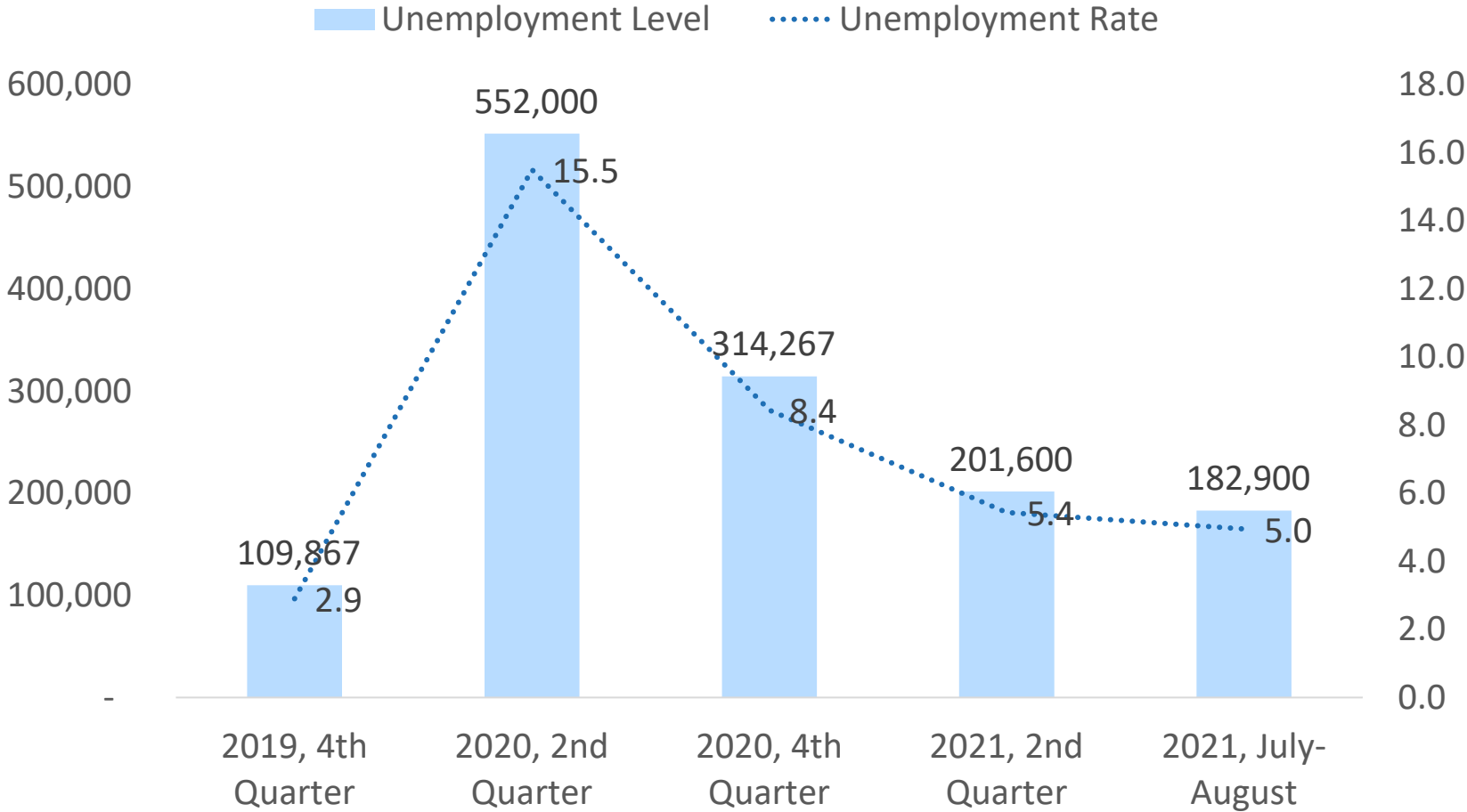


# COVID-19 Pandemic Employment Loss and the Ensuing Recovery in Massachusetts



Source: Current Employment Statistics (CES)  
Location: Massachusetts  
Data: Seasonally Adjusted

# Unemployment Trends During the COVID-19 Pandemic, Massachusetts



Source: Local Area Unemployment Statistics (LAUS)  
Location: Massachusetts  
Data: Seasonally Adjusted

# Healthcare Employment Trends During the COVID-19 Pandemic (Employment in 1,000s), Massachusetts



Industry	Jan-Feb 2020	April-May 2020	Jun-Aug 2021	Change, Jan-Feb 2020 to Jul-Aug 2021	Percent Change
Healthcare, Total	494.0	432.9	467.2	-26.8	-5.4%
Hospitals	198.9	190.4	198.7	-0.2	-0.1%
Ambulatory Services	189.8	148.3	177.4	-12.4	-6.5%
Nursing and Residential Care	105.3	94.3	91.1	-14.2	-13.5%

Source: Current Employment Statistics (CES)  
 Location: Massachusetts  
 Data: Not Seasonally Adjusted



# Recent Trends in Healthcare Occupations, Degrees, and Skills

# Highest Demand Occupations



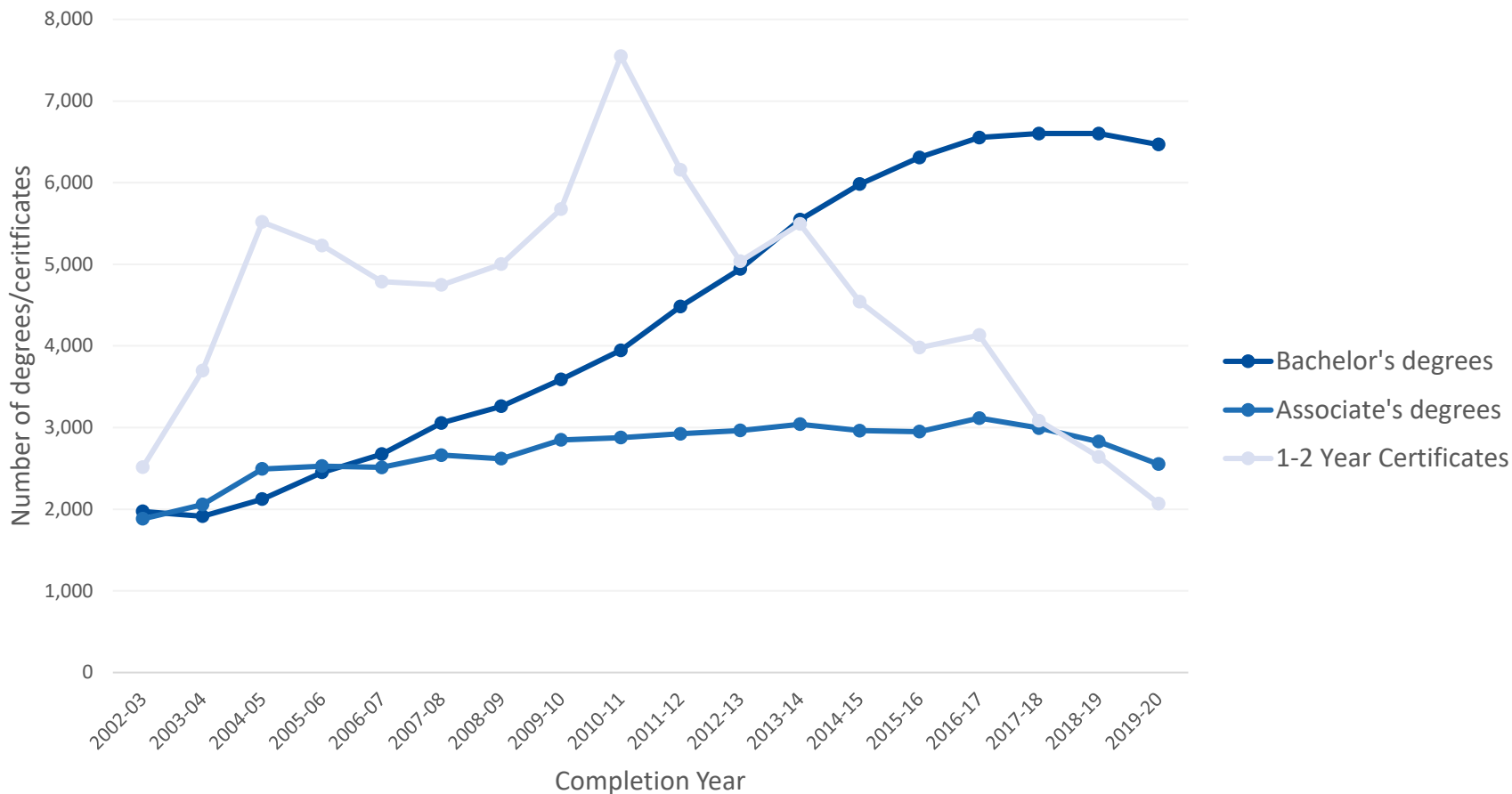
Occupation	2018 Postings	2019 Postings	2020 Postings	2021 Postings	% Change (2018 - 2021)
Dental Assistants	117	68	66	235	↑ 101%
Licensed Practical and Licensed Vocational Nurses	236	320	366	467	↑ 98%
Home Health Aides	126	133	257	242	↑ 92%
Medical Assistants	390	498	417	583	↑ 49%
Medical and Clinical Laboratory Technicians	327	355	339	462	↑ 41%
Medical and Clinical Laboratory Technologists	182	203	193	245	↑ 35%
Speech-Language Pathologists	250	211	197	320	↑ 28%
Pharmacy Technicians	276	267	293	312	↑ 13%
Health Technologists and Technicians, All Other	355	347	286	379	→ 7%
Nursing Assistants	697	698	813	721	→ 3%
Nurse Practitioners	537	521	416	481	→ -10%
Registered Nurses	4909	4422	3663	4327	→ -12%
Medical Records and Health Information Technicians	582	540	387	485	↓ -17%
Internists, General	370	366	481	244	↓ -34%
Critical Care Nurses	771	544	586	439	↓ -43%

Source: Burning Glass Occupation Analysis  
 Location: Boston, MA  
 Time Period: April 1<sup>st</sup> – September 31<sup>st</sup>  
 Occupation Family: Healthcare Support; Healthcare Practitioners

# Trends in Healthcare Degrees Granted in MA



## Postsecondary Credential Completion in MA by Award Level



Source: IPEDS  
Location: Massachusetts  
Time Period: 2002 -2020  
Degree CIP: Health Professions and Related Programs (51)

# Healthcare Skills in Highest Demand



Skill	2018 Postings	2021 Postings	% Change	
Public Health and Safety	248	1254	↑	406%
Scheduling	1442	1937	↑	34%
Customer Service	830	1034	↑	25%
Treatment Planning	1407	1725	↑	23%
Cardiopulmonary Resuscitation (CPR)	1211	1481	↑	22%
Patient/Family Education and Instruction	981	1126	→	15%
Patient Care	4053	4607	→	14%
Teaching	1480	1648	→	11%
Quality Assurance and Control	1519	1586	→	4%
Advanced Cardiac Life Support (ACLS)	1504	1167	↓	-22%

Source: Burning Glass Occupation Analysis  
 Location: Boston, MA  
 Time Period: April 1<sup>st</sup> – September 31<sup>st</sup>  
 Occupation Family: Healthcare Support; Healthcare Practitioners





# Worker Shortage, Skills Mismatch, or the Great Reassessment of Work?

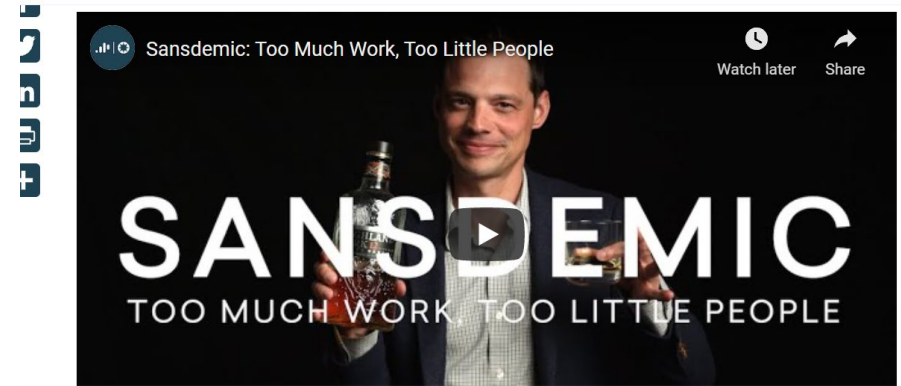
## 2019-20: Not Enough Work?

[Boston Consulting Group](#): 50% of US executives expect a reduction in the number of employees over the next 5 years due to advanced robotics

[McKinsey Global Institute](#): between 40 million and 160 million women worldwide may need to transition between occupations by 2030, often into higher-skilled roles.

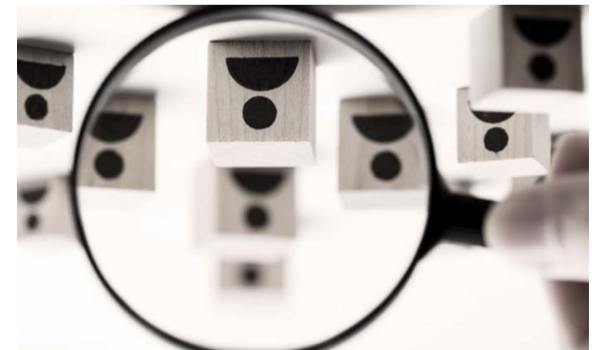
[Oxford Economics](#): up to 20 million manufacturing jobs worldwide will be lost to robots by 2030.

## 2021: Not Enough Workers?

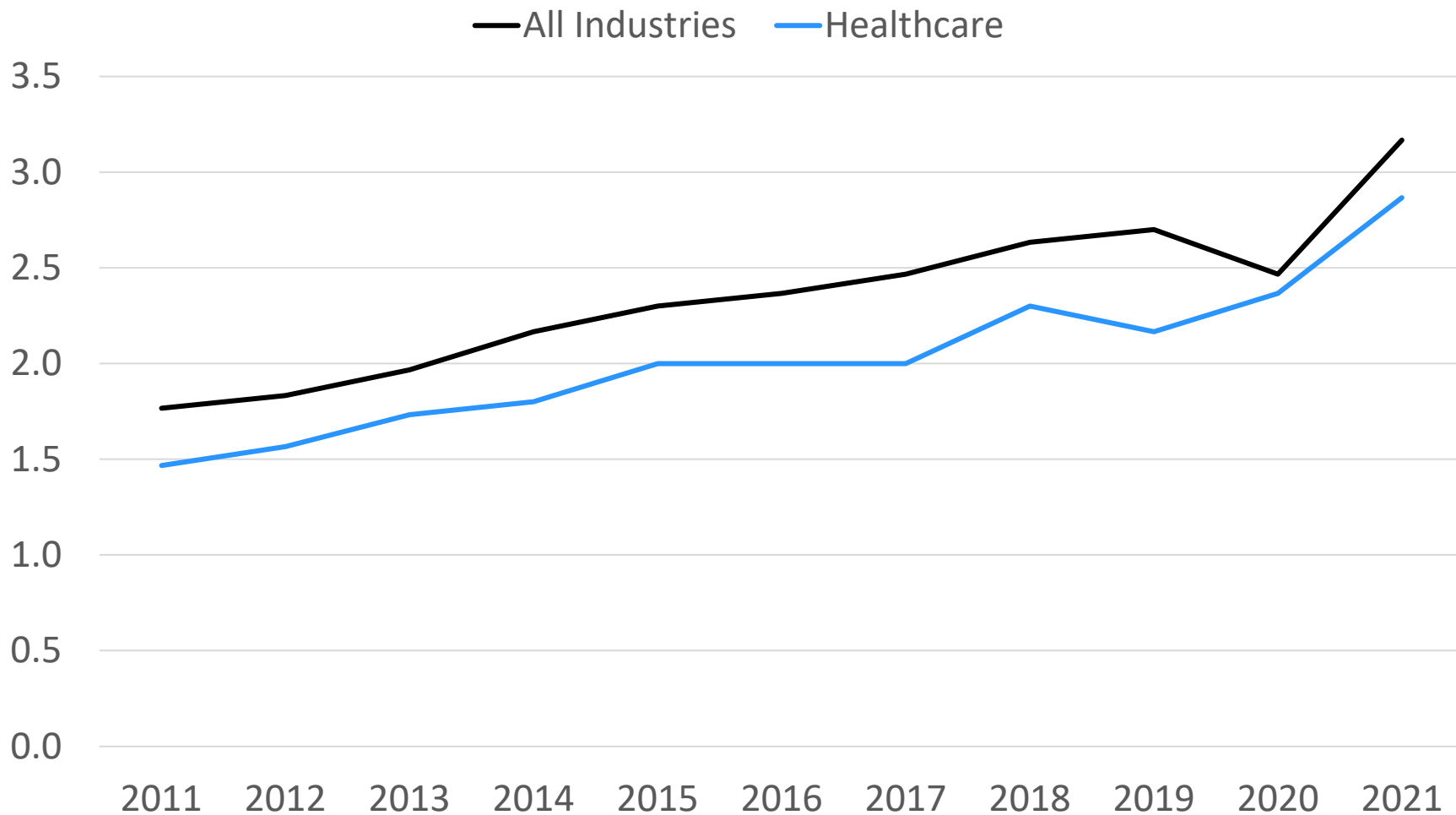


<https://www.economicmodeling.com/demographic-drought/>

## How to Resolve America's Hidden-Worker Problem (Harvard Project on Workforce)



# The “Great Resignation”: Trends in Quit Rates, U.S.



Source: JOLTS  
Location: U.S.  
Time Period: 2011-2021, June-August of each year

# Departures from Healthcare to Other Industries, Boston Metro Area



Industry	2017 Q2	2018 Q2	2019 Q2	2020 Q2
Health Care and Social Assistance	62.5%	62.6%	62.0%	64.0%
Administrative and Support and Waste Management and Remediation Services	8.0%	6.8%	6.4%	7.4%
Professional, Scientific, and Technical Services	4.1%	3.9%	4.7%	5.4%
Accommodation and Food Services	4.4%	4.3%	5.0%	1.6%
Educational Services	3.4%	3.5%	3.6%	2.5%
Retail Trade	3.1%	3.3%	3.0%	3.3%
Management of Companies and Enterprises	2.0%	2.6%	2.5%	2.7%
Other Services (except Public Administration)	2.0%	2.2%	2.5%	2.9%
Public Administration	1.5%	2.0%	1.9%	1.7%
Finance and Insurance	1.4%	1.4%	1.5%	1.6%
Transportation and Warehousing	1.5%	1.2%	1.4%	0.8%
Manufacturing	1.0%	1.1%	0.9%	1.3%
Construction	0.9%	1.2%	1.1%	0.9%
Information	1.1%	0.8%	0.8%	0.9%
Wholesale Trade	0.9%	1.0%	0.7%	0.8%
Real Estate and Rental and Leasing	0.8%	0.8%	0.8%	0.8%
Arts, Entertainment, and Recreation	0.8%	1.1%	0.8%	0.5%
Agriculture, Forestry, Fishing and Hunting	0.1%	0.0%	0.1%	0.1%
Utilities	0.1%	0.0%	0.0%	0.1%
Mining, Quarrying, and Oil and Gas Extraction	0.0%	0.0%	0.0%	0.0%

Source: US Census Longitudinal Employer-Household Dynamics Job to Job Flows | Location: Boston-Cambridge-Newton MSA | Time Period: 2017 - 2020

# For those (18+) not working during Sept 15-27<sup>th</sup>, why are they not employed?



Reason	U.S. (N = 102,637,241)	Boston Metro Area (N = 1,224,450)
I did not want to be employed at this time	5.3%	5.7%
I was caring for someone or sick myself with coronavirus symptoms	4.1%	3.6%
I was caring for children not in school or daycare	4.9%	6.6%
I was caring for an elderly person	1.9%	1.6%
I was concerned about getting or spreading the coronavirus	3.1%	3.8%
I was sick (not coronavirus related) or disabled	6.5%	3.2%
I am retired	42.1%	39.0%
I was laid off or furloughed due to coronavirus pandemic	4.1%	4.1%
My employer closed temporarily due to the coronavirus pandemic	2.1%	2.5%
My employer went out of business due to the coronavirus pandemic	1.7%	1.9%
I did not have transportation to work	1.0%	0.3%
Other reason	17.5%	19.5%
Did not report reason	5.8%	8.3%

Source: U.S. Census, Household Pulse Survey

# Factors Affecting Hiring in Healthcare



- Wages and benefits in healthcare support roles are often less competitive
- Childcare cost and availability:
  - Days per week
  - Start/end times
- Health risks
- Burnout- career changes among former healthcare workers
- Schedules: shift work, consistency
- Vaccine, testing, and mask requirements
- Declines in the supply of new graduates from postsecondary training and education programs
- Specific credential, experience, and licensing requirements that cannot be adjusted in the short-run- *different from other industries*



- Increase wages and consider hiring/ retention incentives
- Improve employee benefits and perks:
  - Onsite childcare or vouchers and partnerships with local providers
  - More flexible work schedules/ remote options when possible
- Targeting recruitment strategies to local populations who may be less burdened by transportation and childcare issues
- Broaden recruitment to attract a more diverse pool demographically (gender, age, education)



- Partnering with community college and training providers to help increase enrollment in health programs and explore how to increase program capacity, including clinicals/internships.
- Develop internal training paths for harder to fill entry and mid-skill occupations, such as apprenticeship programs.
- Through the state's Healthcare Collaborative, pursue policy changes to:
  - increase reimbursement rates from public programs
  - Revise credential/ licensing requirements that may present unnecessary barriers
  - Provide incentives for college students and training program enrollees to complete healthcare credentials/ degrees



## Questions & Discussion





# Workforce Skills Cabinet: Regional Convening on New Funding

October 13, 2021

*Confidential*



## Two key funding sources available to regions



Source	American Rescue Plan Act (ARPA)	Commonwealth FY2022 budget
Amount	\$50M	\$54M
Description	<ul style="list-style-type: none"><li>• Discretionary funding made available by the federal government to all US states as part of the Coronavirus State Fiscal Recovery Fund</li><li>• In addition to these funds already committed to workforce development by Governor Baker, potential for further increase – up to \$240M</li></ul>	<ul style="list-style-type: none"><li>• Budgeted funds allocated by the Legislature for distribution by Workforce Skills Cabinet</li><li>• Will increase Workforce Competitiveness Trust Fund funding ~4x compared to FY20</li><li>• Will increase Career Technical Initiative funding ~5x since FY21 (when first introduced)</li></ul>
Timing	Covers costs incurred from March 3, 2021 to December 31, 2024	Intended to cover costs incurred during MA FY2022, with some exceptions

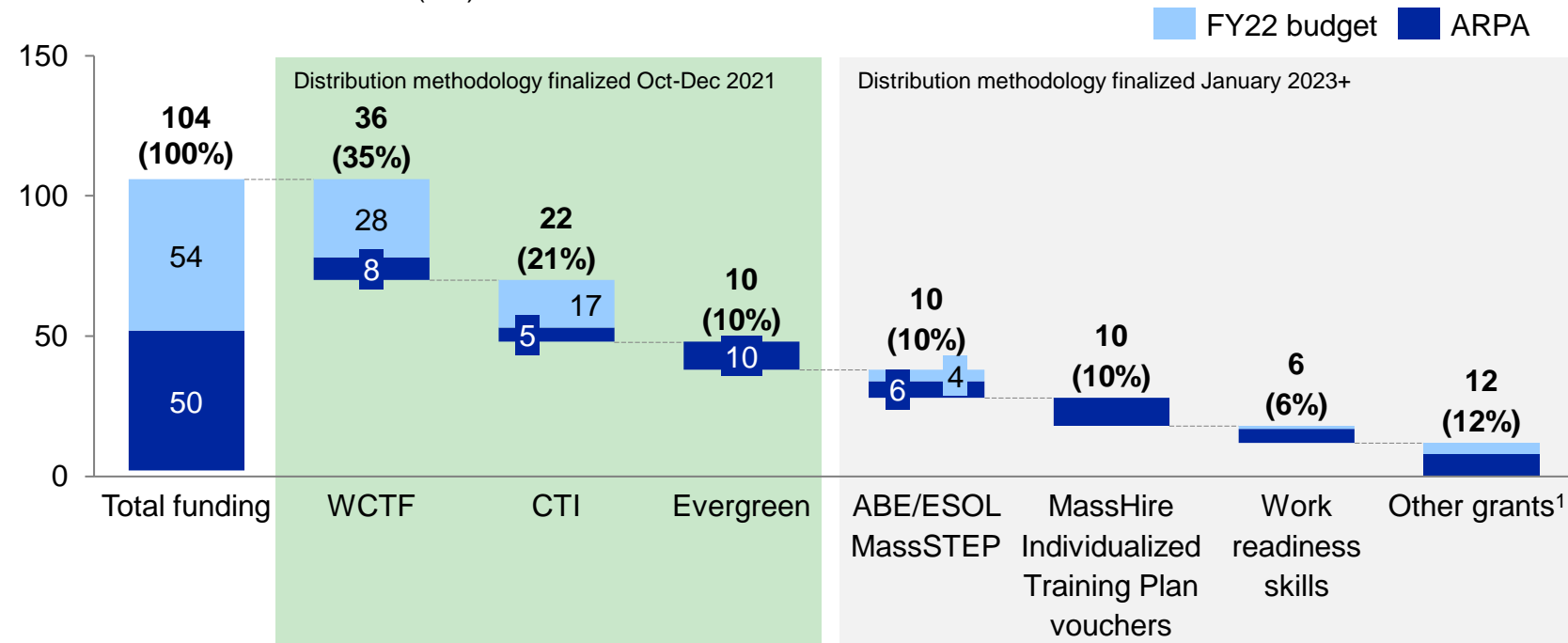


**DRAFT FOR DISCUSSION**

# Overview of planned investments

**Of \$104M total in ARPA and FY22 funding currently budgeted, ~50% to be allocated to WCTF, CTI**  
 WCTF, CTI, Evergreen and portion of other grants funded by ARPA eligible for use over a multi-year period

Allocated dollars as of 9/2021 (\$M)



**Within this, \$3-5M in capacity investments**

Upskilling Navigator FTEs at MassHire Career Centers

Market Maker FTEs for all 7 regions

Rebuild CommCorp "front door" unified application process

Planning grants for regions

Teacher recruitment campaign

1. Includes apprentice and upskilling and program vouchers, Advanced Manufacturing Grants, transition to employment/work-based learning grants, and TRAIN  
 2. Sourced through CARES Act  
 3. Sourced through ESE line item

Note: Numbers may not sum due to rounding. Numbers are inclusive of overhead.



# Group discussion

**As you consider the prospect of significantly scaling training efforts in your regions...**

- 1** Do you foresee any structural barriers to scaling up training significantly?
- 2** Are there elements of your existing upskilling strategy that you plan to revisit?